



AUSTIN BLACK LAWYERS ASSOCIATION



SABAA

South Asian Bar Association of Austin



2018 AUSTIN DIVERSITY REPORT CARD

Firm Name	2018 Grade	2017 Grade	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**	
Hajjar Peters LLP	A	N/A	N/A	N/A	N/A	N/A	N/A	18	8	44.44%	5	2	40.00%	43.11%
The Fowler Law Firm PC	A	A	A	A	A	N/A	N/A	15	7	46.67%	7	2	28.57%	41.24%
Husch Blackwell LLP	A	A	A	A	A	A	A	61	23	37.70%	25	8	32.00%	35.99%
Burns Anderson Jury & Brenner	A	A	N/A	N/A	N/A	N/A	N/A	22	7	31.82%	12	3	25.00%	29.77%
Richards, Rodriguez & Skeith L.L.P.	A	A	A	N/A	N/A	N/A	N/A	20	5	25.00%	14	4	28.57%	26.07%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	A	N/A	N/A	N/A	N/A	N/A	N/A	15	3	20.00%	5	2	40.00%	26.00%
Baker Botts LLP**	A	A	A	A	A	A	A	86	24	27.91%	25	5	20.00%	25.53%
Greenberg Traurig	A	A	A	B	B	N/A	A	26	6	23.08%	16	5	31.25%	25.53%
Wilson Sonsini Goodrich & Rosati PC	A	A	A	A	A	A	A	27	7	25.93%	6	1	16.67%	23.15%
Foley Gardere	A	A	A	A	A	A	C	20	5	25.00%	8	1	12.50%	21.25%
Locke Lord**	A	A	B	B	B	B	C	41	9	21.95%	17	3	17.65%	20.66%
Bickerstaff Heath Delgado Acosta LLP	A	B	B	B	B	B	B	25	5	20.00%	14	3	21.43%	20.43%
Jackson Walker LLP	A	A	A	A	A	A	A	97	20	20.62%	53	9	16.98%	19.53%
Scott Douglass & McConnico LLP**	A	B	A	B	C	B	B	55	10	18.18%	37	6	16.22%	17.59%
Thompson & Knight LLP**	B	N/A	N/A	N/A	N/A	N/A	N/A	16	4	25.00%	10	1	10.00%	20.50%
Duggins Wren Mann & Romero, LLP	B	C	A	A	B	C	F-INC	29	5	17.24%	26	4	15.38%	16.68%
Winstead PC	B	D	C	C	D	B	C	54	8	14.81%	29	4	13.79%	14.51%
DLA Piper LLP (US)**	C	F	F	D	C	C	C	48	9	18.75%	19	0	0.00%	13.13%
Lloyd Gosselink Rochelle & Townsend PC	C	B	A	A	B	B	D	37	5	13.51%	18	2	11.11%	12.79%
Haynes and Boone LLP	C	C	D	B	F	F	F	29	4	13.79%	10	1	10.00%	12.66%
Norton Rose Fulbright	D	D	B	B	C	C	C	81	11	13.58%	22	2	9.09%	12.23%
McGinnis Lochridge	D	C	B	C	D	D	F	55	8	14.55%	35	2	5.71%	11.90%
Pillsbury Winthrop Shaw Pittman LLP	D	D	B	F	N/A	N/A	N/A	25	3	12.00%	11	1	9.09%	11.13%
Clark Hill Strasburger	D	F	F	C	F-INC	F-INC	N/A	17	2	11.76%	11	1	9.09%	10.96%
Vinson & Elkins, L.L.P.	D	C	B	A	A	A	A	48	6	12.50%	14	1	7.14%	10.89%
Pirkey Barber PLLC	D	F	N/A	N/A	N/A	N/A	N/A	28	4	14.29%	10	0	0.00%	10.00%
Graves Dougherty Hearon & Moody PC	F	F	D	C	C	F	F	36	4	11.11%	23	1	4.35%	9.08%
Thompson, Coe, Cousins & Irons, L.L.P.	F	F	A	A	B	A	B	33	4	12.12%	16	0	0.00%	8.48%
King & Spalding	F	F	N/A	N/A	N/A	N/A	N/A	39	3	7.69%	11	0	0.00%	5.38%
Bracewell	F	F	C	C	A	D	C	20	1	5.00%	13	0	0.00%	3.50%
Armbrust & Brown PLLC	F-INC	F-INC	F-INC	F-INC	F-INC	F-INC	N/A	0	0	0.00%	0	0	0.00%	0.00%
DuBois Bryant & Campbell LLP	F-INC	F-INC	F-INC	F-INC	F	F	F	0	0	0.00%	0	0	0.00%	0.00%
Kelly Hart & Hallman	F-INC	F-INC	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
McKool Smith	F-INC	F-INC	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Meyertons, Hood, Kivlin, Kowert & Goetzel, P.C.	F-INC	F-INC	F-INC	F-INC	F-INC	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Reid Collins & Tsai LLP	F-INC	D	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Shearman & Sterling	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Waller Lansden Dortch & Davis	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Wright & Greenhill	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%

* 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.

