



The State Bar *of California*

2022 Report Card on Diversity of California's Legal Profession

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Attorney Census

Demographic analyses: based on 2022 Active Attorneys (response rate: 65-90%)

- Race and Ethnicity
- Gender Identity
- Transgender
- Sexual Orientation
- Veteran
- Attorneys with Disabilities

Employment/Leadership analyses: based on 2021 active attorneys (response rate 68%)

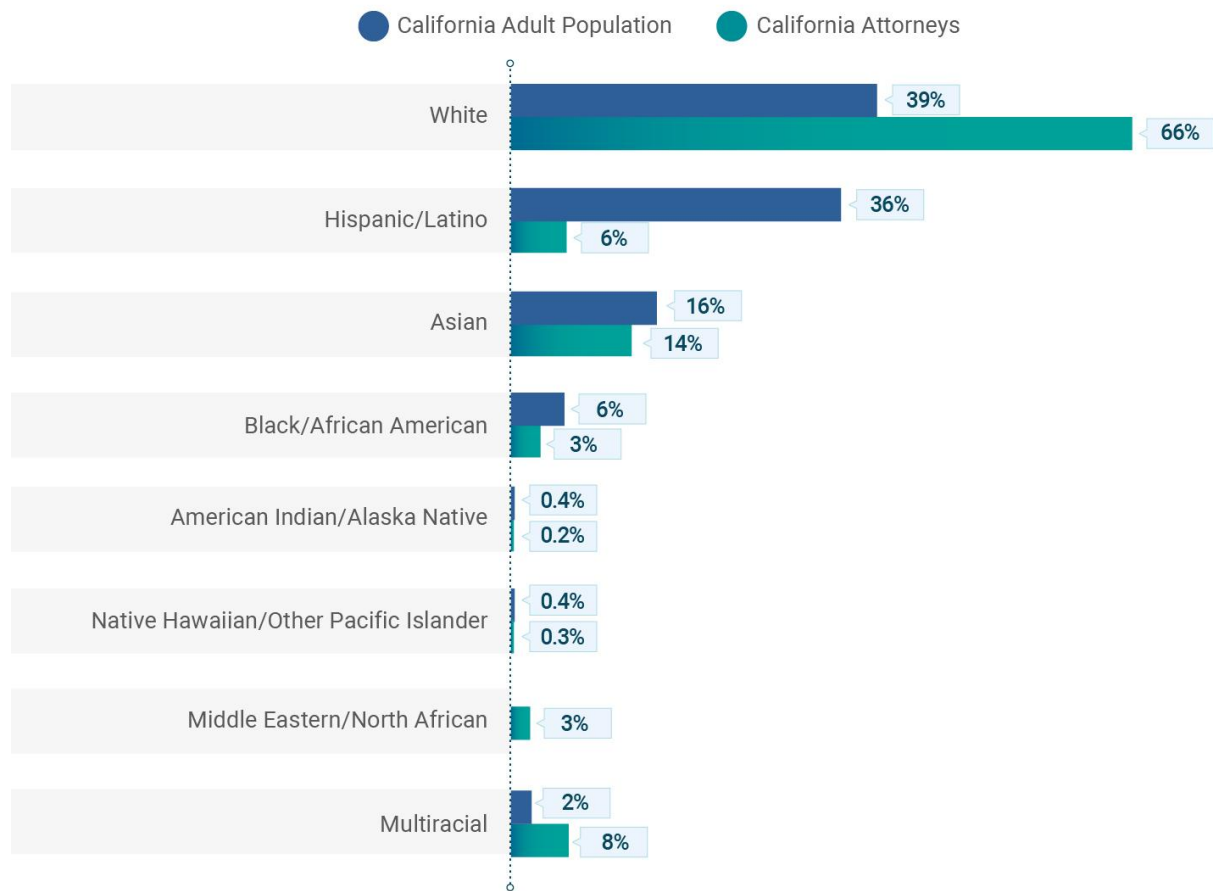
State Bar Administrative Data

2020 Impact Survey: voluntary survey administered to all licensees



Race and Ethnicity

Race/Ethnicity
California's Adult Population Compared with
California's 2022 Attorney Population



White and People of Color
California's Adult Population Compared with
California's 2022 Attorney Population

