



AUSTIN BLACK
LAWYERS ASSOCIATION



2023-2024 AUSTIN DIVERSITY REPORT CARD

Firm Name	2024 Grade	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*
										Total No.	Total No. Diverse**	% Diverse**	Total No.	Total No. Diverse**	% Diverse**	
A&O Shearman ^o	A	A	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	18	9	50.00%	5	2	40.00%	47.00%
Ogletree, Deakins, Nash, Smoak & Stewart,	A	F-INC	A	N/A	N/A	N/A	N/A	N/A	N/A	42	16	38.10%	5	2	40.00%	38.67%
Burns Anderson Jury & Brenner ^o	A	A	A	A	N/A	N/A	N/A	N/A	N/A	17	7	41.18%	9	2	22.22%	35.49%
Baker Botts LLP	A	A	A	A	A	A	A	A	A	48	16	33.33%	11	4	36.36%	34.24%
Richards, Rodriguez & Skeith L.L.P.	A	A	A	A	A	N/A	N/A	N/A	N/A	22	7	31.82%	17	6	35.29%	32.86%
Husch Blackwell LLP	A	A	A	A	A	A	A	A	A	76	27	35.53%	28	7	25.00%	32.37%
Pillsbury Winthrop Shaw Pittman LLP	A	C	D	D	B	F	N/A	N/A	N/A	37	14	37.84%	11	2	18.18%	31.94%
Lloyd Gosselink Rochelle & Townsend PC	A	B	C	B	A	A	B	B	D	38	13	34.21%	16	4	25.00%	31.45%
Perkins Coie	A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	30	10	33.33%	8	2	25.00%	30.83%
Holland & Knight LLP	A	D	B	N/A	N/A	N/A	N/A	N/A	N/A	42	13	30.95%	21	4	19.05%	27.38%
Locke Lord, L.L.P. **	A	A	A	A	B	B	B	B	C	47	13	27.66%	20	3	15.00%	23.86%
Haynes and Boone LLP**	A	B	C	C	D	B	F	F	F	27	6	22.22%	9	2	22.22%	22.22%
Wilson Sonsini Goodrich & Rosati PC ^o	A	A	A	A	A	A	A	A	A	29	9	31.03%	7	0	0.00%	21.72%
Cokinos Young	A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	16	4	25.00%	8	1	12.50%	21.25%
Norton Rose Fulbright**	A	B	D	D	B	B	C	C	C	109	26	23.85%	27	4	14.81%	21.14%
Butler Snow	B	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18	4	22.22%	8	1	12.50%	19.31%
Germer PLLC	B	C	N/A	N/A	N/A	N/A	N/A	N/A	N/A	38	8	21.05%	18	2	11.11%	18.07%
DLA Piper LLP (US) ^o	C	F-INC	C	F	F	D	C	C	C	58	12	20.69%	21	2	9.52%	17.34%
Graves Dougherty Hearon & Moody PC**	C	D	F	F	D	C	C	F	F	36	7	19.44%	20	2	10.00%	16.61%
Jackson Walker LLP**	C	C	A	A	A	A	A	A	A	137	23	16.79%	70	10	14.29%	16.04%
Scott Douglass & McConnico LLP**	C	B	A	B	A	B	C	B	B	47	8	17.02%	33	4	12.12%	15.55%
Bickerstaff Heath Delgado Acosta LLP**	D	A	A	B	B	B	B	B	B	19	3	15.79%	13	3	23.08%	17.98%
Vinson & Elkins, L.L.P. **	D	F	D	C	B	A	A	A	A	60	12	20.00%	11	0	0.00%	14.00%
McGinnis Lochridge**	D	D	D	C	B	C	D	D	F	53	8	15.09%	35	3	8.57%	13.14%
Duggins Wren Mann & Romero, LLP**	D	C	B	C	A	A	B	C	F-INC	29	4	13.79%	21	2	9.52%	12.51%
Allensworth & Porter	F	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	26	4	15.38%	10	0	0.00%	10.77%
Bracewell, L.L.P.	F	F	F	F	C	C	A	D	C	20	2	10.00%	14	1	7.14%	9.14%
Naman, Howell, Smith & Lee, L.L.P.	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	32	4	12.50%	20	0	0.00%	8.75%
Dickson Wright	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	25	3	12.00%	15	0	0.00%	8.40%
Pirkey Barber PLLC	F	D	D	F	N/A	N/A	N/A	N/A	N/A	34	4	11.76%	18	0	0.00%	8.24%
Enoch Kever	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	19	1	5.26%	13	1	7.69%	5.99%

* WEIGHTED TOTAL = (% Diverse Attorneys Among All Attorneys * 0.7) + (% Diverse Partners Among All Partners * 0.3)

** Openly LGBTQ attorneys are included as diverse. Weighted total includes reported LGBTQ attorney information; however, letter grade increase with the inclusion of LGBTQ 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 LGBTQ attorneys.

