




Milwaukee County Office of Corporation Counsel

Diversity Commitment and Diversity Reporting

December 29, 2017



Diversity Commitment

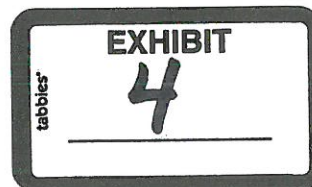
Diversity Commitment of the Office of Corporation Counsel

The OCC supports the career advancement and development of individuals traditionally underrepresented in the legal profession, as a distinct objective, to better the profession and the Milwaukee community as a whole.

To do so, the OCC shall:

1. Work to recruit, hire, and retain attorneys that represent the diverse communities and departments that the Office serves. We further affirm the critical necessity of a diverse workforce to improve outcomes for the clients of the OCC, the County as a whole, as well as its residents and taxpayers.

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Diversity Commitment (con.)

2. Strive to retain outside counsel law firms and outside lawyers that best reflect the diverse community the OCC serves; and
3. Where the OCC cannot control the selection of outside counsel due to our insurance contracts, report the diversity statistics for those firms selected by our insurers.

Furthermore, the OCC shall work with its internal County clients to ensure that the County is an employer open and welcoming people of all backgrounds, races, nationalities, genders, sexual orientations, and gender identities.

To do so, the OCC shall, with the cooperation of Human Resources:

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Diversity Commitment (con.)

1. Partner with our internal client departments to create a work environment free from discrimination and harassment;
2. Where issues and situations arise that may cause an employee to feel uncomfortable and/or discriminated against,
 - a. Ensure that investigations proceed in a fair, sensitive, and objective manner; and
 - b. Where appropriate, facilitate and/or assist our clients and County employees to discuss these issues openly in a supportive and meaningful way;

and

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Diversity Commitment (con.)

3. Develop, support and encourage state-of-the-art employee educational initiatives, including initiatives that go beyond the basics to address, for example, implicit or subconscious biases and microaggressions, as well as romantic relationships and gender identification issues in the workplace.

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Demographics – Husch Blackwell


	%		%
Total lawyers nationwide = 725		Total eq prttrs nat'l = 177	
African American	2.6%	African American	1.1%
Latino	2.5%	Latino	1.1%
Asian	1.8%	Asian	0%
White	91.3%	White	97.7%
Female	37.1%	Female	16.9%
LGBTQIQI	1.4%	LGBTQIQI	1.7%
Total lawyers locally = 88		Total eq prttrs local = 25	
African American	0%	African American	0%
Latino	2.3%	Latino	0%
Asian	0%	Asian	0%
White	96.6%	White	100%
Female	35.2%	Female	12%
LGBTQIQI	2.3%	LGBTQIQI	0%
Board of Directors = 12			
Persons of Color	8.3%		
Female	25%		
LGBTQIQI	8.3%		



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Demographics – Reinhart

	%		%
Total lawyers nationwide = 201		Total equity ptrns nat'l = 177	
African American	0.5%	African American	0%
Latino	1.0%	Latino	1.0%
Asian	2.5%	Asian	2.2%
White	96.0%	White	96.7%
Female	29.8%	Female	16.5%
LGBTQIQI	n/a	LGBTQIQI	n/a
Total lawyers locally = 141		Total equity ptrns local = 63	
African American	0%	African American	0%
Latino	1.4%	Latino	1.6%
Asian	1.4%	Asian	1.6%
White	97.1%	White	96.8%
Female	31.9%	Female	14.3%
LGBTQIQI	n/a	LGBTQIQI	n/a
Board of Directors = 9			
Persons of Color	0%		
Female	11%		
LGBTQIQI	n/a		




Demographics – von Briesen

	%		%
Total lawyers nationwide =155		Total equity ptrns nat'l = 67	
African American	0.6%	African American	0%
Latino	3.0%	Latino	4.5%
Asian	0.6%	Asian	1.5%
White	95.0%	White	94.0%
Female	31.9%	Female	19%
LGBTQIQI	0.6%	LGBTQIQI	n/a
Total lawyers locally = 121			
African American	0.8%		
Latino	3.3%		
Asian	0.8%		
White	95.0%		
Female	29.0%		
LGBTQIQI	0.8%		
Board of Directors = 5			
Persons of Color	0%		
Female	20%		
LGBTQIQI	n/a		