California Population - Age 18+ Years



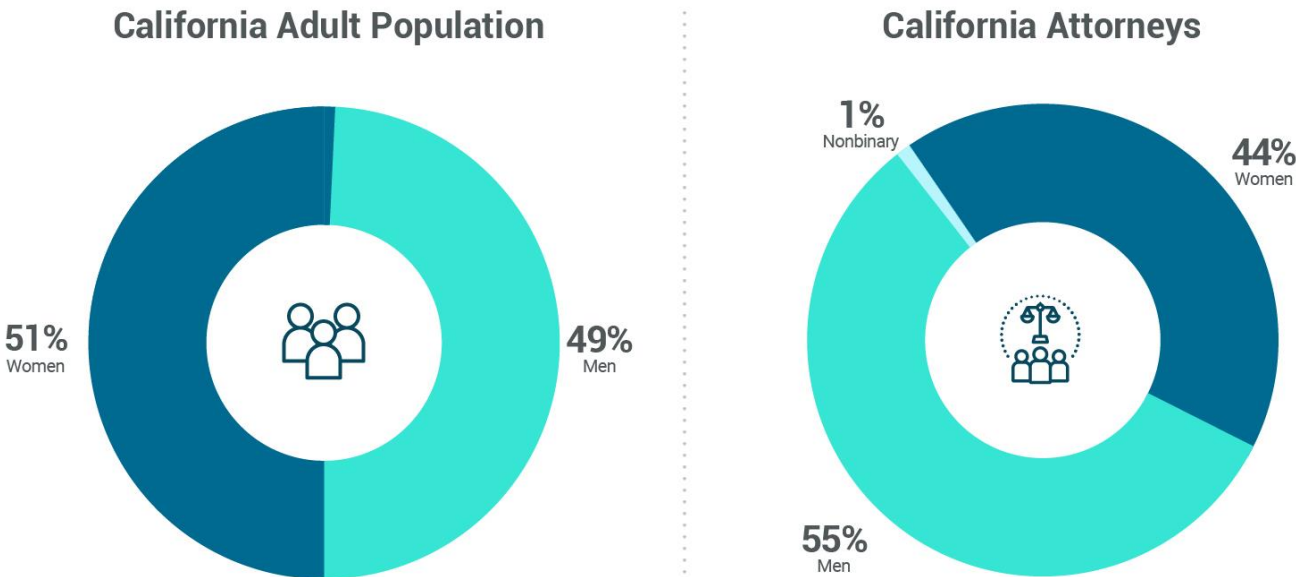
California Attorneys



Gender Identity

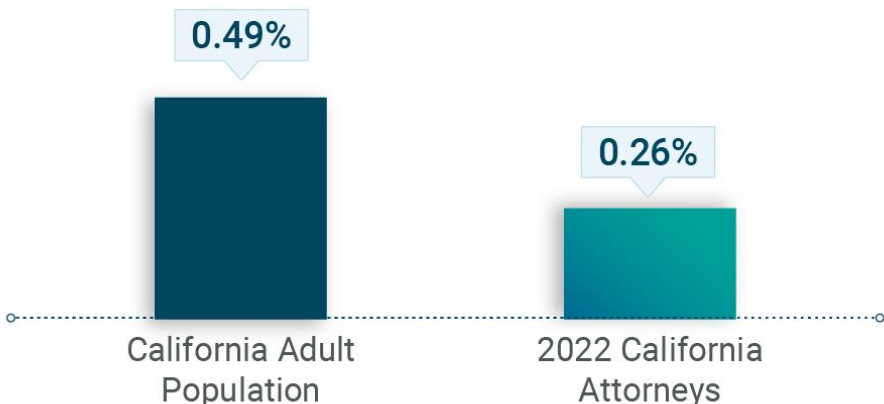
Gender Identity

California's Adult Population Compared
with California's 2022 Attorney Population



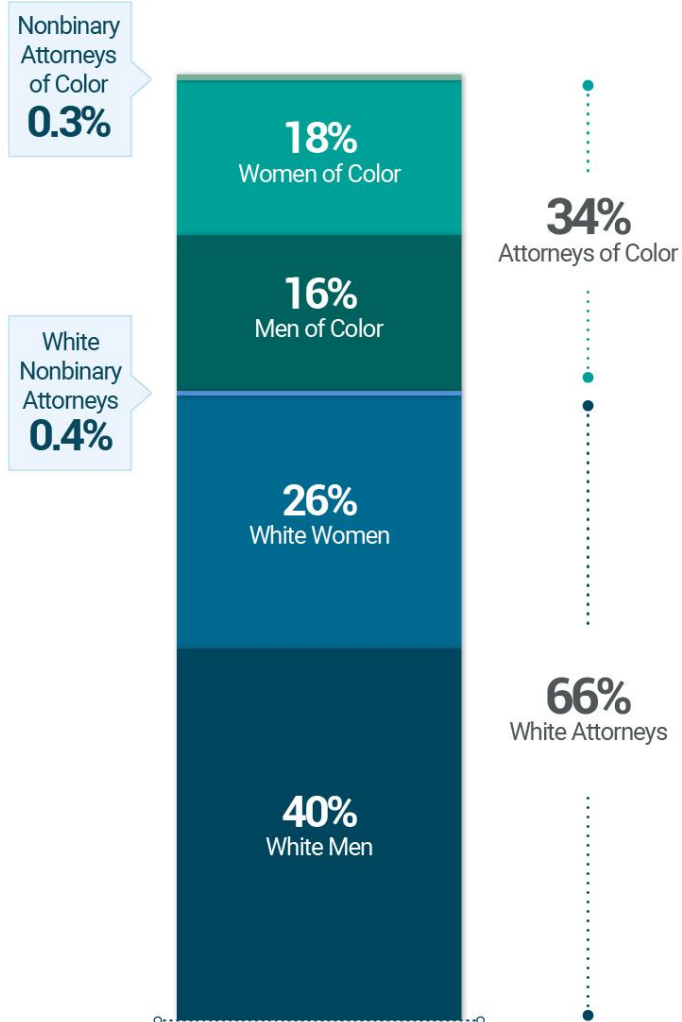
Transgender

California Adult Population Compared with
California's 2022 Attorneys Population



Intersection of Race/Ethnicity and Gender identity

Intersection of Race/Ethnicity and Gender identity California's 2022 Attorney Population



- White men comprise the largest group of California attorneys.
- The next largest group is white women followed by women of color and men of color

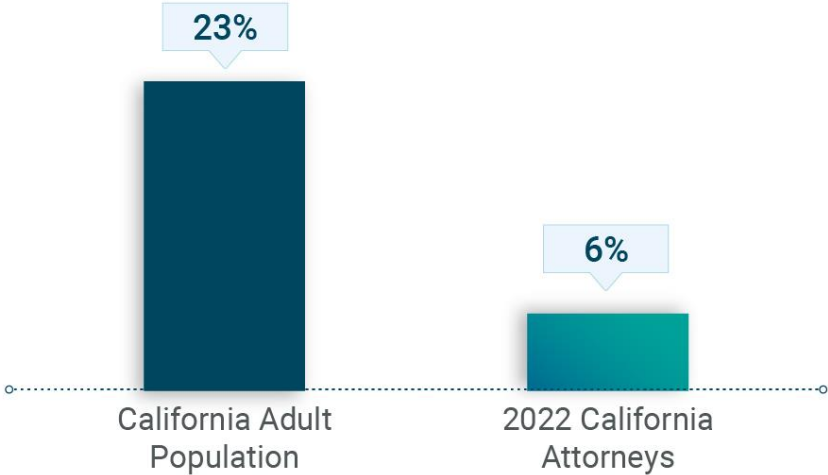


Other Demographics

Sexual Orientation/Identity: LGBTQIA+
California's Adult Population Compared with
California's 2022 Attorneys Population



People with Disabilities:
California's Adult Population Compared with
California's 2022 Attorneys Population