^o One or more attorneys did not disclose race/ethnicity; those attorneys are included in firm totals, but are not included in racial/ethnic breakdown.

Grading Scale: A ≥ 20.00% - Excellent

B = 17.50% - 19.99% - Good

C = 15.00% - 17.49% - Needs Improvement

D = 12.50% - 14.99% - Unsatisfactory

F = ≤ 12.49% - Failing

F-INC = Failed to Respond



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2023-2024 AUSTIN DIVERSITY REPORT CARD

Firm Name	2024 Grade	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*
										Total No.	Total No. Diverse**	% Diverse**	Total No.	Total No. Diverse**	% Diverse**	
Armbrust & Brown PLLC	F-INC	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%
Bowman and Brooke, LLP	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Cain Skarnulis	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Duane Morris LLP	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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-INC	F-INC	F	F	F	0	0	0.00%	0	0	0.00%	0.00%
Dwyer Murphy Calver LLP	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Gjerset & Lorenz LLP	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Gordon Rees Scully Mansukhani	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Greenberg Traurig	F-INC	A	A	A	A	B	B	N/A	A	0	0	0.00%	0	0	0.00%	0.00%
K&L Gates	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Kastner Gravelle LLP	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
King & Spalding	F-INC	D	F	F	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Kirkland & Ellis	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Kowert, Hood, Munyon, Rankin & Goetzel, P.C.	F-INC	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%
Latham & Watkins	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Metcalf Wolff Stuart & Williams, LLP	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Osborne, Helman, Knebel & Deleery, L.L.P.	F-INC	N/A	N/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	F-INC	D	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Rigby Slack Lawrence Berger Comerford PLLC	F-INC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Sneed, Vine & Perry, P.C.	F-INC	N/A	N/A	N/A	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-INC	F	F	A	A	B	A	B	0	0	0.00%	0	0	0.00%	0.00%
Winstead PC	F-INC	A	B	D	C	C	D	B	C	0	0	0.00%	0	0	0.00%	0.00%
Wright & Greenhill	F-INC	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%
OVERALL TOTAL REPORTED										1249	297	23.78%	542	76	14.02%	20.85%

* WEIGHTED TOTAL = (% Diverse Attorneys Among All Attorneys * 0.7) + (% Diverse Partners Among All Partners * 0.3)

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2023-2024 SUMMARY OF DIVERSITY DATA

