

Diversity Scorecard Fact Sheet

The Parker Analytics (PA) Diversity Scorecard was developed in partnership with the Leadership Council on Legal Diversity (LCLD) in response to the commitment of Corporate Legal Departments (CLD) to increase the diversity of external teams providing legal services. Among their objectives:

1. Increase the number of diverse relationship partners;
2. Increase the number of diverse lawyers doing high-quality legal work;
3. Increase diversity in firmwide leadership positions; and
4. Increase diverse representation firmwide.

The Scorecard summarizes data that enables the CLD to engage law firm leaders in objective and collaborative dialogue about diversity at their firm. The Scorecard results can help CLDs and firms establish priorities and evaluate progress on a yearly basis.

The Scorecard process is non-invasive and relies on demographic data collected for the American Bar Association's [Model Diversity Survey](#) (ABA Resolution 113). Thus, the time commitment and reporting obligations for outside counsel are unchanged. Concurrently, the Snapshot provides CLD's with an easy-to-grasp Scorecard, year-over-year comparisons, and the ability to increase diverse representation on their external teams.

PA's Diversity Scorecard was named an Innovation in Diversity at the 2018 LCLD Annual Leadership Summit and showcased as a 2018 Harvard Law School Case Study.

How the Diversity Scorecard Works

The PA Diversity Scorecard introduces a proprietary metric, the "Legal Diversity Factor Score" (LDFS), to assist in tracking firms' diversity and inclusion efforts. The LDFS has a maximum possible value of 100. Its components in year one are as follows:

- Relationship partner(s) (Up to 10 points);
- Firmwide leadership (0 to 30 points);
- Firmwide headcount (0 to 30 points); and
- Work performed for the Corporate Legal Department (0 to 30 points).

On an annual basis, each legal service provider selected by the CLD provides ABA Resolution 113 survey responses to the CLD. PA then cleans and analyzes the data. Within four (4) weeks, the CLD receives an easy-to-grasp, individualized Scorecard to review and distribute to each of its firms.

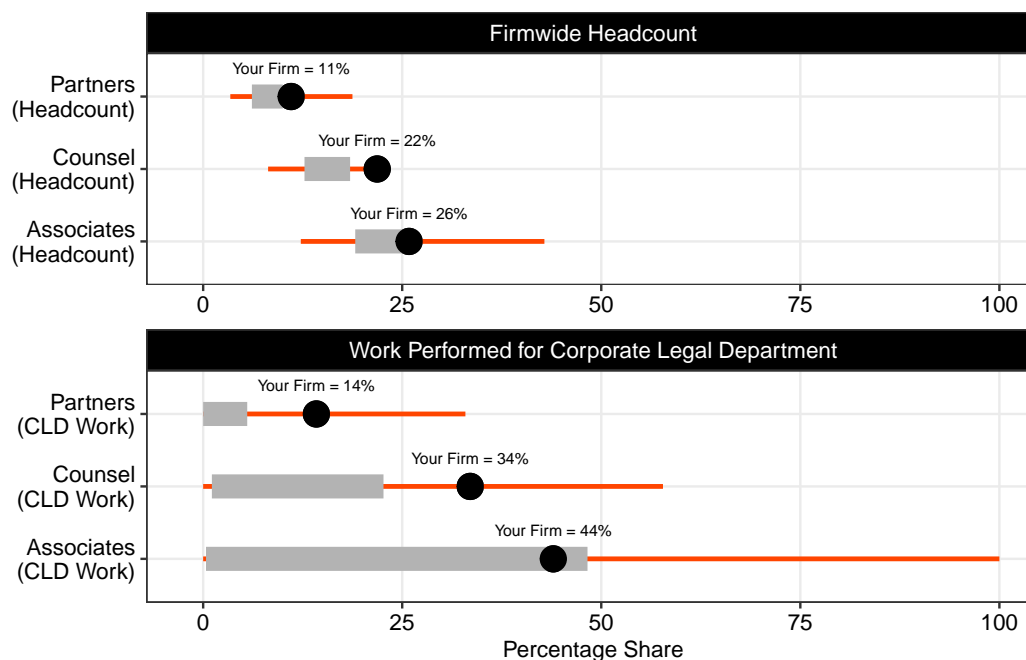
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The Diversity Scorecard includes the following metrics:

- The firm's Legal Diversity Factor Score;
- Comparative metrics that show overall performance relative to the full group of legal service providers selected by the CLD;
- Breakdowns of firm attorneys (partners, counsel, and associates) based on headcount shares by diversity category; and
- Breakdowns of work performed for the CLD (partners, counsel, and associates) by diversity category.

Key takeaways provide a narrative summary of each firm's relative standing. State-of-the-art data visualization makes it easy to see a firm's diversity metrics in relation to the other firms' metrics. The figure below represents a firm's percentage shares using a black dot. The thin orange horizontal lines cover the minimum to maximum range of values for all legal service providers. The thick gray horizontal bars represent the middle 50% of all values. Values to the left of the thick gray bar are in the bottom 25% of firms; values to the right are in the top 25%. A value depicted on the thick gray bar is among the middle 50% of all firms.

The top panel reflects diverse attorneys' share of firmwide headcount. The bottom panel reflects diverse attorneys' share of work performed for the CLD.



Why the Diversity Scorecard Works

ABA Resolution 113 data is reported by firms in various and inconsistent formats, often overwhelming and exceeding internal capacity. PA facilitates efficient data hygiene and uses a proprietary algorithm to analyze the large volume of data and quickly produce an easy-to-grasp, two-page report. The time commitment on the part of the CLD is minimal yet the results are game changing. The Scorecard provides an objective foundation from which to convey to law firms that diversity and inclusion is an evaluative factor and that the CLD expects to see focused improvement over time.

The second and subsequent annual Scorecard processes begin with a review of results from the past season(s), consideration of additional metrics, and an evaluation of additional ways the Scorecard can support the CLD to achieve their diversity objectives.

Here is an example of the return on investment: In its second year using the Scorecard, one CLD saw the share of work performed by diverse race/ethnicity attorneys increase by 11% on average. In addition, work performed by female partners increased by 12%, and work performed by female associates increased by 17%.

About Parker Analytics

Parker Analytics is a minority-owned business. We are the official data analytics partner to the Leadership Council on Legal Diversity (LCLD) and work with many Member firms and corporate legal departments. Our Diversity Scorecard, developed in collaboration with BASF, was named an Innovation in Diversity at the LCLD 2018 Annual Leadership Conference and was the subject of a 2018 Harvard Law School Case Study. Contact us to speak with clients about the outcomes of our collaborations.

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