



AUSTIN BLACK
LAWYERS ASSOCIATION



2024-2025 AUSTIN DIVERSITY REPORT CARD

Firm Name	2025 Grade	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**	
Pillsbury Winthrop Shaw Pittman LLP	A	A	C	D	D	B	F	N/A	N/A	N/A	39	18	46.15%	13	3	23.08%	39.23%
Husch Blackwell LLP	A	A	A	A	A	A	A	A	A	A	81	33	40.74%	29	8	27.59%	36.79%
Baker Botts LLP	A	A	A	A	A	A	A	A	A	A	54	20	37.04%	12	4	33.33%	35.93%
Lloyd Gosselink Rochelle & Townsend PC	A	A	B	C	B	A	A	B	B	D	42	14	33.33%	16	4	25.00%	30.83%
Richards, Rodriguez & Skeith L.L.P.	A	A	A	A	A	A	N/A	N/A	N/A	N/A	21	6	28.57%	18	6	33.33%	30.00%
Holland & Knight LLP	A	A	D	B	N/A	N/A	N/A	N/A	N/A	N/A	33	9	27.27%	16	4	25.00%	26.59%
Germer Beaman & Brown	A	B	C	N/A	N/A	N/A	N/A	N/A	N/A	N/A	36	11	30.56%	18	3	16.67%	26.39%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	A	A	F-INC	A	N/A	N/A	N/A	N/A	N/A	N/A	36	9	25.00%	7	2	28.57%	26.07%
McGinnis Lochridge	A	D	D	D	C	B	C	D	D	F	73	22	30.14%	49	6	12.24%	24.77%
Wilson Sonsini Goodrich & Rosati PC	A	A	A	A	A	A	A	A	A	A	28	8	28.57%	8	1	12.50%	23.75%
Haynes and Boone LLP**	C	A	B	C	C	D	B	F	F	F	25	5	20.00%	8	1	12.50%	17.75%
Graves Dougherty Hearon & Moody PC**	C	C	D	F	F	D	C	C	F	F	35	7	20.00%	20	2	10.00%	17.00%
Jackson Walker LLP**	C	C	C	A	A	A	A	A	A	A	138	24	17.39%	75	11	14.67%	16.57%
Scott Douglass & McConnico LLP**	C	C	B	A	B	A	B	C	B	B	49	9	18.37%	33	4	12.12%	16.49%
Dickson Wright	C	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	30	5	16.67%	19	3	15.79%	16.40%
Bickerstaff Heath Delgado Acosta LLP**	D	D	A	A	B	B	B	B	B	B	17	3	17.65%	13	3	23.08%	19.28%
Duggins Wren Mann & Romero, LLP**	D	D	C	B	C	A	A	B	C	F-INC	27	4	14.81%	20	2	10.00%	13.37%
Naman, Howell, Smith & Lee, L.L.P.	F	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	39	7	17.95%	19	0	0.00%	12.56%
Pirkey Barber PLLC	F	F	D	D	F	N/A	N/A	N/A	N/A	N/A	32	4	12.50%	17	0	0.00%	8.75%

* 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.

