

# Inclusion Blueprint Score Distribution 2024: Accessible Version

## Overview

This document contains graphs showing the distribution of Inclusion Blueprint scores. There are graphs for the Overall score and graphs for the individual Inclusion Blueprint sections. The Inclusion Blueprint sections are Tracking Diversity Representation in Firm Leadership, Representation of Historically Underrepresented Lawyers, Inclusion Practices in Firm Leadership, Measuring Inclusion and Remediating Inequities Across the Firm, and Inclusion Practices in Practice Groups. The graphs are also broken down by firm size. There are graphs for ALL Firms, Midsize Firms, Large Firms, Firms with 1-50 Lawyers, Firms with 51-200 Lawyers, Firms with 201-500 Lawyers, and Firms with 501+ Lawyers. Every page features information on a green and white background. They include the Diversity Lab and Inclusion Blueprint logos.

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## 2024 Methodology

### About the 2024 Inclusion Blueprint

The Inclusion Blueprint is a collaborative effort between ChIPs and Diversity Lab that provides law firms with a roadmap of meaningful inclusion actions firms can take to ensure that all lawyers have fair and equal access to quality work, influential sponsors, business development, and other opportunities. This unique diagnostic tool allows firms to track and measure inclusion practices at both the leadership and practice group levels.

Nearly 250 firms completed the assessment in 2024 by submitting data on four key diversity and inclusion indicators: 1) demographics tracking, 2) current diversity representation, 3) ongoing inclusion practices and activities at the firm, and 4) ongoing inclusion practices and activities within practice groups.

### Scoring Methodology

This report allows participating firms to compare their scores to other firms. Diversity Lab will also report on key findings from the Inclusion Blueprint in Summer 2024.

#### What was scored?

Firms are awarded a point for: (1) each demographic category marked as average or above average; and (2) each inclusion practice at the firmwide and practice group levels that the firm is taking action on. The more boxes marked "yes," the higher the firm's score.

The "About Your Firm" section and all open-ended text responses are not included in the scoring. Firms had the opportunity to indicate whether their firm and/or practice group(s) made any promotions to equity partner and lateral partner hires in 2022 and 2023. If the firm answered "no" or declined to answer those questions, it did not count against the firm.

#### What do the scores mean?

Firms can gain valuable insights from the results, including their own score breakdown, the aggregate results across all firms, and the key findings that will be released in Summer 2024. The scores also determine which firms will be named as a ChIPs Honor Roll firm. ChIPs will inform firms if they are awarded this honor.

The following table outlines how scores were weighted for each Firm Leadership section:

| Section  | Weight |
|--|--------|
| I. Tracking Diversity Representation in Firm Leadership  | 5%     |
| II. Assessing Current Representation of Historically Underrepresented Lawyers in Current Firm Leadership | 25%    |
| III. Inclusion Practices in Firm Leadership  | 20%    |
| IV. Measuring Inclusion and Remediating Inequities in Firm Leadership                                    | 30%    |
| V. Inclusion Practices in Practice Groups  | 20%    |
| Total  | 100%   |

To view the Inclusion Blueprint assessment questions, click [here](#).

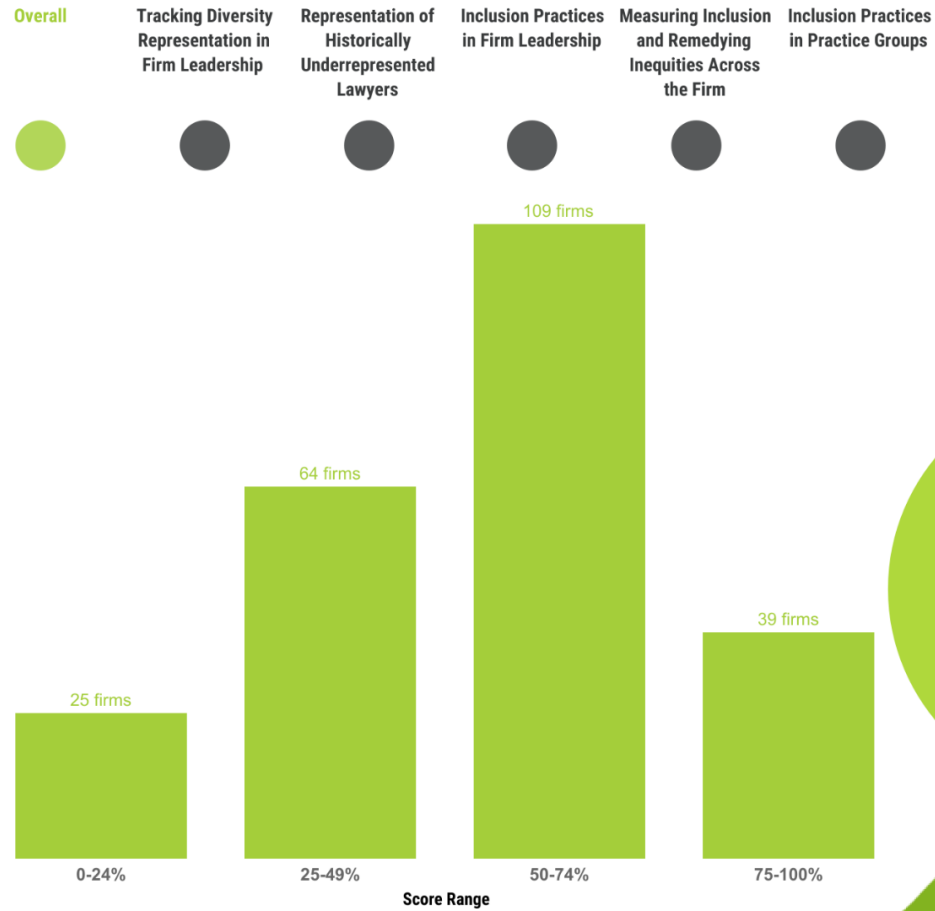
Survey results are reported in the aggregate to ensure anonymity. Information about individual law firms is not disclosed, except to the submitting firm.

Please contact Amber Carter at [ambercarter@diversitylab.com](mailto:ambercarter@diversitylab.com) with any questions.

### Distribution of Scores



## 2024 Distribution of Scores

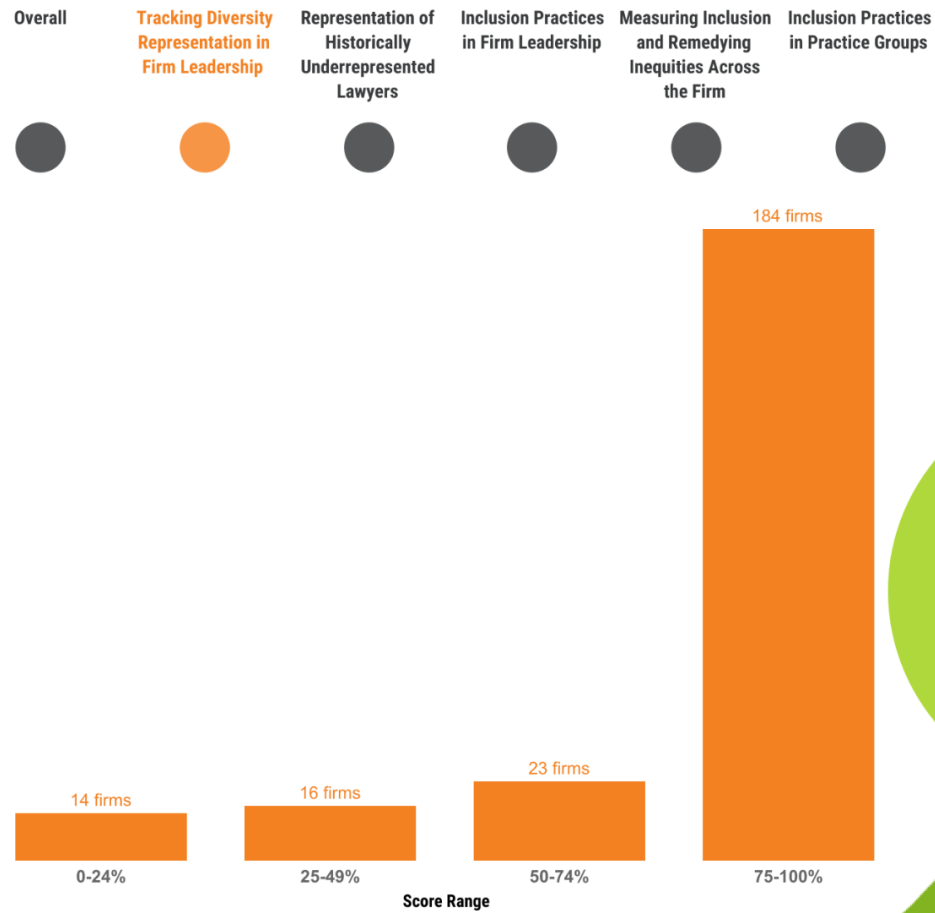


Methodology

- ▶ All Firms
- ▶ All Midsize Firms
- ▶ All Large Firms
- ▶ 1-50 Lawyers
- ▶ 51-200 Lawyers
- ▶ 201-500 Lawyers
- ▶ 501+ Lawyers



## 2024 Distribution of Scores



Methodology

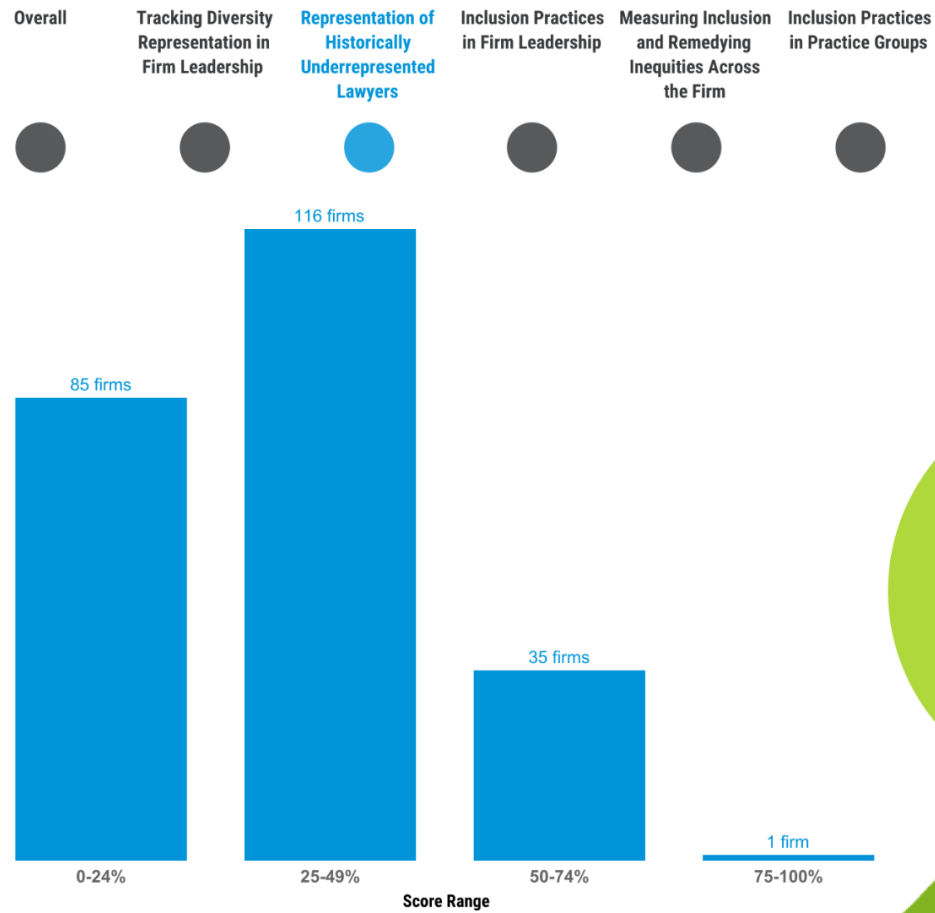
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Methodology

