

Hooper, Lundy & Bookman named to Bloomberg Law's 2022 Diversity, Equity, and Inclusion Framework

News

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Hooper, Lundy & Bookman is pleased to announce that it has been named to Bloomberg Law's second Diversity, Equity, and Inclusion (DEI) Framework. Hooper, Lundy & Bookman is one of 43 U.S.-based law firms that was recognized for its level of disclosure of diversity-related metrics and distinguished performance against six core pillars: demographics, leadership and talent pipeline, recruitment and retention, business innovation and strategy, marketing, and diversity & inclusion in the community. More information about the Bloomberg Law 2022 DEI Framework, the methodology, and a full list of members, is available at [here](#).

"The desire to incorporate DEI into the selection process for outside legal services presents a new challenge for the industry, but Hooper, Lundy & Bookman has distinguished itself as a law firm worthy of consideration," said Joe Breda, President, Bloomberg Law. "Through a demonstrated commitment to DEI, Hooper, Lundy & Bookman is helping to move the legal industry forward and we recognize their performance by naming them as a member of our 2022 DEI Framework."

"As a co-chair of HLB's DEI committee, it gives me enormous pride that we have come so far and shows how truly dedicated our firm is to creating a fair, equitable and happy place to work," said Sandi Krul, Partner, Hooper, Lundy & Bookman, P.C.

Bloomberg Law's DEI Framework was developed in 2021 in collaboration with Bloomberg's Gender-Equality Index team, as well as diversity leads at corporations and U.S.-based law firms. Performance was assessed across more than 85 metrics, each associated with one of the framework's six core pillars.

Among the key findings of the 2022 report:

- 83% of firms say they have a chief diversity officer, and nearly all (91%) have a public statement regarding their commitment to diversity and inclusion
- Women make up half (50.8%) of all law firm associates, and just under one-third (29.4%) of partners. Six percent of firm associates and 2.7% of partners are Black, 11.3% of associates and 4.2% of partners are Asian American.
- This year, 70% of firms require diversity in the pool of candidates for management and leadership positions, up from 58% last year.

PROFESSIONAL



SANDI KRUL
Partner
Los Angeles

- There are meaningful differences between firms who made the list of 2022 DEI Framework member firms and those who did not. Among firms who made the list, 54% said practice group leaders have clear diversity and inclusion goals included as part of their annual performance review, while only 10% of non-member firms said their practice group leaders have these goals.
- Additionally, nearly all (97.7%) member firms provide opportunities for attorneys to voluntarily disclose disability, veteran status, sexual orientation, gender identity and gender expression through firm collection procedures, compared to 40% of non-member firms.

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