

# Measure What Matters: DEI and Well-being

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**Bloomberg Law**

# You Can't Improve What You Don't Measure

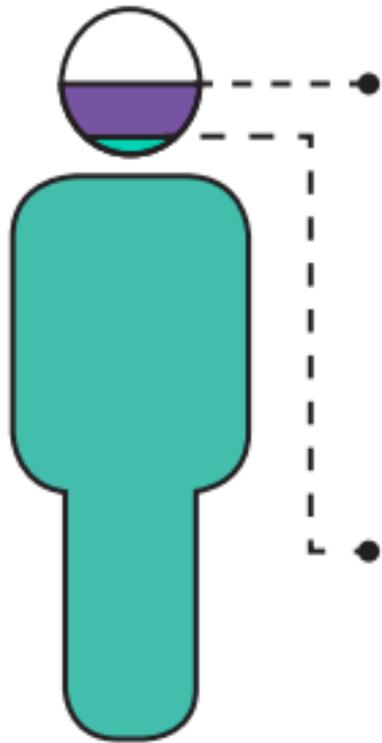
## Traditional KPIs

- Cost
- ROI
- Efficiency

## Well-being KPIs

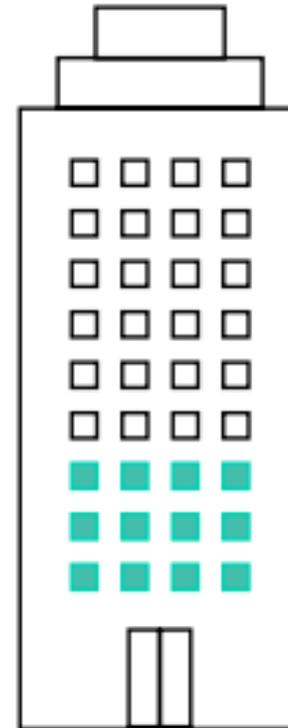
- DEI B
- Satisfaction
- Burnout
- Engagement

