



**Sustained and Strategic Diversity, Equity, and Inclusion for the  
Connecticut Legal Profession  
(2022FTINE-P1)**

**Thursday, April 28, 2022**

**9:05 a.m. to 10:05 a.m.**

**St. Clements Castle  
Portland, CT  
And Virtual**

**CT Bar Institute, Inc.**

CT: 1.0 CLE Credits (Ethics)

NY: 1.0 CLE Credits (D&I)

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## **LAWYERS' PRINCIPLES OF PROFESSIONALISM**

As a lawyer, I have dedicated myself to making our system of justice work fairly and efficiently for all. I am an officer of this Court and recognize the obligation I have to advance the rule of law and preserve and foster the integrity of the legal system. To this end, I commit myself not only to observe the Connecticut Rules of Professional Conduct, but also conduct myself in accordance with the following Principles of Professionalism when dealing with my clients, opposing parties, fellow counsel, self-represented parties, the Courts, and the general public.

### **Civility:**

Civility and courtesy are the hallmarks of professionalism. As such,

- I will be courteous, polite, respectful, and civil, both in oral and in written communications;
- I will refrain from using litigation or any other legal procedure to harass an opposing party;
- I will not impute improper motives to my adversary unless clearly justified by the facts and essential to resolution of the issue;
- I will treat the representation of a client as the client's transaction or dispute and not as a dispute with my adversary;
- I will respond to all communications timely and respectfully and allow my adversary a reasonable time to respond;
- I will avoid making groundless objections in the discovery process and work cooperatively to resolve those that are asserted with merit;
- I will agree to reasonable requests for extensions of time and for waiver of procedural formalities when the legitimate interests of my client will not be adversely affected;
- I will try to consult with my adversary before scheduling depositions, meetings, or hearings, and I will cooperate with her when schedule changes are requested;
- When scheduled meetings, hearings, or depositions have to be canceled, I will notify my adversary and, if appropriate, the Court (or other tribunal) as early as possible and enlist their involvement in rescheduling; and
- I will not serve motions and pleadings at such time or in such manner as will unfairly limit the other party's opportunity to respond.

### **Honesty:**

Honesty and truthfulness are critical to the integrity of the legal profession – they are core values that must be observed at all times and they go hand in hand with my fiduciary duty. As such,

- I will not knowingly make untrue statements of fact or of law to my client, adversary or the Court;
- I will honor my word;
- I will not maintain or assist in maintaining any cause of action or advancing any position that is false or unlawful;

- I will withdraw voluntarily claims, defenses, or arguments when it becomes apparent that they do not have merit or are superfluous;
- I will not file frivolous motions or advance frivolous positions;
- When engaged in a transaction, I will make sure all involved are aware of changes I make to documents and not conceal changes.

**Competency:**

Having the necessary ability, knowledge, and skill to effectively advise and advocate for a client's interests is critical to the lawyer's function in their community. As such,

- I will keep myself current in the areas in which I practice, and, will associate with, or refer my client to, counsel knowledgeable in another field of practice when necessary;
- I will maintain proficiency in those technological advances that are necessary for me to competently represent my clients.
- I will seek mentoring and guidance throughout my career in order to ensure that I act with diligence and competency.

**Responsibility:**

I recognize that my client's interests and the administration of justice in general are best served when I work responsibly, effectively, and cooperatively with those with whom I interact. As such,

- Before dates for hearings or trials are set, or if that is not feasible, immediately after such dates have been set, I will attempt to verify the availability of key participants and witnesses so that I can promptly notify the Court (or other tribunal) and my adversary of any likely problem;
- I will make every effort to agree with my adversary, as early as possible, on a voluntary exchange of information and on a plan for discovery;
- I will attempt to resolve, by agreement, my objections to matters contained in my opponent's pleadings and discovery requests;
- I will be punctual in attending Court hearings, conferences, meetings, and depositions;
- I will refrain from excessive and abusive discovery, and I will comply with all reasonable discovery requests;
- In civil matters, I will stipulate to facts as to which there is no genuine dispute;
- I will refrain from causing unreasonable delays;
- Where consistent with my client's interests, I will communicate with my adversary in an effort to avoid needless controversial litigation and to resolve litigation that has actually commenced;
- While I must consider my client's decision concerning the objectives of the representation, I nevertheless will counsel my client that a willingness to initiate or engage in settlement discussions is consistent with zealous and effective representation.

