



AUSTIN BLACK
LAWYERS ASSOCIATION



SABAA
South Asian Bar Association of Austin



2019 AUSTIN DIVERSITY REPORT CARD

Firm Name	2019 Grade	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*
Baker Botts LLP	A	A	A	A	A	A	A	A	99	29	29.29%	26	5	19.23%	26.27%
Bickerstaff Heath Delgado Acosta LLP	A	A	B	B	B	B	B	B	24	6	25.00%	18	4	22.22%	24.17%
Burns Anderson Jury & Brenner	A	A	A	N/A	N/A	N/A	N/A	N/A	22	6	27.27%	12	3	25.00%	26.59%
Foley Gardere	A	A	A	A	A	A	A	C	14	3	21.43%	8	1	12.50%	18.75%
Greenberg Traurig	A	A	A	A	B	B	N/A	A	25	7	28.00%	17	6	35.29%	30.19%
Hajjar Peters LLP	A	A	N/A	N/A	N/A	N/A	N/A	N/A	19	8	42.11%	6	2	33.33%	39.47%
Husch Blackwell LLP	A	A	A	A	A	A	A	A	71	25	35.21%	25	8	32.00%	34.25%
Locke Lord**	A	A	A	B	B	B	B	C	40	9	22.50%	17	3	17.65%	21.04%
Richards, Rodriguez & Skeith L.L.P.	A	A	A	A	N/A	N/A	N/A	N/A	19	5	26.32%	16	5	31.25%	27.80%
Shearman & Sterling	A	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	19	9	47.37%	8	2	25.00%	40.66%
The Fowler Law Firm PC	A	A	A	A	A	A	N/A	N/A	14	5	35.71%	12	2	16.67%	30.00%
Wilson Sonsini Goodrich & Rosati PC	A	A	A	A	A	A	A	A	33	9	27.27%	6	1	16.67%	24.09%
Winstead PC	A	B	D	C	C	D	B	C	58	13	22.41%	28	3	10.71%	18.90%
Haynes and Boone LLP	B	C	C	D	B	F	F	F	27	5	18.52%	10	1	10.00%	15.96%
Lloyd Gosselink Rochelle & Townsend PC	B	C	B	A	A	B	B	D	38	7	18.42%	18	2	11.11%	16.23%
Norton Rose Fulbright	B	D	D	B	B	C	C	C	81	16	19.75%	25	3	12.00%	17.43%
Scott Douglass & McConico LLP**	B	A	B	A	B	C	B	B	51	8	15.69%	38	6	15.79%	15.72%
Duggins Wren Mann & Romero, LLP	C	B	C	A	A	B	C	F-INC	32	4	12.50%	28	4	14.29%	13.04%
Germer Beaman & Brown	C	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33	5	15.15%	22	3	13.64%	14.70%
Jackson Walker LLP	C	A	A	A	A	A	A	A	121	18	14.88%	74	11	14.86%	14.87%
Pillsbury Winthrop Shaw Pittman LLP**	C	D	D	B	F	N/A	N/A	N/A	24	6	25.00%	10	2	20.00%	23.50%
Clark Hill Strasburger	D	D	F	F	C	F-INC	F-INC	N/A	17	2	11.76%	10	1	10.00%	11.24%
Graves Dougherty Hearon & Moody PC**	D	F	F	D	C	C	F	F	36	5	13.89%	24	2	8.33%	12.22%
King & Spalding	D	F	F	N/A	N/A	N/A	N/A	N/A	41	5	12.20%	12	1	8.33%	11.04%
McGinnis Lochridge**	D	D	C	B	C	D	D	F	58	9	15.52%	35	2	5.71%	12.58%
Pirkey Barber PLLC	D	D	F	N/A	N/A	N/A	N/A	N/A	29	5	17.24%	11	0	0.00%	12.07%
Thompson & Knight LLP**	D	B	N/A	N/A	N/A	N/A	N/A	N/A	19	4	21.05%	10	1	10.00%	17.74%
Allensworth & Porter	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	17	2	11.76%	6	0	0.00%	8.24%
Bracewell	F	F	F	C	C	A	D	C	25	2	8.00%	15	1	6.67%	7.60%
Vinson & Elkins, L.L.P.	F	D	C	B	A	A	A	A	49	5	10.20%	13	1	7.69%	9.45%
Waller Lansden Dortch & Davis	F	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	20	2	10.00%	13	1	7.69%	9.31%
Armbrust & Brown PLLC	F-INC	F-INC	F-INC	F-INC	F-INC	F-INC	F-INC	N/A	0	0	0.00%	0	0	0.00%	0.00%
DLA Piper LLP (US)	F-INC	C	F	F	D	C	C	C	0	0	0.00%	0	0	0.00%	0.00%
DuBois Bryant & Campbell LLP	F-INC	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	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	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	F-INC	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	F-INC	A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Reid Collins & Tsai LLP	F-INC	F-INC	D	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Thompson, Coe, Cousins & Irons, L.L.P.	F-INC	F	F	A	A	B	A	B	0	0	0.00%	0	0	0.00%	0.00%
Wright & Greenhill	F-INC	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 ≥ 18.00% - Excellent