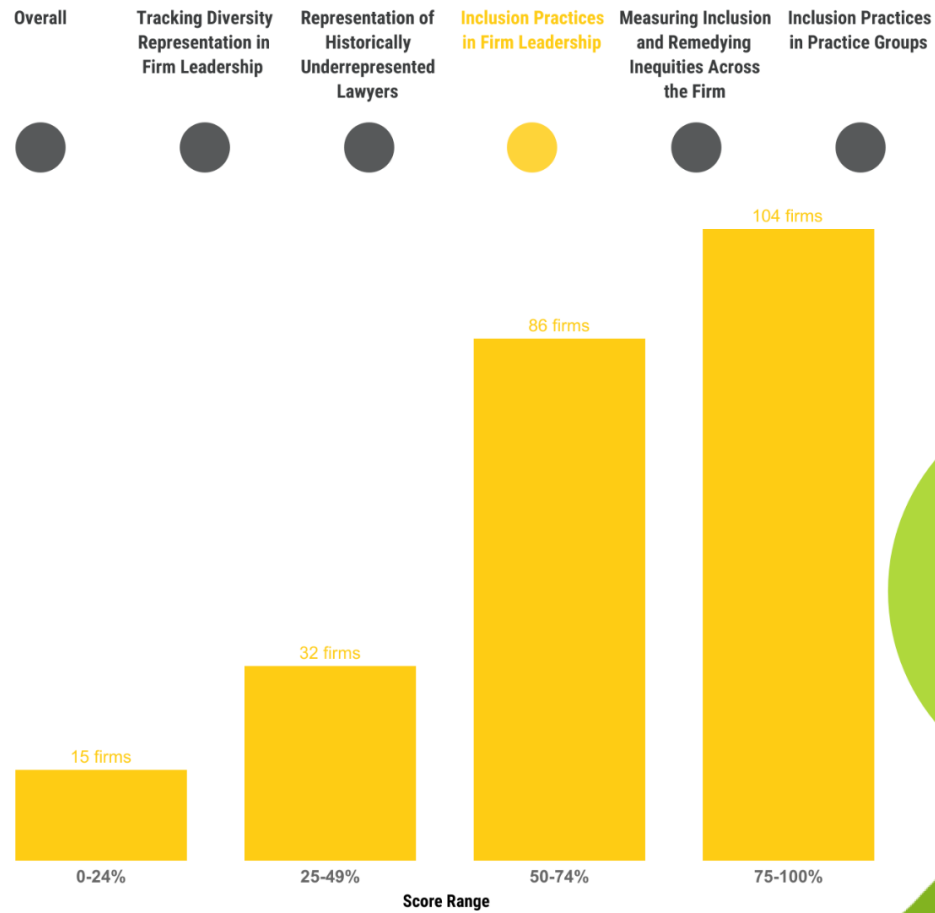
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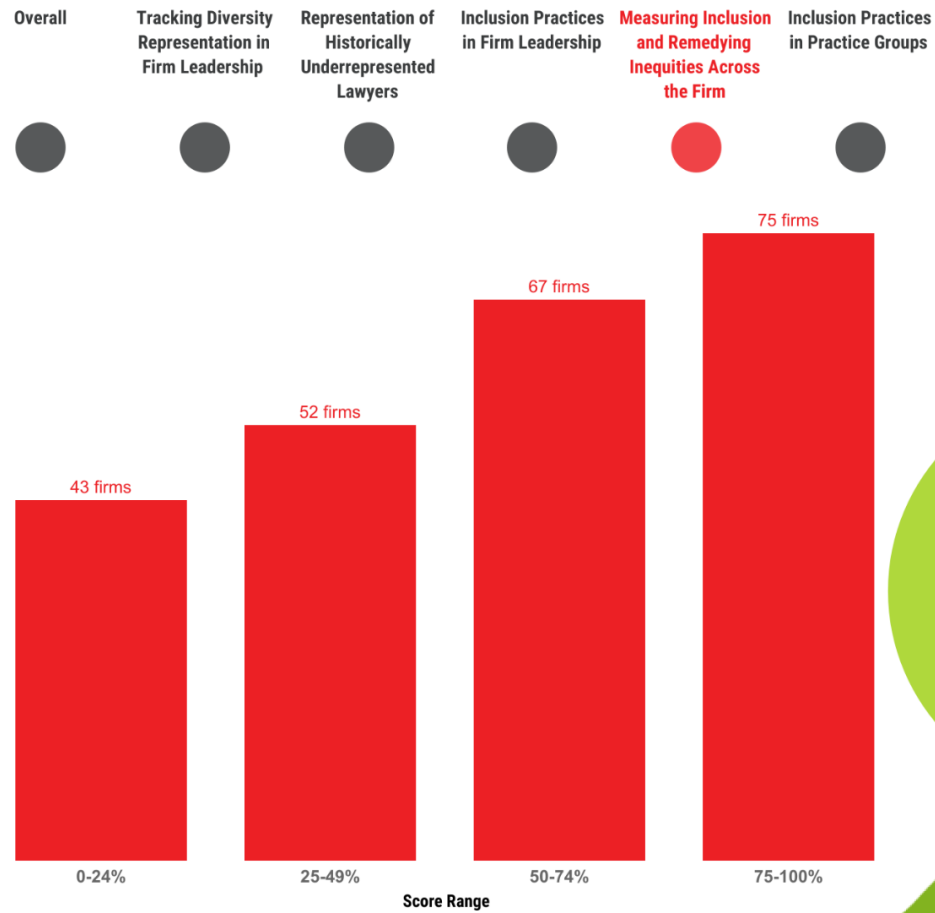


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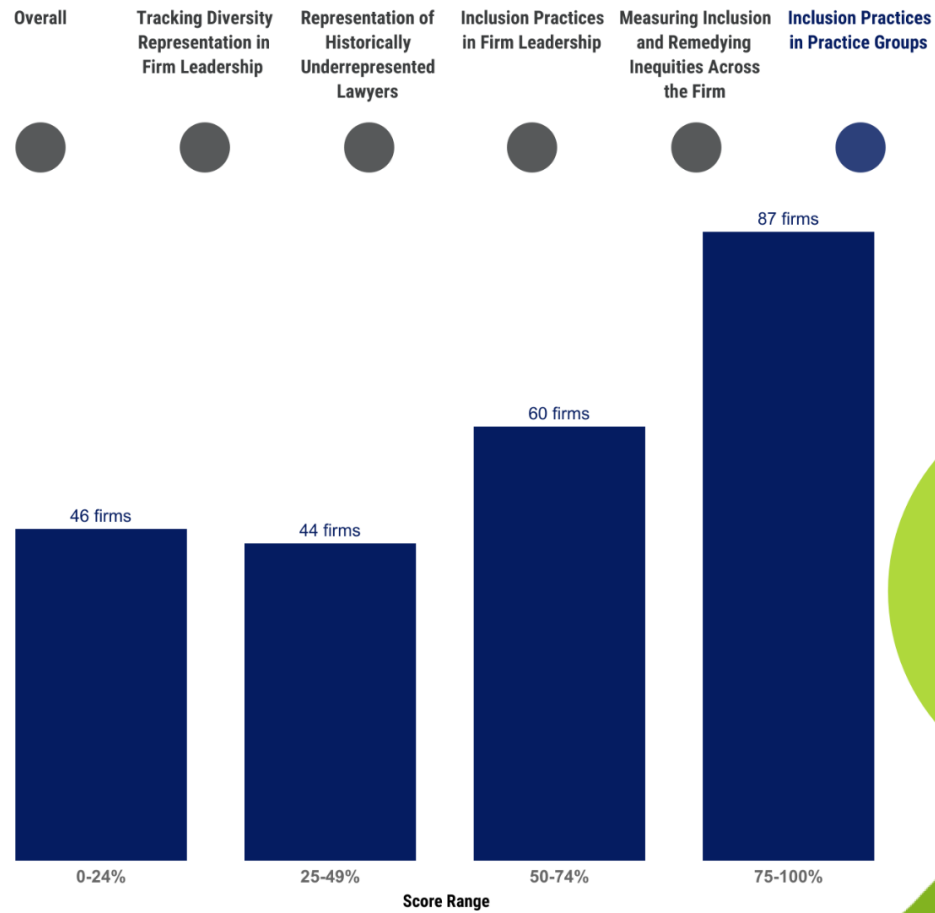


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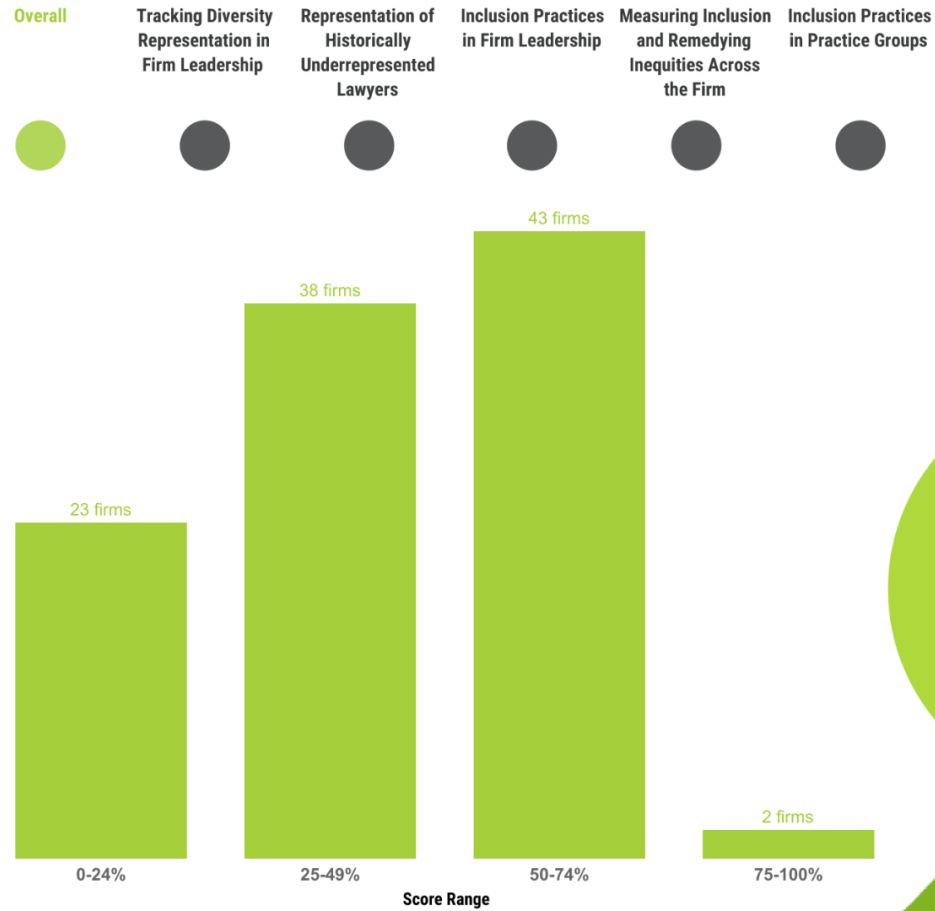
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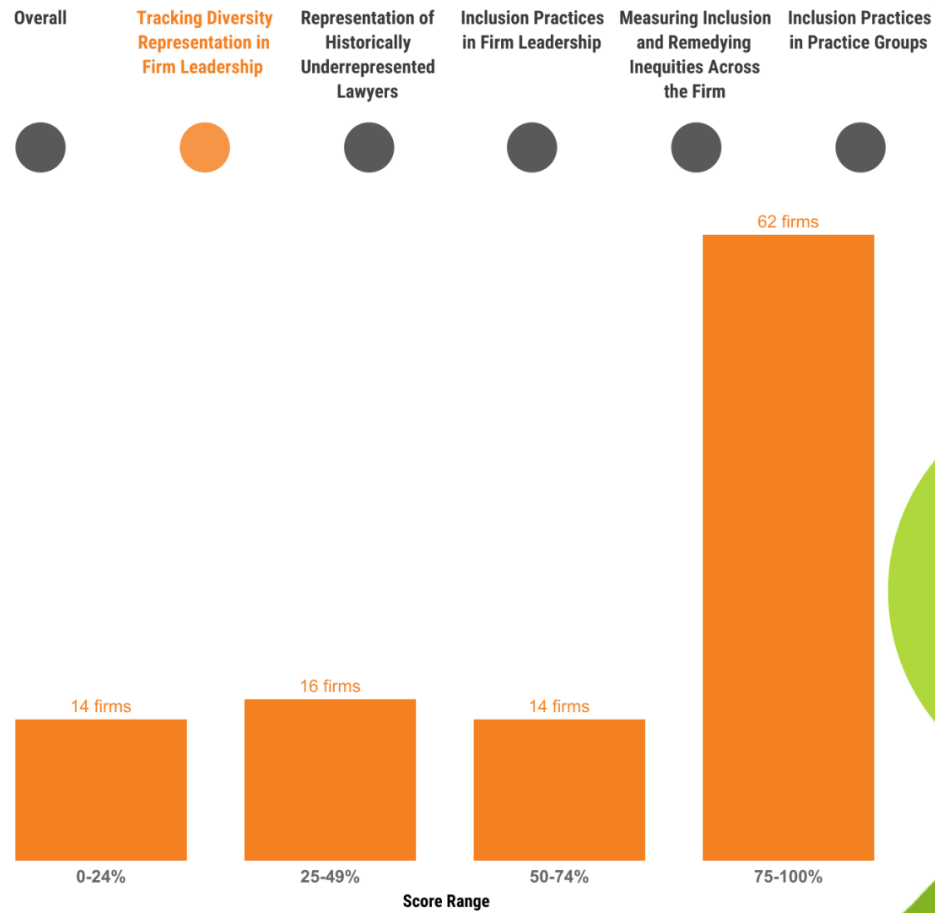


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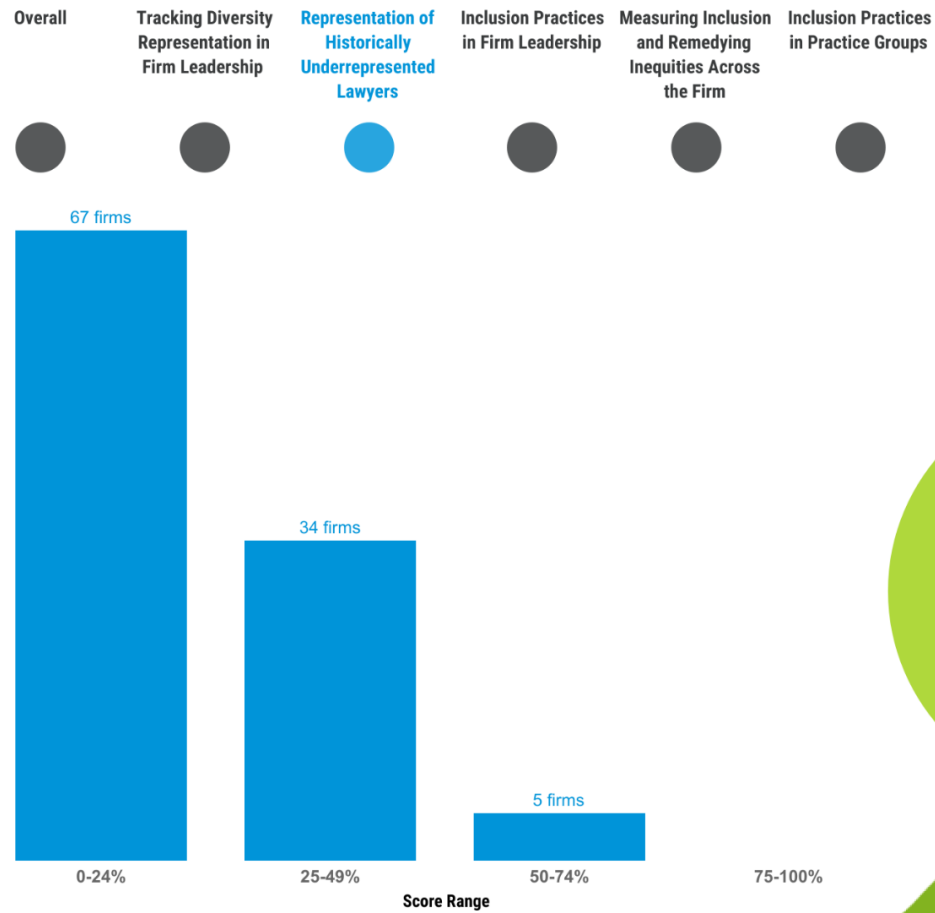