**Mentoring:**

I owe a duty to the legal profession to counsel less experienced lawyers on the practice of the law and these Principles, and to seek mentoring myself. As such:

- I will exemplify through my behavior and teach through my words the importance of collegiality and ethical and civil behavior;
- I will emphasize the importance of providing clients with a high standard of representation through competency and the exercise of sound judgment;
- I will stress the role of our profession as a public service, to building and fostering the rule of law;
- I will welcome requests for guidance and advice.

**Honor:**

I recognize the honor of the legal profession and will always act in a manner consistent with the respect, courtesy, and weight that it deserves. As such,

- I will be guided by what is best for my client and the interests of justice, not what advances my own financial interests;
- I will be a vigorous and zealous advocate on behalf of my client, but I recognize that, as an officer of the Court, excessive zeal may be detrimental to the interests of a properly functioning system of justice;
- I will remember that, in addition to commitment to my client's cause, my responsibilities as a lawyer include a devotion to the public good;
- I will, as a member of a self-regulating profession, report violations of the Rules of Professional Conduct as required by those rules;
- I will protect the image of the legal profession in my daily activities and in the ways I communicate with the public;
- I will be mindful that the law is a learned profession and that among its desirable goals are devotion to public service, improvement of administration of justice, and the contribution of uncompensated time and civic influence on behalf of those persons who cannot afford adequate legal assistance; and
- I will support and advocate for fair and equal treatment under the law for all persons, regardless of race, color, ancestry, sex, pregnancy, religion, national origin, ethnicity, disability, status as a veteran, age, gender identity, gender expression or marital status, sexual orientation, or creed and will always conduct myself in such a way as to promote equality and justice for all.

Nothing in these Principles shall supersede, supplement, or in any way amend the Rules of Professional Conduct, alter existing standards of conduct against which a lawyer's conduct might be judged, or become a basis for the imposition of any civil, criminal, or professional liability.

# Faculty Biography

## Karen DeMeola

**Karen DeMeola** is the Assistant Dean for Finance, and Administration, at the UConn School of Law and a past president of the Connecticut Bar Association. She received her undergraduate degree in psychology from UConn and her JD from UConn Law. After graduation from law school, Karen was a civil rights litigator whose practice focused primarily on employment discrimination, police brutality and housing discrimination. While at UConn Law, she has been an adjunct professor teaching Critical Identity Theory and Diversity, Equity, and Inclusion in the Legal Profession. Karen has provided training for not-for-profit and for-profit organizations, institutions of higher education, law firms, and other businesses on implicit bias, intersectionality, inclusive leadership, and diversity and inclusion more broadly.

Karen was the recipient of the Lawyers Collaborative for Diversity Edwin Archer Randolph Diversity Award; the CWEALF Maria Miller Stewart Award; the Connecticut Commission on Human Rights and Opportunities Constance Baker Motley Award for Business and Law; and the University of Connecticut Spirit Award.

## Agenda

### **Sustained and Strategic Diversity, Equity, and Inclusion for the Connecticut Legal Profession**

Federal Tax Institute of New England  
St. Clements Castle, Portland, CT

April 28, 2022

9:05 a.m. to 10:05 a.m.