B = 15.50% - 17.99% - Good

C = 13.00% - 15.49% - Needs Improvement

D = 10.50% - 12.99% - Unsatisfactory

F = ≤ 10.49% - Failing

F-INC = Failed to Respond



AUSTIN BLACK LAWYERS ASSOCIATION



2019 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
Baker Botts LLP**	26	59	14	0	1	1	1	3	0	1	6	4	1	0	0	0	0	0	0	6	0	23	43	7	2	4	0
Bickerstaff Heath Delgado Acosta LLP	18	6	0	0	0	0	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0	15	4	0	1	0	0
Burns Anderson Jury & Brenner	12	10	0	0	1	0	2	1	0	0	0	0	0	0	0	0	0	0	1	0	0	9	8	0	0	1	0
Foley Gardere	8	6	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	7	4	0	0	0	0
Greenberg Traurig	17	8	0	3	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	12	7	0	1	0	0
Hajjar Peters LLP	6	13	0	0	1	0	1	2	0	0	2	0	0	0	0	0	0	0	1	0	0	4	8	0	0	1	0
Husch Blackwell LLP	25	39	7	1	3	0	3	7	1	2	3	0	0	1	0	0	0	0	1	0	19	24	6	2	1	0	
Locke Lord	17	20	3	1	0	0	0	0	0	1	2	1	0	0	0	0	0	0	0	3	0	15	15	2	1	0	0
Richards, Rodriguez & Skeith L.L.P.	16	3	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	11	3	0	2	0	0	
Shearman & Sterling	8	11	0	0	0	0	1	2	0	0	3	0	0	0	0	0	0	0	1	0	6	6	0	0	2	0	
The Fowler Law Firm PC	12	2	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	10	1	0	0	2	0	
Wilson Sonsini Goodrich & Rosati PC**	6	22	5	0	1	0	1	1	1	0	2	0	0	0	0	0	0	0	2	0	5	15	3	0	1	0	
Winstead PC	28	30	0	0	1	0	2	4	0	0	2	0	0	0	0	1	1	0	0	2	0	25	20	0	DNR	DNR	DNR
Haynes and Boone LLP**	10	17	0	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	0	9	12	0	0	0	0	
Lloyd Gosselink Rochelle & Townsend PC	18	13	7	0	1	1	1	1	1	0	1	1	1	0	0	0	0	0	0	0	16	11	4	0	0	0	
Norton Rose Fulbright	25	49	7	0	0	2	2	2	1	1	1	0	0	0	0	0	0	0	3	2	22	43	2	1	3	0	
Scott Douglass & McConnico LLP	38	9	4	2	0	0	2	0	0	0	0	1	0	0	0	1	1	0	0	0	33	8	3	1	0	0	
Duggins Wren Mann & Romero, LLP	28	4	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	0	24	4	0	0	0	0	
Germer Beaman & Brown	22	11	0	0	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0	19	9	0	0	0	0	
Jackson Walker LLP	74	36	11	2	0	0	7	2	0	1	1	3	1	0	0	0	0	0	0	0	63	33	8	0	0	1	
Pillsbury Winthrop Shaw Pittman LLP	10	13	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	9	11	1	1	2	0	
Clark Hill Strasburger	10	6	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	9	6	0	0	0	
Graves Dougherty Hearon & Moody PC**	24	9	3	1	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	23	8	1	1	0	0	
King & Spalding	12	27	2	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	1	11	24	1	0	0	0	
McGinnis Lochridge	35	19	4	0	2	0	1	2	1	1	0	0	0	0	0	0	0	0	0	0	33	15	3	0	2	0	
Pirkey Barber PLLC	11	16	2	0	2	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	11	12	1	0	0	0	
Thompson & Knight LLP	10	6	3	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	10	4	3	1	1	0	
Allensworth & Porter	6	9	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	6	7	2	0	0	0	
Bracewell	15	10	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	14	9	0	0	0	0	
Vinson & Elkins, L.L.P.	13	29	7	0	1	0	0	0	1	0	1	1	0	0	0	0	0	0	1	0	12	27	5	0	1	0	
Waller Lansden Dortch & Davis	13	6	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	12	6	1	0	1	0	
OVERALL TOTAL REPORTED	547	459	70	13	13	3	39	39	8	10	24	8	2	1	0	3	2	0	6	14	4	474	364	46	12	18	1

* 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.

** Firm Specific Notes: Baker Botts--2 Summer Associates did not disclose race/ethnicity; Haynes and Boone--Provides attorneys the option to not disclose their race/ethnicity; therefore, total headcounts, and headcounts for gender may differ from race/ethnicity headcounts; Wilson Sonsini--One male associate and one male summer associate did not disclose racial/ethnic data.



