

2015 DIVERSITY REPORT CARD



Firm Name	2015 Grade	2014 Grade	2013 Grade	2012 Grade	Total # of Attorneys	Total # of Minority Attorneys	% of Minority Attorneys	Total # of Partners (Equity & Non-Equity)	Minority Partners	% of Minority Partners	Weighted % Total*
Gardere Wynne Sewell LLP	A	A	A	C	19	7	36.84%	10	3	30.00%	34.79%
Husch Blackwell, LLP	A	A	A	A	51	17	33.33%	32	11	34.38%	33.64%
The Fowler Law Firm PC	A	A	N/A	N/A	22	9	40.91%	1	0	0.00%	28.64%
Vinson & Elkins, LLP	A	A	A	A	32	12	37.50%	10	0	0.00%	26.25%
Baker Botts LLP	A	A	A	A	82	21	25.61%	25	4	16.00%	22.73%
Andrews Kurth LLP	A	A	A	A	36	10	27.78%	11	1	9.09%	22.19%
Wilson Sonsini Goodrich & Rosati PC	A	A	A	A	39	7	17.95%	7	2	28.57%	21.14%
Duggins Wren Mann & Romero, LLP	A	B	C	F-INC	36	8	22.22%	27	3	11.11%	18.89%
Jackson Walker	A	A	A	A	100	19	19.00%	55	9	16.36%	18.21%
Lloyd Gosselink Rochelle & Townsend PC	A	B	B	D	42	8	19.05%	20	2	10.00%	16.34%
Thompson, Coe, Cousins & Irons, LLP	A	B	A	B	27	6	22.22%	16	0	0.00%	15.55%
Scott Douglass & McConnico LLP	B	C	B	B	50	8	16.00%	34	4	11.76%	14.73%
Locke Lord LLP	B	B	B	C	47	7	14.89%	21	3	14.29%	14.71%
Bickerstaff Heath Delgado Acosta LLP	B	B	B	B	23	3	13.04%	18	3	16.67%	14.13%
Haynes and Boone, LLP	B	F	F	F	25	5	20.00%	8	0	0.00%	14.00%
Greenberg Traurig, LLP	B	B	N/A	A	29	4	13.79%	15	2	13.33%	13.65%
Norton Rose Fulbright	B	C	C	C	78	11	14.10%	25	3	12.00%	13.47%
Graves Dougherty Hearon & Moody PC**	C	C	F	F	75	11	14.67%	50	7	14.00%	14.83%
McGinnis Lochridge	C	D	D	F	53	7	13.21%	40	4	10.00%	12.25%
Winstead PC	C	D	B	C	53	6	11.32%	27	3	11.11%	11.26%
Bracewell LLP	C	A	D	C	26	3	11.54%	15	1	6.67%	10.08%
Strasburger Attorneys at Law	C	F-INC	F-INC	N/A	18	2	11.11%	13	1	7.69%	10.08%
DLA Piper LLP	D	C	C	C	32	2	6.25%	9	1	11.11%	7.71%
Pillsbury Winthrop Shaw Pittman LLP	F	N/A	N/A	N/A	17	1	5.88%	11	1	9.09%	6.84%
Dubois Bryant & Campbell LLP	F-INC	F	F	F	30***						
Armbrust & Brown LLP	F-INC	F-INC	F-INC	N/A	24***						
Meyertons, Hood, Kivlin, Kowert & Goetzel, PC	F-INC	F-INC	N/A	N/A	25***						
Reed & Scardino, LLP	F-INC	F-INC	N/A	N/A	26***						

*Weighted Total = (% minority attorneys among all attorneys * .7) + (% minority partners among all partners * .3)

** Weighted total includes reported LGBT attorney information; however, letter grade increase with the addition of LGBT attorneys is capped at one letter grade.