**Karen DeMeola**, Past President, Connecticut Bar Association

9:05 a.m. to 9:25 a.m.: History of the Connecticut Legal Profession's Efforts to achieve meaningful DE&I

9:25 a.m. to 9:45 a.m.: Demographic Data on the Diversity of the Legal Profession in Connecticut

9:45 a.m. to 9:55 a.m.: Common Obstacles, Pitfalls, and Misconceptions that Arise in the Pursuit of Organizational DE&I

9:55 a.m. to 10:05 a.m.: Practical Tips and Suggestions Towards more Sustained and Strategic DE&I Initiatives for the Future



# SUSTAINED AND STRATEGIC DIVERSITY, EQUITY, AND INCLUSION FOR THE CONNECTICUT LEGAL PROFESSION

Federal Tax Institute of New England

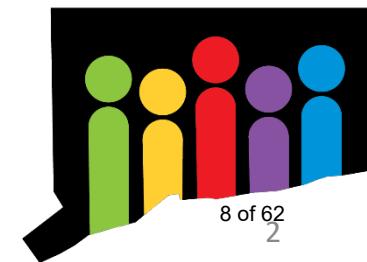
April 28, 2022

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Karen L. DeMeola

Past President, Connecticut Bar Association

DIVERSITY  
EQUITY &  
INCLUSION





# LEARNING OBJECTIVES



Demographic data on the diversity of the legal profession in Connecticut



History of the Connecticut legal profession's efforts to achieve meaningful DE&I



Common obstacles, pitfalls, and misconceptions that arise in the pursuit of organizational DE&I



Practical tips and suggestions, which may be tailored to organizational size and resources, towards more sustained and strategic DE&I initiatives for the future

# HISTORY, LEGACY, AND THE CREATION OF COMMUNITY

- 1783: Hartford County Bar Association
- 1786: New Haven County Bar Association
- 1874: New London County Bar Association
- 1875: Connecticut Bar Association
- 1877: American Bar Association
- 1977: George W. Crawford Black Bar Assoc.
- 1993: CT Hispanic Bar Association
- 2000: CT Asian Pacific American Bar Assoc.
- 2003: Lawyers Collaborative for Diversity
- 2004: South Asian Bar Association of CT
- 2008: Portuguese American Bar Assoc. of CT
- 2013: CBA LGBT Section
- 2013: CBA Women in the Law Section



# HISTORY, LEGACY, AND THE CREATION OF COMMUNITY

## American Bar Association

1877: Organization founded in Saratoga Springs, NY

1912: Accidental admission of 3 Black Lawyers (ABA attempts to rescind membership, on the basis that “the settled practice of the Association has been to elect only white men as members.”). ABA screens future membership applicants on the basis of race

1924: National Bar Association founded by 12 Black lawyers (partially in response to the exclusion of Black lawyers from the ABA)

1943: ABA Resolution ends ban on admission of Black lawyers

1950: First Black lawyer admitted to ABA membership

2005: Dennis Archer installed as first Black president of the ABA

# HISTORY, LEGACY, AND THE CREATION OF COMMUNITY

“With few exceptions, state and city bar associations were not open to everybody; they did not invite the bar as a whole, but sent out feelers to a select group, the ‘decent part’ of the bar.”

Lawrence M. Friedman, *A History of American Law* (4<sup>th</sup> Edition) (2019), p. 635. (writing of the bar association movement of the late 19<sup>th</sup> and early 20<sup>th</sup> centuries).

CBA (1875): 58 lawyers

ABA (1877): 75 lawyers

1880 Edwin Archer Randolph, first Black lawyer admitted to practice in CT

1882 Mary Hall, first woman admitted to practice in CT

# HISTORY, LEGACY, AND THE CREATION OF COMMUNITY

“But if we hold that the construction of the statute is to be determined by the admitted fact that its application to women was not in the minds of the legislators when it was passed, where shall we draw the line? All progress in social matters is gradual. We pass almost imperceptibly from a state of public opinion that utterly condemns some course of action to one that strongly approves it. At what point in the history of this change shall we regard a statute, the construction of which is to be affected by it, as passed in contemplation of it? When the statute we are now considering was passed it probably never entered the mind of a single member of the legislature that black men would ever be seeking for admission under it. Shall we now hold that it cannot apply to black men? We know of no distinction in respect to this rule between the case of a statute and that of a constitutional provision.”

