



AUSTIN BLACK  
LAWYERS ASSOCIATION



AUSTIN LGBT  
BAR ASSOCIATION



SABAA  
South Asian Bar Association of Austin



## 2017 AUSTIN DIVERSITY REPORT CARD

Firm Name	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**	
Greenberg Traurig	A	A	B	B	N/A	A	25	7	28.00%	16	7	43.75%	32.73%
Wilson Sonsini Goodrich & Rosati PC	A	A	A	A	A	A	28	9	32.14%	6	2	33.33%	32.50%
Husch Blackwell LLP	A	A	A	A	A	A	55	18	32.73%	28	8	28.57%	31.48%
Burns Anderson Jury & Brenner	A	N/A	N/A	N/A	N/A	N/A	24	8	33.33%	13	3	23.08%	30.26%
The Fowler Law Firm PC	A	A	A	A	N/A	N/A	19	6	31.58%	9	2	22.22%	28.77%
Baker Botts LLP	A	A	A	A	A	A	79	19	24.05%	23	4	17.39%	22.05%
Locke Lord**	A	B	B	B	B	C	42	10	23.81%	19	3	15.79%	21.40%
Richards, Rodriguez & Skeith L.L.P.	A	A	N/A	N/A	N/A	N/A	16	3	18.75%	13	3	23.08%	20.05%
Gardere Wynne Sewell LLP**	A	A	A	A	A	C	20	4	20.00%	10	2	20.00%	20.00%
Jackson Walker LLP**	A	A	A	A	A	A	115	22	19.13%	59	8	13.56%	17.46%
Scott Douglass & McConnico LLP	B	A	B	C	B	B	54	10	18.52%	36	5	13.89%	17.13%
Andrews Kurth LLP	B	A	A	A	A	A	35	7	20.00%	12	1	8.33%	16.50%
Lloyd Gosselink Rochelle & Townsend PC	B	A	A	B	B	D	34	6	17.65%	19	2	10.53%	15.51%
Bickerstaff Heath Delgado Acosta LLP	B	B	B	B	B	B	26	4	15.38%	19	3	15.79%	15.51%
Vinson & Elkins, L.L.P.	C	B	A	A	A	A	41	7	17.07%	13	1	7.69%	14.26%
Duggins Wren Mann & Romero, LLP	C	A	A	B	C	F-INC	30	4	13.33%	28	4	14.29%	13.62%
Haynes and Boone LLP	C	D	B	F	F	F	27	5	18.52%	9	0	0.00%	12.96%
McGinnis Lochridge**	C	B	C	D	D	F	46	7	15.22%	30	2	6.67%	12.65%
Pillsbury Winthrop Shaw Pittman LLP	D	B	F	N/A	N/A	N/A	23	3	13.04%	10	1	10.00%	12.13%
Winstead PC	D	C	C	D	B	C	53	6	11.32%	29	4	13.79%	12.06%
Reid Collins & Tsai LLP	D	N/A	N/A	N/A	N/A	N/A	17	2	11.76%	12	1	8.33%	10.74%
Norton Rose Fulbright**	D	B	B	C	C	C	70	8	11.43%	25	2	8.00%	10.40%
DLA Piper LLP (US)	F	F	D	C	C	C	30	4	13.33%	13	0	0.00%	9.33%
Graves Dougherty Hearon & Moody PC	F	D	C	C	F	F	54	5	9.26%	37	3	8.11%	8.91%
Thompson, Coe, Cousins & Irons, L.L.P.	F	A	A	B	A	B	33	4	12.12%	17	0	0.00%	8.48%
Pirkey Barber PLLC	F	N/A	N/A	N/A	N/A	N/A	25	3	12.00%	8	0	0.00%	8.40%
King & Spalding	F	N/A	N/A	N/A	N/A	N/A	31	3	9.68%	9	0	0.00%	6.77%
Strasburger Attorneys at Law	F	F	C	F-INC	F-INC	N/A	17	1	5.88%	12	1	8.33%	6.62%
Bracewell	F	C	C	A	D	C	23	1	4.35%	12	0	0.00%	3.04%
Armbrust & Brown PLLC	F-INC	F-INC	F-INC	F-INC	F-INC	N/A							
DuBois Bryant & Campbell LLP	F-INC	F-INC	F-INC	F	F	F							
Kelly Hart & Hallman	F-INC	N/A	N/A	N/A	N/A	N/A							
McKool Smith	F-INC	N/A	N/A	N/A	N/A	N/A							
Meyertons, Hood, Kivlin, Kowert & Goetzel, P.C.	F-INC	F-INC	F-INC	F-INC	N/A	N/A							

