



NALP believes in fairness, facts and the power of a diverse community.

We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.



Employment and Salary Outcomes for LGB(TQ) Law School Graduates

**LSAC Equality Conference: Building, Maintaining, and
Promoting LGBTQ-Inclusive Law Schools**

Orlando

December 10, 2018

Presenter:

James Leipold, Executive Director

NALP Graduate Employment and Salary Survey Form – Class of 2017

C. GENDER IDENTITY

C1.

- Male
- Female
- I do not identify as Male or Female

C2.

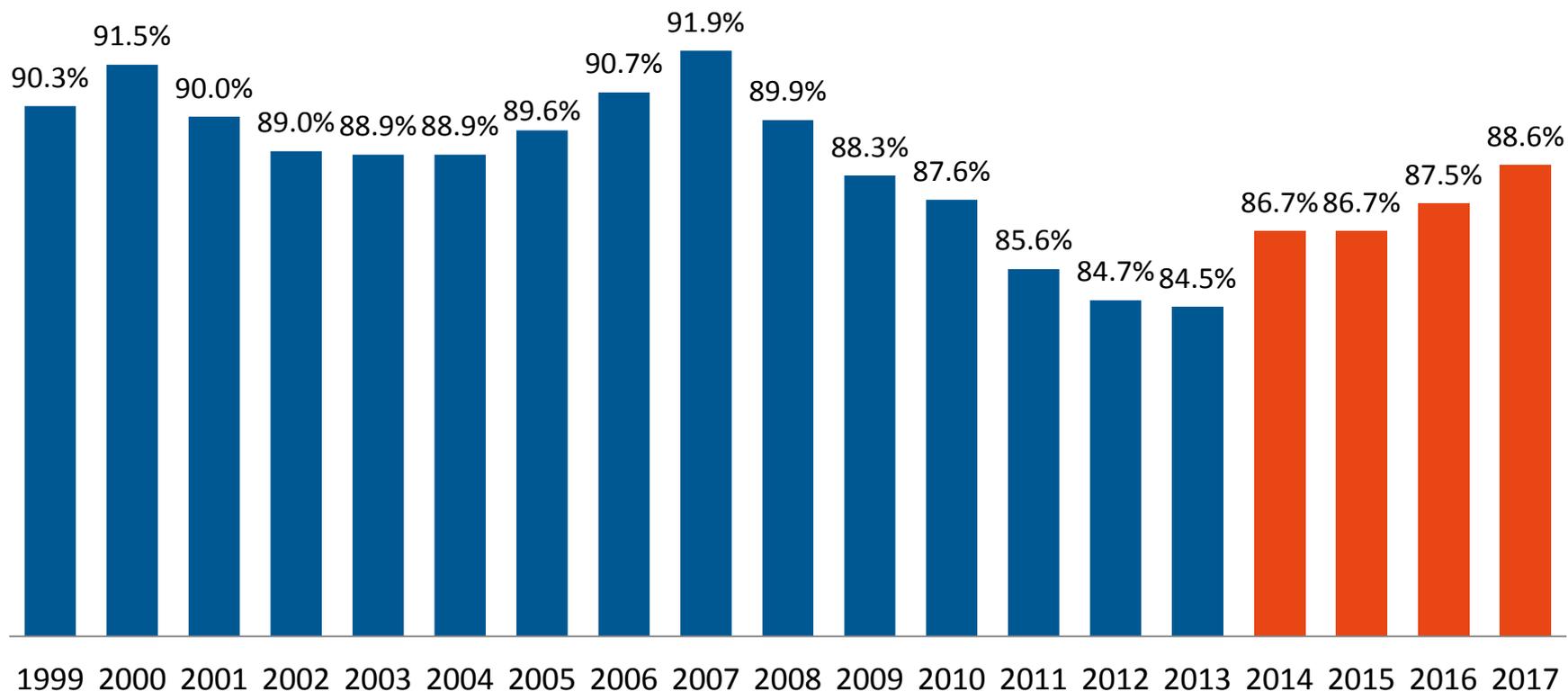
- I identify as transgender

D. SEXUAL ORIENTATION

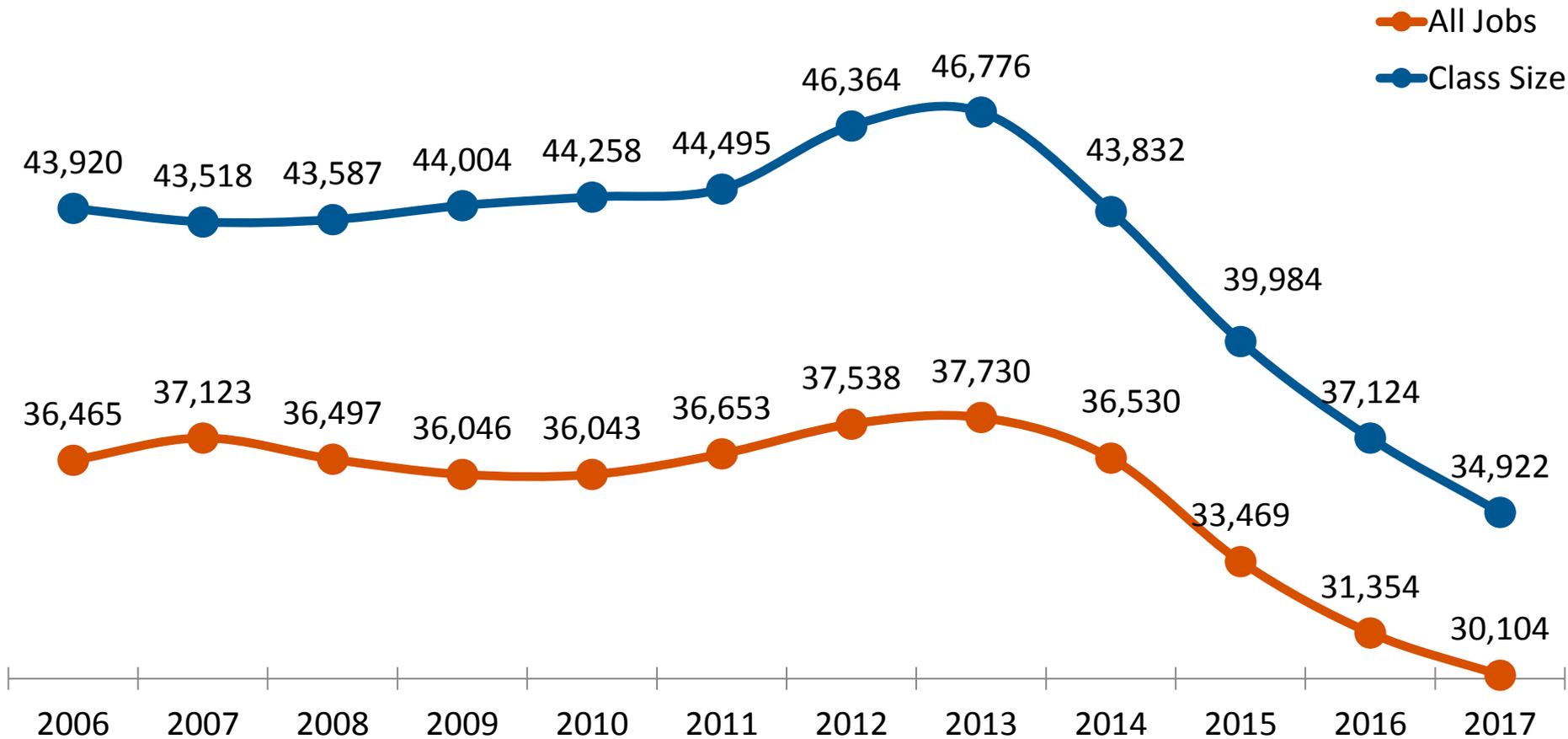
- Heterosexual
- Gay/Lesbian/Bisexual
- Other

For the Class of 2017, 167 law schools reported 1,065 LGB grads and 960 jobs for those LGB grads. Additionally, those same law schools reported 31 transgender law grads, too few for further data analyses. 32 law schools did not provide sexual orientation status.