Demographics – Crivello Carlson


	%		%
Total lawyers locally = 35		Total equity prttrs local = 12	
African American	5.7%	African American	0%
Latino	8.5%	Latino	8.3%
Asian	5.7%	Asian	0%
White	77.1%	White	83.3%
Female	34.2%	Female	41.6%
LGBTQOI	5.7%	LGBTQOI	8.3%
Board of Directors = 5			
Persons of Color	20%		
Female	0%		
LGBTQOI	n/a		



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Demographics – Linder & Marsack

	%		%
Total lawyers locally = 18		Total equity prttrs local = 12	
African American	0%	African American	0%
Latino	0%	Latino	0%
Asian	0%	Asian	0%
White	100%	White	100%
Female	33%	Female	14%
LGBTQOI	6%	LGBTQOI	14%
Board of Directors = 6			
Persons of Color	0%		
Female	17%		
LGBTQOI	n/a		



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Demographics – Various small firms

Firm Name (# of lawyers)	Mallery & Zimmerman* (24)	Buelow Vetter (17)	Gass Weber Mullins (16)	Pines Bach (15)	Emile Banks & Assocs.* (10)	Grady, Hayes & Neary* (8)	Leib Knott Gaynor* (6)
African American	0%	0%	6.3%	0%	10%	0%	0%
Latino	0%	6%	18.8%	0%	0%	0%	0%
Asian	0%	0%	0%	0%	0%	0%	0%
White	100%	96%	75%	100%	90%	100%	100%
Female	16.0%	41%	18.8%	80%	60%	25%	16.7%
LGBTQOI	n/a		n/a	n/a	n/a	n/a	n/a

* Denotes WCMIC panel counsel



Demographics – Winston & Strawn*


	%		%
Total lawyers (Chicago only) = 269		Total partners (Chicago only) = 135	
African American	4.5%	African American	3.7%
Latino	4.1%	Latino	3.0%
Asian	3.0%	Asian	1.5%
White	88.5%	White	91.9%
Female	30.9%	Female	25.7%
LGBTQOI	2.2%	LGBTQOI	0%

* Data based on 2017 reporting to the National Ass'n for Law Placement




Demographics – Quarles & Brady

	%		%
Total lawyers nationwide = 482		Total equity prtns nat'l = 148	
African American	2.7%	African American	0.7%
Latino	2.5%	Latino	1.4%
Asian	3.7%	Asian	2.0%
White	88.6%	White	94.6%
Female	39.2%	Female	20.2%
LGBTQQI	1.9%	LGBTQQI	2.0%
Total lawyers locally = 143		Total equity prtns local = 65	
African American	0.7%	African American	0%
Latino	2.1%	Latino	1.5%
Asian	0.7%	Asian	0%
White	95.1%	White	96.9%
Female	34.3%	Female	24.6%
LGBTQQI	1.4%	LGBTQQI	1.5%
Board of Directors = 9			
Persons of Color	22%		
Female	22%		
LGBTQQI	n/a		



Demographics – Duane Morris

	%		%
Total lawyers (Philadelphia only) = 215		Total equity partners (Philadelphia only) = 106	
African American	1.4%	African American	1.9%
Latino	0.9%	Latino	0%
Asian	2.3%	Asian	1.9%
White	95.4%	White	96.2%
Female	27.4	Female	27.4%
LGBTQQI	n/a	LGBTQQI	n/a



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Demographics – Retained Outside Counsel (nationwide)