Grading Scale: A ≥ 20.50% - Excellent

B = 18.00% - 20.49% - Good

C = 15.50% - 17.99% - Needs Improvement

D = 13.00% - 15.49% - Unsatisfactory

F = ≤ 12.99% - Failing

F-INC = Failed to Respond



AUSTIN BLACK
LAWYERS ASSOCIATION



2024-2025 AUSTIN DIVERSITY REPORT CARD

Firm Name	2025 Grade	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**	
Allensworth & Porter	F-INC	F	F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
Armbrust & Brown PLLC	F-INC	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%
Botkin Chiarello Calaf PC	F-INC	N/A	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%
Bracewell, L.L.P.	F-INC	F	F	F	F	C	C	A	D	C	0	0	0.00%	0	0	0.00%	0.00%
Burns Anderson Jury & Brenner	F-INC	A	A	A	A	N/A	N/A	N/A	N/A	N/A	0	0	0.00%	0	0	0.00%	0.00%
DLA Piper LLP (US)	F-INC	C	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-INC	F-INC	F	F	F	0	0	0.00%	0	0	0.00%	0.00%
Dwyer Murphy Calver LLP	F-INC	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%
Fish & Richardson P.C.	F-INC	N/A	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%
Foster LLP	F-INC	N/A	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	F-INC	A	A	A	A	B	B	N/A	A	0	0	0.00%	0	0	0.00%	0.00%
Kastner Gravelle LLP	F-INC	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	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	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%
Latham & Watkins	F-INC	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%
Norton Rose Fulbright	F-INC	A	B	D	D	B	B	C	C	C	0	2	0.00%	0	0	0.00%	0.00%
Perkins Coie	F-INC	A	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	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	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	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, Coc, Cousins & Irons, L.L.P.	F-INC	F-INC	F-INC	F	F	A	A	B	A	B	0	0	0.00%	0	0	0.00%	0.00%
Troutman Pepper Locke	F-INC	A	A	A	A	B	B	B	B	C	0	0	0.00%	0	0	0.00%	0.00%
Vinson & Elkins, L.L.P.	F-INC	D	F	D	C	B	A	A	A	A	0	0	0.00%	0	0	0.00%	0.00%
Winstead PC	F-INC	F-INC	A	B	D	C	C	D	B	C	0	0	0.00%	0	0	0.00%	0.00%
OVERALL TOTAL REPORTED											835	220	26.35%	410	67	16.34%	23.35%

* 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.

Grading Scale: A ≥ 20.50% - Excellent

B = 18.00% - 20.49% - Good

C = 15.50% - 17.99% - Needs Improvement

D = 13.00% - 15.49% - Unsatisfactory

F = ≤ 12.99% - Failing

F-INC = Failed to Respond



AUSTIN BLACK
LAWYERS ASSOCIATION



2024-2025 SUMMARY OF DIVERSITY DATA

Firm Name				RACIALLY ETHNIC / DIVERSE ATTORNEYS																											2025 Grade
	Total Attorneys			African Am / Black			Hispanic / Latino			Asian / Asian Am			Native American			South Asian			Multiracial / Other			Anglo Am / White			Openly LGBTQ*						
	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				
Pillsbury Winthrop Shaw Pittman LLP	13	21	5	0	0	0	2	3	0	0	2	0	0	0	0	0	0	1	1	4	2	10	12	2	0	2	4	A			
Husch Blackwell LLP	29	43	9	0	3	1	1	7	5	2	1	0	0	1	0	0	0	0	3	3	2	23	28	1	2	3	2	A			
Baker Botts LLP	12	35	7	0	1	0	3	1	1	0	3	3	0	1	0	0	0	0	0	3	1	9	26	2	1	3	0	A			
Lloyd Gosselink Rochelle & Townsend PC	16	21	5	1	1	0	2	3	0	0	2	2	1	0	0	0	0	0	0	0	0	12	15	3	0	2	0	A			
Richards, Rodriguez & Skeith L.L.P.	18	3	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	1	0	0	13	3	0	2	0	0	A			
Holland & Knight LLP	16	17	0	0	0	0	3	3	0	1	1	0	0	0	0	0	0	0	0	1	0	12	12	0	0	0	0	A			
Germer P.L.L.C.	18	18	0	0	3	0	2	3	0	0	2	0	0	0	0	0	0	0	0	0	0	16	10	0	1	0	0	A			
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	7	29	0	1	1	0	0	2	0	1	2	0	0	0	0	0	0	0	0	2	0	5	22	0	0	0	0	A			
McGinnis Lochridge	49	24	0	0	2	0	4	12	0	0	0	0	0	0	0	1	0	0	0	0	0	44	10	0	1	2	0	A			
Wilson Sonsini Goodrich & Rosati PC**	8	18	2	1	1	0	0	0	0	0	3	1	0	0	0	0	0	0	0	2	0	7	10	1	0	0	0	A			
Haynes and Boone LLP	8	17	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	1	0	7	14	0	0	1	0	C			
Graves Dougherty Hearon & Moody PC	20	12	3	1	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	1	0	19	8	2	1	1	0	C			
Jackson Walker LLP	75	56	7	2	2	0	7	3	0	1	2	0	1	0	0	0	0	0	0	1	2	64	48	5	0	3	0	C			
Scott Douglass & McConnico LLP	33	12	4	0	2	0	2	0	1	0	0	0	0	0	0	1	0	0	1	0	0	29	10	3	0	1	1	C			
Dickson Wright	19	10	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	16	8	1	0	0	0	C			
Bickerstaff Heath Delgado Acosta LLP	13	4	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	4	0	1	0	0	D			
Duggins Wren Mann & Romero, LLP	20	7	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	1	0	0	19	5	0	1	0	0	D			
Naman, Howell, Smith & Lee, L.L.P.	19	15	5	0	2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	1	0	19	10	3	0	0	0	F			
Pirkey Barber PLLC	17	12	3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	17	11	2	0	0	0	F			
OVERALL TOTAL REPORTED	410	374	51	7	19	2	33	45	10	6	20	6	2	2	0	2	0	1	8	20	7	352	266	25	10	20	7				