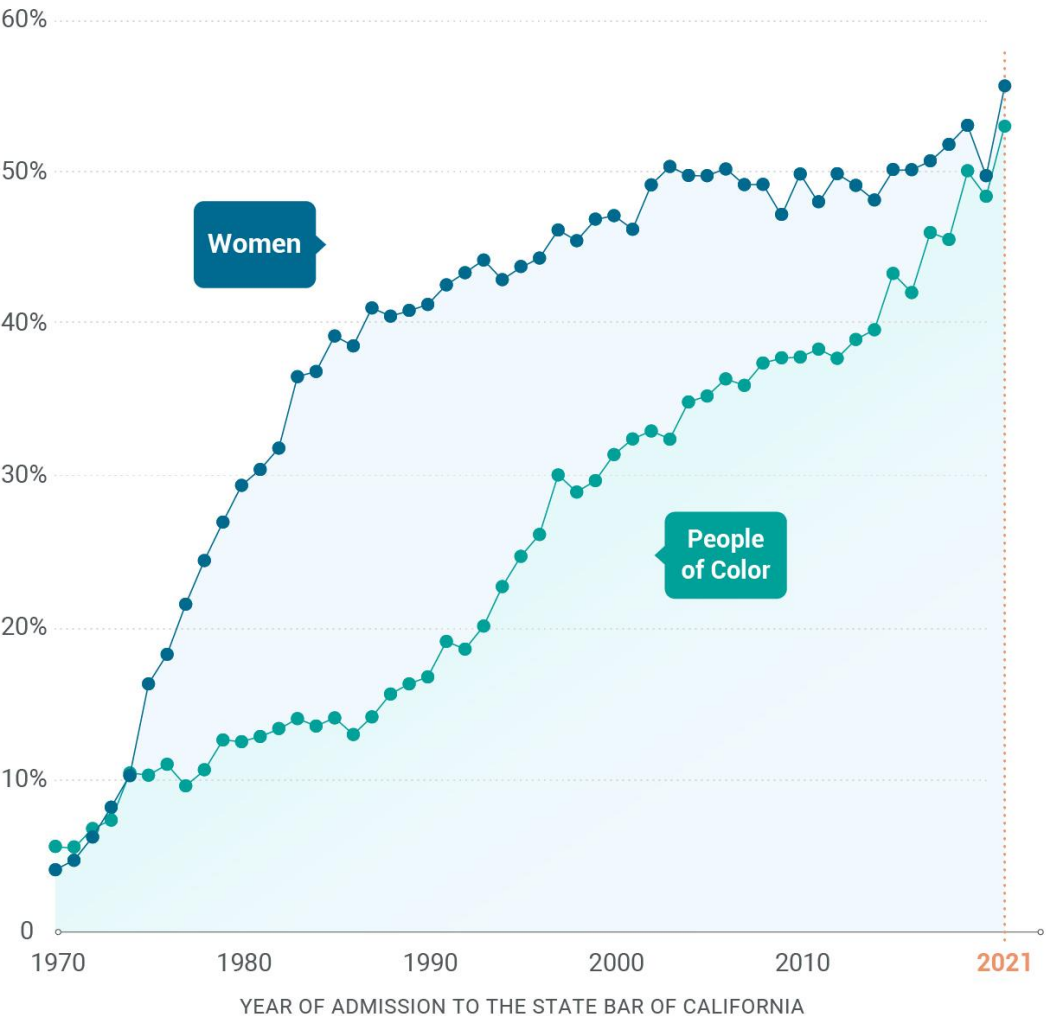


Veterans:
California's Adult Population Compared with
California's 2022 Attorneys Population



Newly Admitted Attorneys

Percent of California Attorneys Who Identify as a Woman
or Person of Color by Year Admitted to the State Bar of
California: 1970 - 2021