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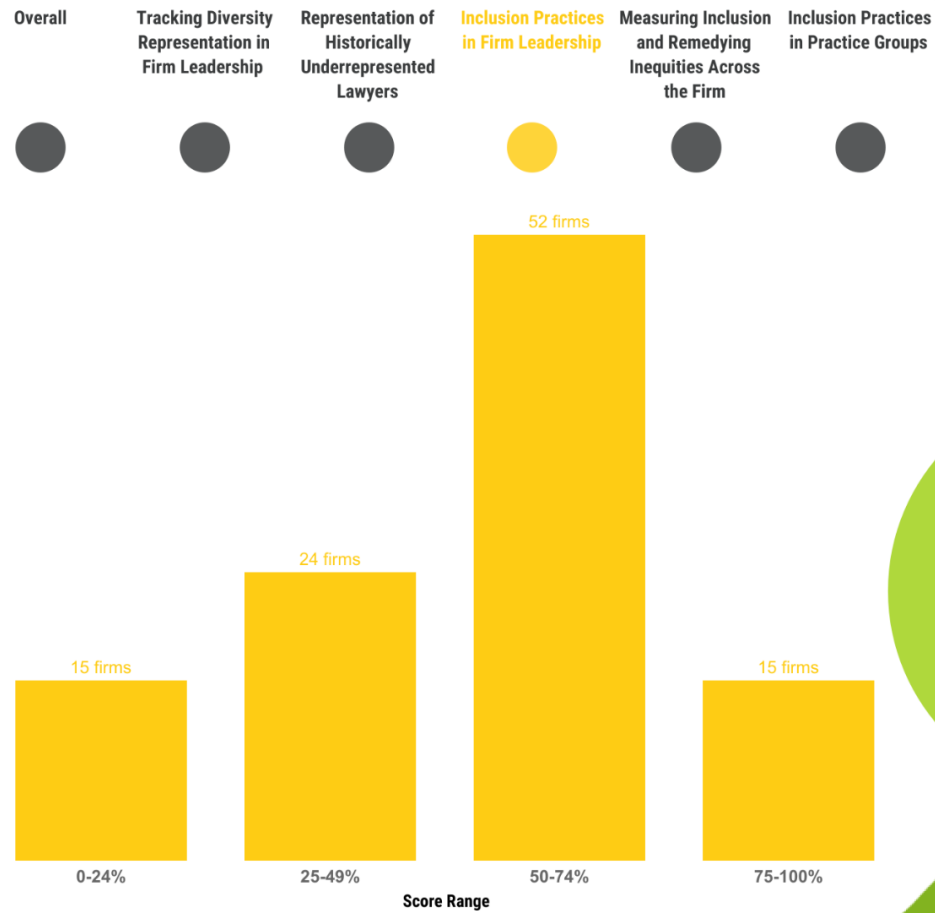


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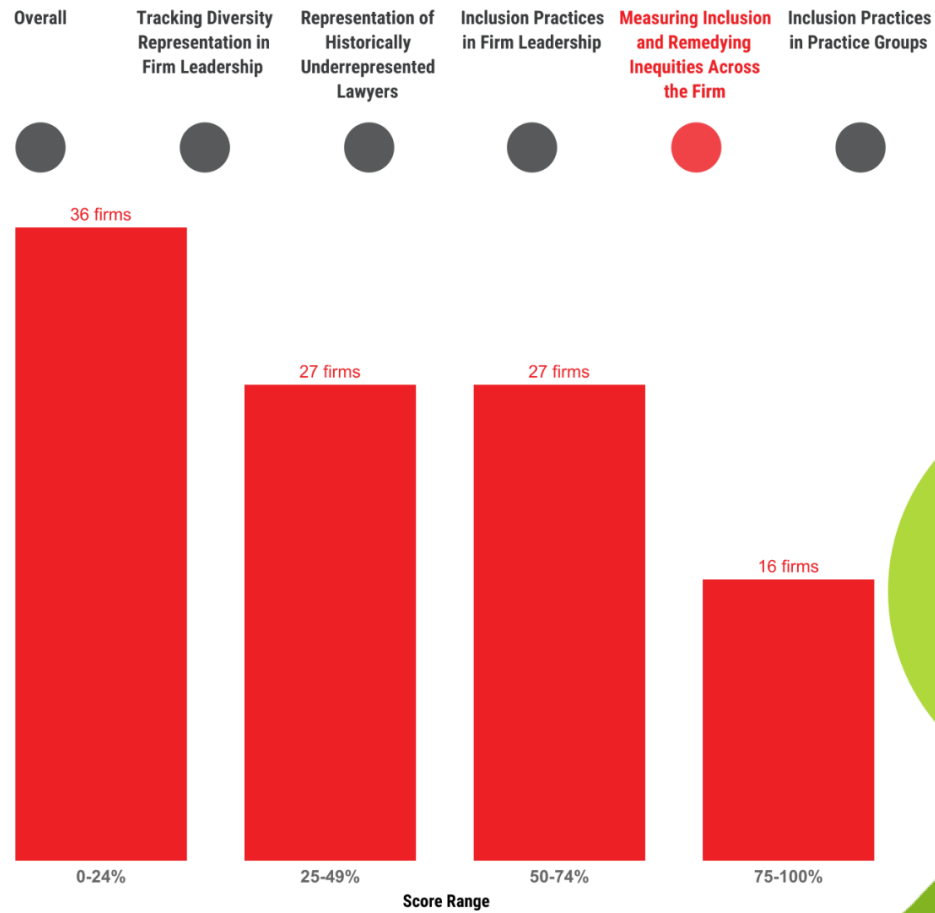


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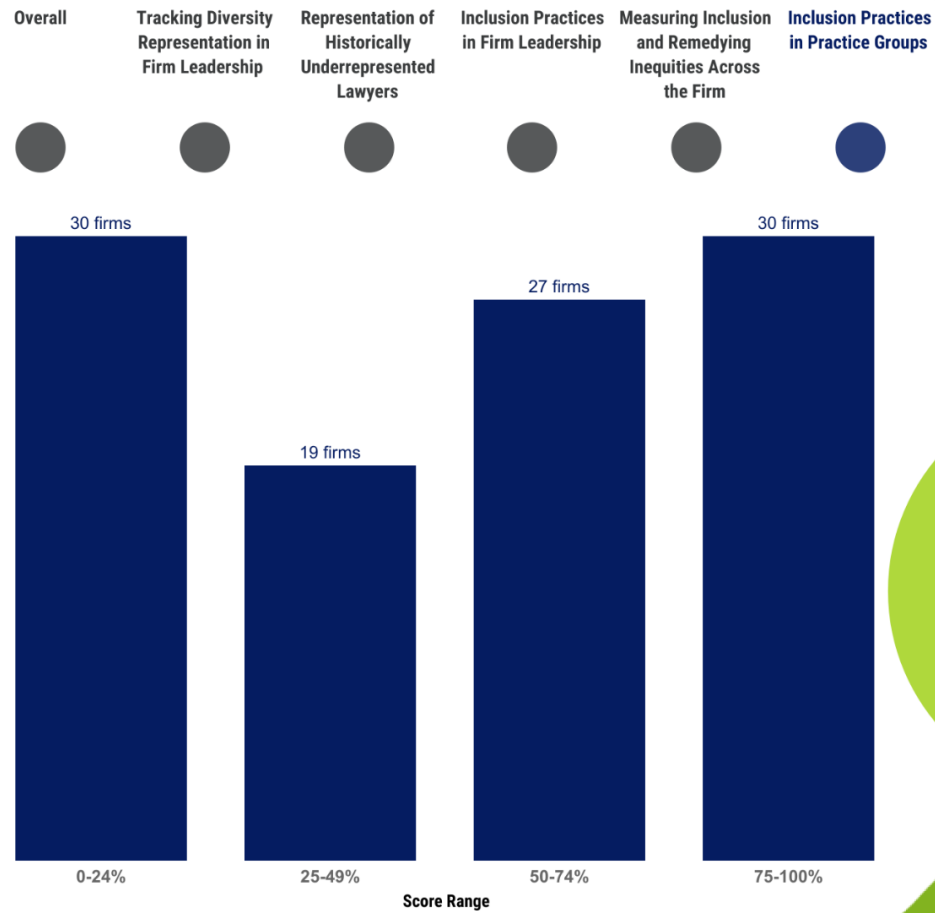


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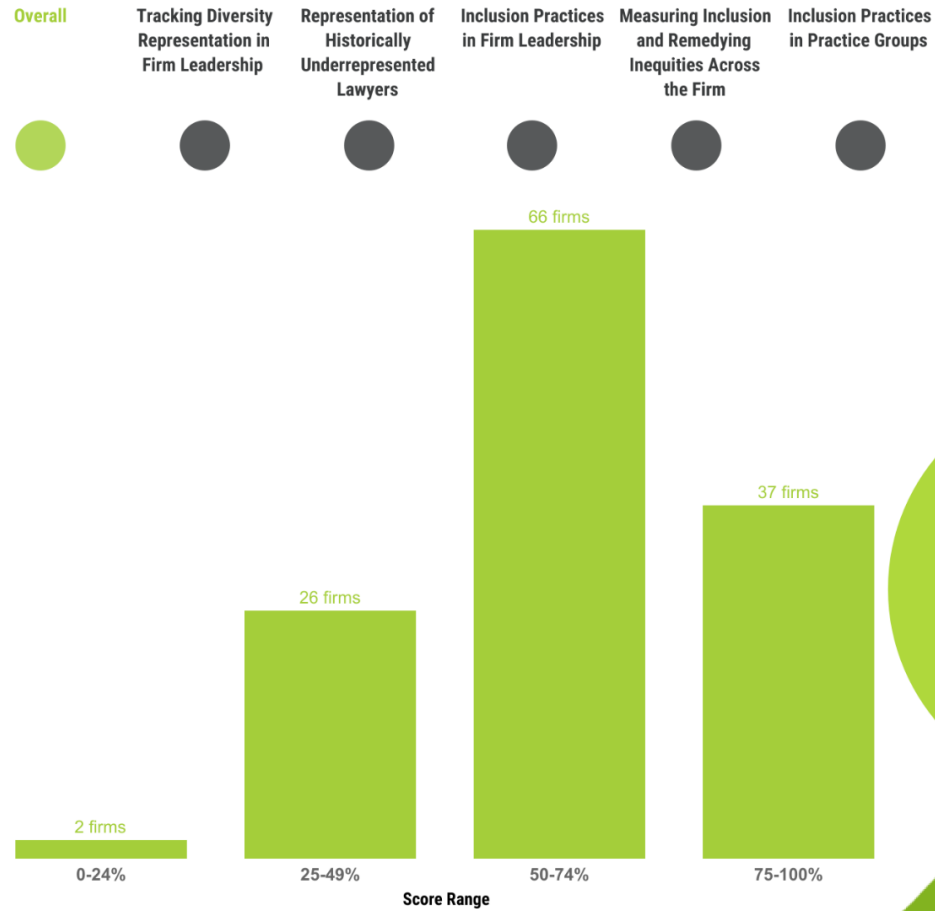


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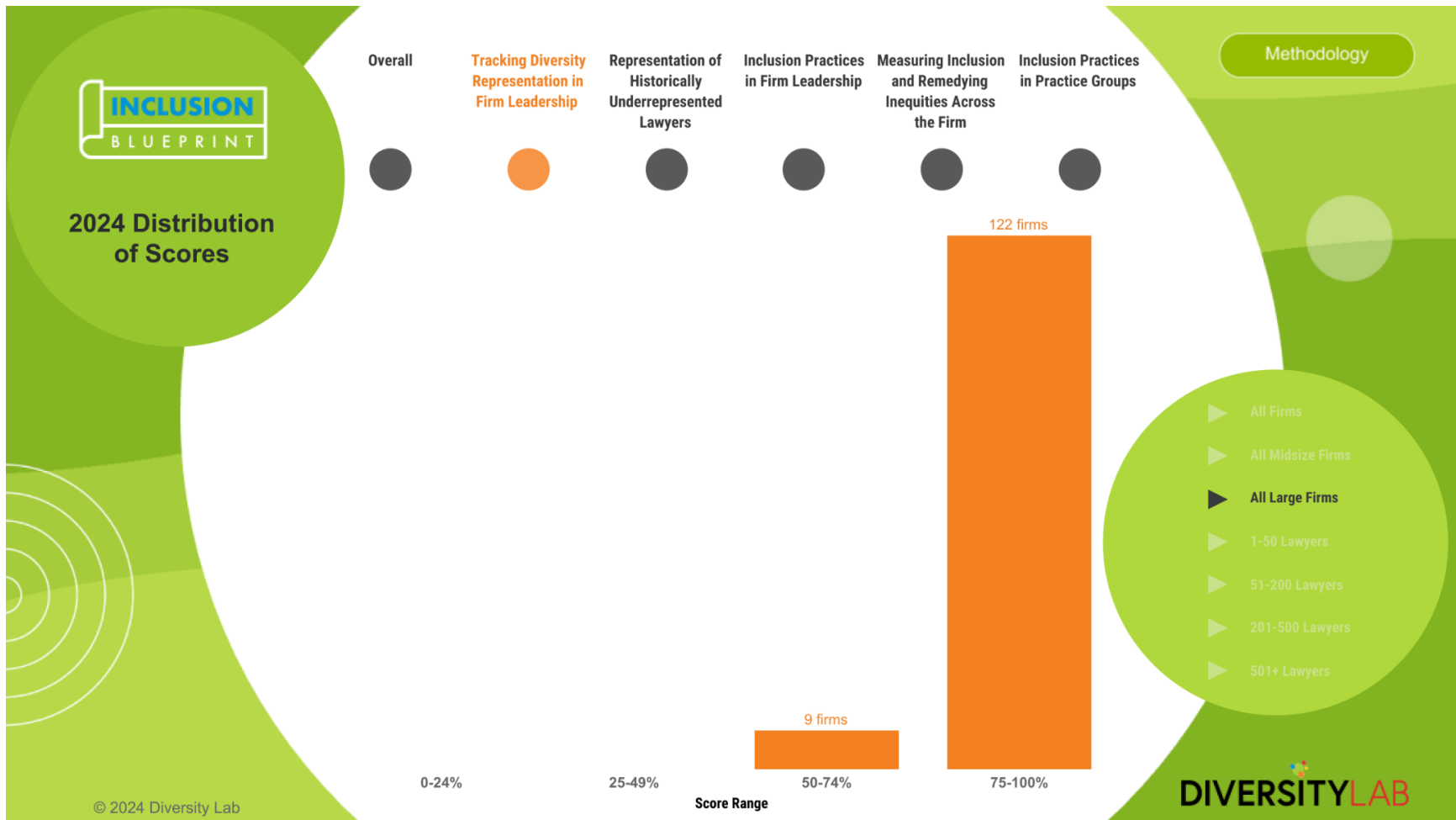