Grading Scale: A ≥ 17.50% - Excellent B = 15.00% - 17.49% - Good C = 12.50% - 14.99% - Needs Improvement D = 10.00% - 12.49% - Unsatisfactory F = ≤ 9.99% - Failing
F-INC = Failed to Respond



2018 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
Hajjar Peters LLP	5	13	0	0	1	0	1	2	0	0	2	0	0	0	0	0	0	0	1	0	0	3	8	0	0	1	0
The Fowler Law Firm PC	7	7	1	0	0	0	1	2	0	0	1	1	0	0	0	0	0	0	0	0	0	6	4	0	1	1	1
Husch Blackwell LLP	25	31	5	1	2	0	3	7	1	1	2	1	0	1	0	0	0	0	0	0	20	19	3	3	1	0	
Burns Anderson Jury & Brenner	12	9	1	0	1	1	2	1	0	0	0	0	0	0	0	0	0	0	1	0	0	9	7	0	0	1	0
Richards, Rodriguez & Skeith L.L.P.	14	3	3	1	0	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	10	3	2	2	0	0	0
Stewart, P.C.	5	10	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	3	9	0	0	0	0	0
Baker Botts LLP	25	48	13	0	0	0	1	2	0	1	4	2	1	0	0	0	0	0	0	5	1	22	37	10	2	5	1
Greenberg Traurig	16	10	0	3	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	11	9	0	0	0	0	0
Wilson Sonsini Goodrich & Rosati PC	6	21	0	0	2	0	1	0	0	0	2	0	0	0	0	0	1	0	0	0	5	16	0	0	1	0	0
Foley Gardere	8	12	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	1	0	7	9	0	0	1	0	0
Locke Lord	17	21	3	1	1	0	0	0	1	1	2	0	0	0	0	0	0	0	0	2	0	15	16	2	1	0	0
Bickerstaff Heath Delgado Acosta LLP	14	10	1	0	0	0	3	1	1	0	0	0	0	0	0	0	0	0	0	0	11	9	0	0	0	0	0
Jackson Walker LLP	53	37	7	2	0	1	5	1	1	1	1	1	1	0	1	0	0	0	0	5	44	30	3	0	0	0	0
Scott Douglass & McConnico LLP	37	11	7	2	0	1	2	0	2	0	0	0	0	0	1	1	0	0	0	0	32	10	4	1	0	0	0
Thompson & Knight LLP	10	6	0	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	0	10	3	0	1	0	0	0
Duggins Wren Mann & Romero, LLP	26	3	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	1	1	0	22	2	0	0	0	0	0
Winstead PC	29	25	0	0	0	2	2	0	0	0	1	0	0	0	1	0	0	0	1	1	0	25	21	0	DNR	DNR	DNR
DLA Piper LLP (US)	19	28	1	0	1	1	0	0	0	0	2	0	0	0	0	0	0	0	4	0	19	21	0	0	1	0	0
Lloyd Gosselink Rochelle & Townsend PC	18	11	8	0	1	0	1	0	2	0	0	0	1	0	0	0	0	0	0	0	16	10	6	0	0	0	0
Haynes and Boone LLP	10	19	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	1	0	9	16	0	0	0	0	0
Norton Rose Fulbright	22	49	10	0	0	1	1	4	0	1	2	0	0	0	0	0	0	0	0	2	0	20	41	9	DNR	DNR	DNR
McGinnis Lochridge	35	19	1	0	2	1	1	2	0	1	0	0	0	0	0	0	0	0	0	0	33	15	0	0	1	0	0
Pillsbury Winthrop Shaw Pittman LLP	11	12	2	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	10	10	2	0	1	0	0
Clark Hill Strasburger	11	5	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	10	5	0	0	0	0	0
Vinson & Elkins, L.L.P.	14	28	6	0	1	0	0	0	1	0	3	0	0	0	0	0	0	1	0	0	13	24	5	0	1	0	0
Pirkey Barber PLLC	10	15	3	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	10	11	3	DNR	DNR	DNR	0
Graves Dougherty Hearon & Moody PC	23	11	2	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	23	9	1	1	0	0	0
Thompson, Coe, Cousins & Irons, L.L.P.	16	17	0	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	16	13	0	0	0	0	0
King & Spalding	11	26	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	0	11	23	2	0	0	0	0
Bracewell	13	7	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	13	6	0	0	0	0	0
OVERALL TOTAL REPORTED	522	524	77	12	17	6	32	34	11	9	28	6	3	2	1	3	2	0	5	25	1	458	416	52	12	15	2