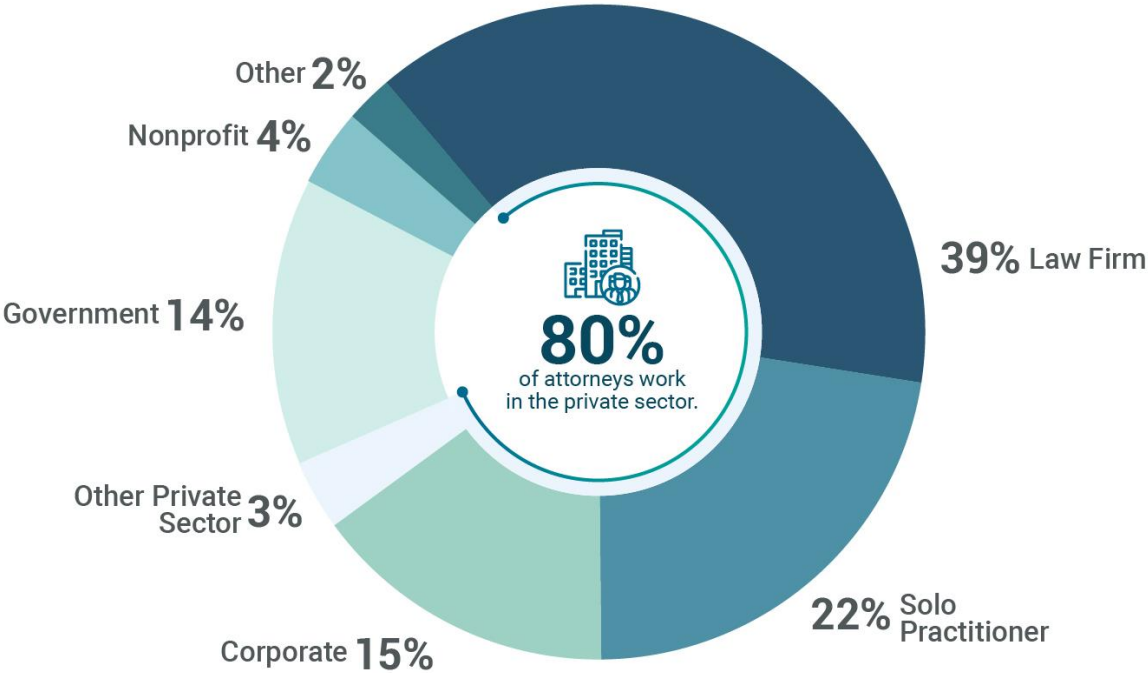
Attorneys Admitted in 2021

- Women: 56%
- People of color: 53%

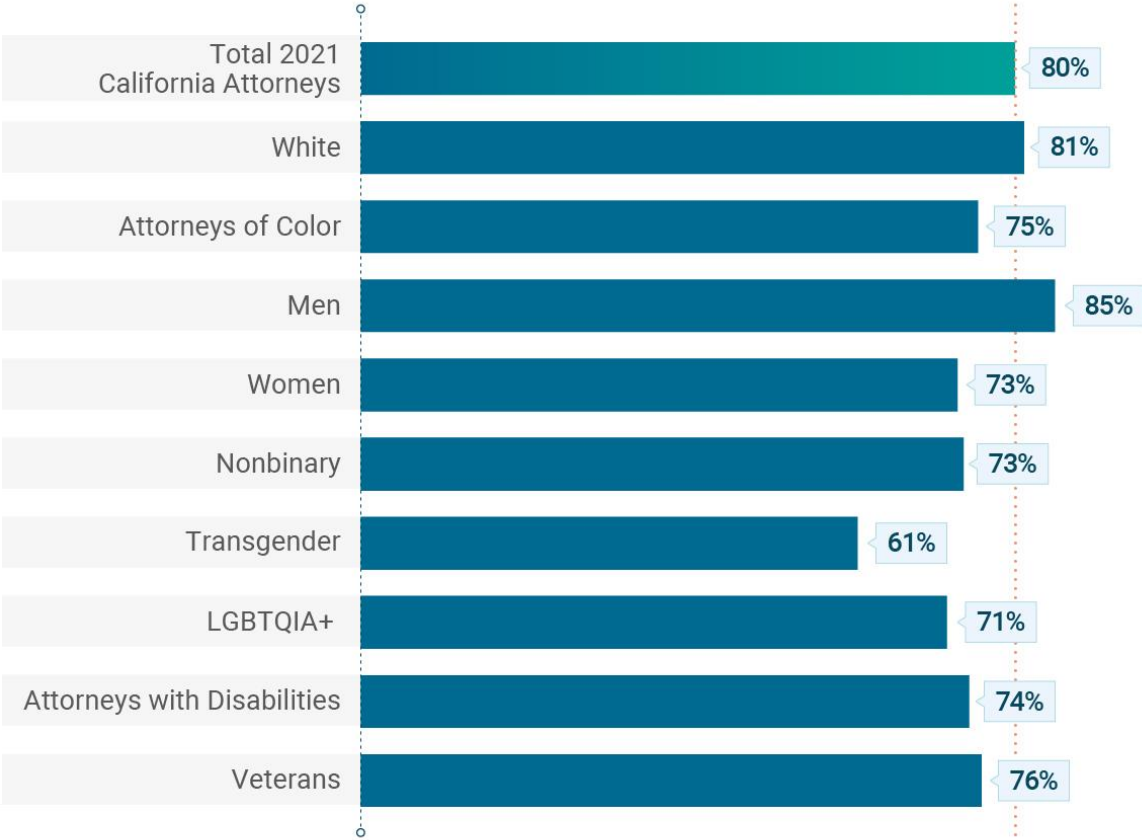


2021 Attorney Census: Where do attorneys work?

California Attorneys' Primary Employment Sector

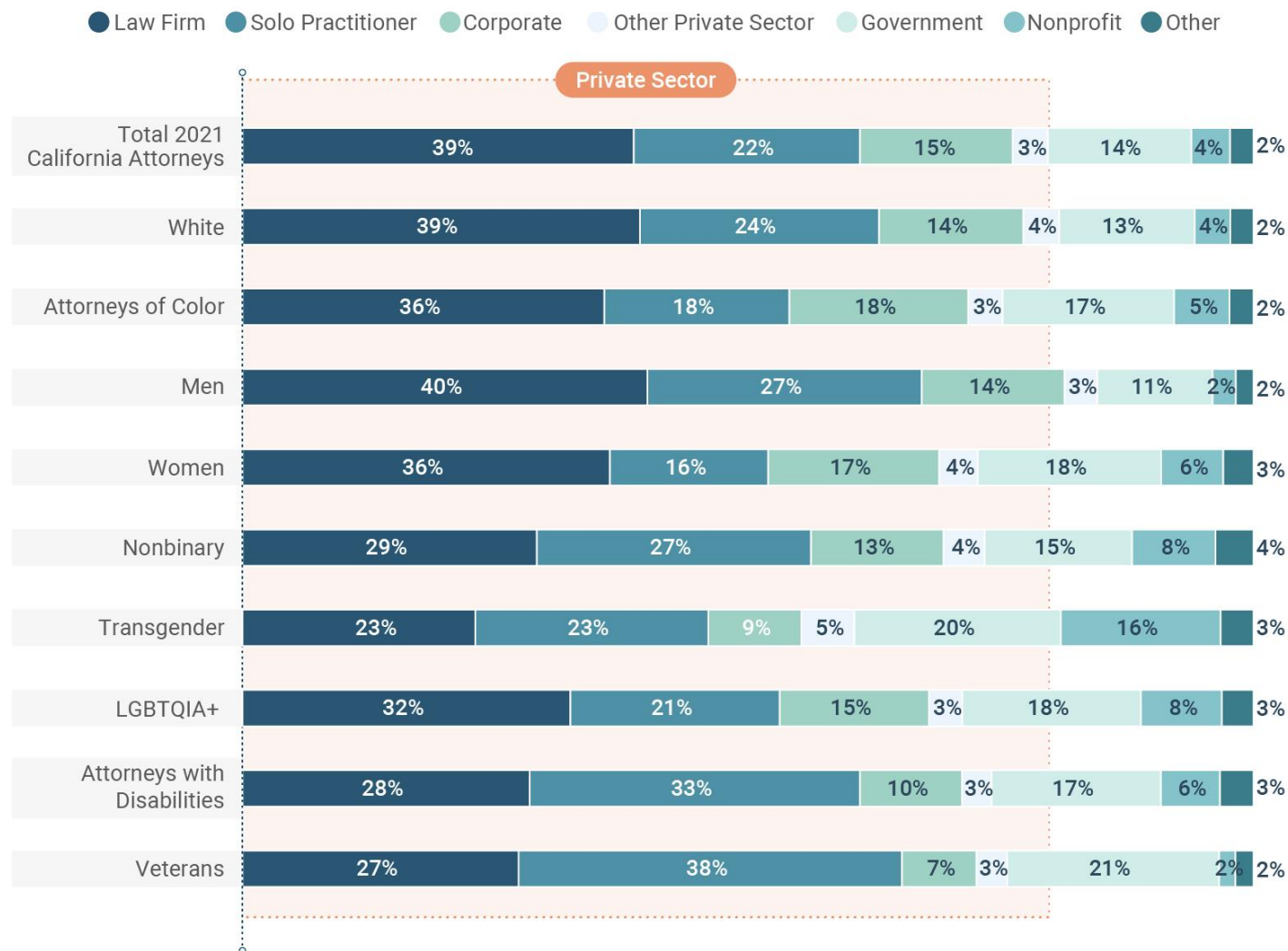


California Attorneys Who Work in the Private Sector by Demographic Characteristics