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### Methodology

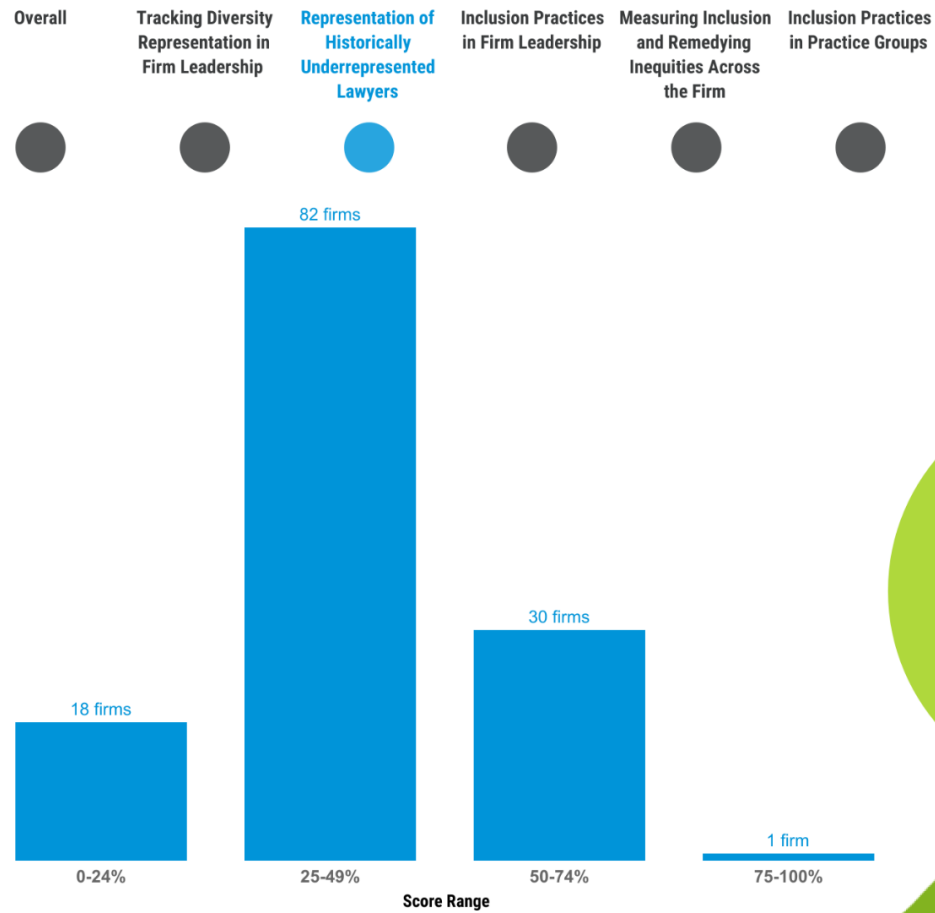
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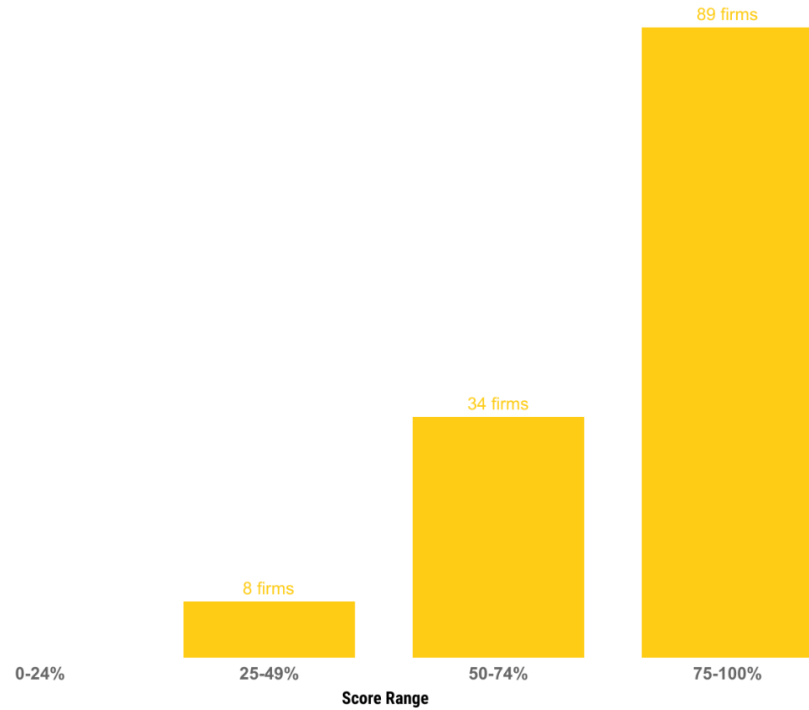
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## 2024 Distribution of Scores

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- Tracking Diversity Representation in Firm Leadership
- Representation of Historically Underrepresented Lawyers
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- Measuring Inclusion and Remedying Inequities Across the Firm
- Inclusion Practices in Practice Groups

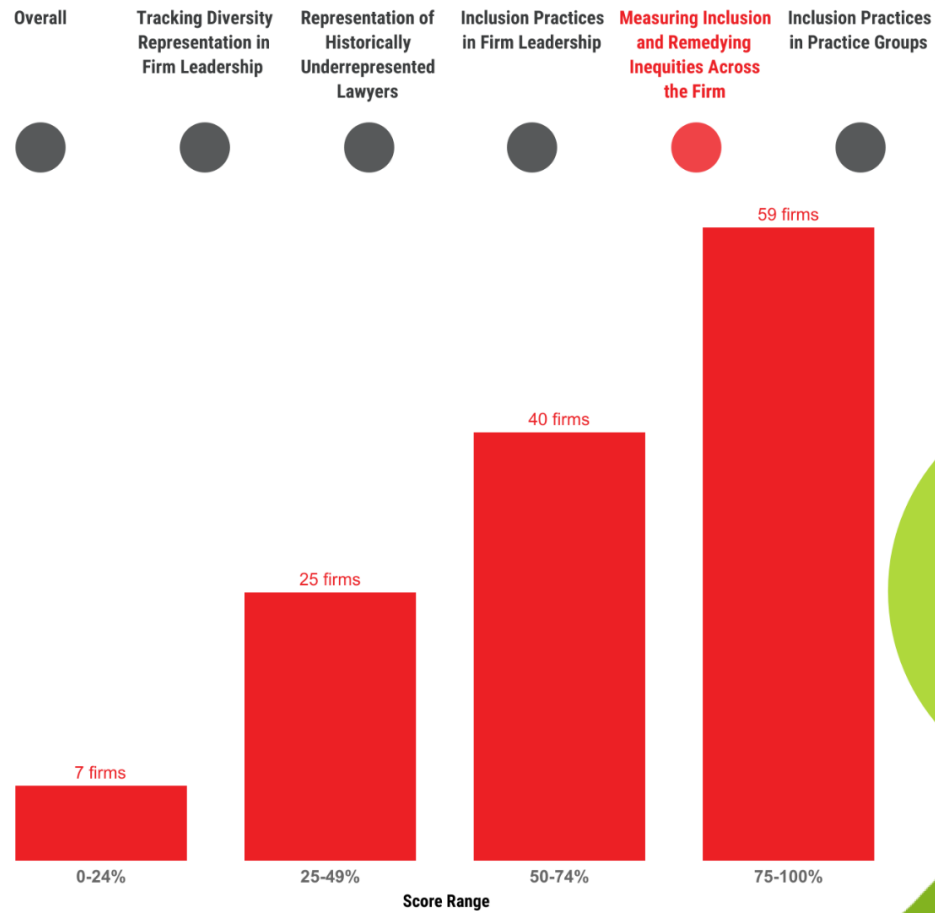
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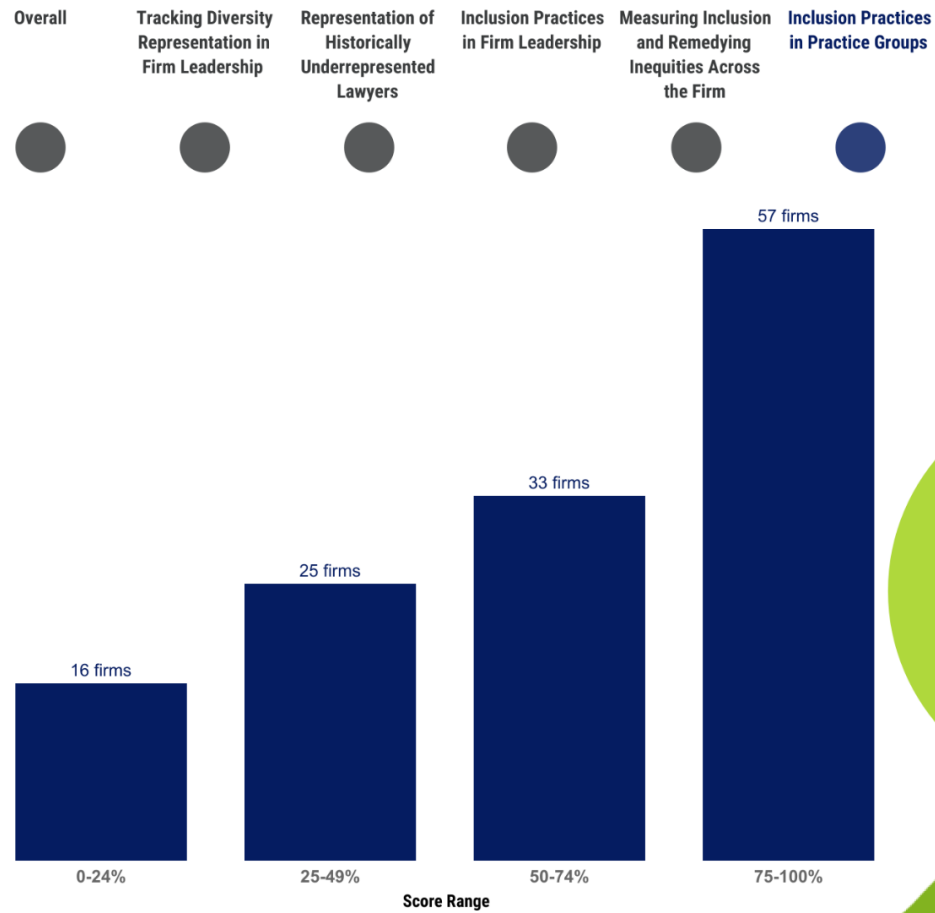


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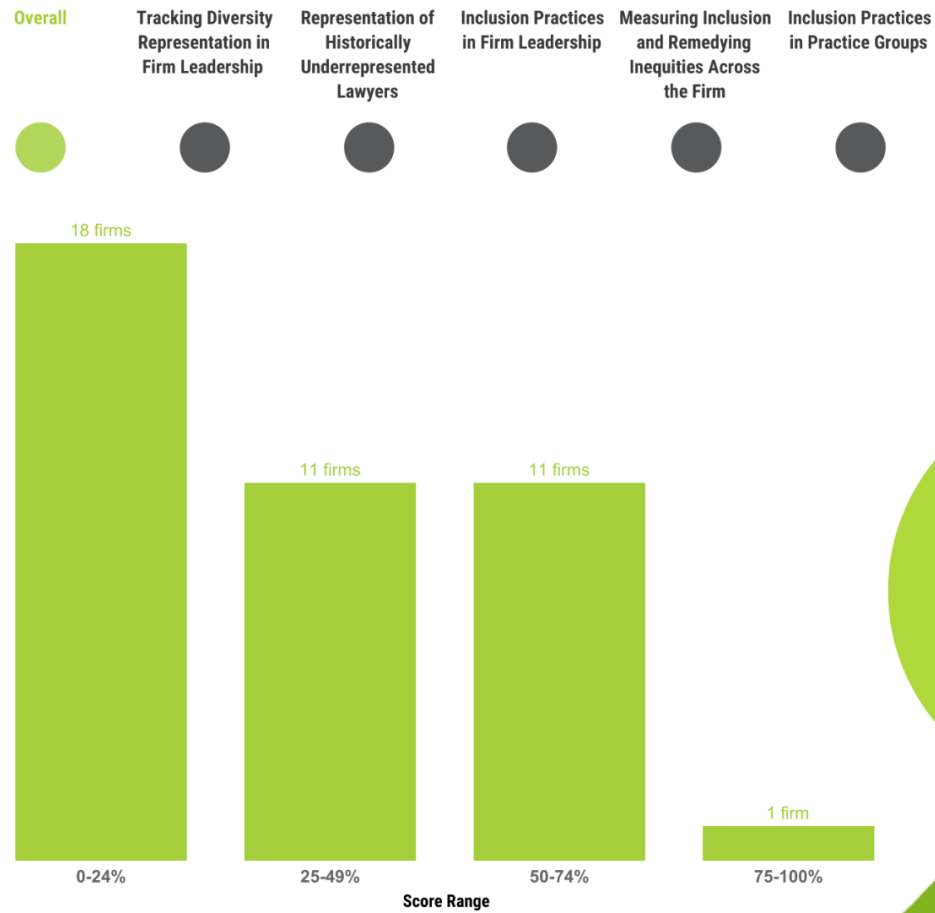