AUSTIN BLACK
LAWYERS ASSOCIATION



2019 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
Allensworth & Porter	6	2	33.33%	0	0	0.00%	9	5	55.56%	0	0	0.00%	0	0	0.00%
Baker Botts LLP	13	2	15.38%	13	8	61.54%	54	26	48.15%	5	2	40.00%	0	0	0.00%
Bickerstaff Heath Delgado Acosta LLP	16	6	37.50%	2	1	50.00%	4	2	50.00%	2	1	50.00%	0	0	0.00%
Bracewell	10	3	30.00%	5	1	20.00%	5	1	20.00%	5	0	0.00%	0	0	0.00%
Burns Anderson Jury & Brenner	4	0	0.00%	8	3	37.50%	7	1	14.29%	3	3	100.00%	0	0	0.00%
Clark Hill Strasburger	5	0	0.00%	5	3	60.00%	1	0	0.00%	5	0	0.00%	0	0	0.00%
Duggins Wren Mann & Romero, LLP	20	4	20.00%	8	2	25.00%	2	1	50.00%	2	1	50.00%	0	0	0.00%
Foley Gardere	7	2	28.57%	1	0	0.00%	5	2	40.00%	1	1	100.00%	0	0	0.00%
Germer Beaman & Brown	18	2	11.11%	4	1	25.00%	11	6	54.55%	0	0	0.00%	0	0	0.00%
Graves Dougherty Hearon & Moody PC	20	2	10.00%	4	1	25.00%	4	3	75.00%	5	2	40.00%	0	0	0.00%
Greenberg Traurig	17	6	35.29%	0	0	0.00%	7	3	42.86%	1	1	100.00%	0	0	0.00%
Hajjar Peters LLP	5	0	0.00%	1	1	100.00%	2	1	50.00%	11	2	18.18%	0	0	0.00%
Haynes and Boone LLP	6	2	33.33%	4	2	50.00%	7	3	42.86%	10	7	70.00%	0	0	0.00%
Husch Blackwell LLP	10	4	40.00%	15	3	20.00%	27	17	62.96%	12	6	50.00%	0	0	0.00%
Jackson Walker LLP	24	4	16.67%	50	13	26.00%	28	14	50.00%	6	2	33.33%	2	1	50.00%
King & Spalding	12	3	25.00%	0	0	0.00%	19	10	52.63%	8	5	62.50%	0	0	0.00%
Lloyd Gosselink Rochelle & Townsend PC	11	3	27.27%	7	2	28.57%	13	7	53.85%	0	0	0.00%	0	0	0.00%
Locke Lord	14	6	42.86%	3	1	33.33%	10	5	50.00%	10	3	30.00%	0	0	0.00%
McGinnis Lochridge	28	3	10.71%	7	0	0.00%	9	6	66.67%	10	4	40.00%	0	0	0.00%
Norton Rose Fulbright	25	9	36.00%	0	0	0.00%	29	13	44.83%	20	6	30.00%	0	0	0.00%
Pillsbury Winthrop Shaw Pittman LLP	6	1	16.67%	4	0	0.00%	8	4	50.00%	5	1	20.00%	0	0	0.00%
Pirkey Barber PLLC	11	3	27.27%	0	0	0.00%	13	7	53.85%	3	0	0.00%	0	0	0.00%
Richards, Rodriguez & Skeith L.L.P.	8	2	25.00%	8	3	37.50%	0	0	0.00%	3	0	0.00%	0	0	0.00%
Scott Douglass & McConnico LLP	38	11	28.95%	0	0	0.00%	8	3	37.50%	1	1	100.00%	0	0	0.00%
Shearman & Sterling	5	1	20.00%	3	0	0.00%	11	6	54.55%	0	0	0.00%	0	0	0.00%
The Fowler Law Firm PC	1	1	100.00%	11	4	36.36%	2	1	50.00%	0	0	0.00%	0	0	0.00%
Thompson & Knight LLP	4	1	25.00%	6	4	66.67%	6	2	33.33%	0	0	0.00%	0	0	0.00%
Vinson & Elkins, L.L.P.	13	3	23.08%	0	0	0.00%	22	6	27.27%	6	2	33.33%	1	1	100.00%
Waller Lansden Dortch & Davis	1	1	100.00%	12	2	16.67%	5	1	20.00%	1	1	100.00%	0	0	0.00%
Wilson Sonsini Goodrich & Rosati PC	6	1	16.67%	0	0	0.00%	21	6	28.57%	1	0	0.00%	0	0	0.00%
Winstead PC	15	2	13.33%	13	5	38.46%	16	4	25.00%	12	5	41.67%	2	1	50.00%
OVERALL TOTAL REPORTED	373	88	23.59%	194	60	30.93%	356	161	45.22%	148	56	37.84%	5	3	60.00%