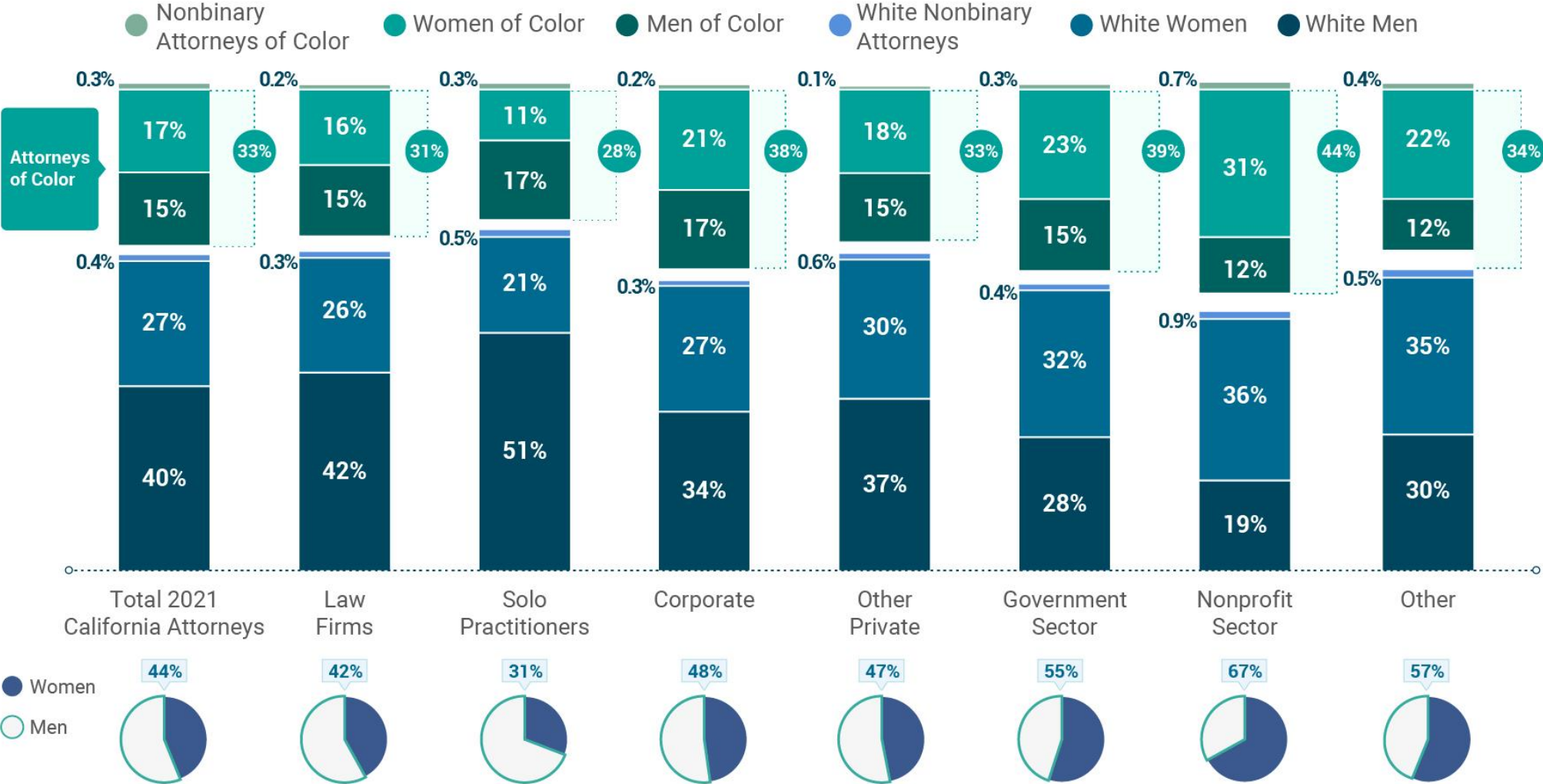
2021: Where do attorneys work?

California Attorney Primary Employment Sector by Demographic Background Characteristics