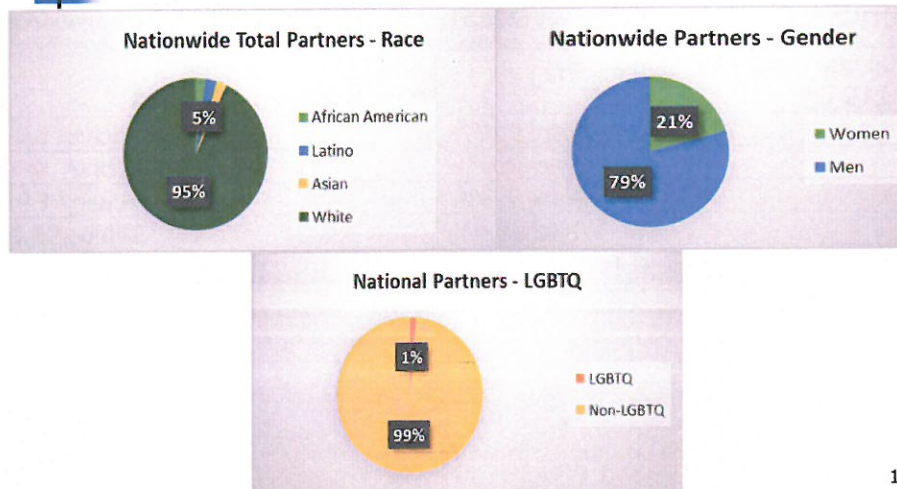
	#	%		#	%
Total lawyers*	1,977		Total partners*	659	
African American	42	2.1%	African American	8	1.2%
Latino	50	2.5%	Latino	14	2.1%
Asian	45	2.3%	Asian	9	1.4%
White	1,814	91.8%	White	625	94.8%
Female	684	34.5%	Female	136	20.6%

NOTE: 7 of 14 firms did not provide LGBTQI information. Based on the 7 firms that did provide data, 1.2% of lawyers (24 of 1,690 attorneys) and 1.5% of partners (8 of 542 partners) from reporting firms identified as LGBTQI.

*Data aggregated across all outside counsel firms contracted by the County in 2017, based on their nationwide reporting.



Demographics – Retained Outside Counsel (nationwide)



Demographics – Retained Outside Counsel (local offices)

	#	%		#	%
Total lawyers*	640		Total partners*	202	
African American	5	0.8%	African American	3	1.5%
Latino	18	2.5%	Latino	7	3.5%
Asian	5	0.8%	Asian	2	1.0%
White	610	95.3%	White	625	93.6%
Female	203	31.7%	Female	136	19.8%

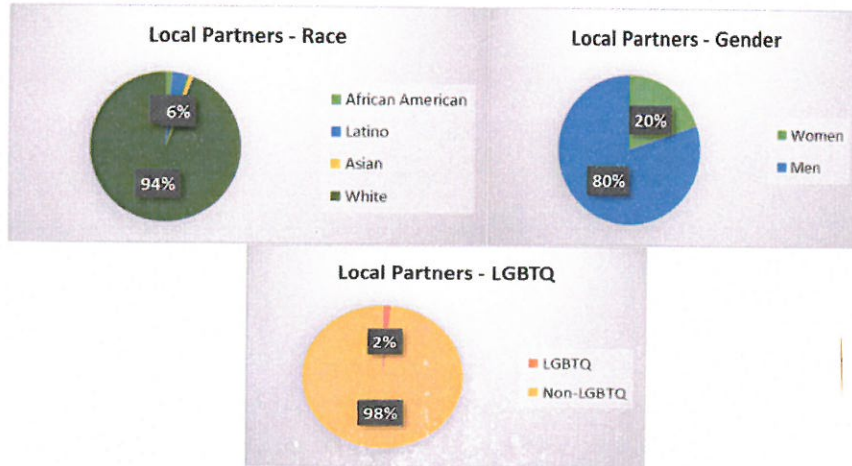
NOTE: 7 of 14 firms did not provide LGBTQI information. Based on the 7 firms that did provide data, 1.6% of lawyers (7 of 430 attorneys) and 1.6% of partners (2 of 122 partners) from reporting firms identified as LGBTQI.

*Data aggregated across all outside counsel firms contracted by the County in 2017, based on their reporting for local firm/office.



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Demographics – Retained Outside Counsel (local offices)



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Demographics – Office of Corporation Counsel

	#	%
Total current employees	20	
Unfilled positions	2	
Women	14	70%
LGBTQIQI	2	10%
African American	3	11%
Latino	0	0%
Asian	0	0%
White	17	85%



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