* 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.

** One or more attorneys did not disclose race/ethnicity & per firm policy, does not disclose the number of LGBTQ attorneys when doing so may not uphold confidentiality.



AUSTIN BLACK
LAWYERS ASSOCIATION



2024-2025 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
Baker Botts LLP	12	5	41.67%	0	0	0.00%	30	12	40.00%	5	0	0.00%	0	0	0.00%
Bickerstaff Heath Delgado Acosta LLP	12	4	33.33%	1	1	100.00%	1	1	100.00%	3	0	0.00%	0	0	0.00%
Dickson Wright	7	1	14.29%	12	5	41.67%	6	3	50.00%	4	1	25.00%	0	0	0.00%
Duggins Wren Mann & Romero, LLP	15	2	13.33%	5	2	40.00%	4	1	25.00%	3	1	33.33%	0	0	0.00%
Germer Beaman & Brown	0	0	0.00%	18	4	22.22%	17	12	70.59%	1	0	0.00%	0	0	0.00%
Graves Dougherty Hearon & Moody PC	14	2	14.29%	6	1	16.67%	6	2	33.33%	6	2	33.33%	0	0	0.00%
Haynes and Boone LLP	6	2	33.33%	2	2	100.00%	8	4	50.00%	9	6	66.67%	0	0	0.00%
Holland & Knight LLP	3	2	66.67%	13	1	7.69%	14	9	64.29%	3	0	0.00%	0	0	0.00%
Husch Blackwell LLP	13	6	46.15%	16	7	43.75%	32	17	53.13%	11	2	18.18%	0	0	0.00%
Jackson Walker LLP	29	6	20.69%	46	15	32.61%	31	16	51.61%	23	8	34.78%	2	0	0.00%
Lloyd Gosselink Rochelle & Townsend PC	13	4	30.77%	3	2	66.67%	20	14	70.00%	1	0	0.00%	0	0	0.00%
McGinnis Lochridge	33	4	12.12%	16	4	25.00%	13	7	53.85%	11	3	27.27%	0	0	0.00%
Naman, Howell, Smith & Lee, L.L.P.	18	3	16.67%	1	0	0.00%	10	5	50.00%	5	2	40.00%	0	0	0.00%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	4	3	75.00%	3	2	66.67%	10	6	60.00%	19	9	47.37%	0	0	0.00%
Pillsbury Winthrop Shaw Pittman LLP	11	4	36.36%	2	0	0.00%	13	4	30.77%	6	2	33.33%	2	0	0.00%
Pirkey Barber PLLC	17	7	41.18%	0	0	0.00%	6	1	16.67%	6	2	33.33%	0	0	0.00%
Richards, Rodriguez & Skeith L.L.P.	9	2	22.22%	9	4	44.44%	0	0	0.00%	3	0	0.00%	0	0	0.00%
Scott Douglass & McConnico LLP	33	11	33.33%	0	0	0.00%	11	5	45.45%	1	0	0.00%	0	0	0.00%
Wilson Sonsini Goodrich & Rosati PC	8	1	12.50%	0	0	0.00%	17	5	29.41%	1	0	0.00%	0	0	0.00%
OVERALL TOTAL REPORTED	257	69	26.85%	153	50	32.68%	249	124	49.80%	121	38	31.40%	4	0	0.00%