Firm Name	Total Attorneys			RACIALLY ETHNIC / DIVERSE ATTORNEYS																					Anglo Am / White			Openly LGBTQ*			2024 Grade
	Partners	Non-Partner Attorneys	Sum Assoc	African Am / Black			Hispanic / Latino			Asian / Asian Am			Native American			South Asian			Multiracial / Other			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										
A&O Shearman ^o	5	11	2	0	0	0	1	1	0	0	2	0	0	0	0	0	0	0	0	1	1	0	3	7	2	0	2	2	A		
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	5	32	5	1	1	1	0	1	1	1	4	1	0	0	0	0	0	0	0	3	0	3	23	2	0	2	0	A			
Burns Anderson Jury & Brenner ^o	9	8	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	2	1	0	7	3	0	0	2	0	A			
Baker Botts LLP	11	30	7	0	1	0	3	1	0	0	2	2	0	1	0	0	0	0	0	2	0	8	23	5	1	3	1	A			
Richards, Rodriguez & Skeith L.L.P.	17	3	2	0	0	0	4	0	0	0	0	1	0	0	0	0	0	0	1	0	0	12	3	1	2	0	0	A			
Husch Blackwell LLP	28	38	10	0	2	3	1	6	1	2	3	0	0	1	0	0	0	0	3	1	2	22	25	4	1	2	0	A			
Pillsbury Winthrop Shaw Pittman LLP	11	20	6	0	1	1	2	3	0	0	2	0	0	0	0	0	0	0	0	2	2	9	12	3	0	1	0	A			
Lloyd Gosselink Rochelle & Townsend PC	16	18	4	1	1	0	2	3	1	0	1	0	1	0	0	0	0	0	0	1	0	12	12	3	0	2	0	A			
Perkins Coie	8	17	5	1	1	0	0	2	1	1	1	2	0	0	0	0	0	0	0	0	0	5	12	2	0	2	0	A			
Holland & Knight LLP	21	21	0	0	2	0	3	4	0	1	1	0	0	0	0	0	0	0	0	1	0	17	13	0	0	1	0	A			
Locke Lord, L.L.P.	20	21	6	0	1	0	0	2	0	1	2	2	0	0	0	0	0	0	1	1	0	18	15	4	1	1	3	A			
Haynes and Boone LLP	9	18	0	0	0	0	0	2	0	2	1	0	0	0	0	0	0	0	0	0	0	7	15	0	0	2	0	A			
Wilson Sonsini Goodrich & Rosati PC ^o	7	22	0	0	3	0	0	0	0	0	4	0	0	0	0	0	0	0	0	2	0	7	11	0	0	0	0	A			
Cokinos Young	8	8	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	7	5	0	0	0	0	A			
Norton Rose Fulbright	27	75	7	0	3	0	1	3	0	1	2	2	0	0	0	0	0	0	1	10	0	24	57	5	2	2	1	A			
Butler Snow	8	9	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	7	7	0	0	0	0	B			
Germer PLLC	18	15	5	0	3	0	2	0	2	0	0	1	0	0	0	0	0	0	0	0	0	16	12	2	0	0	0	B			
DLA Piper LLP (US) ^o	21	34	3	1	2	1	1	3	1	0	2	0	0	0	0	0	0	0	0	1	0	18	22	1	0	0	0	C			
Graves Dougherty Hearon & Moody PC	20	12	4	1	1	0	0	2	0	0	0	1	0	0	0	0	0	0	0	1	0	19	8	3	1	1	0	C			
Jackson Walker LLP	70	57	10	2	3	0	6	3	0	1	3	0	1	0	0	0	0	0	0	1	0	60	47	10	0	3	0	C			
Scott Douglass & McConnico LLP	33	8	6	0	1	0	2	0	1	0	0	0	0	0	0	1	0	0	1	0	0	29	7	5	0	0	2	C			
Bickerstaff Heath Delgado Acosta LLP	13	6	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	6	0	1	0	0	D			
Vinson & Elkins, L.L.P.	11	36	13	0	0	0	0	2	1	0	6	0	0	0	0	0	0	0	0	0	0	11	28	12	0	2	1	D			
McGinnis Lochridge	35	13	5	0	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	1	1	33	9	4	1	0	0	D			
Duggins Wren Mann & Romero, LLP	21	8	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	1	0	0	20	6	0	1	0	0	D			
Allensworth & Porter	10	13	3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	10	12	1	0	1	1	F			
Bracewell, L.L.P.	14	6	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	13	5	0	0	0	0	F			
Naman, Howell, Smith & Lee, L.L.P.	20	7	5	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	20	5	3	0	0	0	F			
Dickson Wright	15	9	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	15	6	1	0	0	0	F			
Pirkey Barber PLLC	18	12	4	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	18	9	3	0	0	0	F			
Enoch Kever	13	6	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	6	0	0	0	0	F			
OVERALL TOTAL REPORTED	542	593	114	8	32	8	33	50	11	11	38	12	2	2	0	1	0	0	12	32	7	473	431	72	11	29	11				

* Although all "Openly LGBTQ Attorneys" are included here, because Openly LGBTQ 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 LGBTQ Attorneys who are Anglo American / White are added to a firm's count of "Total Number of Diverse Attorneys" on the Report Card.

^o One or more attorneys did not disclose race/ethnicity; those attorneys are included in firm totals, but are not included in racial/ethnic breakdown.