# Leaders of U.S. Law Firms Are Majority White And Male



**89%** of the top management at law firms are **Caucasian.**

**79%** of the top management at law firms are **male.**



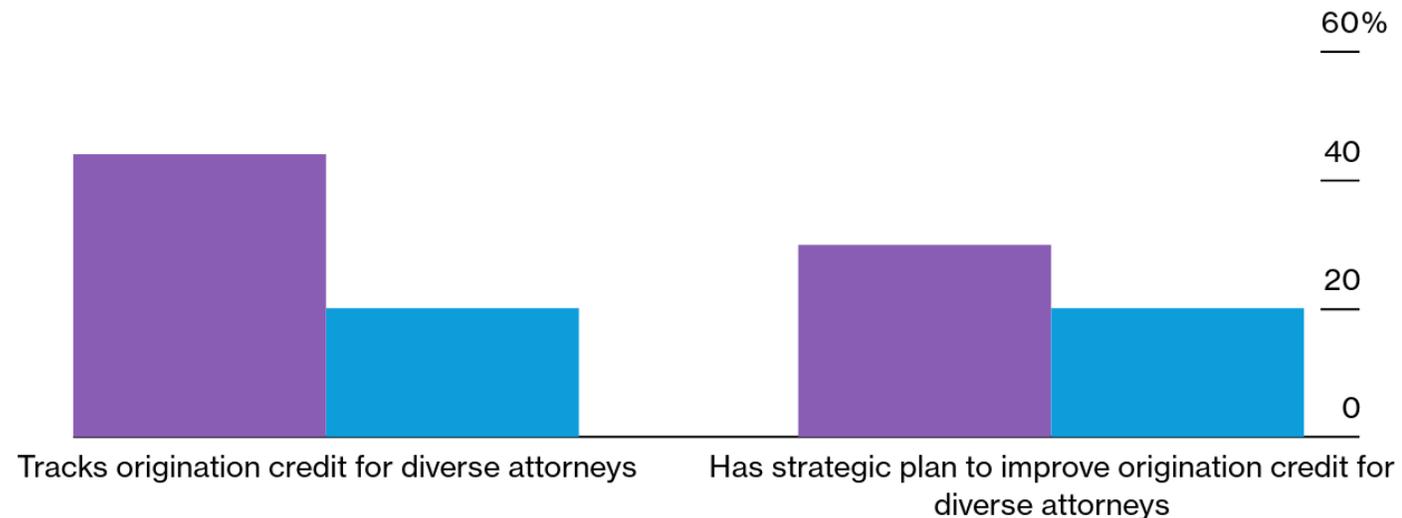
**Only  
1/3**

of law offices (33.2%) are led by attorneys **other than white men.**

# Tracking and Improvement Plans for Origination Credit Are Key

## Member Firms More Likely to Track and Improve Origination Credit

■ Member Firms ■ Non-member Firms



Source: Bloomberg Law's 2022 Diversity, Equity, and Inclusion Framework.

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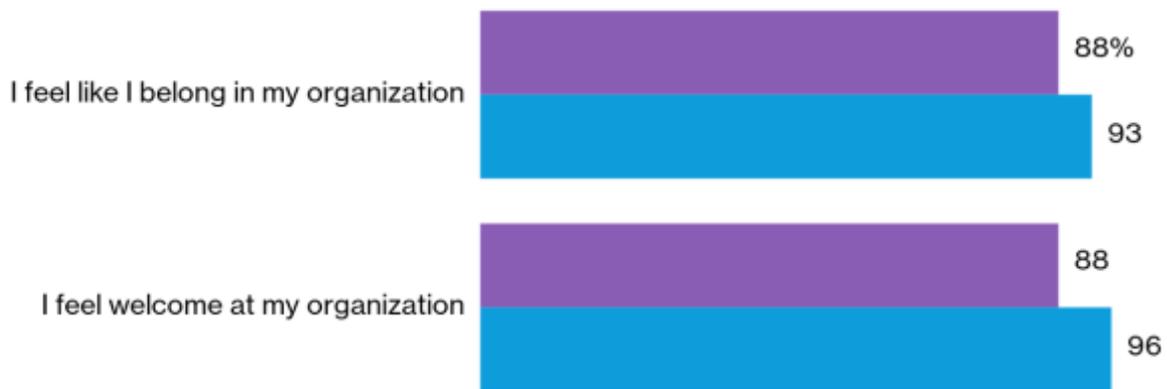
Member firms from Bloomberg Law's 2022 DEI Framework were more likely than non-member firms to *track origination credit* diverse attorneys receive and also have a *strategic plan for improvement* of this metric

# Positive Signs for DEI?

## Most Attorneys Feel Welcome and Like They Belong at Work

But females slightly less so than males

Female Male



Source: Bloomberg Law's Legal Ops & Tech Survey 2022, conducted March 30 to April 22, 2022.