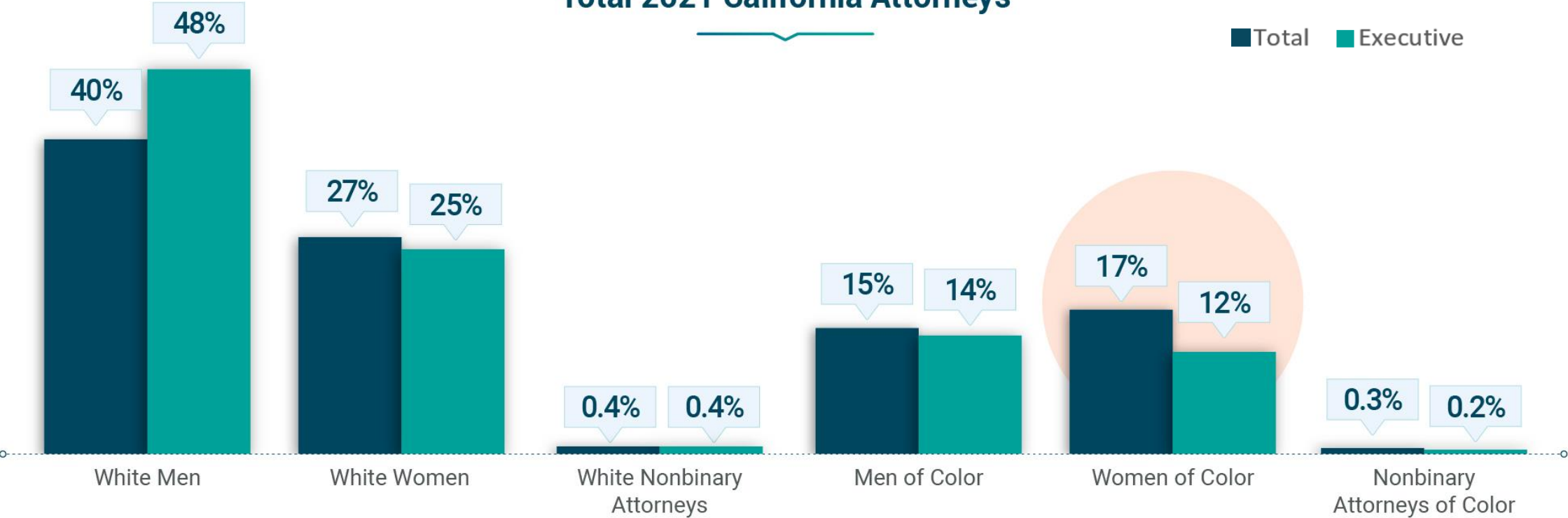
2021: Sector Diversity

Racial/Ethnic and Gender Composition of Employment Settings

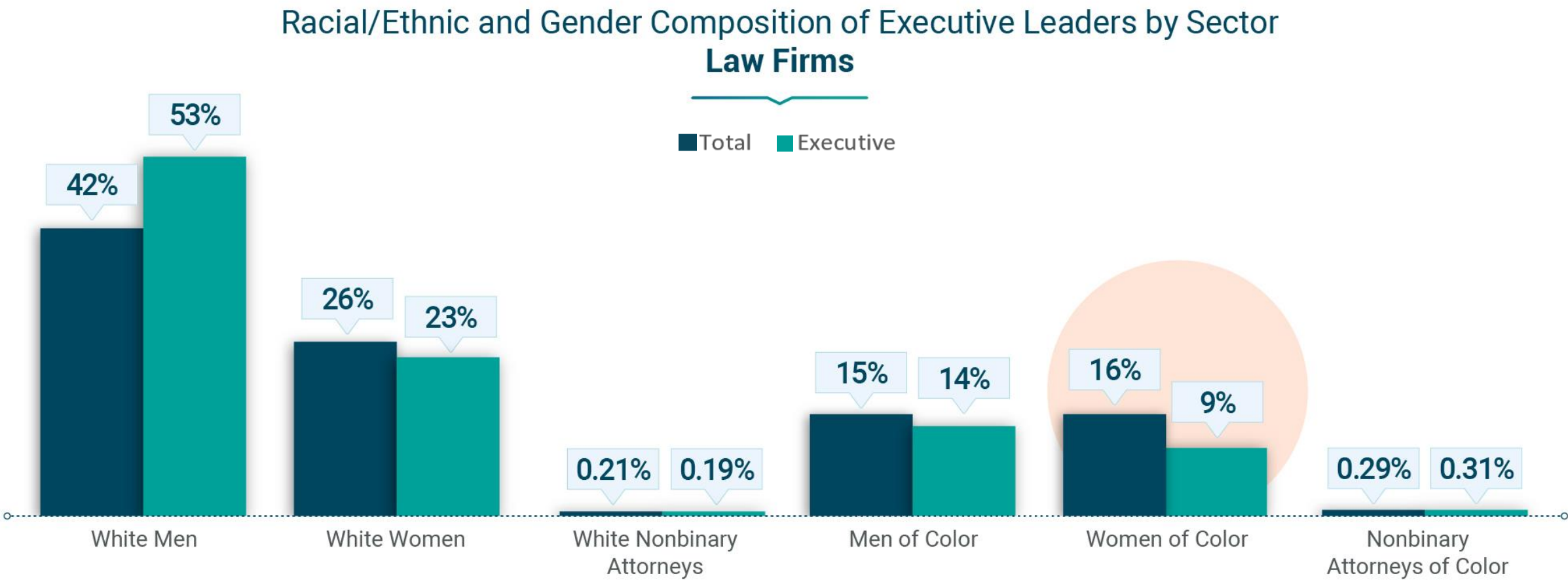


2021 Attorney Census: Executive Leaders

Racial/Ethnic and Gender Composition of Executive Leaders by Sector
Total 2021 California Attorneys

