



The State Bar *of California*

Annual Report: New Demographic Metrics

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Overview

State Bar Strategic Goal 4:

- Support access to legal services for low- and moderate-income Californians and promote policies and programs to eliminate bias and promote an inclusive environment in the legal system and for the public it serves, and strive to achieve a statewide attorney population that reflects the rich demographics of the state's population
- (g) Work with the California Accredited Law Schools and registered schools to develop enhanced demographic reporting requirements by December 31, 2019



Overview continued

- How will the data be used?
 - Understand enrollment, graduation, and attrition trends by demographics for all California law schools
- What is the timeline for data collection?
 - Aggregate data will be collected by the schools
 - Documents and trainings materials will be available for early 2020



Current Race/Ethnicity and Gender Breakdown for Students Enrolled

SECTION 21: Ethnic and Gender Breakdown**GUIDELINE 10.1**

Please complete the Breakdown of Ethnic and Gender Enrollment for J.D. students actually enrolled (not just admitted) as of September 15 for the 2018-2019 academic year.

	African American	Latinx	Asian or Pacific Islander	Native American	Caucasian	Other/ Decline to State	TOTAL
1. First-year female							0
2. First-year male							0
3. Sub-Total (1+2)	0	0	0	0	0	0	0
4. Second-year female							0
5. Second-year male							0
6. Sub-Total (4+5)	0	0	0	0	0	0	0
7. Third-year female							0
8. Third-year male							0
9. Sub-Total (7+8)	0	0	0	0	0	0	0
10. Fourth-year female							0
11. Fourth-year male							0
12. Sub-Total (10+11)	0	0	0	0	0	0	0
13. Total (3+6+9+12)* Total should equal Line 1 on Attachment 13	0	0	0	0	0	0	0
14. Total - Female (1+4+7+10)	0	0	0	0	0	0	0
15. Total - Male (2+5+8+11)	0	0	0	0	0	0	0



New Metrics: Race/Ethnicity and Gender Breakdown for Students Enrolled

[illegible]



New Metrics: Race/Ethnicity and Gender Breakdown for Students Enrolled - Continued

[illegible]



New Metrics: Race/Ethnicity and Gender Breakdown for Students Transferring in (2nd J.D. and higher)

[illegible]



New Metrics: Race/Ethnicity and Gender Breakdown for Attrition (Academic and Non-Academic)

2 Step Process:

- Establish baseline in early 2020 by collecting enrollment by J.D. year
- Following year - request number of students that did not return (non-matriculated)

By J.D. year (1 st J.D., 2 nd J.D., 3 rd J.D., etc.)	Race/Ethnicity (Academic Attrition)	Female	Male	Other	Decline to State	Total
	White					
	Black					
	Hispanic/Latino					
	Asian					
	Middle Eastern or North African					
	American Indian or Alaska Native					
	Native Hawaiian or Other Pacific Islander					
	More than one					
	Other					
	Decline to State					
	Total					

By J.D. year (1 st J.D., 2 nd J.D., 3 rd J.D., etc.)	Race/Ethnicity (Non-Academic Attrition)	Female	Male	Other	Decline to State	Total
	White					
	Black					
	Hispanic/Latino					
	Asian					
	Middle Eastern or North African					
	American Indian or Alaska Native					
	Native Hawaiian or Other Pacific Islander					
	More than one					
	Other					
	Decline to State					
	Total					



New Metrics: Demographics Breakdown for Students J.D. Awarded and All Student Enrolled

	Race/Ethnicity	All Students Enrolled
1	White	
2	Black	
3	Hispanic/Latino	
4	Asian	
5	Middle Eastern or North African	
6	American Indian or Alaska Native	
7	Native Hawaiian or Other Pacific Islander	
8	More than one	
9	Declined	
10	Total (1+2+3+4+5+6+7+8+9)	
	Gender	2019
11	Female	
12	Male	
13	Other	
14	Declined	
15	Total (11+12+13+14)	
	Sexual Orientaton	2019
16	Lesbian or Gay	
17	Bisexual	
18	Heterosexual	
19	Pansexual	
20	Asexual	
21	Not listed	
22	Decline to State	
23	Total (16+17+18+19+20+21+22)	
	Disability	2019
24	Yes	
25	No	
26	Decline to State	
27	Total (24+25+26)	
	Veteran	2019
28	Yes	
29	No	
30	Decline to State	
31	Total (28+29+30)	

	Race/Ethnicity	J.D. Degrees Awarded 2019
1	White	
2	Black	
3	Hispanic/Latino	
4	Asian	
5	Middle Eastern or North African	
6	American Indian or Alaska Native	
7	Native Hawaiian or Other Pacific Islander	
8	More than one	
9	Declined	
10	Total (1+2+3+4+5+6+7+8+9)	
	Gender	2019
11	Female	
12	Male	
13	Other	
14	Declined	
15	Total (11+12+13+14)	
	Sexual Orientaton	2019
16	Lesbian or Gay	
17	Bisexual	
18	Heterosexual	
19	Pansexual	
20	Asexual	
21	Not listed	
22	Decline to State	
23	Total (16+17+18+19+20+21+22)	
	Disability	2019
24	Yes	
25	No	
26	Decline to State	
27	Total (24+25+26)	
	Veteran	2019
28	Yes	
29	No	
30	Decline to State	
31	Total (28+29+30)	



Next Steps

- State Bar will develop training materials to support new data collection requirements:
 - ☐ Best practices for collecting demographic data
 - ☐ Recommendations for collecting data from students
 - ☐ Guide for comparing State Bar race/ethnicity categories with Western Association of Schools and Colleges (WASC)/The Integrated Postsecondary Education Data System (IPEDS)
- Implementation will start early 2020
- Aggregate data (by school type) will be reported and shared with CSBARs on an annual basis