

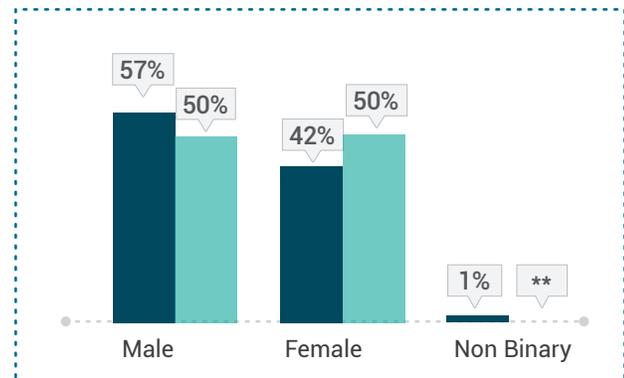
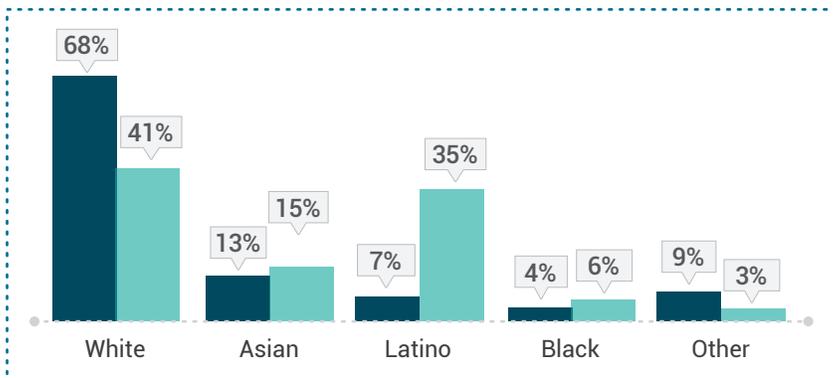


Diversity & Inclusion in the California Legal Profession

In January 2019, the State Bar expanded the data it collects from licensed attorneys. The more comprehensive demographic and employment data being collected will enable the State Bar to measure progress toward achieving the goal of an attorney population that matches demographics of the state and to identify barriers to diverse attorneys' retention and advancement in the profession. This Bar Brief draws from data collected to date from over 125,000 California attorneys.

California's Legal Profession Remains Predominantly White and Male

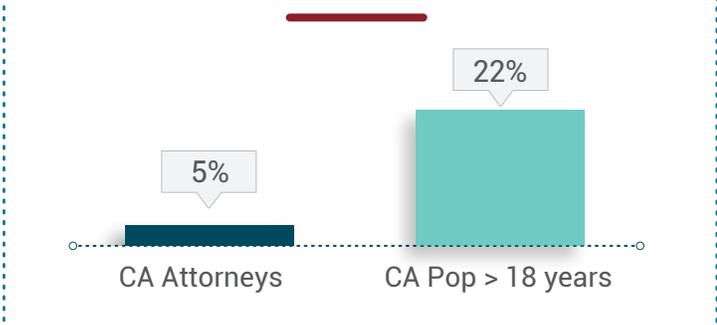
CA Attorneys (2019) CA Pop > 18 years (2017)



California's legal profession remains approximately two-thirds white, while the state's population is nearly 60 percent people of color. Latinos in particular are underrepresented among attorneys.

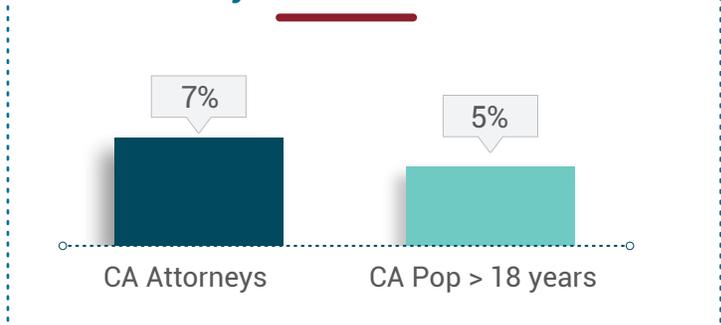
Women are a slight majority in California's adult population, but they make up about 42 percent of California attorneys.

Fewer Attorneys with Disabilities Than State Estimate



CA Estimate Source: National Center on Birth Defects and Developmental Disabilities
More than one in five Californians has some form of disability: mobility issues, cognitive impairments, vision and hearing impairments, and other disabilities that limit activities and self-care. Few attorney respondents reported having a disability.

Attorney LGBTQ Population Roughly at Parity with State Estimate



CA Estimate Source: Williams Institute, UCLA School of Law
About a third of attorney survey respondents declined to answer the survey question about sexual orientation. However, total respondents who identified themselves as having an orientation other than heterosexual indicate that the attorney population is slightly higher than with estimates of the LGBTQ population in California.