\* 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 ≥ 17.25% - Excellent

B = 14.75% - 17.24% - Good

C = 12.25% - 14.74% - Needs Improvement

D = 9.75% - 12.24% - Unsatisfactory

F ≤ 9.74% - Failing

F-INC = Failed to Respond



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## 2017 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		
Greenberg Traurig	16	9	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	9	9	0	0	0	0
Wilson Sonsini Goodrich & Rosati PC	6	20	2	0	1	0	2	0	0	0	3	1	0	0	0	0	2	0	0	0	0	0	4	14	1	0	0	0	
Husch Blackwell LLP	28	22	5	1	0	0	3	4	1	1	1	1	0	1	0	0	0	0	0	2	0	0	23	14	3	3	0	0	
Burns Anderson Jury & Brenner	13	9	2	0	1	1	2	2	0	0	0	0	0	0	0	0	0	0	1	0	0	10	6	1	0	1	0		
The Fowler Law Firm PC	9	10	0	0	0	0	1	3	0	0	0	0	0	0	0	0	1	0	0	0	0	8	6	0	1	0	0		
Baker Botts LLP	23	44	12	0	1	0	2	1	1	0	5	0	0	1	0	0	0	0	0	5	0	21	31	11	2	2	0		
Locke Lord	19	20	3	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	3	0	17	15	2	1	0	1		
Richards, Rodriguez & Skeith L.L.P.	13	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	3	0	2	0	0		
Gardere Wynne Sewell LLP	10	10	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	8	9	0	0	0	1	0	
Jackson Walker LLP	59	48	8	2	0	2	4	6	1	1	2	0	1	0	0	0	0	0	0	1	1	51	39	4	0	1	0		
Scott Douglass & McConnico LLP	36	13	5	2	0	1	1	1	2	0	0	0	0	0	0	1	1	0	0	0	0	32	11	2	1	0	0		
Andrews Kurth LLP	12	22	1	0	1	0	1	4	0	0	1	0	0	0	0	0	0	0	0	0	0	11	16	1	0	0	0		
Lloyd Gosselink Rochelle & Townsend PC	19	8	7	0	2	0	1	0	0	0	0	2	1	0	0	0	0	0	0	0	0	17	6	5	0	0	0		
Bickerstaff Heath Delgado Acosta LLP	19	6	1	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	16	5	1	0	0	0		
Vinson & Elkins, L.L.P.	13	22	6	0	0	0	0	0	0	0	5	0	0	0	0	0	0	0	1	1	0	12	16	6	0	1	0		
Duggins Wren Mann & Romero, LLP	28	2	0	1	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	24	2	0	0	0	0		
Haynes and Boone LLP	9	17	1	0	0	0	0	1	0	0	3	0	0	0	0	0	0	0	1	0	9	12	1	0	0	0			
McGinnis Lochridge	30	15	1	0	2	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	28	12	0	0	1	0		
Pillsbury Winthrop Shaw Pittman LLP	10	10	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	9	8	3	0	0	0		
Winstead PC	29	22	2	0	0	0	3	0	0	0	0	1	0	0	0	0	0	0	1	1	0	25	21	1	0	0	0		
Reid Collins & Tsai LLP	12	5	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	11	4	0	0	0	0		
Norton Rose Fulbright	25	41	4	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	3	0	23	36	4	1	1	0			
DLA Piper LLP (US)	13	17	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0	13	13	0	0	0	0		
Graves Dougherty Hearon & Moody PC	37	13	4	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	37	12	3	3	0	0		
Thompson, Coe, Cousins & Irons, L.L.P.	17	13	3	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	17	9	3	0	0	0		
Pirkey Barber PLLC	8	14	3	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	8	11	3	0	0	0		
King & Spalding	9	22	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	0	9	19	0	0	0	0	0		
Strasburger Attorneys at Law	12	5	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	11	5	0	0	0	0		
Bracewell	12	9	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	12	8	2	0	0	0		
<b>OVERALL TOTAL REPORTED</b>	<b>546</b>	<b>471</b>	<b>75</b>	<b>10</b>	<b>15</b>	<b>4</b>	<b>35</b>	<b>31</b>	<b>8</b>	<b>8</b>	<b>25</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>22</b>	<b>1</b>	<b>485</b>	<b>372</b>	<b>57</b>	<b>14</b>	<b>8</b>	<b>1</b>		

\* 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.