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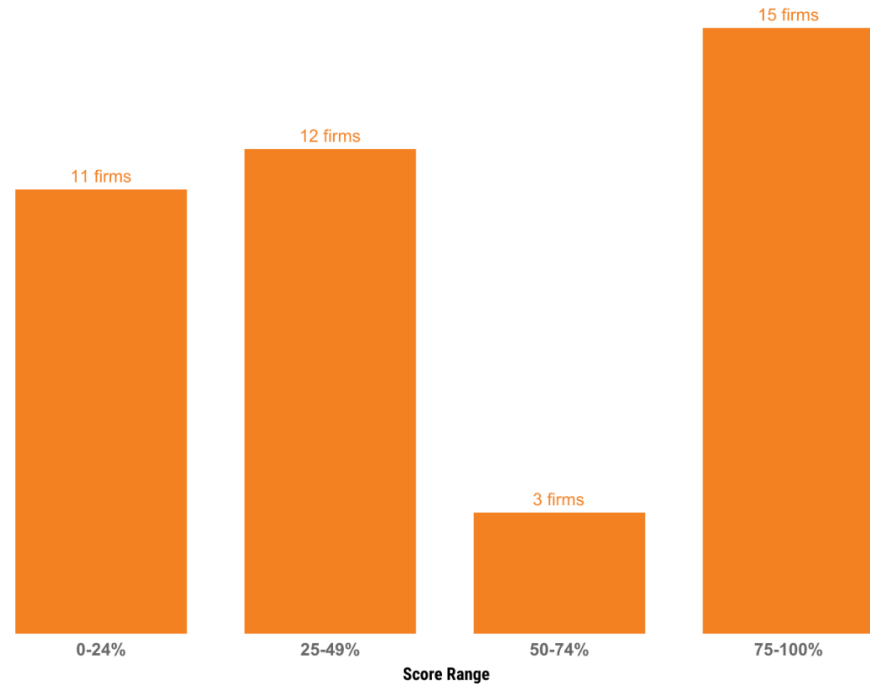
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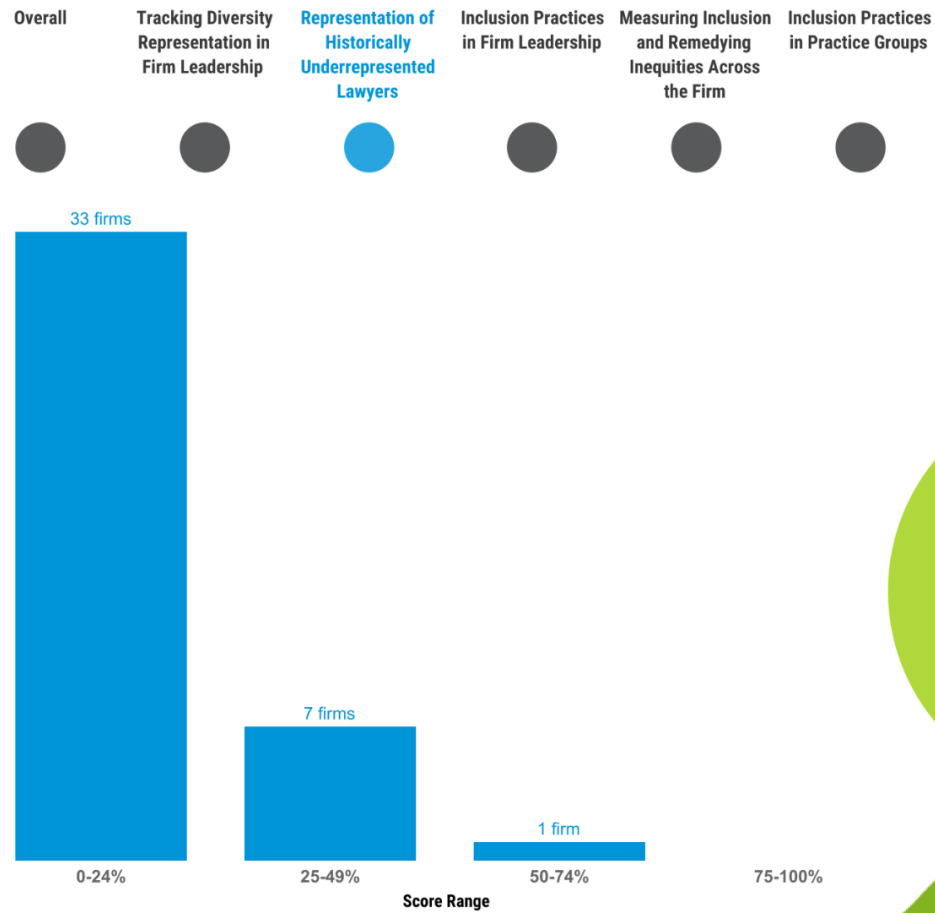
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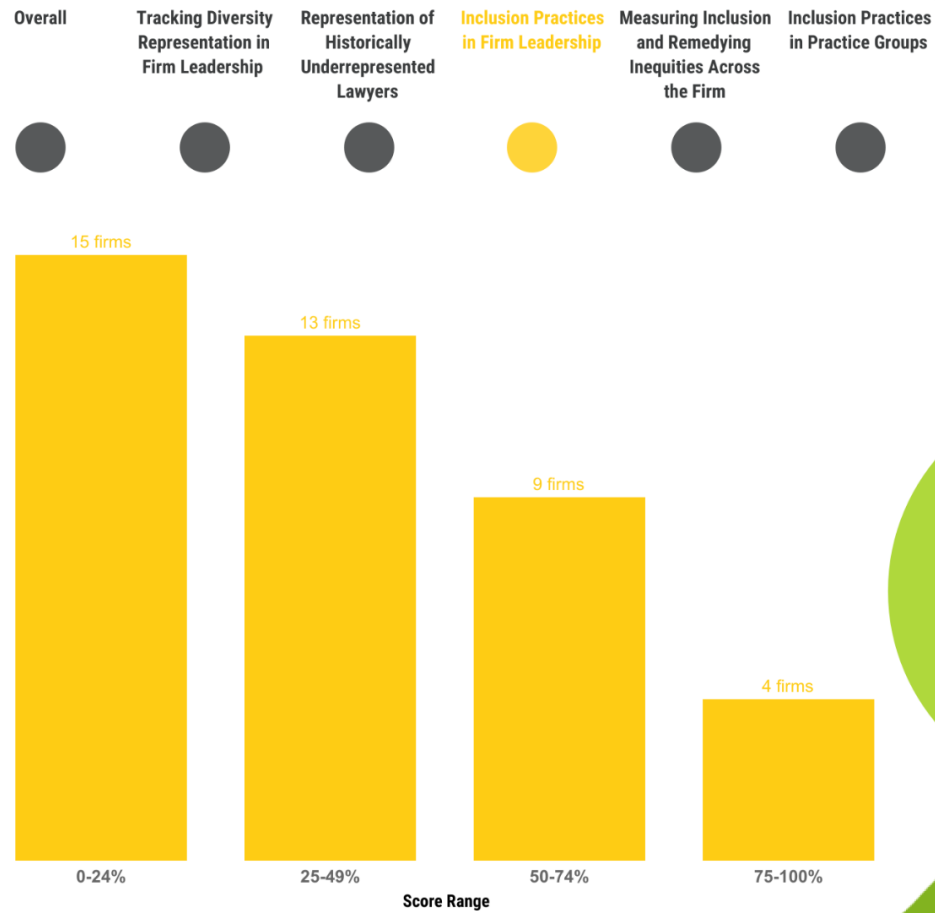


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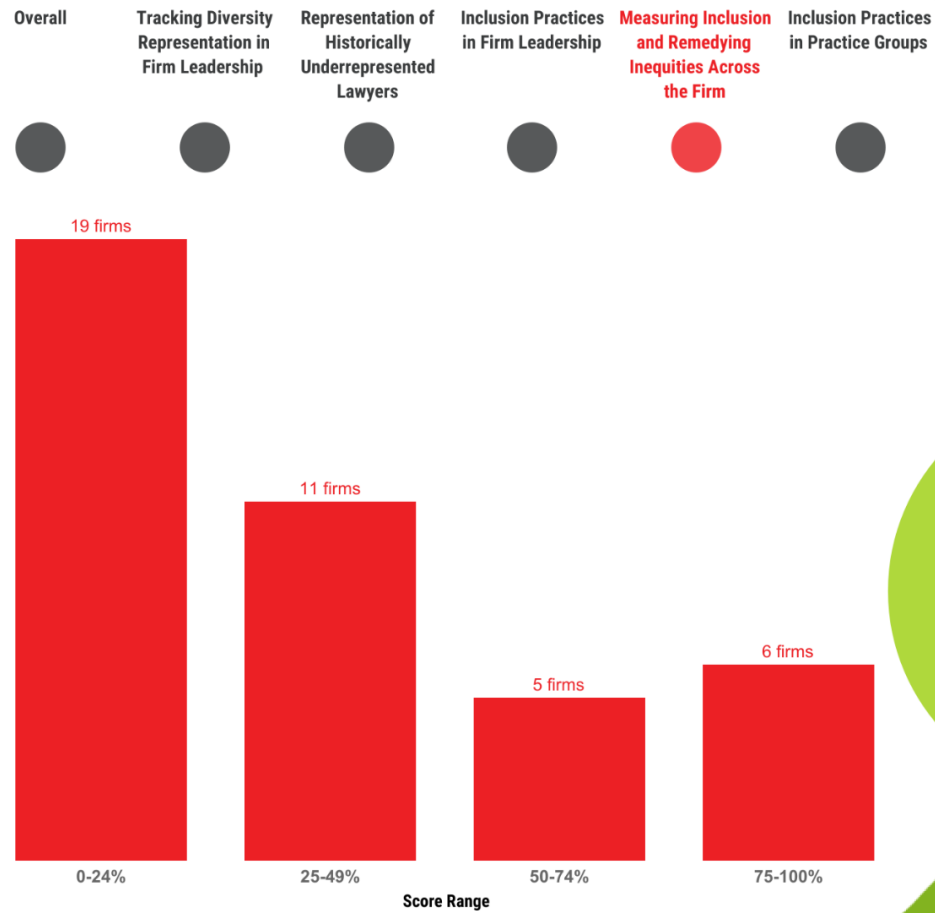
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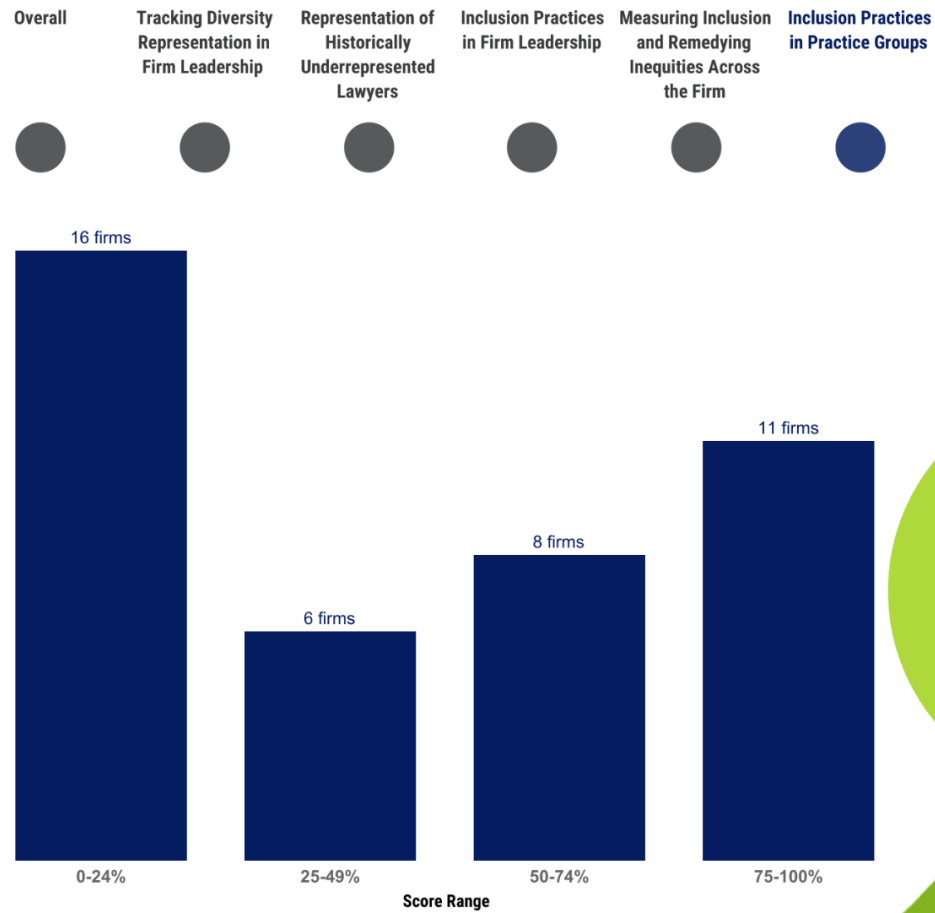
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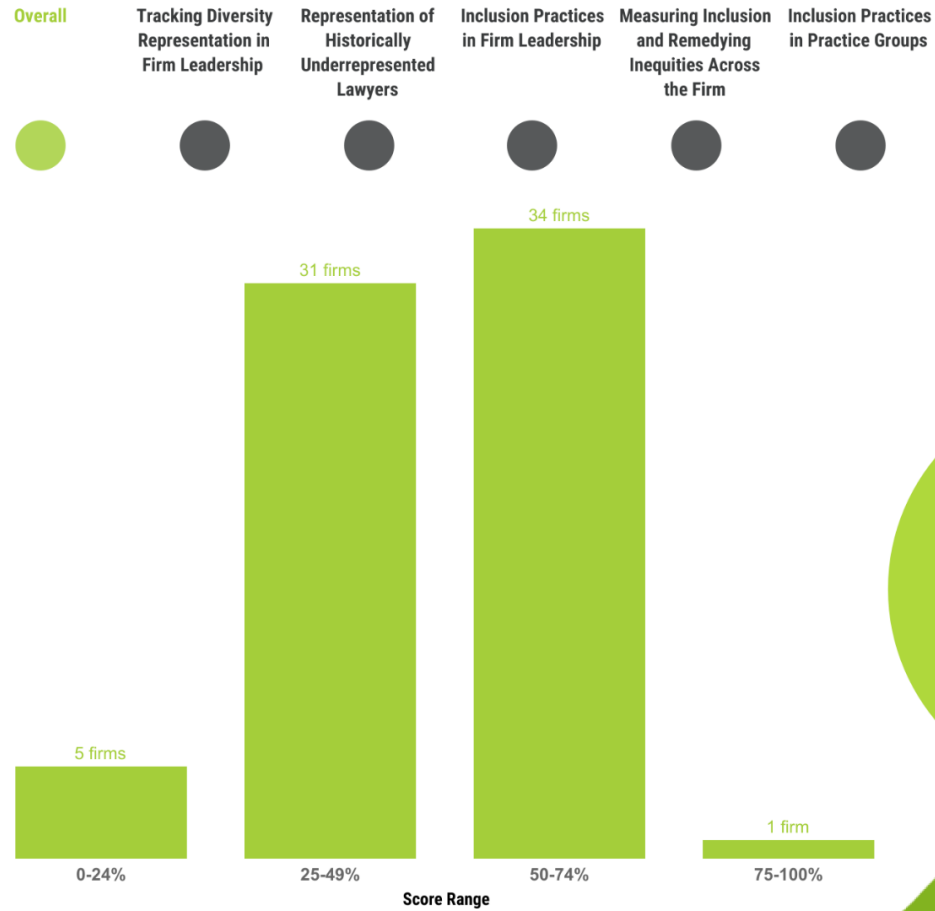