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LAWYERS ASSOCIATION



2023-2024 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
A&O Shearman	4	2	50.00%	1	0	0	10	2	0.2	1	1	1	0	0	0.00%
Allensworth & Porter	10	4	40.00%	0	0	0.00%	12	5	41.67%	1	0	0	0	0	0.00%
Baker Botts LLP	11	4	36.36%	0	0	0.00%	27	14	51.85%	3	1	33.33%	0	0	0.00%
Bickerstaff Heath Delgado Acosta LLP	13	5	38.46%	0	0	0.00%	3	3	100.00%	3	0	0.00%	0	0	0.00%
Bracewell, L.L.P.	10	3	30.00%	4	1	25.00%	3	1	33.33%	3	1	33.33%	0	0	0.00%
Burns Anderson Jury & Brenner	5	0	0.00%	4	2	50.00%	5	3	60.00%	3	3	100.00%	0	0	0.00%
Butler Snow	5	1	20.00%	3	1	33.33%	7	4	57.14%	2	1	50.00%	0	0	0.00%
Cokinos Young	4	2	50.00%	4	3	75.00%	7	4	57.14%	1	0	0.00%	0	0	0.00%
Dickson Wright	7	1	14.29%	8	3	37.50%	6	3	50.00%	3	1	33.33%	0	0	0.00%
DLA Piper LLP (US)	21	9	42.86%	0	0	0.00%	26	17	65.38%	4	1	25.00%	4	1	25.00%
Duggins Wren Mann & Romero, LLP	16	2	12.50%	5	2	40.00%	4	1	25.00%	4	1	25.00%	0	0	0.00%
Enoch Kever	8	3	37.50%	5	5	100.00%	2	0	0.00%	3	3	100.00%	1	1	100.00%
Germer PLLC	18	4	22.22%	0	0	0.00%	13	9	69.23%	2	0	0.00%	0	0	0.00%
Graves Dougherty Hearon & Moody PC	15	3	20.00%	5	0	0.00%	4	2	50.00%	8	3	37.50%	0	0	0.00%
Haynes and Boone LLP	8	3	37.50%	1	1	100.00%	8	4	50.00%	10	6	60.00%	0	0	0.00%
Holland & Knight LLP	4	3	75.00%	17	0	0.00%	17	11	64.71%	4	1	25.00%	0	0	0.00%
Husch Blackwell LLP	11	5	45.45%	17	7	41.18%	25	10	40.00%	13	3	23.08%	0	0	0.00%
Jackson Walker LLP	27	5	18.52%	43	14	32.56%	32	16	50.00%	23	9	39.13%	2	0	0.00%
Lloyd Gosselink Rochelle & Townsend PC	12	3	25.00%	4	3	75.00%	16	13	81.25%	2	1	50.00%	0	0	0.00%
Locke Lord, L.L.P.	12	5	41.67%	8	3	37.50%	11	6	54.55%	4	0	0.00%	6	2	33.33%
McGinnis Lochridge	24	3	12.50%	11	3	27.27%	6	3	50.00%	7	1	14.29%	0	0	0.00%
Naman, Howell, Smith & Lee, L.L.P.	19	3	15.79%	1	0	0.00%	5	2	40.00%	2	0	0.00%	0	0	0.00%
Norton Rose Fulbright	27	10	37.04%	0	0	0.00%	51	24	47.06%	24	8	33.33%	0	0	0.00%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	3	3	100.00%	2	1	50.00%	15	7	46.67%	17	9	52.94%	0	0	0.00%
Perkins Coie	8	2	25.00%	0	0	0.00%	16	7	43.75%	1	0	0.00%	0	0	0.00%
Pillsbury Winthrop Shaw Pittman LLP	5	2	40.00%	6	1	16.67%	14	6	42.86%	4	2	50.00%	2	0	0.00%
Pirkey Barber PLLC	18	8	44.44%	0	0	0.00%	7	4	57.14%	5	1	20.00%	0	0	0.00%
Richards, Rodriguez & Skeith L.L.P.	9	2	22.22%	8	3	37.50%	0	0	0.00%	3	0	0.00%	0	0	0.00%
Scott Douglass & McConnico LLP	33	11	33.33%	0	0	0.00%	8	3	37.50%	0	0	0.00%	0	0	0.00%
Vinson & Elkins, L.L.P.	11	2	18.18%	0	0	0.00%	30	13	43.33%	6	3	50.00%	0	0	0.00%
Wilson Sonsini Goodrich & Rosati PC	7	1	14.29%	0	0	0.00%	20	7	35.00%	2	0	0.00%	0	0	0.00%
OVERALL TOTAL REPORTED	385	114	29.61%	157	53	33.76%	410	204	49.76%	168	60	35.71%	15	4	26.67%