



AUSTIN BLACK
LAWYERS ASSOCIATION



Austin Affinity Bar Associations and Travis County Women Lawyers' Association Issue **2024-2025 Law Firm Diversity Report Card – October 14, 2025**

The Austin Law Firm Diversity Report Card Committee is comprised of representatives from the Hispanic Bar Association of Austin, the Austin Black Lawyers Association, the Austin Asian American Bar Association, the South Asian Bar Association of Austin, the Austin Bar Association LGBTQ+ Law Section, and the Travis County Women Lawyers' Association. The goal is to provide a single set of data on the hiring, retention, and promotion of racial and ethnic minorities, as well as women at major law firms in the Austin, Texas area.

The Diversity Report Card Committee (DRCC) is excited to time the release of the 2024-2025 Report Card with a reception that will be generously hosted by McGinnis Lochridge on Tuesday, October 14, 2024, at 1111 West 6th Street, Building B, Suite 400 from 5:00 pm – 7:00 pm. The event will be a great opportunity for our local law firms to engage in the ongoing conversation of Austin's growing diversity and why it matters for the legal community.

This year, the DRCC requested information from 44 law firms in Austin regarding the attorneys working at those firms on December 31, 2024. Given the growth of the Austin legal community, we included only the 43 law firms in the 2024-2025 Report Card that had 18 or more attorneys based on their survey responses and website information at the time surveys were sent out. We wanted to thank Butler Snow LLP for their support and response to our survey even though their results were not included based on the number of attorneys in their Austin office.

Of the 43 firms included in the Report Card, 19 submitted responses, which have now been evaluated and provided a grade. This grade is based on the percentage of minority attorneys in each firm as well as the percentage of minority partners in each firm, recognizing those firms that have done particularly well in retaining and promoting minority attorneys to partnership level.

As the Diversity Report Card reflects, 24 law firms (Allensworth & Porter; Armbrust & Brown, PLLC; Botkin Chiarello Calaf P.C.; Bracewell, LLP; Burns Anderson Jury & Brenner; DLA Piper LLP; DuBois Bryant & Campbell LLP; Dwyer Murphy Calver LLP; Fish & Richardson PC; Foster LLP; Greenberg Traurig; Kastner Gravelle LLP; King & Spalding; Kirkland & Ellis; Latham & Watkins; Norton Rose Fulbright; Perkins Coie; Reid Collins & Tsai, LLP; Rigby Slack Lawrence Berger Comerford PLLC; Sneed, Vine & Perry, P.C.; Thompson, Coe, Cousins & Irons, LLP; Troutman Pepper Locke; Vinson & Elkins LLP; and Winstead P.C.) failed to participate in the survey and therefore received an "F-INC" for failure to provide the requested information. Any of these firms remains welcome to submit responses to the survey, and the DRCC will update the Report Card. The DRCC is disappointed that these firms did not participate, as it believes participation in the Report Card is a critical component in evidencing an open and inclusive work environment for all members of the legal profession. A lack of participation reflects either a position that diversity is not a priority for the firm, or that there is a lack of interest to publicize its actual attorney demographics. In either case, the DRCC will continue to reach out to these firms in hopes of allaying any fears or apprehensions that they may harbor regarding the Report Card. The DRCC recognizes that we are all attorneys working for the best interests of the public that we serve. Part of this service is having important discussions about challenging issues such as diversity in the Bar.

As with previous years, the DRCC has again factored in data on attorneys who are openly lesbian, gay, bisexual or transgender (LGBTQ+). Of the 19 firms that responded, only thirteen firms (Pilsbury Winthrop Shaw Pittman LLP; Husch Blackwell LLP; Baker Botts LLP; Lloyd Gosselink Rochelle & Townsend P.C.; Richards, Rodriguez, & Skeith LLP; Germer PLLC; McGinnis Lochridge; Graves Dougherty Heron & Moody P.C.;

Jackson Walker LLP; Scott Douglas & McConnico LLP; Bickerstaff Heath Delgado Acosta LLP; and Duggins Wren Mann & Romero LLP) indicated that they have openly LGBTQ+ attorneys. The DRCC is encouraged by this report, but it is the belief of the Committee that the Report Card does not reflect the true number of LGBTQ+ attorneys in the Austin area, and it hopes that through release of this report card and continued efforts from both the LGBTQ+ affinity bar and law firms, this will become less of an issue in the years to come.

Though the DRCC believes in the importance of including LGBTQ+ data in its final reporting to further push a discussion that is sorely needed in the Greater Austin area, it also realizes the unfortunate quandary it finds itself in reporting these numbers due to the lack of reporting of similar data by the State Bar of Texas. The grading system utilized by the DRCC is based in part on the percentage of Minority attorneys in Travis County, data that is collected and published by the State Bar of Texas. Despite repeated requests by the LGBTQ+ Bar leaders, the State Bar of Texas has not yet included these numbers in its statistical reports.

In the interim, the DRCC has decided that to provide the most accurate assessment of total Minority attorneys for each participating firm, and to further the overall mission and purpose of the Report Card, the final grade for each firm will not increase by more than one letter as a result of the inclusion of LGBTQ+ data. This procedure was adopted with direct input from the Austin Bar Association LGBTQ+ Law Section.

In order to receive an “A” grade on this year’s report card, a law firm’s Austin office must meet or exceed the percentage of minority attorneys that comprise all attorneys licensed to practice law in Travis County, which is 20.5%. Those falling below 12.99% receive a failing grade. Consistent with prior report cards, the 2024-2025 Austin Law Firm Diversity Report Card is again weighted in favor of law firms that have larger numbers of minority partners.