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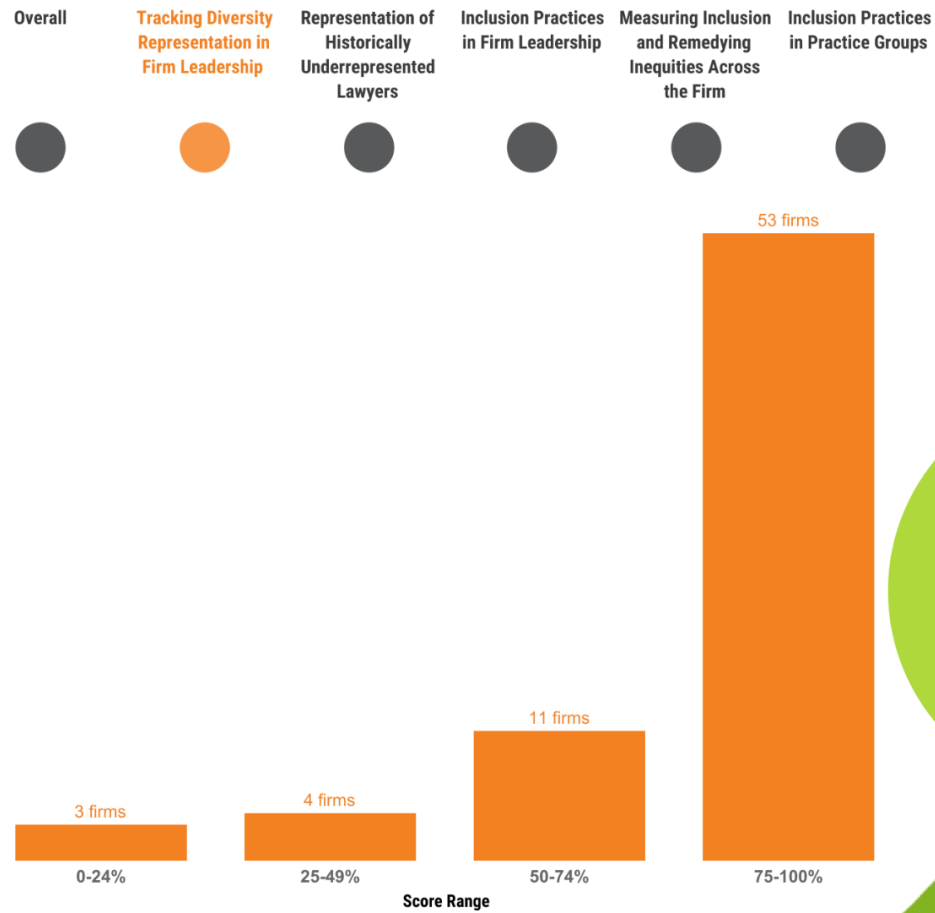


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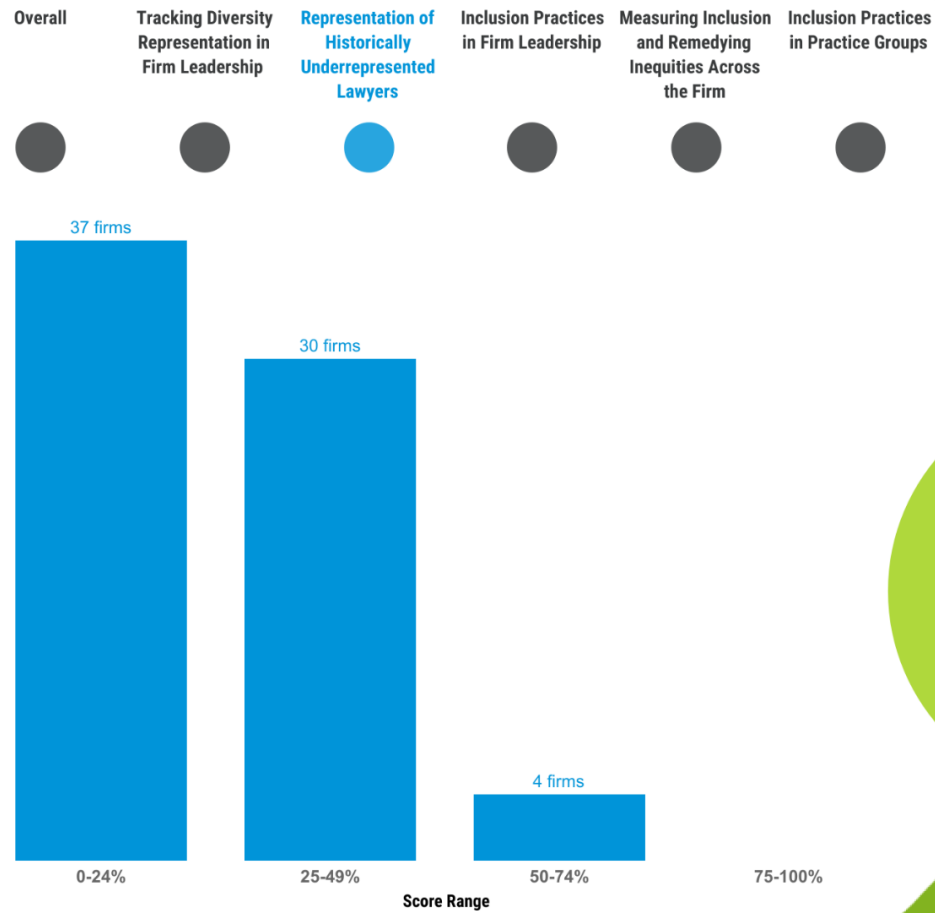


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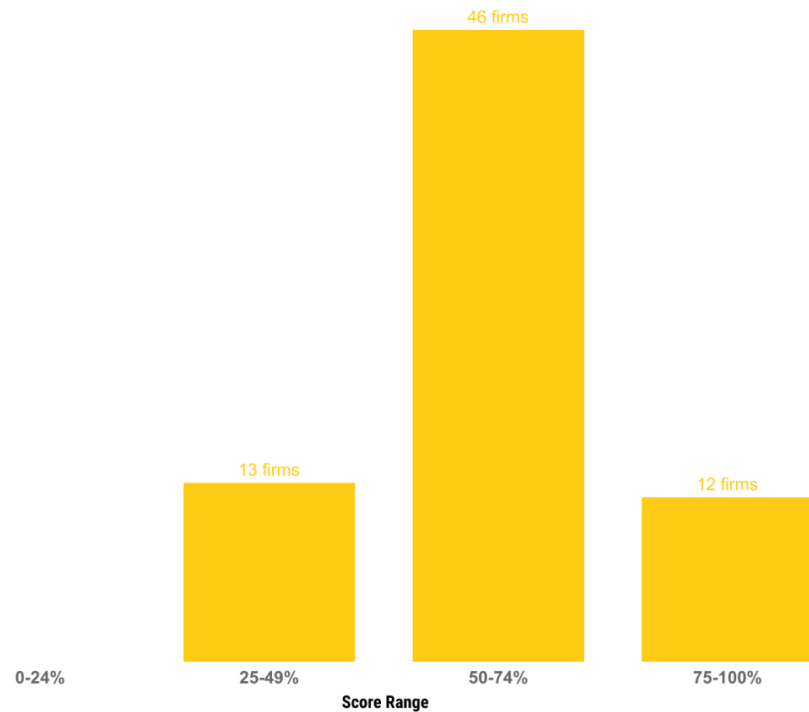
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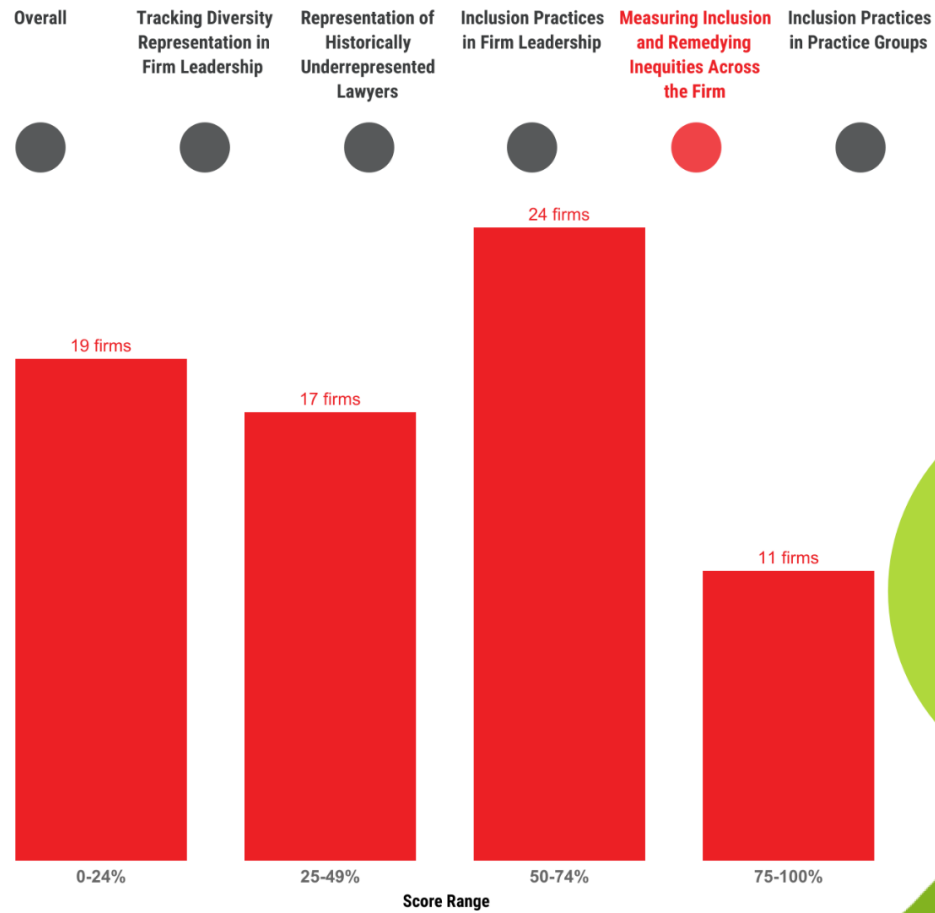
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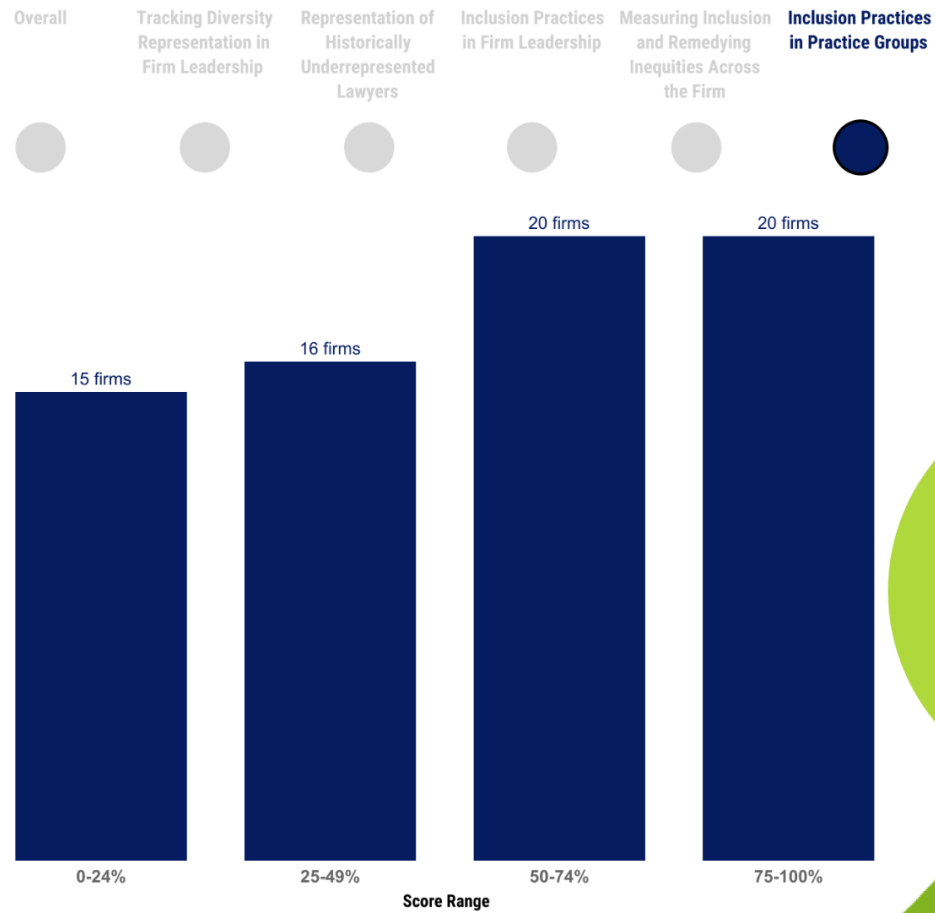