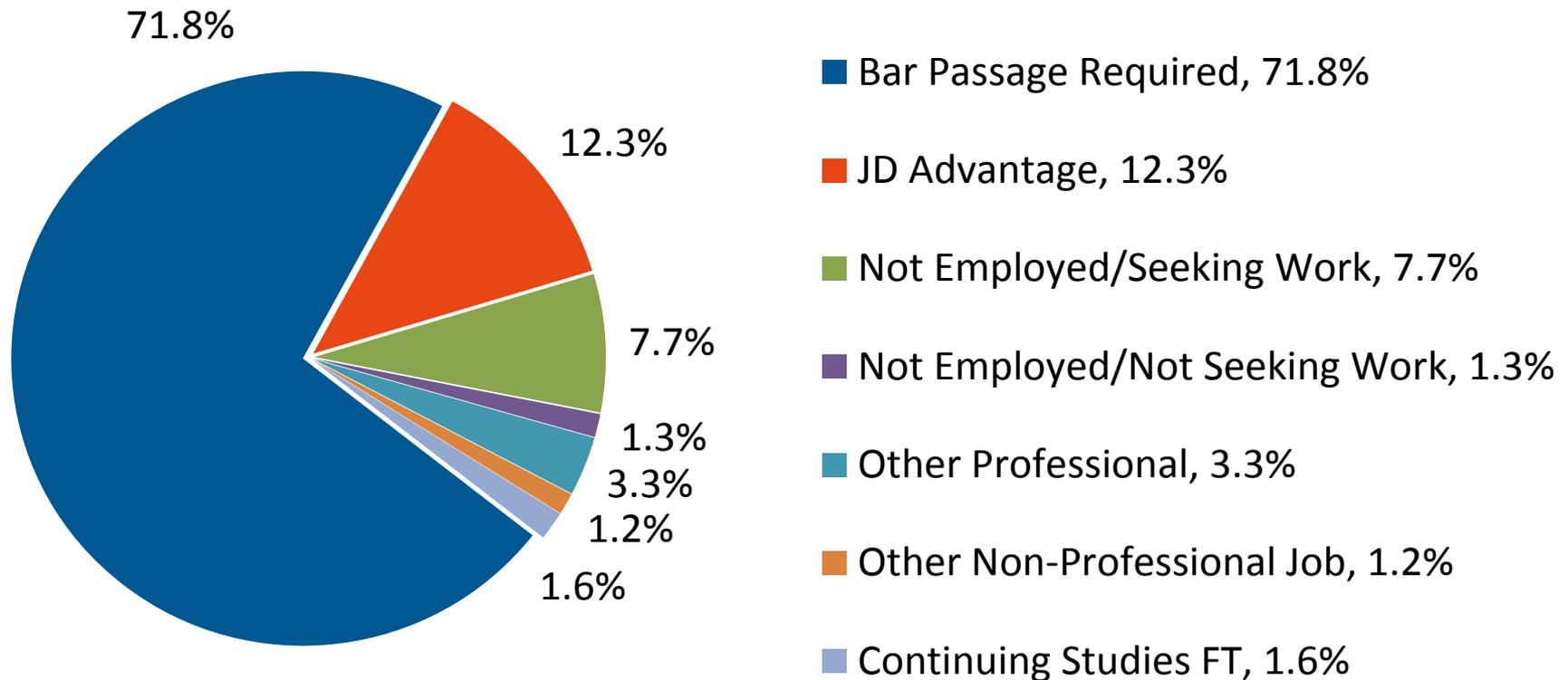
Law Graduate Employment Rate Nine/Ten Months After Graduation: 1999 – 2017



Total Number of Jobs Reported (Class Size vs. All Jobs)