* 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



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2018 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
Baker Botts LLP	16	4	25.00%	9	6	66.67%	44	21	47.73%	4	2	50.00%	0	0	0.00%
Bickerstaff Heath Delgado Acosta LLP	13	5	38.46%	1	1	100.00%	4	3	75.00%	6	1	16.67%	0	0	0.00%
Bracewell	8	3	37.50%	5	1	20.00%	3	0	0.00%	4	0	0.00%	0	0	0.00%
Burns Anderson Jury & Brenner	4	0	0.00%	8	3	37.50%	6	1	16.67%	3	3	100.00%	0	0	0.00%
Clark Hill Strasburger	7	0	0.00%	4	3	75.00%	1	0	0.00%	0	0	0.00%	0	0	0.00%
DLA Piper LLP (US)	19	9	47.37%	0	0	0.00%	20	12	60.00%	3	2	66.67%	5	2	40.00%
Duggins Wren Mann & Romero, LLP	19	3	15.79%	7	2	28.57%	2	1	50.00%	1	1	100.00%	0	0	0.00%
Foley Gardere	7	3	42.86%	1	0	0.00%	9	3	33.33%	3	2	66.67%	0	0	0.00%
Graves Dougherty Hearon & Moody PC	18	1	5.56%	5	1	20.00%	6	3	50.00%	5	2	40.00%	0	0	0.00%
Greenberg Traurig	16	5	31.25%	0	0	0.00%	9	3	33.33%	1	1	100.00%	0	0	0.00%
Hajjar Peters LLP	5	0	0.00%	0	0	0.00%	2	0	0.00%	11	3	27.27%	0	0	0.00%
Haynes and Boone LLP	6	2	33.33%	4	2	50.00%	6	3	50.00%	13	7	53.85%	0	0	0.00%
Husch Blackwell LLP	13	4	30.77%	12	3	25.00%	19	13	68.42%	12	6	50.00%	0	0	0.00%
Jackson Walker LLP	21	1	4.76%	32	10	31.25%	29	12	41.38%	7	2	28.57%	1	1	100.00%
King & Spalding	11	3	27.27%	0	0	0.00%	18	9	50.00%	8	5	62.50%	0	0	0.00%
Lloyd Gosselink Rochelle & Townsend PC	11	3	27.27%	7	2	28.57%	9	6	66.67%	2	1	50.00%	0	0	0.00%
Locke Lord	11	4	36.36%	6	3	50.00%	9	4	44.44%	12	4	33.33%	0	0	0.00%
McGinnis Lochridge	28	3	10.71%	7	0	0.00%	10	6	60.00%	9	3	33.33%	0	0	0.00%
Norton Rose Fulbright	21	5	23.81%	1	1	100.00%	28	11	39.29%	15	5	33.33%	6	4	66.67%
Ogletree, Deakins, Nash, Smoak & Stewart, P	3	2	66.67%	2	2	100.00%	9	6	66.67%	1	0	0.00%	0	0	0.00%
Pillsbury Winthrop Shaw Pittman LLP	8	0	0.00%	3	1	33.33%	6	3	50.00%	3	0	0.00%	3	0	0.00%
Pirkey Barber PLLC	10	2	20.00%	0	0	0.00%	12	7	58.33%	3	1	33.33%	0	0	0.00%
Richards, Rodriguez & Skeith L.L.P.	8	2	25.00%	6	2	33.33%	0	0	0.00%	3	0	0.00%	0	0	0.00%
Scott Douglass & McConnico LLP	37	11	29.73%	0	0	0.00%	9	3	33.33%	2	1	50.00%	0	0	0.00%
The Fowler Law Firm PC	1	1	100.00%	6	1	16.67%	6	4	66.67%	1	0	0.00%	0	0	0.00%
Thompson, Coe, Cousins & Irons, L.L.P.	6	1	16.67%	10	3	30.00%	15	9	60.00%	2	0	0.00%	0	0	0.00%
Thompson & Knight LLP	6	3	50.00%	4	2	50.00%	4	2	50.00%	0	0	0.00%	2	1	50.00%
Vinson & Elkins, L.L.P.	14	3	21.43%	0	0	0.00%	21	7	33.33%	6	2	33.33%	1	1	100.00%
Wilson Sonsini Goodrich & Rosati PC	6	2	33.33%	0	0	0.00%	21	4	19.05%	0	0	0.00%	0	0	0.00%
Winstead PC	17	2	11.76%	12	7	58.33%	15	6	40.00%	10	4	40.00%	0	0	0.00%
OVERALL TOTAL REPORTED	370	87	23.51%	152	56	36.84%	352	162	46.02%	150	58	38.67%	18	9	50.00%