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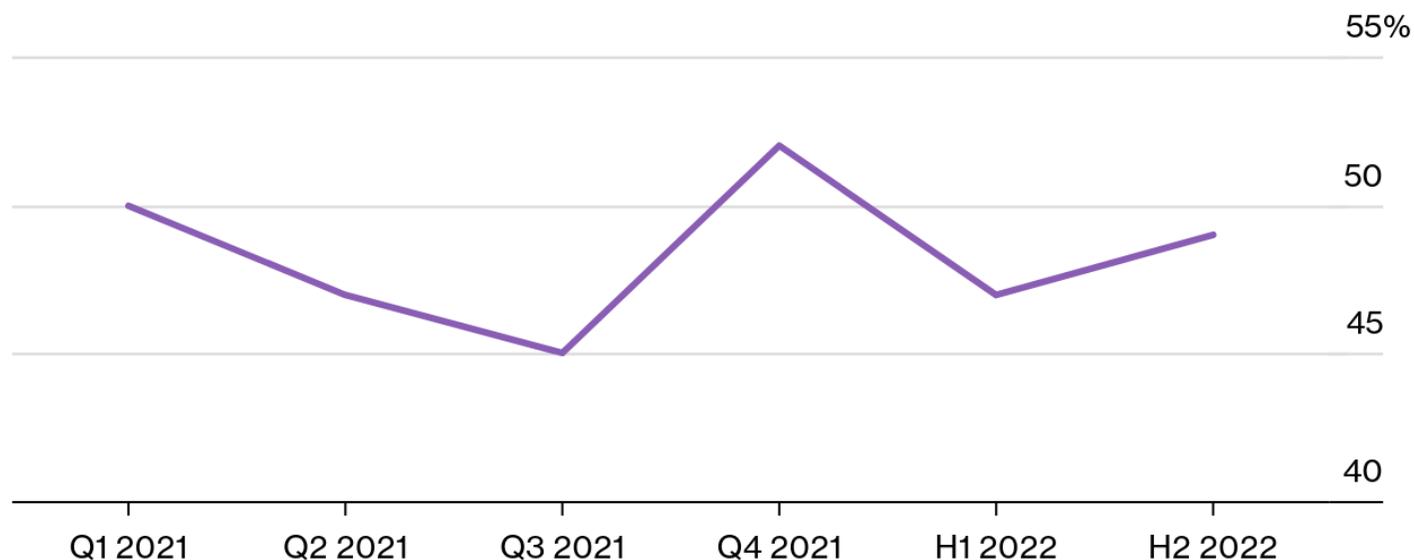
- **Most surveyed attorneys felt welcomed and belonged**
- **Women agreed with these statements less often**
- **There is still work to do**

# Attorney Burnout – An Ongoing Issue for the Legal Profession

Over the past few years, the average reported burnout has ranged between 45% and 52%. *Bloomberg Law's Attorney Workload & Hours Surveys (2021-2022)*

## Attorneys Experience Burnout Almost 50% of the Time

About what percent of the time have you felt burnout in your job?



Source: Bloomberg Law's Workload & Hours Surveys conducted between April 22, 2021 and Feb. 24, 2023. In 2021 the survey was conducted quarterly. In 2022 the survey was conducted semi-annually.

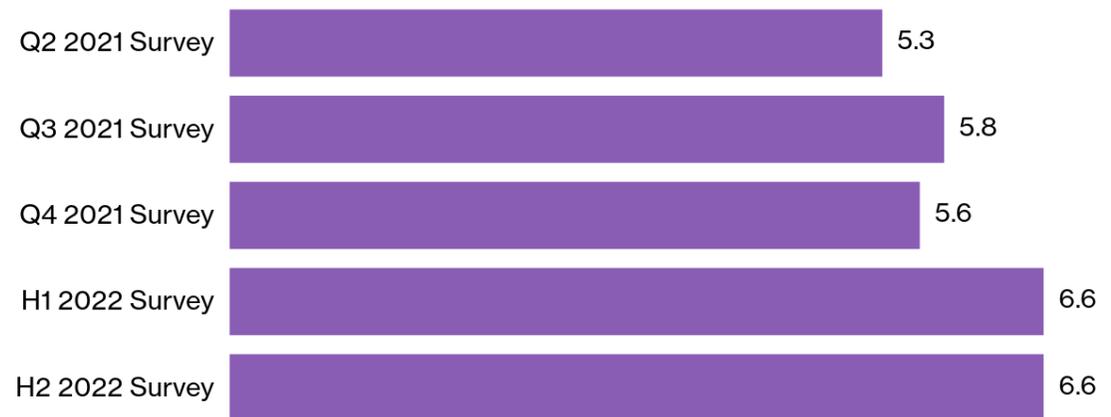
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# Indicators of Improvement in Well-Being?