Employment Outcomes for the Class of 2017: Employment Status, All Graduates

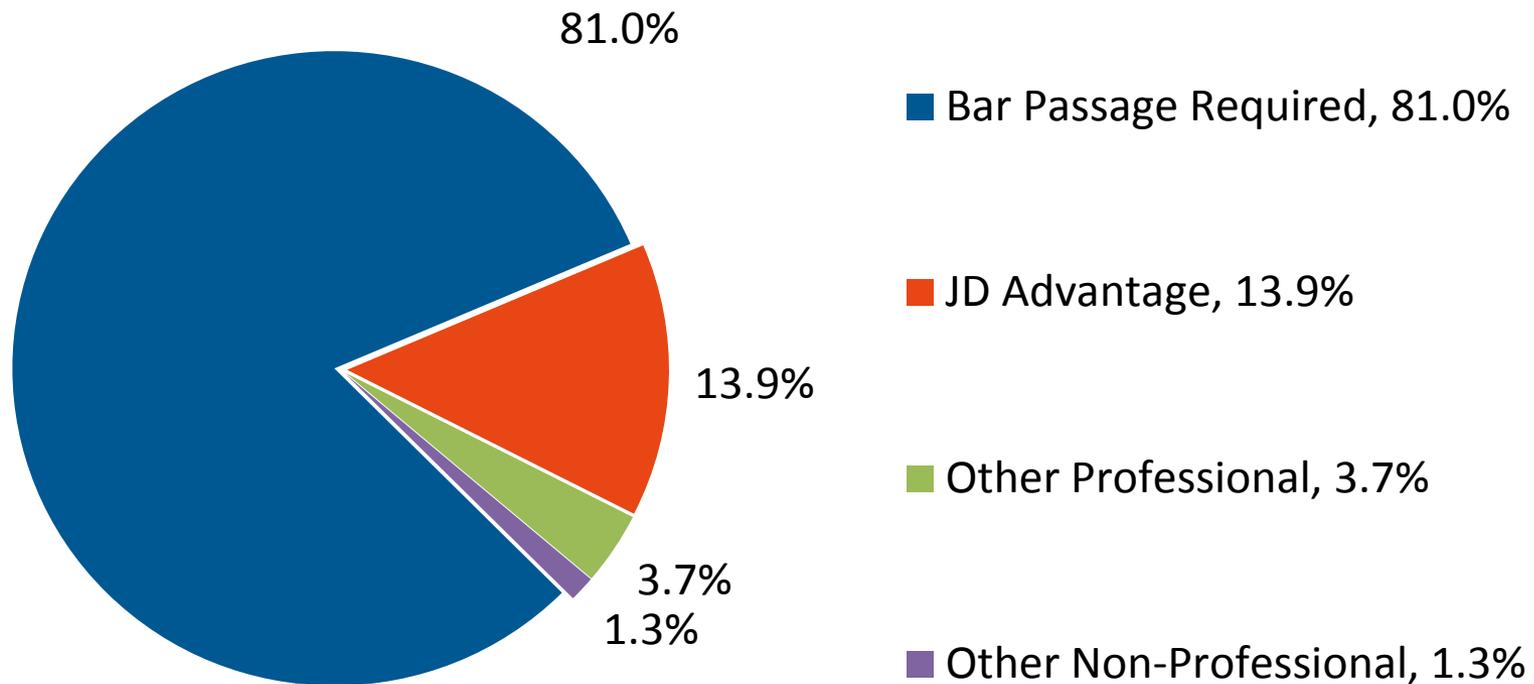


Number of Graduates: 33,966 (with known employment status)

Employment Status Ten Months Out Class of 2017 LGB(TQ) Grads and All Grads

	<u>LGB Grads</u>	<u>Class as a Whole</u>
Bar Passage Required	75.3%	71.8%
JD Advantage	10.9%	12.3%
Other Professional	2.7%	3.3%
Non-Professional	1.2%	1.2%
Continuing Studies	1.9%	1.6%
Unemployed	7.4%	9.0%

Employment Outcomes for the Class of 2017: Job Types of those Employed



Number of Jobs: 30,104

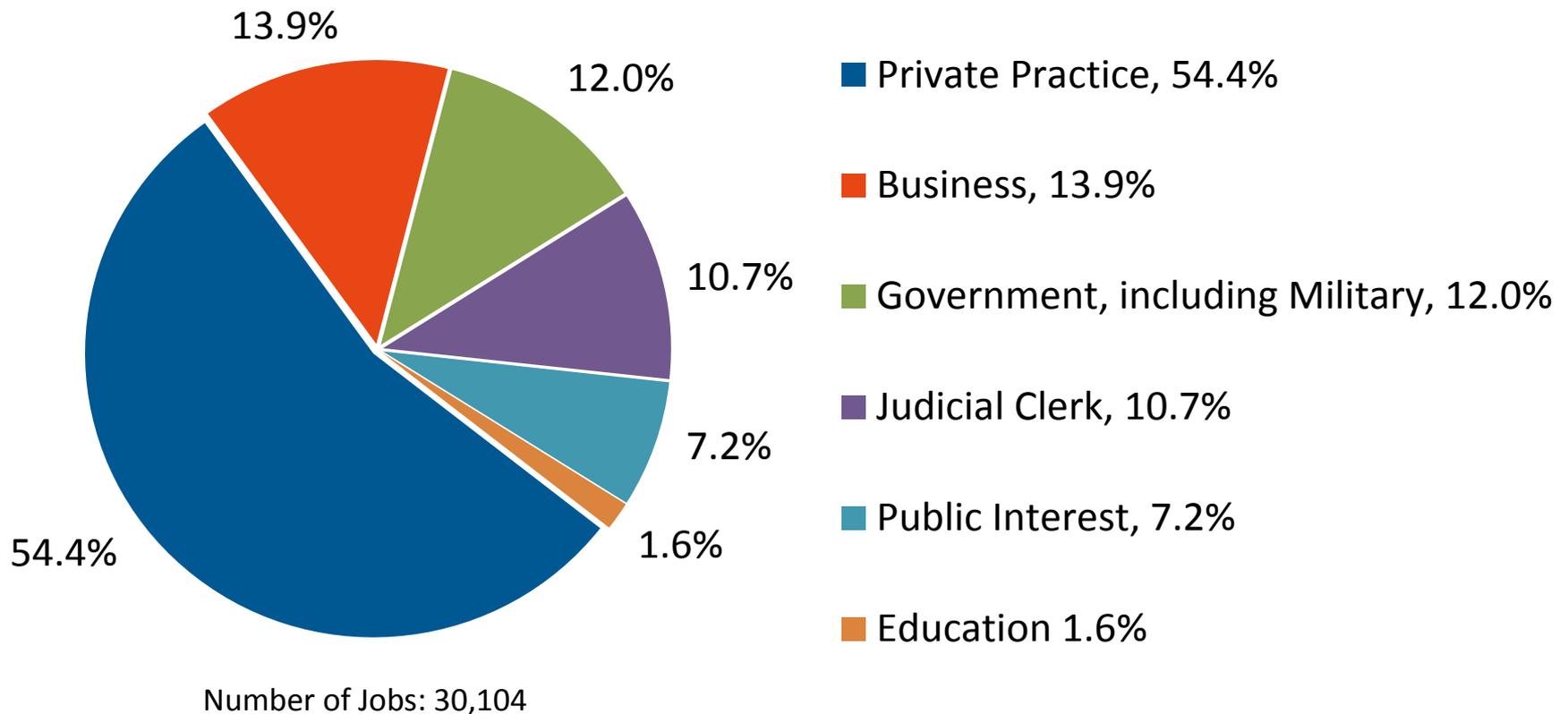
NOTE: Jobs for which job type, e.g. Bar Passage Required, was not specified account for 0.08% of jobs but are not shown on the chart.