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

Grading Scale

A = ≥15%
Excellent

B = 12.50% - 14.99%
Good

C = 10.00% - 12.49%
Needs Improvement

D = 7.50% - 9.99%
Unsatisfactory

F = ≤ 7.49%
Failing

F-INC
Failed to respond



Firm Name	African American/ Black		Hispanic/ Latino		Asian/ Asian American		Native American		South Asian		Openly Lesbian, Gay, Bisexual, or Transgender		2 or More Categories†	
	Attorney	Partner	Attorney	Partner	Attorney	Partner	Attorney	Partner	Attorney	Partner	Attorney	Partner	Attorney	Partner
Gardere Wynne Sewell LLP	0	0	3	1	0	0	0	0	0	0	1	0	5	2
Husch Blackwell, LLP	2	1	3	3	1	1	1	0	0	0	0	0	10	6
The Fowler Law Firm	1	0	3	0	1	0	0	0	0	0	0	0	5	0
Vinson & Elkins, LLP	0	0	2	0	4	0	0	0	2	0	0	0	4	0
Baker Botts LLP	1	0	6	2	4	0	1	0	0	0	3	2	6	0
Andrews Kurth LLP	0	0	2	1	3	0	0	0	0	0	0	0	5	0
Wilson Sonsini Goodrich & Rosati PC	0	0	2	2	3	0	0	0	1	0	0	0	0	0
Duggins Wren Mann & Romero, LLP	4	1	4	2	0	0	0	0	0	0	0	0	5	2
Jackson Walker	3	2	10	5	2	1	2	1	0	0	1	0	3	0
Lloyd Gosselink Rochelle & Townsend PC	0	0	2	1	0	0	1	1	0	0	0	0	5	0
Thompson, Coe, Cousins & Irons, LLP	2	0	2	0	0	0	0	0	0	0	0	0	2	0
Scott Douglass & McConnico LLP	2	2	3	1	0	0	0	0	2	0	1	1	1	1
Locke Lord LLP	2	2	1	0	3	1	0	0	1	0	0	0	0	0
Bickerstaff Heath Delgado Acosta LLP	0	0	2	2	0	0	0	0	0	0	0	0	1	1
Haynes and Boone, LLP	0	0	2	0	3	0	0	0	0	0	0	0	0	0
Greenberg Traurig, LLP	1	1	2	1	0	0	0	0	0	0	0	0	1	0
Norton Rose Fulbright	1	1	4	1	3	1	0	0	0	0	4	1	8	3
Graves Dougherty Hearon & Moody PC**	0	0	2	1	0	0	0	0	0	0	3	2	6	4
McGinnis Lochridge	3	1	2	2	2	1	0	0	0	0	0	0	0	0
Winstead PC	0	0	5	3	1	0	0	0	0	0	0	0	0	0
Bracewell LLP	1	1	2	0	0	0	0	0	0	0	0	0	0	0
Strasburger Attorneys at Law	0	0	1	0	0	0	0	0	0	1	0	0	1	1
DLA Piper LLP	0	0	0	0	1	1	0	0	0	0	0	0	1	0
Pillsbury Winthrop Shaw Pittman LLP	0	0	1	1	0	0	0	0	0	0	0	0	1	0

†The attorneys reflected in the 2 or more categories columns include female attorneys who are also diverse. For example, on this year’s diversity survey, an attorney who is both female and Hispanic would be listed in the “2 or More Categories” column. For total numbers of diverse attorneys in each category, see page 3.



