SpencerFane®

Spencer Fane Commitment to Diversity Results in Improved Diversity Scorecard Ranking

Spencer Fane is proud to announce its efforts to build a more diverse and inclusive law firm for the benefit of its colleagues, clients, and community has resulted in an improved ranking in *The American Lawyer's* 2023 Diversity Scorecard.

With a total score of 103.01, the firm ranks at #131 among all AmLaw 200 law firms in the nation, improving its ranking by 44 spots in a single year and placing the firm among 15 firms with the most improved positions from the prior year.

"While we recognize we have much work to do with regard to creating a more diverse and inclusive environment, we are proud to be taking our efforts to another level with regard to recruiting, retention and DEI programming," said James Crumlin, chair of the firm's Diversity, Equity, and Inclusion Committee. "We are also proud of our progress in 2022 as our firm made great strides in adding diverse members not only in terms of recruitment but also with regard to promotions and leadership appointments across the firm."

Spencer Fane recently published its 2022 Diversity, Equity, and Inclusion Year In Review, which provides an overview of the firm's investment in and progress made with regard to its DEI efforts. The report features numerous highlights, including:

- Increase in diverse lateral partner hires;
- Increase in diverse attorneys serving as office managing partners;
- Increase in female proprietary partner count;
- Increase in female non-proprietary partner count;
- Increase in female associate and of counsel count;
- Increase in minority proprietary partners;
- Increase in minority non-proprietary partners;

- Increase in minority of counsel;
- 40 percent of proprietary partner promotions were minority attorneys;
- Over half partner hires were minority attorneys;
- 37.5 percent of our management board is female; and
- 25 percent of management board is minority.

According to *The American Lawyer*, the nation's largest law firms continue to make progress in achieving greater diversity; it stated, "In 2022, 21.6 percent of U.S. attorneys in Big Law were racially or ethnically diverse, up from 20.2 percent the year before."

Rather than looking at overall numbers and partner headcounts, *The American Lawyer's* scorecard examined the number of equity partners; percentages of leadership across offices, practice groups, and the executive committee; and the percentage of partner hires, departures, and promotions that were diverse.

"We appreciate *The American Lawyer* creating a scorecard for our firms to measure their progress with regard to diversity, equity and inclusion," Crumlin said. "The result of their efforts is a more diverse legal industry and we are proud to be a part of that effort. Our firm looks forward to continuing to prioritize building a diverse workforce and creating a work environment that is equitable and inclusive for everyone."

With respect to diversity, equity, and inclusion, Spencer Fane focuses on identifying, attracting, and retaining diverse talent. Our mission is to build, maintain, and leverage a diverse and inclusive law firm that strengthens our clients and communities. Learn more about the firm's commitment to DEI.