



AUSTIN BLACK LAWYERS ASSOCIATION



AUSTIN LGBT BAR ASSOCIATION



Hispanic Bar Association of Austin



South Asian Bar Association of Austin



Tarrant County Women Lawyers' Association

## 2016 AUSTIN DIVERSITY REPORT CARD

Firm Name	2016 Grade	2015 Grade	2014 Grade	2013 Grade	2012 Grade	ALL ATTORNEYS AND SUMMER CLERKS (70%)			EQUITY & NON-EQUITY PARTNERS (30%)			WEIGHTED TOTAL PERCENT DIVERSE*
						Total No.	Total No. Diverse**	% Diverse**	Total No.	Total No. Diverse**	% Diverse**	
Husch Blackwell LLP	A	A	A	A	A	49	16	32.65%	30	9	30.00%	31.86%
Wilson Sonsini Goodrich & Rosati PC	A	A	A	A	A	35	9	25.71%	5	2	40.00%	30.00%
The Fowler Law Firm PC	A	A	A	N/A	N/A	20	5	25.00%	9	3	33.33%	27.50%
Gardere Wynne Sewell LLP	A	A	A	A	C	19	5	26.32%	9	2	22.22%	25.09%
Richards, Rodriguez & Skeith L.L.P.	A	N/A	N/A	N/A	N/A	17	4	23.53%	14	4	28.57%	25.04%
Duggins Wren Mann & Romero, LLP	A	A	B	C	F-INC	35	9	25.71%	28	5	17.86%	23.36%
Greenberg Traurig	A	B	B	N/A	A	28	6	21.43%	15	4	26.67%	23.00%
Baker Botts LLP	A	A	A	A	A	83	20	24.10%	24	4	16.67%	21.87%
Andrews Kurth LLP	A	A	A	A	A	37	10	27.03%	13	1	7.69%	21.23%
Lloyd Gosselink Rochelle & Townsend PC	A	A	B	B	D	41	9	21.95%	19	2	10.53%	18.52%
Thompson, Coe, Cousins & Irons, L.L.P.	A	A	B	A	B	34	8	23.53%	19	1	5.26%	18.05%
Jackson Walker LLP	A	A	A	A	A	101	19	18.81%	54	8	14.81%	17.61%
Scott Douglass & McConnico LLP**	A	B	C	B	B	54	10	18.52%	36	5	13.89%	17.13%
Bickerstaff Heath Delgado Acosta LLP	B	B	B	B	B	24	4	16.67%	18	3	16.67%	16.67%
Norton Rose Fulbright	B	B	C	C	C	77	13	16.88%	25	3	12.00%	15.42%
McGinnis Lochridge**	B	C	D	D	F	53	9	16.98%	36	4	11.11%	15.22%
Locke Lord**	B	B	B	B	C	48	7	14.58%	24	4	16.67%	15.21%
Vinson & Elkins, L.L.P.	B	A	A	A	A	44	8	18.18%	16	1	6.25%	14.60%
Pillsbury Winthrop Shaw Pittman LLP	B	F	N/A	N/A	N/A	18	3	16.67%	11	1	9.09%	14.39%
Winstead PC	C	C	D	B	C	49	6	12.24%	26	3	11.54%	12.03%
Bracewell	C	C	A	D	C	29	4	13.79%	14	1	7.14%	11.80%
Graves Dougherty Hearon & Moody PC**	D	C	C	F	F	73	9	12.33%	49	6	12.24%	12.30%
Haynes and Boone LLP	D	B	F	F	F	24	4	16.67%	9	0	0.00%	11.67%
Strasburger Attorneys at Law	F	C	F-INC	F-INC	N/A	17	1	5.88%	12	1	8.33%	6.62%
DLA Piper LLP (US)	F	D	C	C	C	30	2	6.67%	10	0	0.00%	4.67%
Armbrust & Brown PLLC	F-INC	F-INC	F-INC	F-INC	N/A	24***						
DuBois Bryant & Campbell LLP	F-INC	F-INC	F	F	F	32***						
Meyertons, Hood, Kivlin, Kowert & Goetzl, P.C.	F-INC	F-INC	F-INC	N/A	N/A	19***						
Reed & Scardino, LLP	F-INC	F-INC	F-INC	N/A	N/A	22***						

\* WEIGHTED TOTAL = (% Diverse Attorneys Among All Attorneys \* 0.7) + (% Diverse Partners Among All Partners \* 0.3)

\*\* Openly LGBT attorneys are included as diverse. Weighted total includes reported LGBT attorney information; however, letter grade increase with the inclusion of LGBT attorneys is capped at one letter grade. Only firms with a double asterisk\*\* next to the firm name have received a one letter grade increase because of the reporting of openly LGBT attorneys.

\*\*\* Total number of attorneys based on website information.

