

# 2003 REPORT CARD

## Number of Minority Lawyers In Austin's Largest Law Firms

| Name of Firm                  | Grade | No. of Attys* | Min. Attys* (Partners) | % Min. Attys | Min. Law Clerks* | Effort | Comments                       |
|-------------------------------|-------|---------------|------------------------|--------------|------------------|--------|--------------------------------|
| 1. Bickerstaff, Heath, Smiley | A+    | 41            | 8(2)                   | 19.5%        | 1/1              | S      | Outstanding                    |
| 2. Locke Liddell              | A-    | 36            | 7(0)                   | 19.4%        | 2/7              | E      | No minority partners           |
| 3. Hilgers & Watkins          | A     | 34            | 6(1)                   | 17.6%        | 2/7              | U      | Need to continue efforts       |
| 4. Wilson, Sonsini            | A-    | 23            | 4(0)                   | 17.4%        | 0/1              | S      | No minority partners           |
| 5. Andrews & Kurth            | A+    | 31            | 5(3)                   | 16.1%        | 0/2              | E      | Outstanding                    |
| 6. Jenkins & Gilchrist        | A+    | 33            | 5(3)                   | 15.2%        | 1/6              | S      | Great job                      |
| 7. Winstead Sechrest          | A+    | 41            | 6(3)                   | 14.6%        | 0/5              | S      | No minority clerks             |
| 8. Brown McCarroll            | A     | 72            | 10(2)                  | 13.9%        | 2/4              | S      | Good job                       |
| 9. Davis & Wilkerson          | A     | 30            | 4(1)                   | 13.3%        | 3/5              | E      | Excellent                      |
| (tie) Gray Cary               | A     | 30            | 4(1)                   | 13.3%        | 1/5              | E      | Impressive                     |
| 11. Clark, Thomas & Winters   | A     | 106           | 14(5)                  | 13.2%        | 8/11             | E      | Great job                      |
| 12. Fulbright & Jaworski      | B     | 87            | 11(2)                  | 12.6%        | 4/15             | E      | Great progress                 |
| 13. Thompson & Knight         | B-    | 26            | 3(0)                   | 11.5%        | 0/2              | E      | No minority partners or clerks |
| 14. Baker Botts               | B     | 61            | 7(2)                   | 11.5%        | 1/6              | E      | Great progress                 |
| 15. Bracewell & Patterson     | B     | 27            | 3(1)                   | 11.1%        | 0/3              | S      | No minority clerks             |
| 16. Haynes and Boone          | B-    | 28            | 3(0)                   | 10.7%        | 0/0              | S      | No minority partners           |
| 17. Strasburger & Price       | B     | 19            | 2(1)                   | 10.5%        | 0/3              | S      | No minority clerks             |
| 18. Jackson Walker            | C     | 55            | 5(2)                   | 9.1%         | 0/5              | S      | No minority clerks             |
| 19. Vinson & Elkins           | C     | 89            | 8(2)                   | 9.0%         | 5/18             | E      | 2 new minority partners        |
| 20. Akin, Gump                | C     | 59            | 5(2)                   | 8.5%         | 1/4              | S      | Some progress made             |
| 21. Lloyd, Gosselink          | D-    | 27            | 2(0)                   | 7.4%         | 1/5              | U      | No minority partners           |
| 22. McGinnis, Lochridge       | D     | 58            | 4(2)                   | 6.9%         | 1/5              | U      | Effort lacking                 |
| 23. Hughes & Luce             | D-    | 18            | 1(0)                   | 5.6%         | 0/2              | S      | Need more effort               |
| 24. Scott, Douglass           | F     | 41            | 2(1)                   | 4.9%         | 1/-              | S      | No progress made               |
| 25. Graves, Dougherty         | F     | 56            | 2(1)                   | 3.6%         | 1/3              | U      | Effort lacking                 |
| <b>TOTALS:</b>                |       | <b>1,128</b>  | <b>131(37)</b>         | <b>11.6%</b> | <b>35/125</b>    |        |                                |

\*Information provided by individual law firms

**Grading Scale:** 13% and above = A Excellent  
 10.5% to 12.99% = B Good  
 8% to 10.49% = C Needs Improvement  
 5.5% to 7.99% = D Unsatisfactory  
 Less than 5.5% = F Failing

+ = 13% or more of partners are minorities  
 - = No minority partners

**Effort Scale:** E = Excellent  
 S = Satisfactory  
 U = Unsatisfactory