What is the Value of Collecting Diversity Data?



Improving data on diversity and inclusion is one of the State Bar's strategic objectives. Collecting diversity data on the legal profession helps us to:

- » Raise awareness of barriers
- » Create an evidence base for examining diversity issues
- » Identify sector-specific problem areas
- » Measure progress toward improved diversity and inclusivity



Data can help inform the work of other entities as well as our own diversity and inclusion work, which includes knowledge-sharing on best practices in:

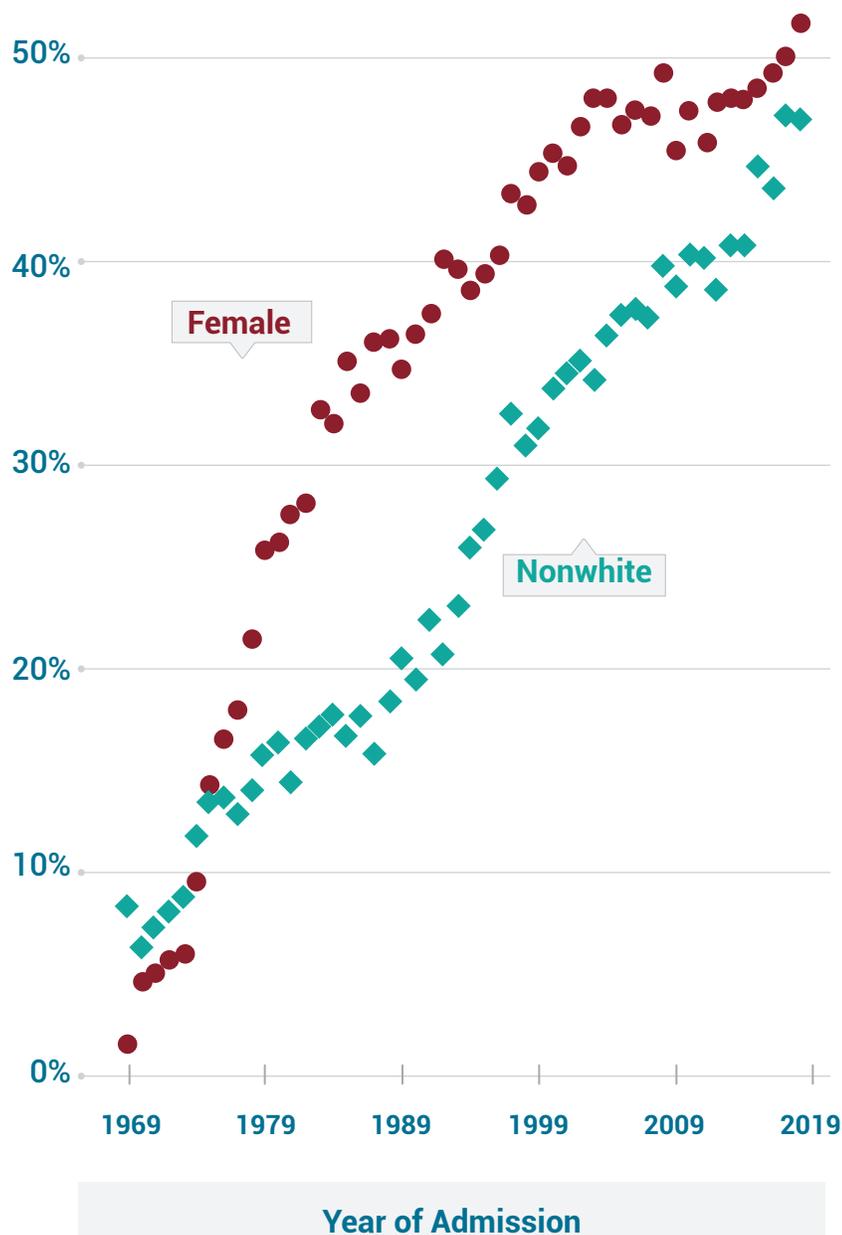
- » Evidence-based programming
- » Law school retention
- » Bar passage
- » Career advancement and satisfaction
- » Requirements and offerings for Minimum Continuing Legal Education

We believe that sharing this data will also help other entities develop targeted programming and determine whether particular interventions are working.

Demographic Data Reflects A Gradual Shift Toward a More Diverse Legal Profession

The plot chart below illustrates the gradual increase in racial/ethnic and gender diversity that has occurred over time in California's legal profession. The horizontal axis represents years in the profession. The newest cohorts in the profession, at the right of the chart, are far more diverse than those who have been in the profession for decades.

Percent of Attorneys Who Identify As



The data provided is for active attorneys only. Numbers are expected to change as new data becomes available