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82 LAW FIRMS RECOGNIZED FOR “TIPPING THE SCALES” TOWARDS GENDER PARITY IN THEIR 2024 NEW PARTNER CLASSES

Report Reveals 41.6% of 2024 New Law Firm Partners Were Women

Washington, DC (October 29, 2024) – Today, the [Diversity & Flexibility Alliance](#) released the results of its 2024 [New Partner Report](#), a compilation of public data related to the gender breakdown of attorneys promoted to partner at law firms. Last week, the eighty-two law firms that had 50% or more women in their 2024 new partner class, globally and/or U.S.-based, were recognized as “*Tipping the Scales*” and honored at the Alliance’s annual conference.

The Report revealed that 41.6 percent of U.S.-based new partners from 196 major law firms in 2024 were women, representing a decrease of 2.1% from last year’s figure of 43.7%. Accounting for increased globalization of the legal industry, the Alliance began including data on *global* new partner promotions last year. Globally in 2024, women accounted for 41.6% of new partners, down from 43.3% in 2023.

“While it’s encouraging to see more firms achieving gender parity in their partner classes, the overall decline in women’s representation is a stark reminder that progress isn’t inevitable - it requires intentional action,” said Manar Morales, President & CEO of the Diversity & Flexibility Alliance. “Law firms must double down on creating equitable systems for advancement and retention,” she added. “The success of our Alliance members shows that sustainable progress is possible when firms make diversity and flexibility core business priorities.”

Other highlights include:

- While there has been a “boomerang effect” between 2021 and 2024, the share of women new partners has increased 8.7 percentage points since 2012, when the Alliance began compiling this data.
- The share of firms with 50% or more women in their new partner class increased from 39.3% last year to 41.8% this year (82 of 196 firms).
- Alliance member firms achieved a 0.6% higher share of women among U.S.-based new partners (42.2%) compared to the industry average (41.6%).
- Unfortunately, there was a substantial 3% increase in the gap in the share of new women partners compared to the share of women associates - from a gap of 5.7% in 2023 to a gap of 8.7% this year.

The Alliance's *New Partner Report*, which is released in full to its members, is a yearly compilation of data from the nation's largest and top-grossing law firms examining the gender breakdown of attorneys promoted to partnership. The data is based upon publicly available firm announcements and other self-reported sources on new partner classes with an effective date of promotion between October 1, 2023, and September 30, 2024.

The "*Tipping the Scales*" firms recognized for having 50% or more women in their 2024 new partner class included:

1. Akin	28. Dinsmore	56. Morris Manning
2. Allen Matkins	29. Duane Morris	57. Munger Tolles
3. Armstrong Teasdale	30. Dykema	58. Nixon Peabody
4. Arnall Golden	31. Eversheds Sutherland	59. Orrick
5. Baker McKenzie	32. Epstein Becker & Green**	60. Patterson Belknap
6. Baker Botts	33. Finnegan	61. Paul Weiss
7. Baker Donelson	34. Fredrikson & Byron	62. Pillsbury
8. BakerHostetler	35. Goldberg Segalla	63. Polsinelli
9. Ballard Spahr	36. Gordon Feinblatt	64. Porter Wright
10. Barnes & Thornburg	37. Goulston & Storrs	65. Pryor Cashman
11. Benesch	38. Greenspoon Marder	66. Quinn Emanuel
12. Beveridge & Diamond	39. Herrick	67. Robins Kaplan
13. Bilzin Sumberg	40. Hinckley Allen	68. Ropes & Gray
14. Blank Rome	41. Husch Blackwell	69. Saul Ewing
15. Boies Schiller Flexner*	42. Ice Miller	70. Sheppard Mullin
16. Bradley Arant	43. Irell	71. <i>Sidley</i>
17. Buchanan Ingersoll	44. Jackson Lewis**	72. Snell & Wilmer
18. Burns & Levinson	45. Jenner & Block*	73. Susman Godfrey
19. Burr & Forman	46. Kelley Drye	74. Thompson Hine
20. Chapman and Cutler	47. Kilpatrick Townsend	75. Tucker Ellis
21. Cooley	48. Lane Powell	76. Venable
22. Cox, Castle & Nicholson	49. Lewis Roca	77. Vorys
23. Cozen O'Connor	50. Littler**	78. Whiteford
24. Davis Wright Tremaine***	51. McCarter & English	79. <i>Weil*</i>
25. Debevoise*	52. McDermott	80. Wiley Rein*
26. Dechert*	53. Miller & Chevalier**	81. Williams & Connolly
27. Dickinson Wright	54. Moore & Van Allen	82. Williams Mullen
	55. Morgan Lewis*	

*Four-year *Tipping the Scales* Recipient

**Five-year *Tipping the Scales* Recipient

***Six-year *Tipping the Scales* Recipient

Firms in italics are recognized on their US-based class only.

Diversity & Flexibility Alliance Member Firms are highlighted in orange.

For more than a decade, the **Diversity and Flexibility Alliance** has collaborated with organizations to develop inclusive flexible working cultures that cultivate diversity in leadership, drive workplace wellbeing, and foster a more humanized work experience. The Alliance provides practical research-based solutions, customizable training programs, strategic advisory services and a peer-learning network that increase organizational effectiveness through diversity and flexibility.