2015 Firm	Total Attorneys Of Color**	Total African-American	Total Hispanic	Total Asian	Total Native American	Total South Asian	Total Openly LGBT
Gardere Wynne Sewell LLP	5	0	5	0	0	0	2
Husch Blackwell, LLP*	14	4	7	1	1	0	3
The Fowler Law Firm PC	7	1	5	1	0	0	2
Vinson & Elkins, LLP	12	0	3	7	0	2	0
Baker Botts LLP*	17	1	6	4	1	0	4
Andrews Kurth LLP	10	1	5	3	0	1	0
Wilson Sonsini Goodrich & Rosati PC	7	1	2	3	0	1	0
Duggins Wren Mann & Romero, LLP	8	4	4	0	0	0	0
Jackson Walker	17	3	10	2	2	0	2
Lloyd Gosselink Rochelle & Townsend PC	8	3	4	0	1	0	0
Thompson, Coe, Cousins & Irons, LLP	6	3	3	0	0	0	0
Scott Douglass & McConnico LLP	7	2	3	0	0	2	1
Locke Lord LLP	7	2	1	3	0	1	0
Bickerstaff Heath Delgado Acosta LLP	3	0	3	0	0	0	0
Haynes and Boone, LLP	5	0	2	3	0	0	0
Greenberg Traurig, LLP*	4	1	2	0	0	0	0
Norton Rose Fulbright	8	1	4	3	0	0	4
Graves Dougherty Hearon & Moody PC	7	1	5	1	0	0	4
McGinnis Lochridge	7	3	2	2	0	0	0
Winstead PC	6	0	5	1	0	0	0
Bracewell LLP	3	1	2	0	0	0	0
Strasburger Attorneys at Law	2	0	1	0	0	1	0
DLA Piper LLP	2	0	1	1	0	0	0
Pillsbury Winthrop Shaw Pittman LLP	1	0	1	0	0	0	0

* Firm did not specify “two or more” race/ethnicity category.

** Attorneys of Color Includes total numbers of all categories except Openly LGBT

NOTE: This chart reflects the total number of attorneys in each category. As such, attorneys who fall in two or more diversity categories are reflected twice on this chart—except in those firms that did not break down the attorneys reflected in the “two or more” race/ethnic category.

2015 DIVERSITY REPORT CARD



AUSTIN BLACK LAWYERS ASSOCIATION



AUSTIN LGBT BAR ASSOCIATION



HBAA

Hispanic Bar Association of Austin



SABAA

South Asian Bar Association of Austin



Name	Total Equity Partners	Total Women Equity Partners	Percentage of Women Equity Partners	Total Non-Equity Partners	Total Women Non-Equity Partners	Percentage of Women Non-Equity Partners	Total Associates	Total Women Associates	Percentage of Women Associates
Andrews Kurth	7	1	14.29%	4	1	25.00%	14	4	28.57%
Baker Botts	25	7	28.00%	0	0	N/A	45	28	62.22%
Bickerstaff	16	5	31.25%	2	2	100.00%	1	0	0.00%
Bracewell	15	4	26.67%	0	0	N/A	2	2	100.00%
DLA Piper	9	1	11.11%	0	0	N/A	11	4	36.36%
Duggins Wren	19	4	21.05%	8	4	50.00%	3	2	66.66%
Fowler Law Firm	1	1	100.00%	0	0	N/A	21	8	38.09%
Gardere	5	1	20.00%	5	3	60.00%	3	1	33.33%
Graves Dougherty	50	11	22.00%	0	0	N/A	8	3	37.50%
Greenberg Traurig	15	3	20.00%	0	0	N/A	8	6	75.00%
Haynes and Boone	5	2	40.00%	3	1	33.33%	8	5	62.50%
Husch Blackwell	16	5	31.25%	16	9	56.25%	6	5	83.33%
Jackson Walker	20	1	5.00%	35	10	28.57%	34	18	52.94%
Lloyd Gosselink	20	5	25.00%	0	0	0.00%	11	4	36.36%
Locke Lord	18	6	33.33%	3	1	33.33%	11	4	36.36%
McGinnis Lochridge	29	4	13.79%	11	4	36.36%	8	6	75.00%
Norton Rose Fulbright	25	11	44.00%	0	0	N/A	31	10	32.25%
Pillsbury	1	0	0.00%	10	1	10.00%	3	0	0.00%
Scott Douglass & McConnico	34	11	32.35%	0	0	N/A	7	1	14.29%
Strasburger	9	0	0.00%	4	1	25.00%	3	0	0.00%
Thompson Coe	5	0	0.00%	11	0	0.00%	10	6	60.00%
Vinson and Elkins	10	2	20.00%	0	0	N/A	18	11	61.11%
Wilson Sonsini	7	1	14.29%	0	0	N/A	25	8	32.00%
Winstead	17	1	5.88%	10	4	40.00%	20	11	55.00%