Job Status Ten Months Out

Class of 2017 LGB(TQ) Grads and All Grads

	<u>LGB Grads</u>	<u>Class as a Whole</u>
Bar Passage Required	83.5%	81.0%
JD Advantage	12.1%	13.9%
Other Professional	3.0%	3.7%
Non-Professional	1.4%	1.3%

Employment Outcomes for the Class of 2017: Employer Type



NOTE: Figures in this chart reflect all job types – both legal and other. For clarity, the category for unknown employer type, representing 0.14% of jobs, is not shown. Overall, 94% of jobs were reported as full-time.

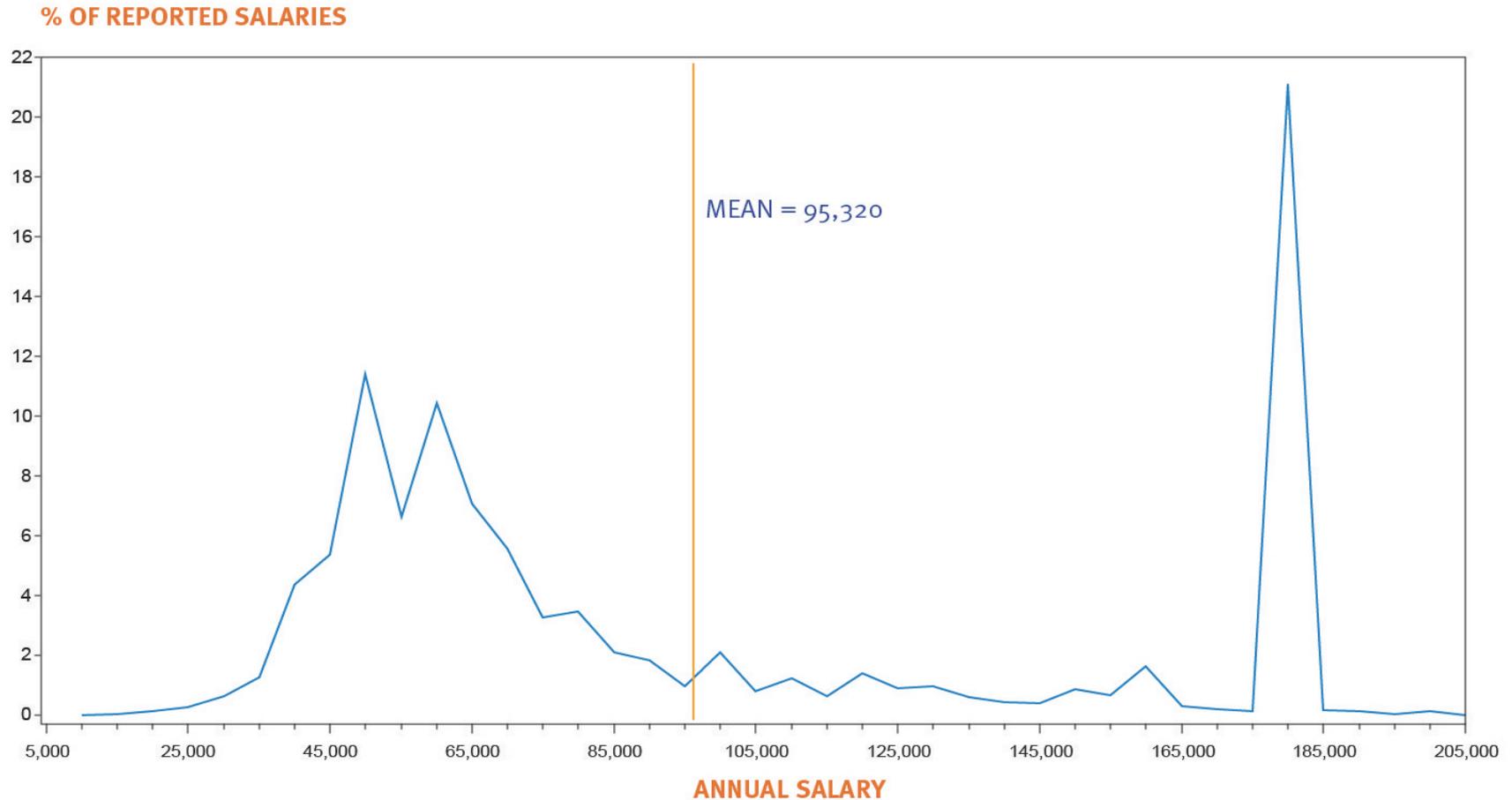
Employer Type Ten Months Out Class of 2017 LGB(TQ) Grads and All Grads

