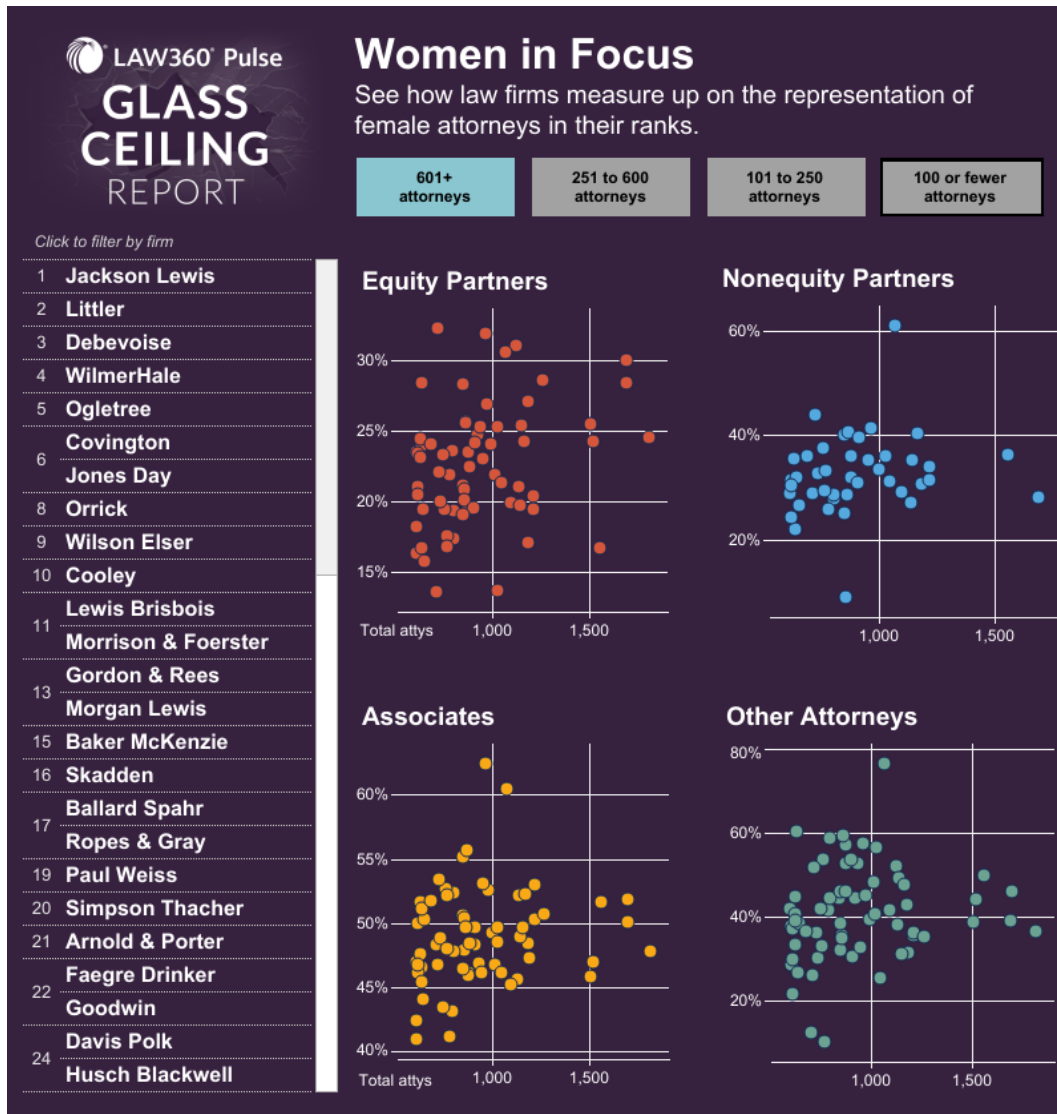


## Glass Ceiling Report: Representation In The Ranks

By Jacqueline Bell

*Law360 (September 13, 2021, 3:03 PM EDT)* -- Law360's latest Glass Ceiling Report provides a data-driven view of U.S. law firms at the end of 2020, a year when law firms of all sizes struggled with the impact of a global pandemic and faced renewed calls to address equity and inclusion in the workplace.



After years of pledges to close the gender gap in law firm ranks, law firms have made only modest progress on those goals.

The ranks of law firms in the U.S. — particularly at the top — still lack significant representation of women. Less than a quarter of firm equity partners are women. And the coronavirus pandemic imposed difficult choices on women balancing the demands of work and family.

Law firms working to ensure women have equal access and opportunities face hard questions. What has worked, what hasn't, and where do they hope to be?

Law360's Glass Ceiling Report attempts to shed some light. Our ranking of U.S. law firms on their overall representation of women at all levels of the firm provides a window into where firms are now, and where there is potential for change.

The chart above provides another view, with a more detailed look at the representation of female attorneys at all levels of the typical firm.

We see these reviews as the beginning of a conversation that we hope will expand as we develop new ways of examining the profession's gender gaps, and evaluate the data that is the most relevant to answering difficult questions. As we continue to collect and analyze data, we welcome your comments.

*-- Edited by John Campbell, Pamela Wilkinson and Kerry Benn. Graphic by Jonathan Hayter.*