

News

Dallas Bar Association

2101 Ross Avenue, Dallas, Texas 75201
(214) 220-7400 • Fax (214) 220-7465
email: jsmith@dallasbar.org
CONTACT: Jessica D. Smith
DBA Communications Director
Direct Line (214) 220-7477

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Dallas Bar Association Equality Committee Presents Firm Diversity Report Highlighting Diversity, Inclusion and Equity in the Legal Profession

The Dallas Bar Association (DBA), along with J.L. Turner Legal Association, Dallas Association of Young Lawyers, Dallas Asian American Bar Association, Dallas Hispanic Bar Association, Dallas LGBT Bar Association, Dallas Women Lawyers Association, and the N.E.W. Roundtable, today released their first-ever Firm Diversity Report. This Report was an initiative of the DBA's Equity Committee (Committee), formerly the Allied Dallas Bars Equity Task Force. The Committee aims to directly impact the legal community at large through various action initiatives, such as the Firm Diversity Report. The purpose of the Report is to gauge diversity, equity, and inclusion efforts in firms operating in Dallas with the goal of determining how the firms and the Committee can work together to improve diversity, equity, inclusion, and belonging in the legal profession in Dallas. The Firm Diversity Report is offered to highlight successful outcomes achieved by and best practices to further advance diversity, equity, inclusion, and belonging in the legal profession, moving beyond reporting only census data.

The Report was compiled by [Kanarys](#), a Dallas-based SaaS company and diversity, equity, and inclusion industry leader that helps organizations diagnose, measure, and optimize diversity, equity, and inclusion in the workplace using data and research-based methods. Kanarys is led Mandy Price.

“This 2020 Report is a critical component to what the Equality Committee drafted to become a formal DBA Resolution of a Call to Action and the assessment of the diversity, equity, and inclusion landscape at Dallas law firms is an important step towards equity and fair representation in the legal and justice system,” said **Vicki Blanton**, Chair of the Firm Diversity Survey Task Force, and Assistant Vice President, Senior Legal Counsel of Tax/Benefits of AT&T Legal Department. “Providing a current snapshot of the largest law firms is key to understanding what needs to be prioritized in terms of diversity, equity, and inclusion, and the Dallas Bar Association, Equality Committee and Dallas law firms are committed to this work.”

The report establishes a benchmark for demographic diversity between Dallas offices and U.S.-wide locations of the participating firms. The report also includes results on the firms' efforts to recruit, retain, and promote minority attorneys.

The Committee invited 50 law firms with the largest footprint in Dallas County to participate. Of those, 21 participated in the Assessment: Akin Gump, Baker Botts, Baker McKenzie, Carrington Coleman, Gibson Dunn, Husch Blackwell, Jackson Walker, Jones Day, Kane Russell Coleman Logan, Katten, Munck Wilson Mandala, Norton Rose Fulbright, Scheef & Stone, L.L.P., SettlePou, Shackelford, Sheppard Mullin, Thompson Coe, ThompsonKnight, Vinson & Elkins LLP, and Weil.

“This Assessment will greatly assist with efforts to improve diversity and inclusion in our profession. In order to move forward in addressing the fact that women, minority, and LGBTQ attorneys are underrepresented in our profession, we first have to understand where we are today,” said **Aaron Tobin**, President of the Dallas Bar Association and Member of Condon Tobin Sladek Thornton Nerenberg. “We are very appreciative of the participating firms who shared information on how their firms are addressing this important issue. Our friends at Kanarys and the brand-new DBA Equality Committee did a fantastic job of executing the survey and compiling this important data that will help us pave the way towards a more equitable legal and justice system by first looking internally at our own firms’ and their diversity, equity, and inclusion efforts.”

The Task Force thanks AT&T for their sponsorship and underwriting of the Report; UT-Austin’s Division of Diversity and Community Engagement for their support and contributions; all of the law firms who participated in the assessment; and Kanarys, who compiled the Report.

To view the full Report, log on to <https://bit.ly/2O0CZj1>.

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*The Dallas Bar Association is a professional, voluntary organization of more than 11,000 Dallas-area attorneys.
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