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## 2024 Distribution of Scores

Overall

Tracking Diversity Representation in Firm Leadership

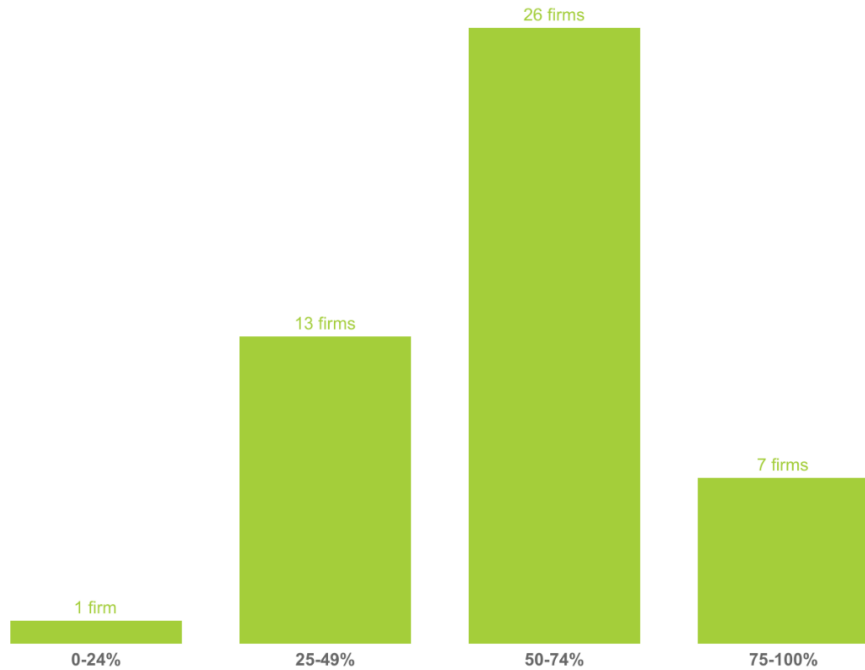
Representation of Historically Underrepresented Lawyers

Inclusion Practices in Firm Leadership

Measuring Inclusion and Remedying Inequities Across the Firm

Inclusion Practices in Practice Groups

Methodology



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Overall

Tracking Diversity Representation in Firm Leadership

Representation of Historically Underrepresented Lawyers

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Methodology



0-24%

25-49%

2 firms

50-74%

45 firms

75-100%

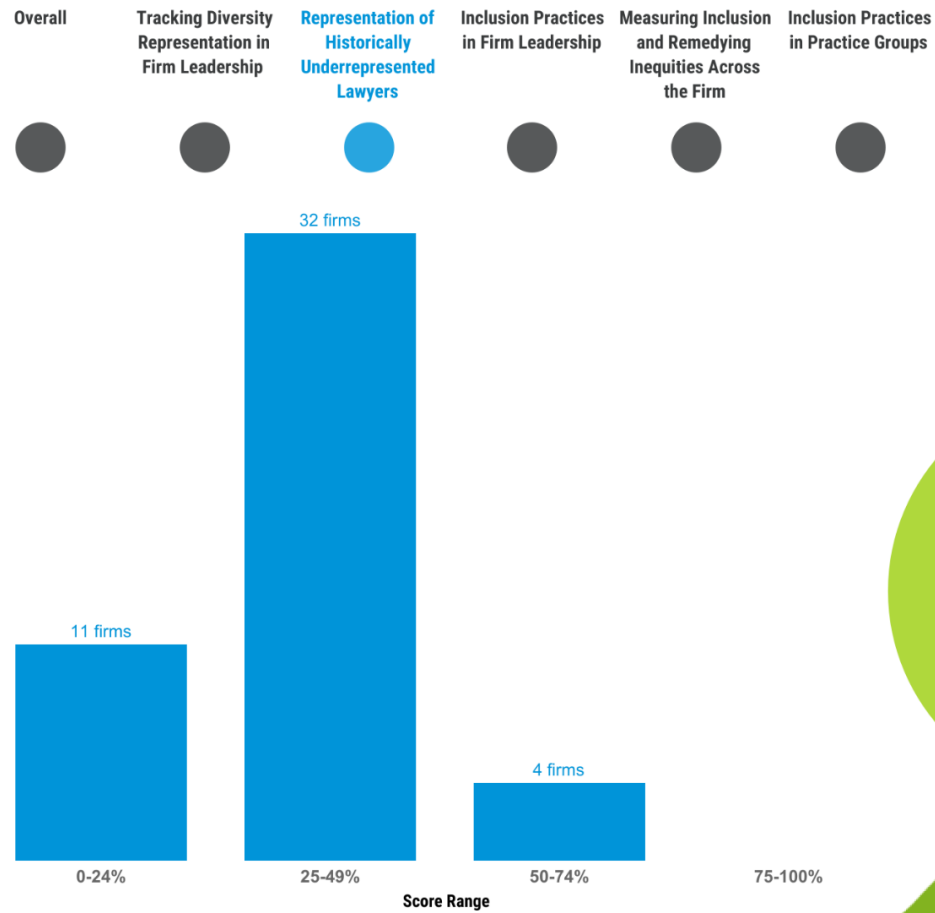
Score Range

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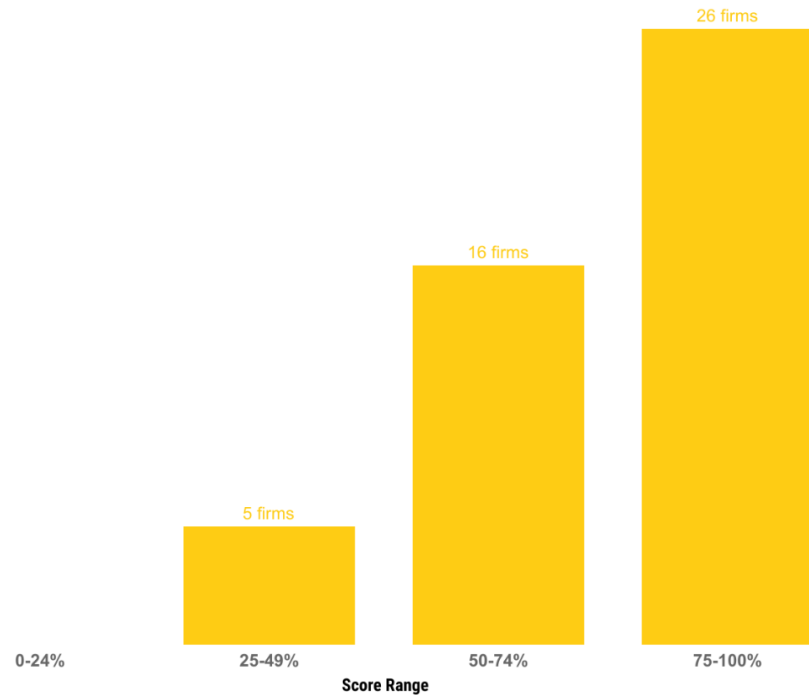
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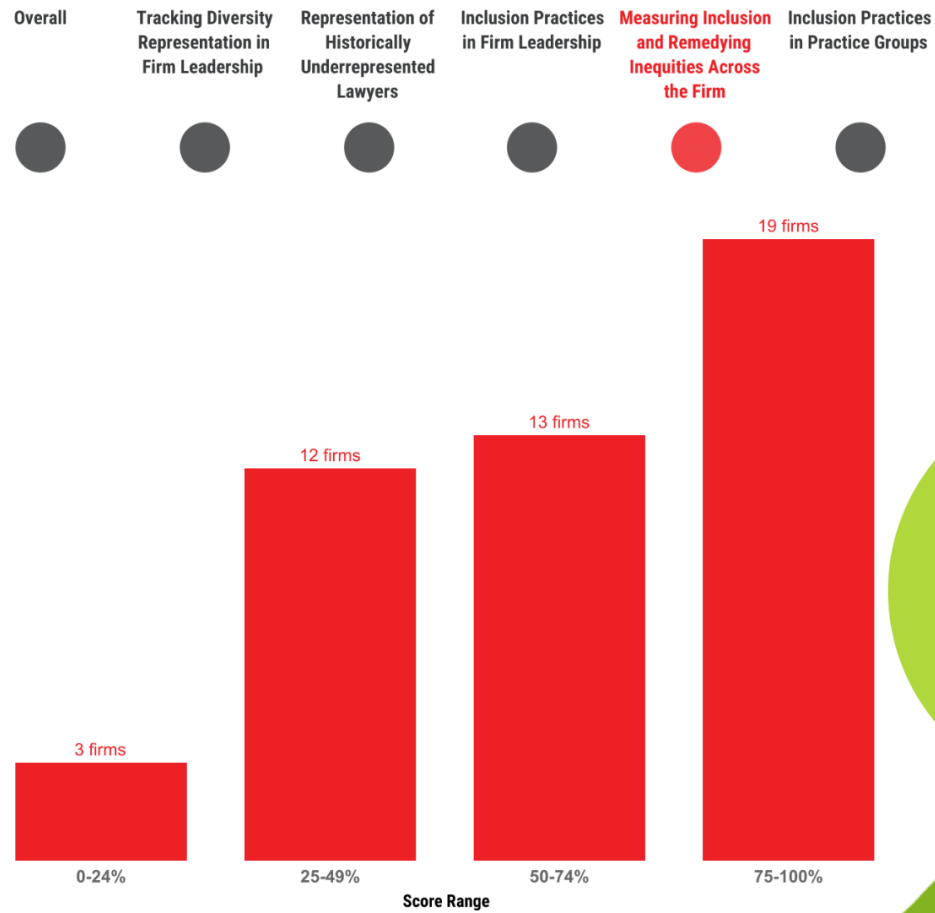
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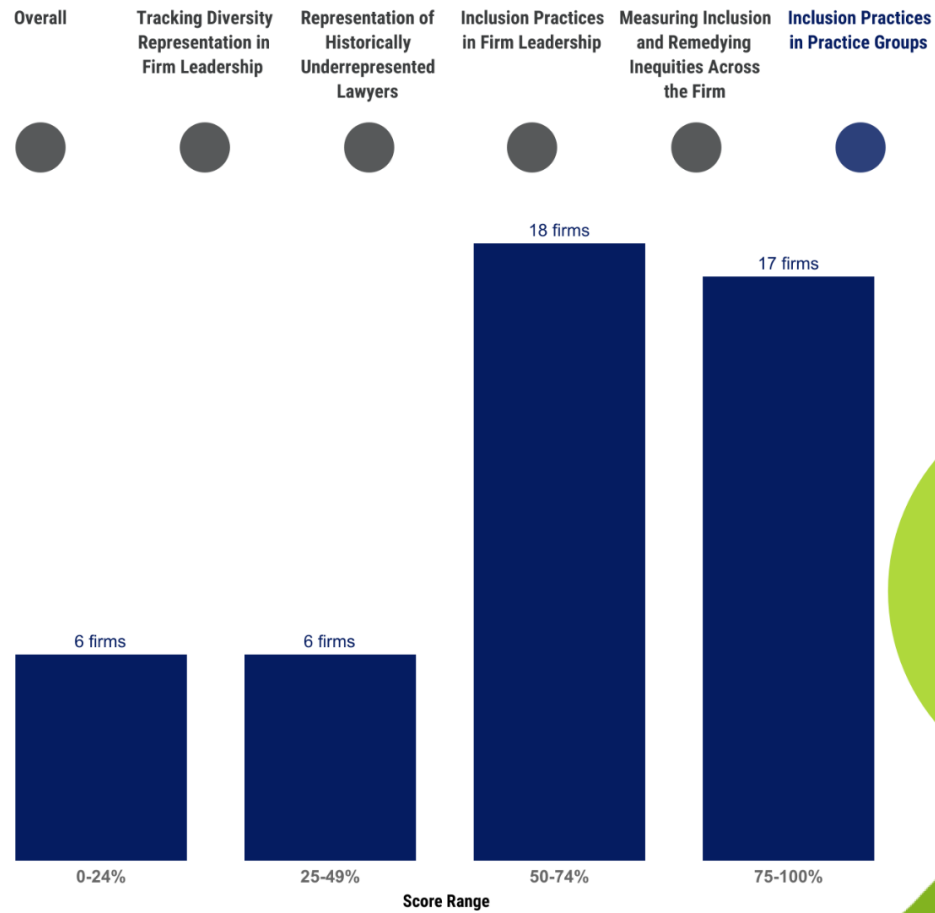
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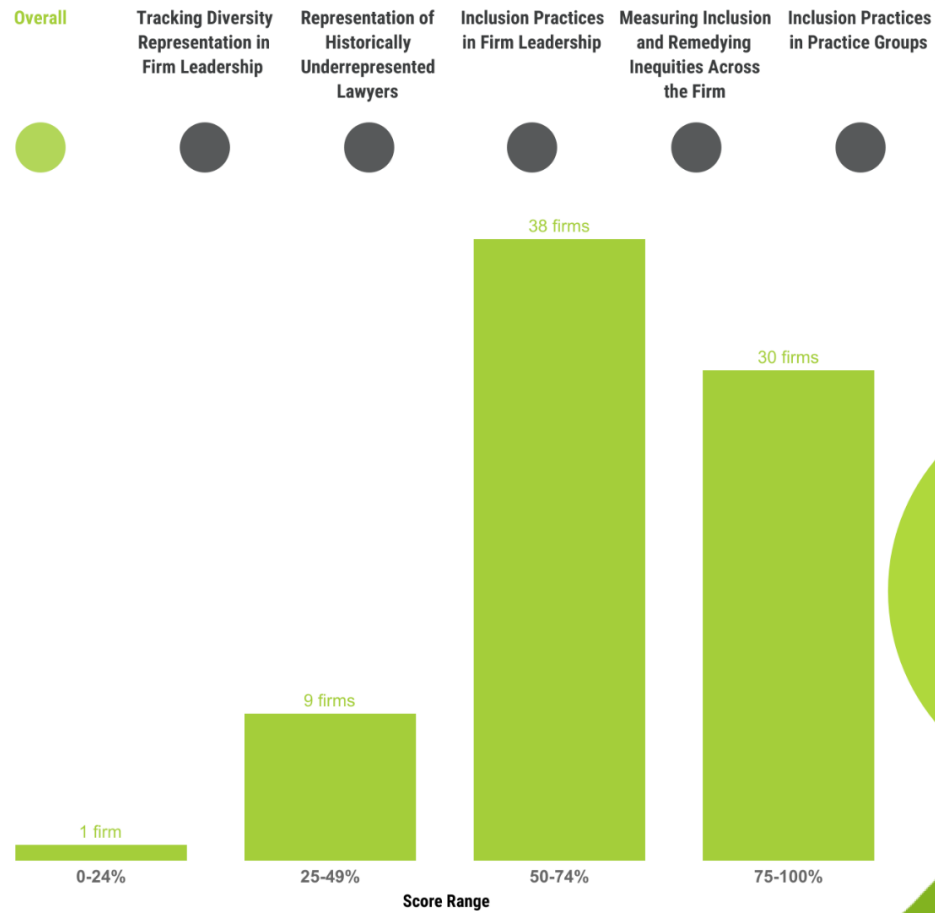