- **Self-care hours are up**
- **Good for attorneys generally & makes them more effective at their jobs**
- **Self-care is an improvement, but firm policies around well-being is really a driver**

## Self-Care Trending Among Attorneys

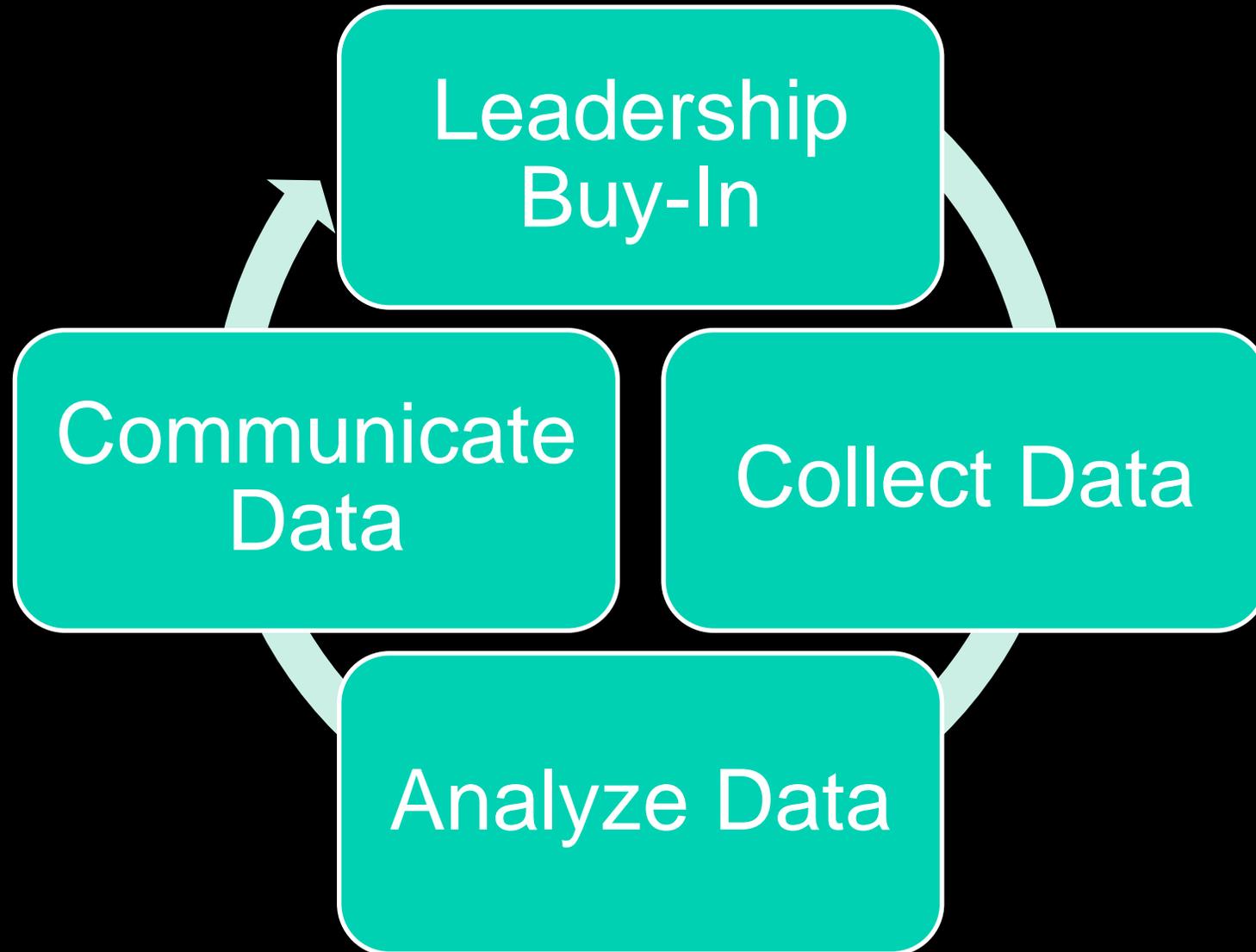
On average, how many hours a week do you spend on self-care?



Source: Bloomberg Law's Workload and Hours Survey, conducted between April 22, 2021 to Feb. 24, 2023. In 2021 the survey was conducted quarterly. In 2022 the survey was conducted semi-annually.

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# Virtuous Cycle for Well-Being





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