



# EXECUTIVE SUMMARY

July 2008

## GREENLINING'S 2008 MAJOR LAW FIRM DIVERSITY REPORT CARD

*The report card demonstrates that none of the fifteen largest law firms doing business in California have achieved their goal of attracting and retaining Latinos or African Americans, and few have done as well as they had hoped for Asian Americans.*

**Best Firm for African Americans** Bingham McCutchen

**Best Firm for Latinos** Allen Matkins Leck Gamble Mallory & Natsis

**Best Firm for Asian Americans** Wilson Sonsini Goodrich & Rosati\*

### Recommendations

1. Law firms should invest heavily in identifying potential minority candidates beginning at the middle school level.
2. Law firms should reach out to serve the state's 22 million minorities by developing ambitious and comprehensive pro bono programs that focus on minority-led nonprofits.
3. Fortune 500 corporations and government agencies should follow the successful WalMart strategy. They should require law firms to set ambitious goals, annually examine law firm achievements and engage law firms based in part on their minority records.

Greenlining will urge the almost 50 major financial institutions, telecommunications companies, utilities, and other Fortune 500 companies it works with to follow these recommendations and adopt the WalMart strategy.

\* Data that disaggregates the "Asian" category into its constituent demographic groups (e.g.: Southeast Asians, East Asians) is not available. It is believed that no firm has been successful in hiring and promoting Southeast Asian Americans.



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