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Overall

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Representation of Historically Underrepresented Lawyers

Inclusion Practices in Firm Leadership

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Inclusion Practices in Practice Groups

Methodology



0-24%

25-49%

7 firms

50-74%

71 firms

75-100%

Score Range

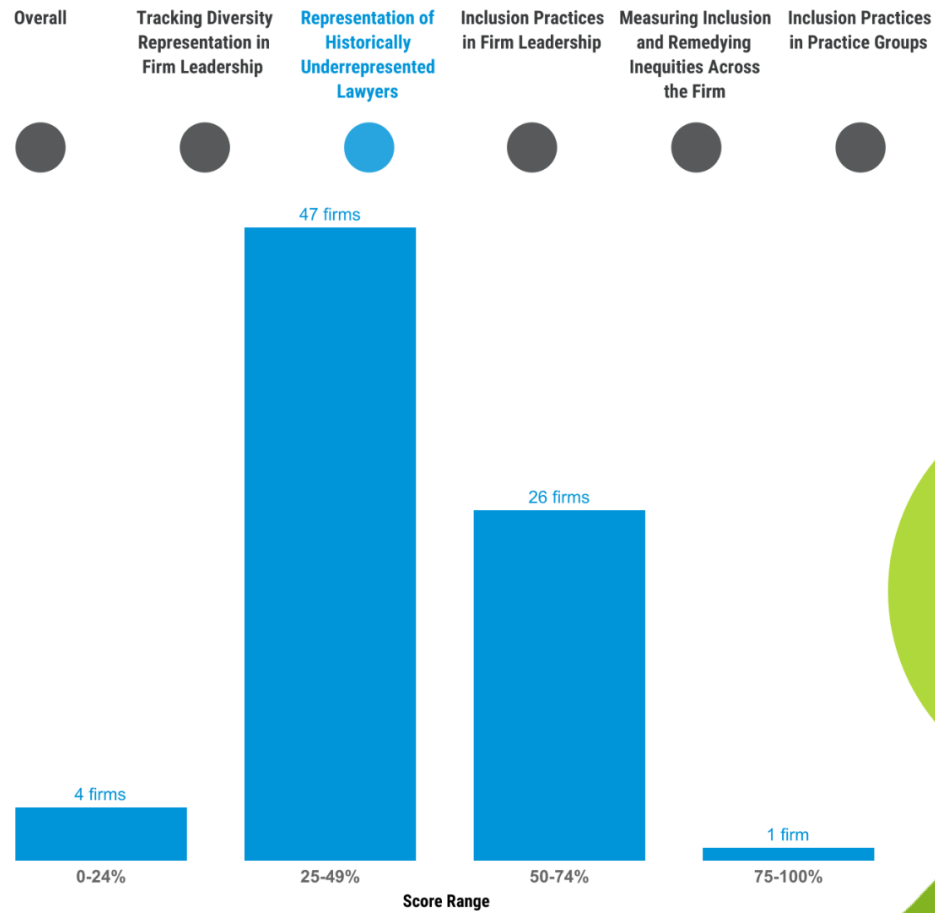
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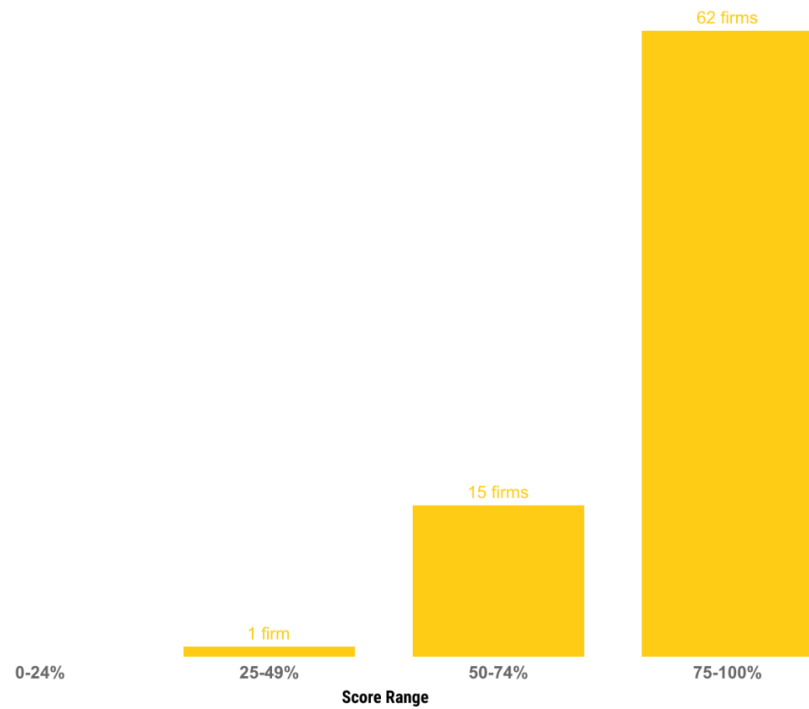
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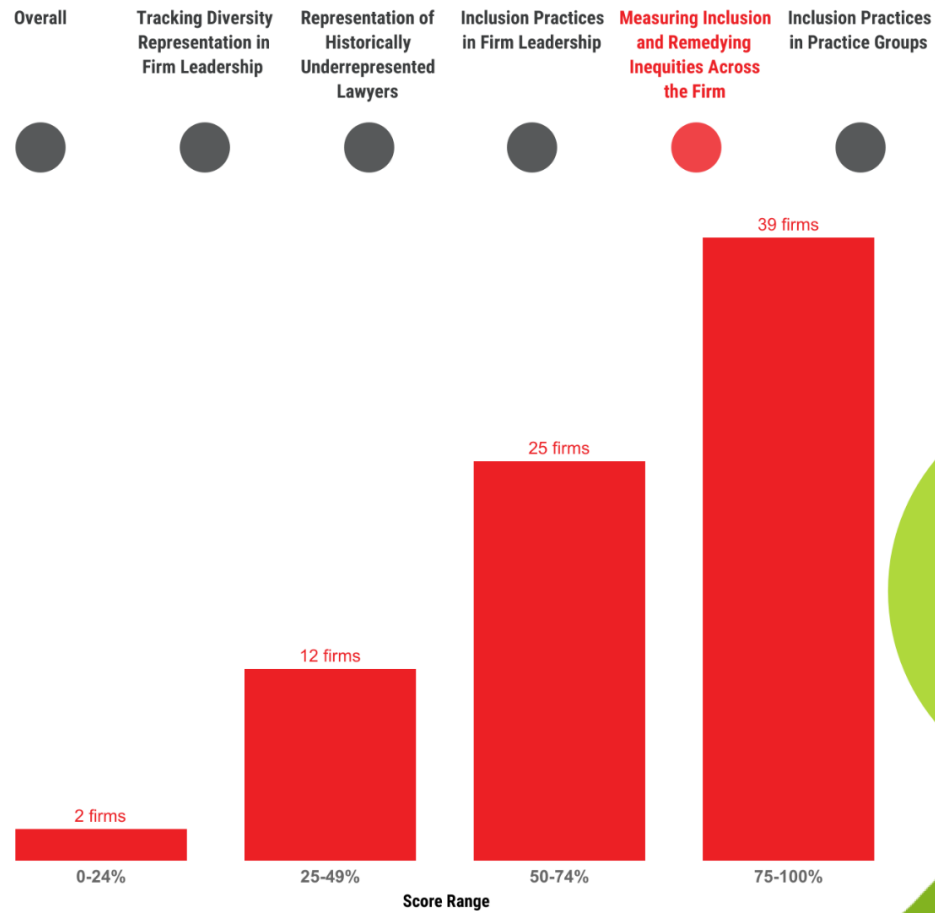
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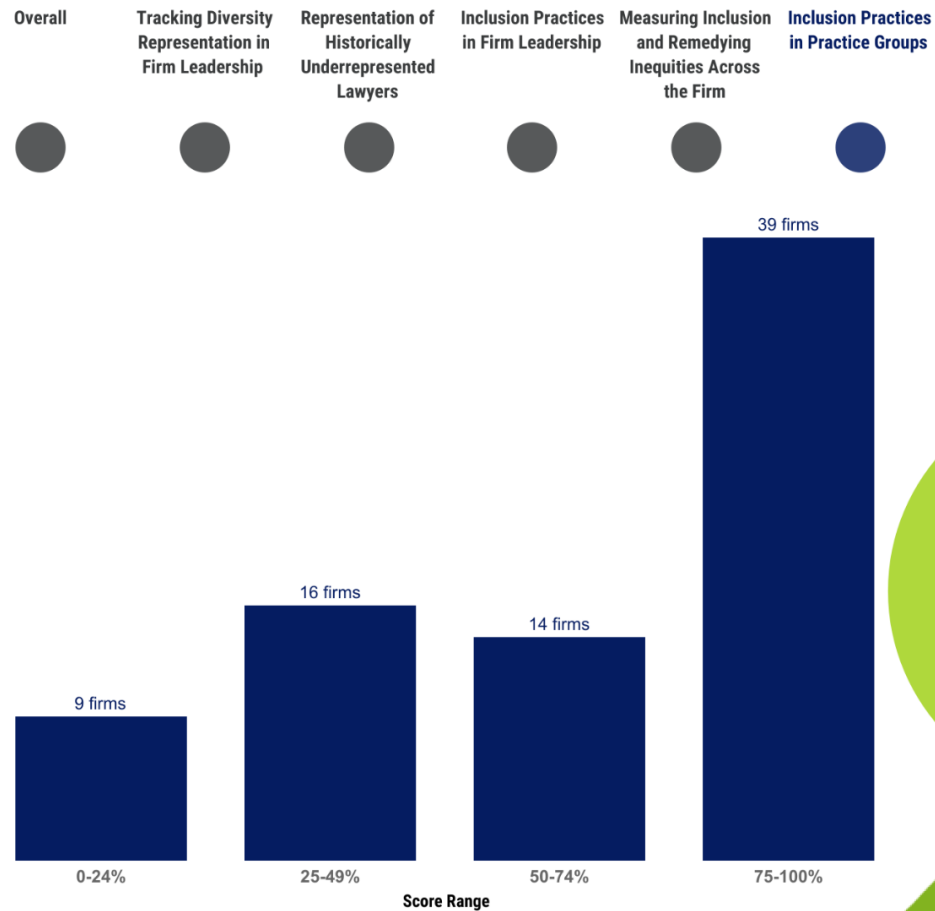


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