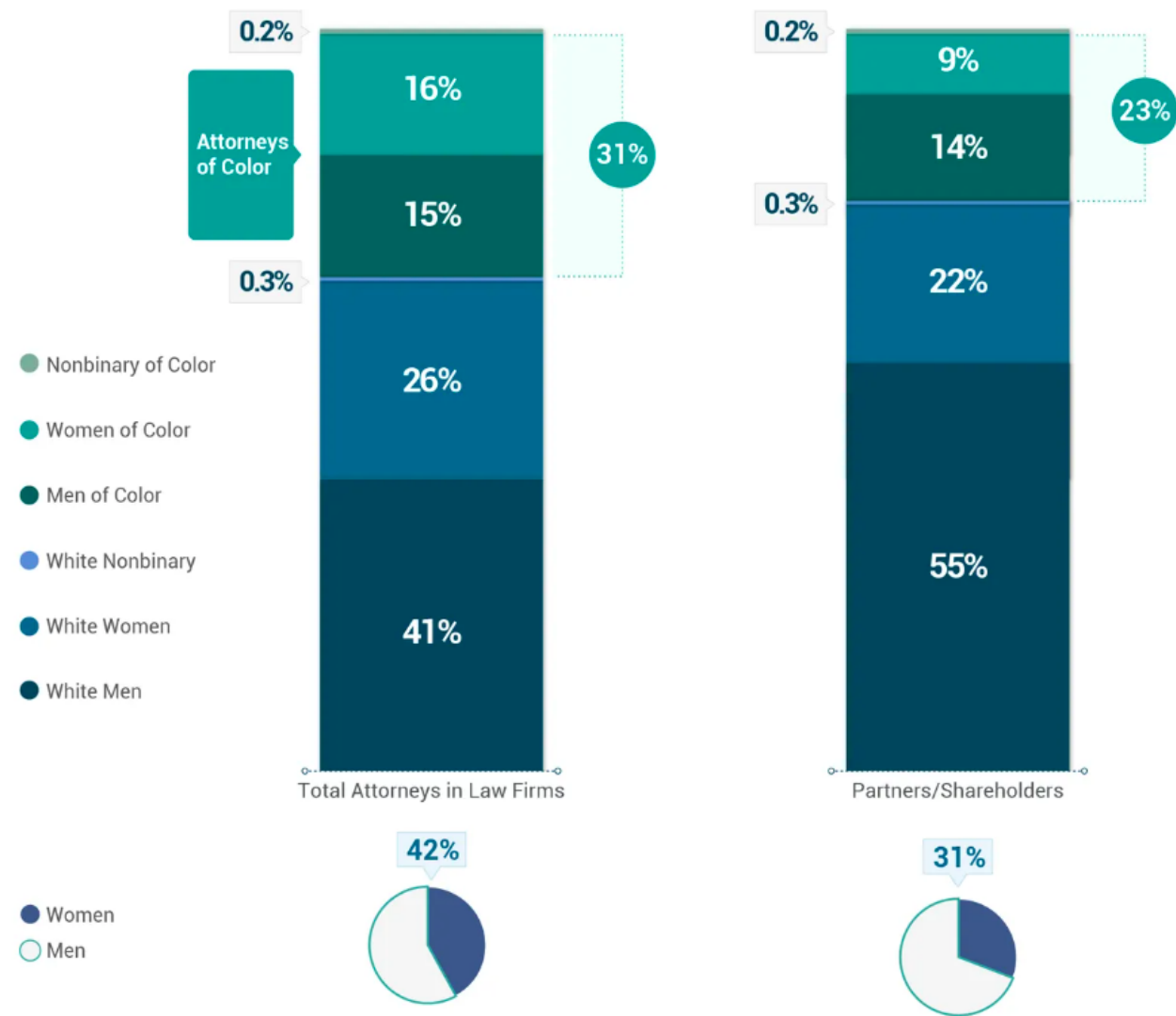


2021: Executive Leaders in Law Firms



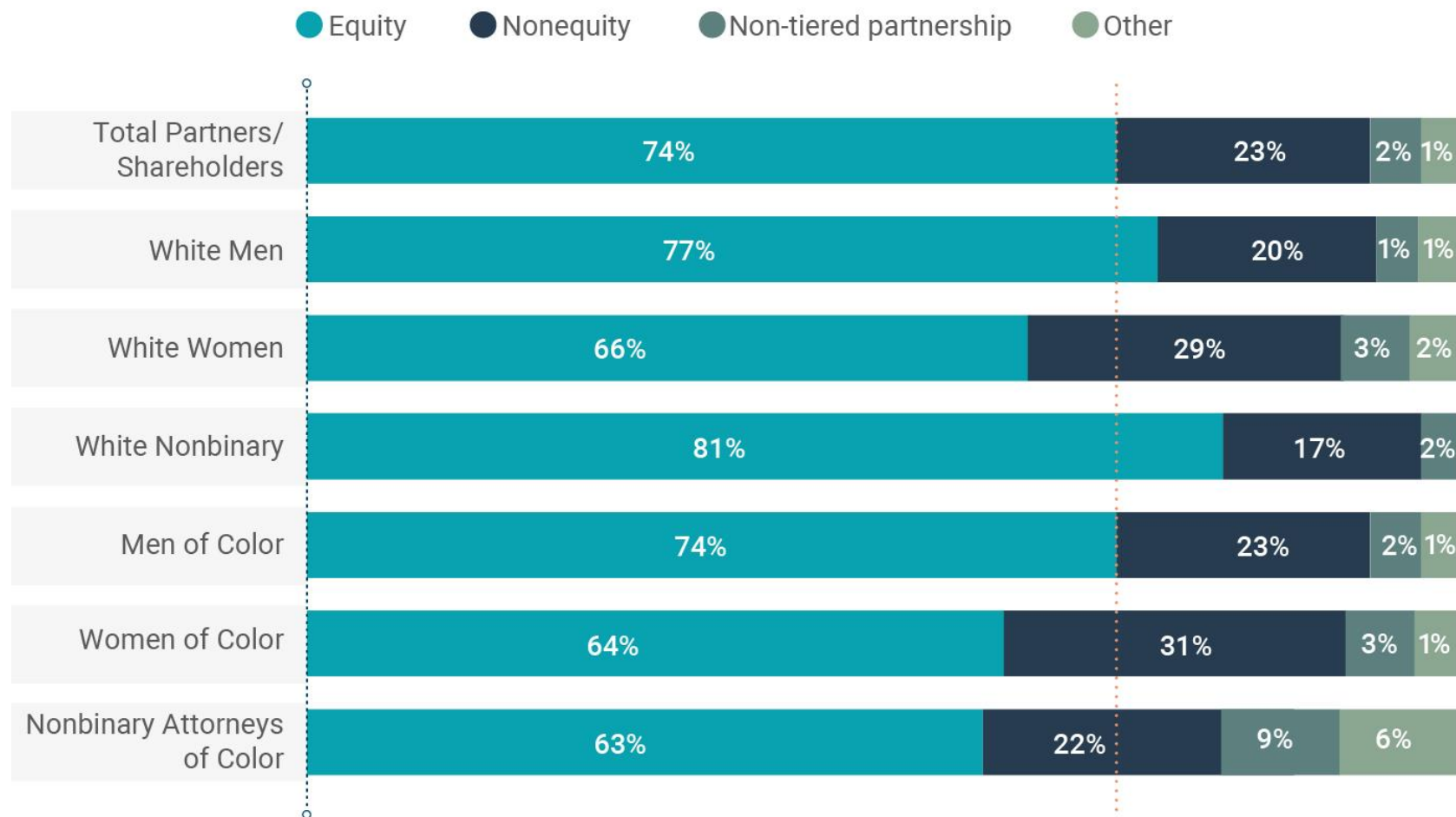
2021: Law Firm Partners and Shareholders

Figure 18. Racial/Ethnic and Gender Composition of Law Firm Attorneys and Partners/Shareholders



2021: Type of Law Firm Partner/Shareholder

Type of Partner/Shareholder by Race/Ethnicity and Gender Identity



Workplace Domains



Individual Career

- Challenging responsibilities/job assignments
- Clear performance expectations
- Clearly defined pathway for advancement and promotion
- Compensation and benefits
- Frequency of feedback and evaluations
- Mentoring and sponsorship opportunities for advancement
- Professional development resources and support



Collective Workplace

- Application of anti-discrimination/harassment policies
- Collaborative culture and colleagues
- Diverse colleagues/networks