	<u>LGB Grads</u>	<u>Class as a Whole</u>
Private Practice	48.5%	54.4%
Government	10.1%	12.0%
Business/Industry	12.1%	13.9%
Clerkships	13.4%	10.7%
Public Interest	13.9%	7.2%
Education	1.9%	1.6%

Within public interest, 38% of LGB grad jobs were in Legal Services, compared with only 29% of public interest jobs for the class as a whole.

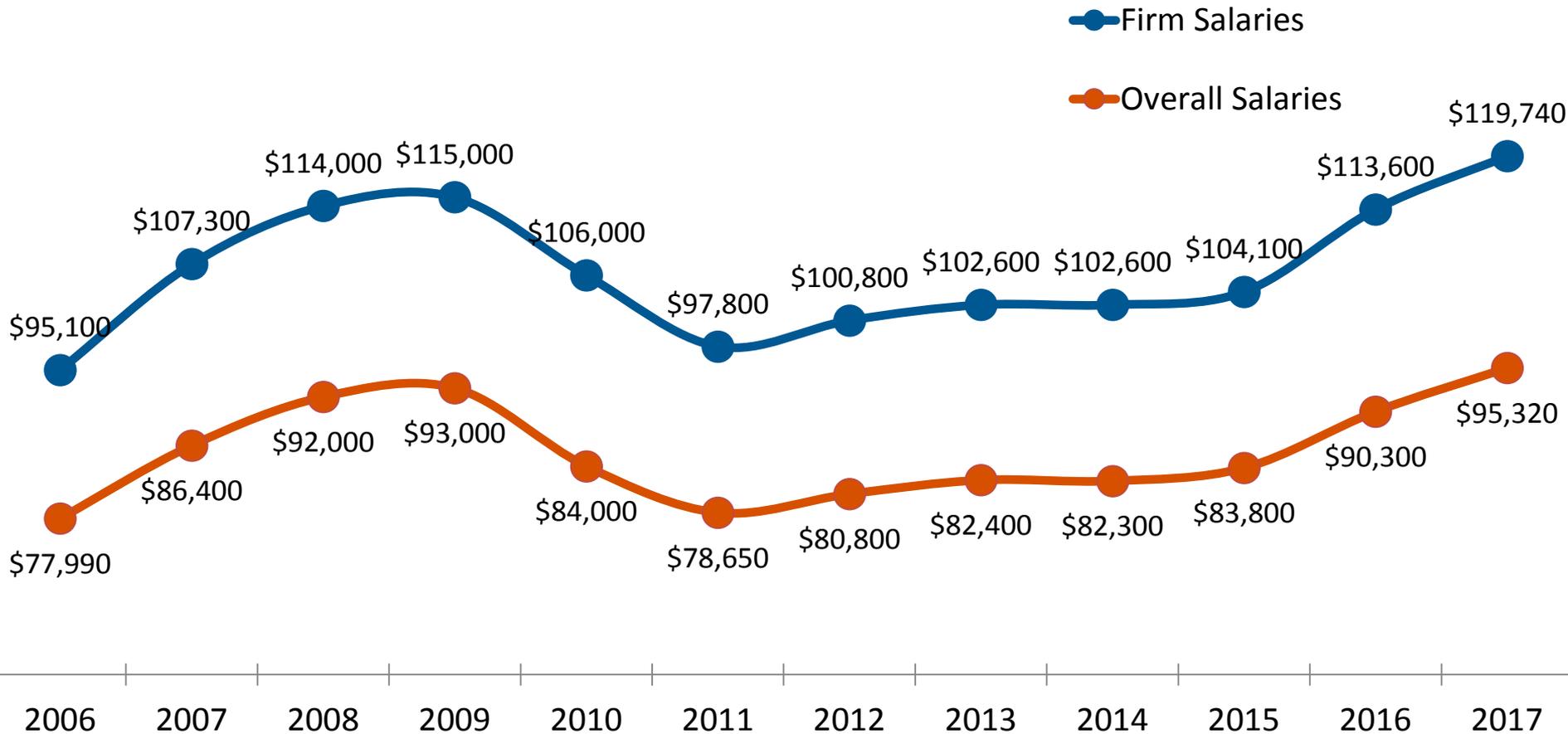
Bimodal Starting Salary Distribution for the Class of 2017