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### 2017 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
Andrews Kurth LLP	7	1	14.29%	5	2	40.00%	10	2	20.00%	11	3	27.27%	1	1	100.00%
Baker Botts LLP	14	5	35.71%	9	3	33.33%	40	22	55.00%	4	2	50.00%	0	0	0.00%
Bickerstaff Heath Delgado Acosta LLP	17	5	29.41%	2	2	100.00%	4	3	75.00%	2	0	0.00%	0	0	0.00%
Bracewell	12	4	33.33%	0	0	0.00%	2	1	50.00%	7	0	0.00%	0	0	0.00%
Burns Anderson Jury & Brenner	4	0	0.00%	9	5	55.56%	7	2	28.57%	2	2	100.00%	0	0	0.00%
DLA Piper LLP (US)	13	5	38.46%	0	0	0.00%	8	2	25.00%	3	1	33.33%	6	3	50.00%
Duggins Wren Mann & Romero, LLP	21	3	14.29%	7	2	28.57%	1	0	0.00%	1	1	100.00%	0	0	0.00%
Graves Dougherty Hearon & Moody PC	37	5	13.51%	0	0	0.00%	10	6	60.00%	3	1	33.33%	0	0	0.00%
Greenberg Traurig	16	4	25.00%	0	0	0.00%	7	1	14.29%	2	2	100.00%	0	0	0.00%
Gardere Wynne Sewell LLP	4	1	25.00%	6	2	33.33%	2	0	0.00%	0	0	0.00%	8	3	37.50%
Haynes and Boone LLP	6	2	33.33%	3	2	66.67%	6	3	50.00%	11	6	54.55%	0	0	0.00%
Husch Blackwell LLP	15	3	20.00%	13	5	38.46%	12	7	58.33%	10	6	60.00%	0	0	0.00%
Jackson Walker LLP	24	3	12.50%	35	9	25.71%	43	21	48.84%	5	1	20.00%	0	0	0.00%
King & Spalding	9	3	33.33%	0	0	0.00%	17	8	47.06%	5	3	60.00%	0	0	0.00%
Lloyd Gosselink Rochelle & Townsend PC	19	5	26.32%	0	0	0.00%	8	6	75.00%	0	0	0.00%	0	0	0.00%
Locke Lord	13	4	30.77%	6	2	33.33%	10	6	60.00%	9	4	44.44%	1	1	100.00%
McGinnis Lochridge	23	2	8.70%	7	1	14.29%	6	3	50.00%	9	2	22.22%	0	0	0.00%
Norton Rose Fulbright	22	6	27.27%	3	0	0.00%	27	9	33.33%	14	6	42.86%	0	0	0.00%
Pillsbury Winthrop Shaw Pittman LLP	6	0	0.00%	4	1	25.00%	4	2	50.00%	5	0	0.00%	1	0	0.00%
Pirkey Barber PLLC	8	1	12.50%	0	0	0.00%	11	6	54.55%	3	2	66.67%	0	0	0.00%
Reid Collins & Tsai LLP	5	1	20.00%	7	1	14.29%	5	0	0.00%	0	0	0.00%	0	0	0.00%
Richards, Rodriguez & Skeith L.L.P.	9	2	22.22%	4	1	25.00%	0	0	0.00%	3	0	0.00%	0	0	0.00%
Scott Douglass & McConnico LLP	36	11	30.56%	0	0	0.00%	11	3	27.27%	2	1	50.00%	0	0	0.00%
Strasburger Attorneys at Law	8	0	0.00%	4	3	75.00%	1	0	0.00%	4	0	0.00%	0	0	0.00%
The Fowler Law Firm PC	1	1	100.00%	8	2	25.00%	5	1	20.00%	5	3	60.00%	0	0	0.00%
Thompson, Coe, Cousins & Irons, L.L.P.	7	1	14.29%	10	3	30.00%	12	7	58.33%	1	0	0.00%	0	0	0.00%
Vinson & Elkins, L.L.P.	13	1	7.69%	0	0	0.00%	16	8	50.00%	6	1	16.67%	0	0	0.00%
Wilson Sonsini Goodrich & Rosati PC	6	2	33.33%	0	0	0.00%	19	6	31.58%	1	0	0.00%	0	0	0.00%
Winstead PC	17	1	5.88%	12	8	66.67%	13	5	38.46%	9	4	44.44%	0	0	0.00%
<b>OVERALL TOTAL REPORTED</b>	<b>392</b>	<b>82</b>	<b>20.92%</b>	<b>154</b>	<b>54</b>	<b>35.06%</b>	<b>317</b>	<b>140</b>	<b>44.16%</b>	<b>137</b>	<b>51</b>	<b>37.23%</b>	<b>17</b>	<b>8</b>	<b>47.06%</b>