



The State Bar *of California*

Annual Report: New Demographic Metrics

Natalie Leonard, Principal Program Analyst

Office of Admissions

Carolina Almarante, Senior Program Analyst

Office of Research and Institutional Accountability (ORIA)



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
- Objective (g) Work with the California Accredited Law Schools and registered schools to develop enhanced demographic reporting requirements by February 28, 2020.



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 starting in Fall 2020
- ☐ Instructional materials will be available in Spring 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



Updated Demographic Metrics

1st Stage (Fall 2020)

- Report student enrollment and JD awarded by ABA/IPEDS categories for race/ethnicity.
- Develop a baseline data on attrition across all California law schools by race/ethnicity.

2nd Stage (Fall 2021)

- Report student enrollment and JD awarded using ABA demographics for gender (binary/non-binary categories).
- Develop baseline data on attrition across all California law schools by gender.
- Law schools would report attrition/transfer-in data by race and gender.

3rd Stage (Fall 2022)

- Report on veteran, disability, and sexual orientation for JD awarded only.
- Data will be compared to California licensee population.



Updated Race/Ethnicity and Gender Breakdown for Students Enrolled

[illegible]

Updated Race/Ethnicity and Gender Breakdown for JD Awarded

[illegible]



Expanded Demographic Categories for JD Awarded Only

	Heterosexual	LGBTQIA+	Decline/Unknown	Total
JD Awarded				

	No Disability Reported	Disability Reported	Decline/Unknown	Total
JD Awarded				

	Veteran	Not a Veteran	Decline/Unknown	Total
JD Awarded				

3rd Stage (Fall 2022)

- Report on veteran, disability, and sexual orientation for JD awarded only.
- Data will be compared to California licensee population.



Privacy and Confidentiality of Student Data Reported to the State Bar



Next Steps

- State Bar will send out a survey to understand current data collection of the various law schools (Late December)
- Data from the survey will inform the development of instructional materials to support data collection requirements:
 - ✓ Best practices for collecting demographic data
 - ✓ Recommendations for collecting data from students
- Implementation will start in Spring 2020
- Aggregate data (by school type) will be reported and shared with CSBARS and CBE on an annual basis