Distribution of Reported Full-time Salaries

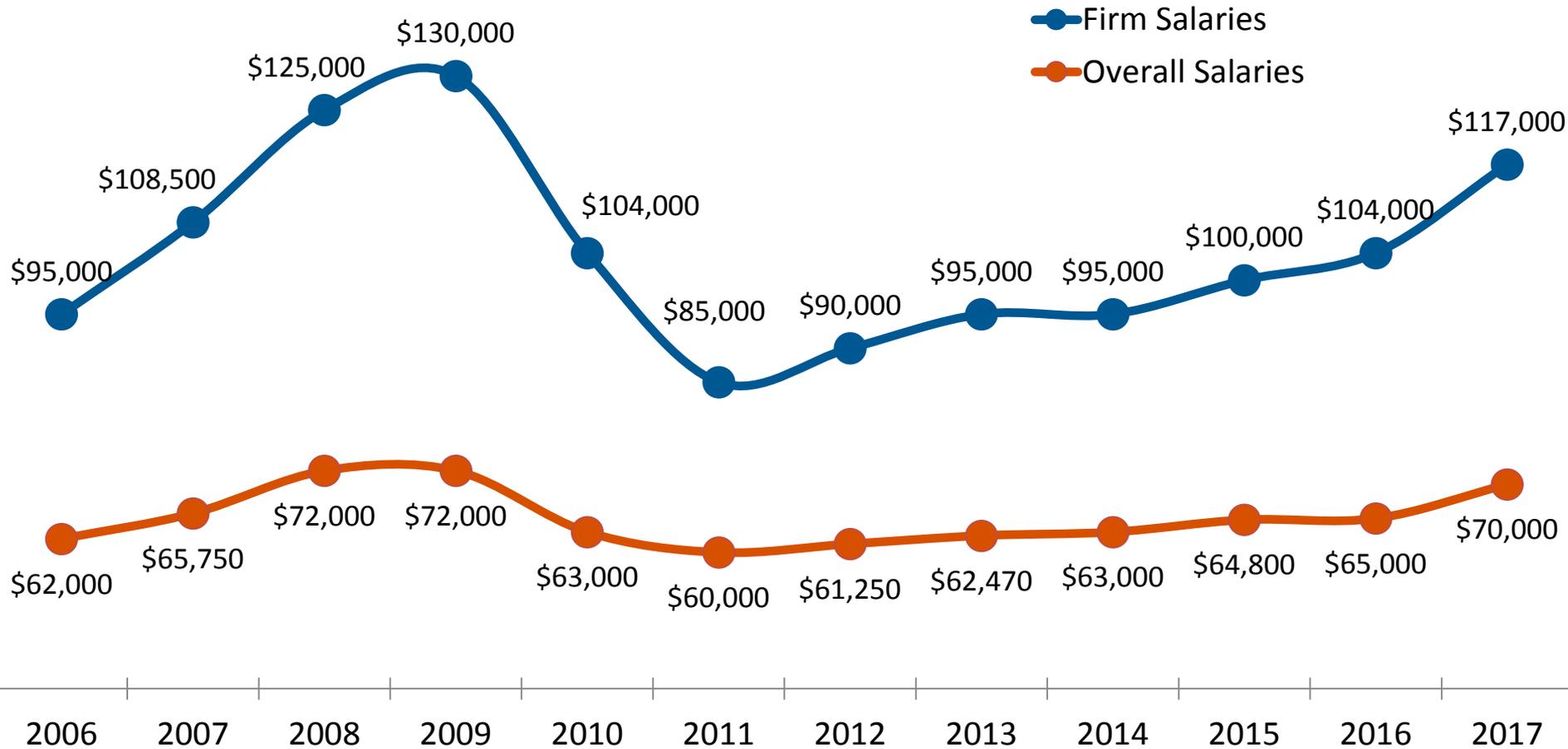


Note: Graph is based on 19,719 salaries reported for full-time jobs lasting a year or more — a few salaries above \$205,000 are excluded from the graph for clarity, but not from the percentage calculations. The left-hand peaks of the graph reflect salaries of \$40,000 to \$70,000, which collectively accounted for just over half of reported salaries. The right-hand peak shows that salaries of \$180,000 accounted for 21% of reported salaries. For purposes of this graph, all reported salaries were rounded to the nearest \$5,000. However, the mean is based on salaries as reported.

Mean Salaries (Firm vs. Overall)



Median Salaries (Firm vs. Overall)



Median & Mean Starting Salaries

Class of 2017 LGB(TQ) Grads and All Grads

	LGB Grads	All Grads
Median Salary	\$67,845	\$70,000
Mean Salary	\$99,613	\$95,321

Private Practice Employment Class of 2017 LGB(TQ) Grads and All Grads

Employment in Law Firms by Size of Firm, Percent of Private Practice Jobs		
Size of Firm	All Grads	LGB Grads
Solo	2.5%	1.7%
1 – 10*	35.3%	26.2%
11 – 25	10.3%	8.2%
26 – 50	6.1%	4.3%
51 – 100	4.9%	3.2%
101 – 250	5.9%	4.5%
251 – 500	6.2%	7.3%
501+	28.1%	44.6%

** Includes graduates whose employer is a solo practitioner.

Geography and Employment Class of 2017

Percent of Jobs Taken by All Grads vs. LGB Grads

Top 12 Cities for Jobs by Percent		
City	% of all Jobs	% of LGB Jobs
1. New York City	10.8%	17.2%
2. Washington, DC	5.2%	8.8%
3. Chicago	3.7%	4.7%
4. Los Angeles	2.8%	4.4%
5. Houston	2.2%	0.7%
6. Boston	2.0%	2.3%
7. Atlanta	1.7%	1.3%
8. San Francisco	1.6%	2.9%
9. Dallas	1.3%	0.4%
10. Philadelphia	1.3%	1.7%
11. Miami	1.2%	0.9%
12. Minneapolis	1.1%	0.8%

NALP Directory of Legal Employers, 2017