Grading Scale: A ≥ 16.75% - Excellent    B = 14.25% - 16.74% - Good    C = 11.75% - 14.24% - Needs Improvement    D = 9.25% - 11.74% - Unsatisfactory    F = ≤ 9.24% - Failing  
F-INC = Failed to Respond



AUSTIN BLACK LAWYERS ASSOCIATION



AUSTIN LGBT BAR ASSOCIATION



SABAA  
South Asian Bar Association of Austin



## 2016 SUMMARY OF DIVERSITY DATA

Firm Name	RACIALLY ETHNIC / DIVERSE ATTORNEYS																											
	Total Attorneys			African Am / Black			Hispanic / Latino			Asian / Asian Am			Native American			South Asian			Multiracial / Other			Anglo Am / White			Openly LGBT*			
	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	Partners	Non-Partner Attorneys	Sum Assoc	
Husch Blackwell LLP	30	17	2	1	0	0	4	3	1	1	0	0	0	1	0	0	0	0	0	1	1	24	12	0	3	0	0	
The Fowler Law Firm PC	9	11	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	7	9	0	1	0	0	
Wilson Sonsini Goodrich & Rosati PC	5	25	5	0	0	0	2	0	0	0	2	1	0	0	0	0	2	0	0	2	0	3	19	4	0	0	0	
Gardere Wynne Sewell LLP	9	10	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	7	8	0	0	1	0	
Richards, Rodriguez & Skeith L.L.P.	14	3	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	3	0	2	0	0	
Duggins Wren Mann & Romero, LLP	28	5	2	1	2	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0	1	23	3	0	0	0	0	
Greenberg Traurig	15	12	1	2	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	11	10	1	0	0	0	
Baker Botts LLP	24	49	10	0	1	1	2	3	0	0	3	0	0	1	0	0	0	0	0	6	0	22	35	9	2	1	0	
Andrews Kurth LLP	13	20	4	0	1	0	1	4	2	0	2	0	0	0	0	0	0	0	0	0	0	12	13	2	0	0	0	
Lloyd Gosselink Rochelle & Townsend PC	19	12	10	0	1	2	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	2	17	10	5	0	0	0
Thompson, Coe, Cousins & Irons, L.L.P.	19	12	3	0	3	1	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	18	7	1	0	0	0	
Jackson Walker LLP	54	39	8	2	1	1	4	4	0	1	2	0	1	1	0	0	0	0	0	1	0	46	30	7	0	1	0	
Scott Douglass & McConnico LLP	36	13	5	2	0	1	1	1	2	0	0	0	0	0	0	1	1	0	0	0	0	32	11	2	1	0	0	
Bickerstaff Heath Delgado Acosta LLP	18	6	0	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	15	5	0	0	0	0	
Norton Rose Fulbright	25	45	7	1	0	0	1	3	0	1	2	0	0	0	0	0	0	0	0	3	1	22	37	6	1	1	0	
McGinnis Lochridge	36	16	1	1	1	0	2	1	0	1	1	0	0	0	0	0	0	1	0	0	0	32	13	0	0	1	0	
Locke Lord	24	21	3	2	0	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	21	19	2	1	0	0	
Vinson & Elkins, L.L.P.	16	26	2	0	0	0	0	2	0	0	5	0	0	0	0	0	0	0	1	0	0	15	19	2	0	0	0	
Pillsbury Winthrop Shaw Pittman LLP	11	7	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	10	5	0	0	0	0	
Winstead PC	26	21	2	0	0	0	3	0	1	0	1	0	0	0	0	0	0	0	1	0	23	19	1	0	0	0		
Bracewell	14	13	2	1	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	13	10	2	0	0	0	
Graves Dougherty Hearon & Moody PC	49	18	6	0	1	0	2	0	0	0	0	1	0	0	0	0	0	0	1	0	0	46	17	5	3	0	1	
Haynes and Boone LLP	9	15	0	0	0	0	0	1	0	0	3	0	0	0	0	0	0	0	0	0	0	9	11	0	0	0	0	
Strasburger Attorneys at Law	12	5	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	11	5	0	0	0	0	
DLA Piper LLP (US)	10	20	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	10	18	0	0	0	0	0	
<b>OVERALL TOTAL REPORTED</b>	<b>525</b>	<b>441</b>	<b>73</b>	<b>14</b>	<b>12</b>	<b>8</b>	<b>40</b>	<b>35</b>	<b>8</b>	<b>6</b>	<b>23</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>17</b>	<b>5</b>	<b>459</b>	<b>348</b>	<b>49</b>	<b>14</b>	<b>5</b>	<b>1</b>	

\* Although all "Openly LGBT Attorneys" are included here, because Openly LGBT Attorneys who are also Racially/Ethnically Diverse are already otherwise included in a firm's count of "Total Number of Diverse Attorneys" on the Report Card, to avoid double-counting, only those Openly LGBT Attorneys who are Anglo American / White are added to a firm's count of "Total Number of Diverse Attorneys" on the Report Card.