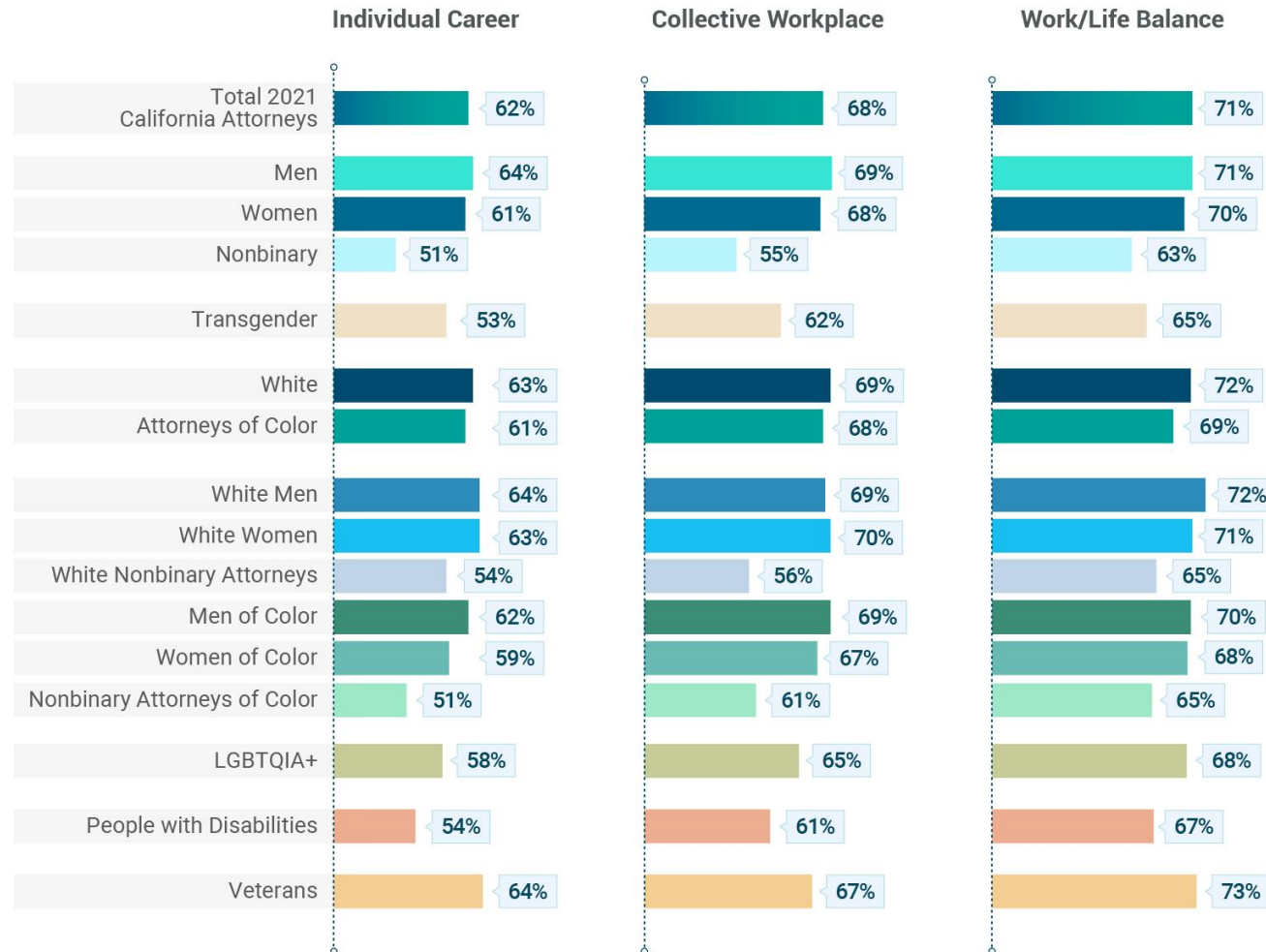
Work/Life Balance

- Ability to make a positive difference in/for my community
- Ability to make an impact on the world
- Alternative work schedule/flexible hours
- Autonomy in how I work
- Family-friendly work environment



2021: Workplace Satisfaction

Satisfaction with Individual Career, Collective Workplace Issues, and Work/Life Balance



Global Calls to Action in Diversity Report Card

Calls to Action

Employers and attorneys are encouraged to advance diversity, equity, and inclusion (DEI) in their workplaces, and in the profession, by taking the steps outlined in this section. The “Calls to Action” were developed from a review of best practices in inclusion and diversity, along with feedback from DEI leaders and stakeholders in various sectors.

Employers

Promote Transparency and Accountability

- Collect and analyze demographic data on recruitment, hiring, promotion, and attrition. Staff reviewing demographic data should have a meaningful opportunity to recommend policy changes to the organization's leadership team.
- Review organizational data yearly to assess progress, identify trends, and update policies and practices accordingly.
- Create a strategic DEI plan for your organization with specific objectives, metrics, and benchmarks over time. Detail specific plans to advance equity and inclusion, including initiatives to support retention and advancement, plans to regularly report and discuss progress, ways for attorneys and staff to provide feedback, and adequate staffing to support DEI efforts.
- Ensure new and expanded staffing and resources are available at all levels to prioritize and implement the organization's DEI plan.
- Create mechanisms to solicit and collect feedback, including stay and exit interviews and regular employee surveys. Staff reviewing this data should have a meaningful opportunity to recommend policy changes to the organization's leadership team.

Build an Inclusive Workplace Culture

- Take affirmative steps to develop and maintain an inclusive and equitable culture by improving the workplace experience for all, regardless of gender identity, race/ethnicity, sexual orientation, disability status, or veteran status.



Calls to Action PDFs

Diversity, Equity & Inclusion Calls to Action

Private Sector Employers

Employers and attorneys are encouraged to advance diversity, equity, and inclusion (DEI) in their workplaces, and in the profession, by taking the steps outlined below. These measures were developed from a review of best practices in inclusion and diversity, along with feedback from DEI leaders and stakeholders in various sectors.



Diversity, Equity & Inclusion Calls to Action

Government Sector Employers

Employers and attorneys are encouraged to advance diversity, equity, and inclusion (DEI) in their workplaces, and in the profession, by taking the steps outlined below. These measures were developed from a review of best practices in inclusion and diversity, along with feedback from DEI leaders and stakeholders in various sectors.



Diversity, Equity & Inclusion Calls to Action

Nonprofit Sector Employers

Employers and attorneys are encouraged to advance diversity, equity, and inclusion (DEI) in their workplaces, and in the profession, by taking the steps outlined below. These measures were developed from a review of best practices in inclusion and diversity, along with feedback from DEI leaders and stakeholders in various sectors.



Diversity, Equity & Inclusion Calls to Action

Attorneys

Employers and attorneys are encouraged to advance diversity, equity, and inclusion (DEI) in their workplaces, and in the profession, by taking the steps outlined below. These measures were developed from a review of best practices in inclusion and diversity, along with feedback from DEI leaders and stakeholders in various sectors.