Every listing law firm is asked to provide the following information for the lawyers and summer associates they employ:

Number of Openly LGBT:

Partners Associates Summer Associates

Men

Women

In 2017, data was reported for 100,850 lawyers and 6,156 summer associates from 957 law offices, out of which 2,664 lawyers and 287 summer associates were reported to be openly LGBT.

Reporting of Openly LGBT Lawyers — NALP Directory of Legal Employers 2017

<u>Openly LGBT</u>	<u>All Firms</u>	<u>Firms of 700+ Attorneys</u>
Partners	1.99%	2.19%
Associates	3.45%	3.96%
Summer Associates	4.66%	5.33%

Collins, Judith N. , “LGBT Representation Among Lawyers in 2017,”
The NALP Bulletin, January 2018.

Percent of Reported LGBT Lawyers

NALP Directory of Legal Employers 2008–2017

All Firms	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Partners	1.27	1.36	1.47	1.44	1.58	1.65	1.77	1.80	1.89	1.99
Associates	2.19	2.29	2.35	2.43	2.69	2.83	2.93	3.08	3.24	3.45
Summers	1.85	2.21	2.83	2.75	3.47	3.76	3.98	4.43	4.86	4.66

701+	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Partners	1.85	1.82	2.02	2.05	1.93	2.01	2.04	2.04	2.15	2.19
Associates	2.64	2.78	2.78	2.90	3.22	3.24	3.38	3.61	3.81	3.96
Summers	1.98	2.92	3.36	3.85	4.13	4.40	5.07	5.17	5.31	5.33

Additional Reading

James G. Leipold, *Stand and Be Recognized: The Emergence of a Visible LGBT Lawyer Demographic*, 42 Sw. L. Rev. 777 (2013).

“The rise of a visible LGBT lawyer demographic has changed the culture in law firms in such a dramatic way that law firms now make up the lion's share of organizations on the Human Rights Campaign's (HRC) annual Best Places to Work, an outcome that twenty years ago would have been unimaginable.... Where many law firms were held up as models of LGBT discrimination in the mid-1990s, many of those same organizations are now held up as model LGBT-friendly organizations.”



We advance law careers