AUSTIN BLACK  
LAWYERS ASSOCIATION



AUSTIN LGBT  
BAR ASSOCIATION



SABAA  
South Asian Bar Association of Austin



## 2016 TRAVIS COUNTY WOMEN LAWYERS' REPORT

Firm Name	EQUITY PARTNERS			NON-EQUITY PARTNERS			ASSOCIATES			OF COUNSEL			STAFF ATTORNEYS		
	Total No.	Total No. Women	Percent Women	Total No.	Total No. Women	Percent Women	Total No.	Total No. Women	Percent Women	Total No.	Total No. Women	Percent Women	Total No.	Total No. Women	Percent Women
Andrews Kurth LLP	7	1	14.29%	6	3	50.00%	11	2	18.18%	8	3	37.50%	1	1	100.00%
Baker Botts LLP	24	7	29.17%	0	0	0.00%	44	26	59.09%	5	3	60.00%	0	0	0.00%
Bickerstaff Heath Delgado Acosta LLP	16	5	31.25%	2	2	100.00%	3	1	33.33%	3	0	0.00%	0	0	0.00%
Bracewell	14	4	28.57%	0	0	0.00%	5	3	60.00%	8	2	25.00%	0	0	0.00%
DLA Piper LLP (US)	10	0	0.00%	0	0	0.00%	9	3	33.33%	4	3	75.00%	7	3	42.86%
Duggins Wren Mann & Romero, LLP	19	3	15.79%	9	3	33.33%	2	1	50.00%	3	1	33.33%	0	0	0.00%
Graves Dougherty Hearon & Moody PC	49	11	22.45%	0	0	0.00%	9	6	66.67%	9	2	22.22%	0	0	0.00%
Greenberg Traurig	15	4	26.67%	0	0	0.00%	10	6	60.00%	1	1	100.00%	1	1	100.00%
Gardere Wynne Sewell LLP	5	1	20.00%	4	2	50.00%	3	1	33.33%	0	0	0.00%	7	2	28.57%
Haynes and Boone LLP	6	2	33.33%	3	2	66.67%	5	3	60.00%	10	6	60.00%	0	0	0.00%
Husch Blackwell LLP	16	3	18.75%	14	6	42.86%	8	4	50.00%	9	4	44.44%	0	0	0.00%
Jackson Walker LLP	22	3	13.64%	32	7	21.88%	35	18	51.43%	4	1	25.00%	0	0	0.00%
Lloyd Gosselink Rochelle & Townsend PC	19	5	26.32%	0	0	0.00%	12	7	58.33%	0	0	0.00%	0	0	0.00%
Locke Lord	16	5	31.25%	8	2	25.00%	11	6	54.55%	9	2	22.22%	1	1	100.00%
McGinnis Lochridge	29	5	17.24%	7	3	42.86%	9	6	66.67%	7	1	14.29%	0	0	0.00%
Norton Rose Fulbright	25	7	28.00%	0	0	0.00%	28	7	25.00%	14	7	50.00%	3	0	0.00%
Pillsbury Winthrop Shaw Pittman LLP	4	1	25.00%	7	0	0.00%	3	1	33.33%	4	1	25.00%	0	0	0.00%
Richards, Rodriguez & Skeith L.L.P.	9	2	22.22%	5	2	40.00%	0	0	0.00%	0	0	0.00%	3	0	0.00%
Scott Douglass & McConnico LLP	36	11	30.56%	0	0	0.00%	11	3	27.27%	2	1	50.00%	0	0	0.00%
Strasburger Attorneys at Law	8	0	0.00%	4	2	50.00%	3	0	0.00%	2	0	0.00%	0	0	0.00%
The Fowler Law Firm PC	1	1	100.00%	8	3	37.50%	7	1	14.29%	4	1	25.00%	0	0	0.00%
Thompson, Coe, Cousins & Irons, L.L.P.	7	1	14.29%	12	4	33.33%	11	6	54.55%	1	0	0.00%	0	0	0.00%
Vinson & Elkins, L.L.P.	16	2	12.50%	0	0	0.00%	21	7	33.33%	5	2	40.00%	0	0	0.00%
Wilson Sonsini Goodrich & Rosati PC	5	1	20.00%	0	0	0.00%	23	8	34.78%	2	0	0.00%	0	0	0.00%
Winstead PC	16	1	6.25%	10	6	60.00%	13	6	46.15%	8	4	50.00%	0	0	0.00%
<b>OVERALL TOTAL REPORTED</b>	394	86	21.83%	131	47	35.88%	296	132	44.59%	122	45	36.89%	23	8	34.78%