



The State Bar of California

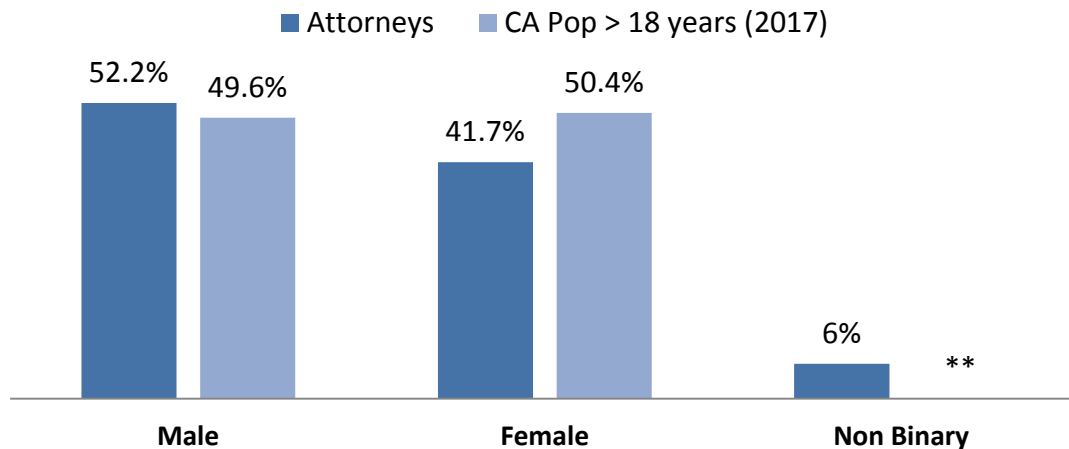
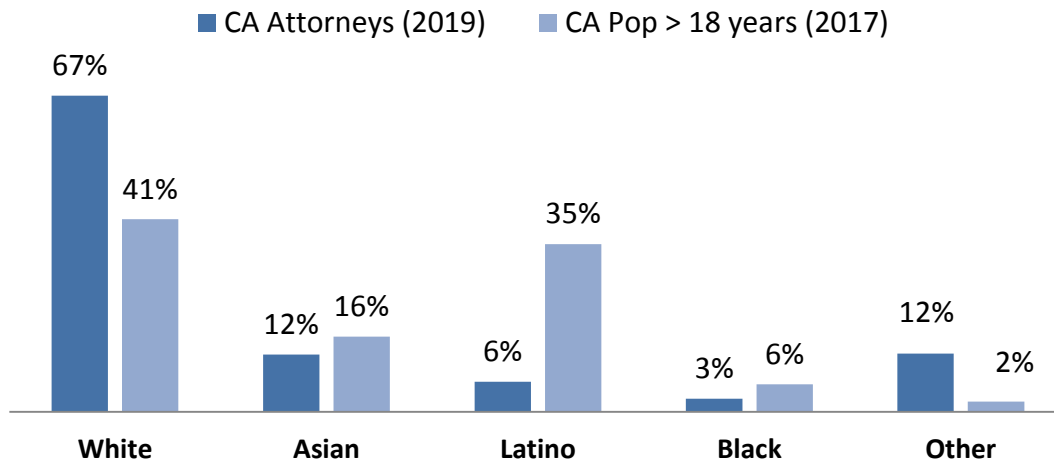
Advancing Diversity and Inclusion in the Legal Profession

A statutory change to the State Bar mission, effective in 2019, specifically emphasizes that access and inclusion are core to the Bar’s public protection mission.

What We Know

- The demographics of California have changed dramatically over the last 30 years.
- Diversity in California’s legal profession, while increasing slowly, does not match the state’s demographic richness.
- In 2019, the State Bar began collecting data from all active attorneys on all dimensions of diversity, including race and ethnicity, gender identification, sexual orientation, veteran status, age, and disability. The charts below are based on data from over 120,000 attorneys who have responded to the survey to date.

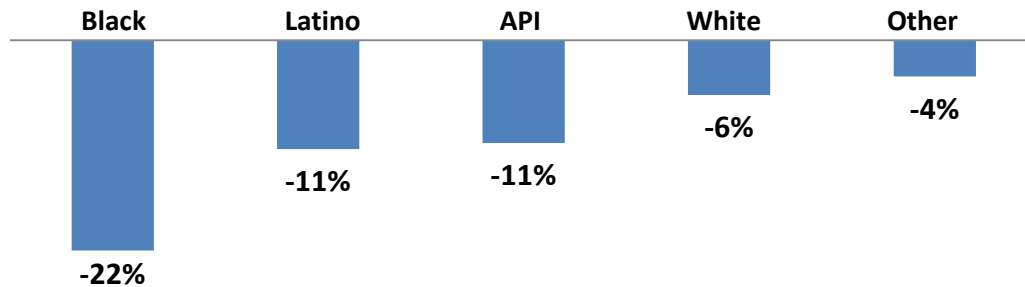
California Attorneys are Less Diverse than State’s Overall Population



- Diversity in California law schools is increasing, but available data shows that students of color leave law school before graduation at disproportionate rates.

Estimated California ABA Law School Dropout Rate

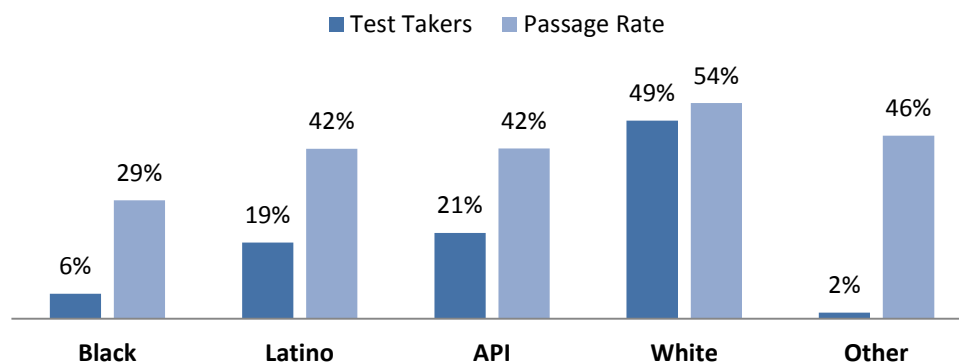
% change between 2014 first-year matriculants and 2017 law school graduates



Source: ABA Section of Legal Education 509 Required Disclosures, Compilation—All School Data, JD Enrollment and Ethnicity 2014- 2017 Report, First Year Class 2014-2017 Report

- Graduates of color also show lower first-time pass rates on the California Bar Exam. Disparities continue and escalate as diverse populations progress through their careers, but attrition data is limited and fragmented.

California ABA Law School Bar Exam Passage Rate, 2018



Strategic Objectives

- **Statewide Leadership:** Beginning in 2019, the State Bar began collecting data from California attorneys that will help us understand trends in career retention and advancement. We will develop an annual report card to track diversity in California’s legal profession using this data. We will also improve MCLE elimination-of-bias training.
- **Pipeline to the Profession:** We will partner with law schools to improve data collection that will help us better track and understand law school attrition rates and identify promising programs to increase matriculation and bar passage for individuals with diverse backgrounds.
- **Entry to the Profession:** We will review California Bar Exam questions and grading from a diversity and inclusion perspective to help eliminate unintended disparate impacts. We will work with law schools to expand programs that help all students prepare for the bar exam.
- **Retention and Career Advancement in the Legal Profession:** Using data from newly launched licensee surveys, we will identify themes and trends impacting retention and develop approaches for high-impact retention and advancement strategies.