Consistent with the 2023-2024 Report Card, the DRCC has once again included a more specific breakdown of its overall results by publishing the number of reported Partners, Non-Partner Attorneys, and Summer Associates from each minority group. By doing so, the Austin legal community can easily review this Report Card and make an even more accurate assessment of the diverse nature and minority culture of each law firm represented. The DRCC feels that it is important to recognize those firms that boast a variety of minority attorneys among its ranks, and in publishing this breakdown, the goal of promoting total diversity within law firms may be further achieved.

Rashmin Asher, President of the South Asian Bar Association of Austin (SABAA) noted, “SABAA appreciates the opportunity to continue to participate in the Diversity Report Card. It is a valuable measure of inclusion data among South Asian members in the local bar. The 2024-2025 Report Card reveals that, of those firms that responded, there is only two major law firms in Austin that identifies as employing South Asian attorneys. We hope that law firms in Austin will make efforts to engage in diverse recruitment to strengthen the legal community. SABAA is committed to furthering these goals alongside our fellow affinity bar organizations and thanks the DRCC for its unwavering contribution to the Bar.”

In addition to this detailed breakdown in ethnic and racial diversity reporting, the DRCC is proud to include detailed data regarding women attorneys and partners within these same law firms in Austin. The Affinity Bar Associations felt it was extremely important to include this information to garner a more complete picture of the status of women in the law, thereby creating a more accurate and informative report card. Because it remains a priority of the DRCC to promote racial and ethnic diversity in the Austin legal field, the inclusion of data on women attorneys and partners was not factored into the overall letter grade awarded to participating law firms. Instead, the Committee is releasing two reports, one that reflects the letter grade achieved through racial and ethnic diversity (and including LGBTQ+ numbers) and another that reflects the percentage of women associates and partners (both equity and non-equity) at each major law firm in the city. The DRCC believes that this reporting is extremely critical and looks forward to continuing to release this information in the years to come.

Melissa Lorber, President of the Travis County Women Lawyers' Association (TCWLA) commented, "TCWLA is pleased to see that the number of women attorneys at all levels at participating law firms has been holding steady. Women continue to make up half of associates at participating firms. But we still have work to do to increase the number of women in the non-equity and equity partner ranks. While Austin firms are ahead of the national averages in both categories, women lawyers still comprise less than one-third of law firm partners. TCWLA recognizes that there are challenges to not only recruiting female attorneys, but retaining them and advancing them, and TCWLA hopes that firms take intentional measures to recognize these obstacles and effect practices that address them. TCWLA will continue to support these efforts as we head into our 50th anniversary year."

The DRCC is pleased to report that the total number of minority attorneys employed by the city's largest firms is 220 in 2024. These numbers are inclusive of LGBTQ+ attorneys.

This year's report card had ten law firms that earned an "A" grade for their exceptional minority recruitment, hiring, retention efforts, and most importantly, results. Those firms are:

Pillsbury Winthrop Shaw Pitman LLP
Husch Blackwell, LLP
Baker Botts LLP
Lloyd Gosselink Rochelle & Townsend P.C.
Richards, Rodriguez & Skeith LLP
Holland & Knight LLP
Germer Beaman & Brown
Ogletree, Deakins, Nash, Smaok, & Stewart, P.C.
McGinnis Lochridge
Wilson Sonsini Goodrich & Rosati P.C.

Two law firms received failing grades, not including the twenty-four mentioned above that did not respond to the survey request. The Report Card includes a full list of firms that participated, as well as those who failed to respond to the survey request.

Tycha Kimbrough, President of the Austin Black Lawyers Association (ABLA) states, "the Austin Black Lawyers Association appreciates the firms and leaders who are being intentional in creating spaces where diversity is not just discussed but actively lived. We applaud those who are taking meaningful steps to build inclusive and welcoming environments that reflect the rich diversity of our community. This year's Diversity Report Card highlights both the progress made and the work that remains. We remain steadfast in our commitment to holding space for these important conversations, championing transparency and accountability, and working alongside our partners to ensure that the legal profession truly mirrors the community it serves. We also extend our sincere gratitude to the DRCC for their dedication and commitment to providing this vital transparency, which empowers us all to improve, grow, and hold ourselves accountable."

Jenny Kim, President of the Austin Asian American Bar Association (AAABA), commented, "This Committee did a fantastic job in gathering the extensive and important data needed for this report card. The AAABA applauds the law firms that have demonstrated an exceptional commitment to recruiting, retaining, and advancing minority, women, and LGBTQ+ attorneys. Many firms reap the benefits of increased employee talent, innovation, and client satisfaction by hiring and maintaining staff members from varying backgrounds. The AAABA is proud to be part of this effort and has high hopes for the future of the Austin legal community."

The hiring and retention of minority and underrepresented lawyers is a key objective of the Hispanic Bar Association of Austin, the Austin Black Lawyers Association, the Austin Asian American Bar Association, the

South Asian Bar Association of Austin, the Austin Bar Association LGBT Law Section, and the Travis County Women Lawyers' Association. These prestigious affinity organizations have pledged to continue issuing the annual report card and to work with law firms on increasing the number of minority attorneys in their ranks. They are truly here to help make diversity in the legal profession a reflection of the community it serves.

For more information, contact members of the Austin Law Firm Diversity Report Card Committee:

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