In re Hall, 50 Conn. 131, 132–33 (Conn. 1882) (Approving Mary Hall’s admission to the bar of Hartford County)

## CONNECTICUT BAR ASSOCIATION: EARLY EFFORTS TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION

### **Early Infrastructure:**

- Diversity Committee
- Diversity Cabinets

### **Some Leadership Diversification Efforts:**

- Increased representation in Executive Board positions via Nominations Committee diversity
- Use of CBA for office space for affinity bar activities
- Use of CBA website to publicize affinity bar organizations
- Use of CBA office for affinity bar postal address
- CBA Affinity Bar Delegates (2012)
- Reduction in CBA dues for dual membership in CBA and affinity bar (2012)

# CALLED OUT AND CALLED TO ACTION

## ***“CBA Is Failing In Diversity Efforts”***

**Connecticut Law Tribune Editorial Board  
April 15, 2014**

“If the profession is to be successful in diversifying the bar, then the volunteer bar associations must take the lead. It is unreasonable for bar associations to sit back and publicly lament the lack of diversity among law firm partnerships or in the judiciary, all the while failing to elect a lawyer of color to lead their organizations.”

# TIME TO LEAD: SUSTAINED AND STRATEGIC DIVERSITY, EQUITY AND INCLUSION

- Mar. 2015: Diversity and Inclusion Policy
- Oct. 2015: Strategic Diversity and Inclusion Plan
- Jan. 2016: Model Strategic D&I Plan for Sections
- July 2016: CBA Presidential Fellows  
(2016 – Present)
- Oct. 2016: Launch of Connecticut Legal Community's  
Diversity and Inclusion Pledge and Plan  
(Currently in Year Five)
- Oct. 2016: Inaugural Diversity and Inclusion Summit  
(2017 – Present)
- April 2017: Symposium on Implicit Bias
- Sept. 2017: Pathways to the Legal Profession Launch
- June 2018: LAW Camp
- June 2018: Connecticut Legal Conference DE&I Track
- Sept. 2018: CBA/CBF Symposium on Achieving  
Meaningful Diversity and Inclusion  
for  
Lawyers and Law Students  
with Disabilities



# TIME TO LEAD: SUSTAINED AND STRATEGIC DIVERSITY, EQUITY AND INCLUSION

2019:

CBA hires Dr. Amani Edwards  
First Director of Diversity and Human  
Resources

2019:

LSAT Preparation Scholarship Initiative:  
Future of the Legal Profession Scholars  
Program

2019-20:

19<sup>th</sup> Amendment Centennial Celebration

2020-Present:

- Karen DeMeola Diversity, Equity, and Inclusion Fund
- Policing Taskforce
- Constance Baker Motley Speaker Series on Racial Inequality
- Rule 8.4(7) Working Group
- Updated Model Section DE&I Plan
- *Connecticut Lawyer* Magazine Diversity, Equity, and Inclusion Column

# The CBA Diversity, Equity, and Inclusion Committee

Co-Chairs include a  
CBA Officer

Director of Diversity

**Assessment**

Responsible for  
Annual  
Internal  
Diversity and  
Inclusion  
Assessment

**Pipeline**

Responsible for  
CBA Law  
Camp and  
other pipeline  
initiatives

**Education**

Responsible for  
CLE offerings,  
Legal Conference  
programming

**Summit**

Responsible for  
Annual  
Diversity and  
Inclusion  
Summit

**Signatories**

Responsible for  
the work of  
Diversity and  
Inclusion Pledge  
and Plan  
Signatories

**Ad Hoc**

e.g., Symposia,  
Constance  
Baker Motley  
Speaker Series;  
RPC 8.4(7)  
Working Group

# DE&I PLEDGE AND PLAN

**Year One:** Infrastructure-Building, Self-Assessment and Reporting

**Year Two:** Education and Training

**Year Three:** Hiring and Pipeline Initiatives

**Year Four:** Retention

**Year Five:** Leadership and Career Advancement



# YEAR FOUR (REPRISED) SURVEY RESULTS

Category: Private Law Firms (24/40 Signatories)

Survey Population: 1213 Attorneys (17.4%  
increase from 2020)

Connecticut Attorney Population 21,036

([American Bar Association Profile of the Legal Profession](#) 2021)

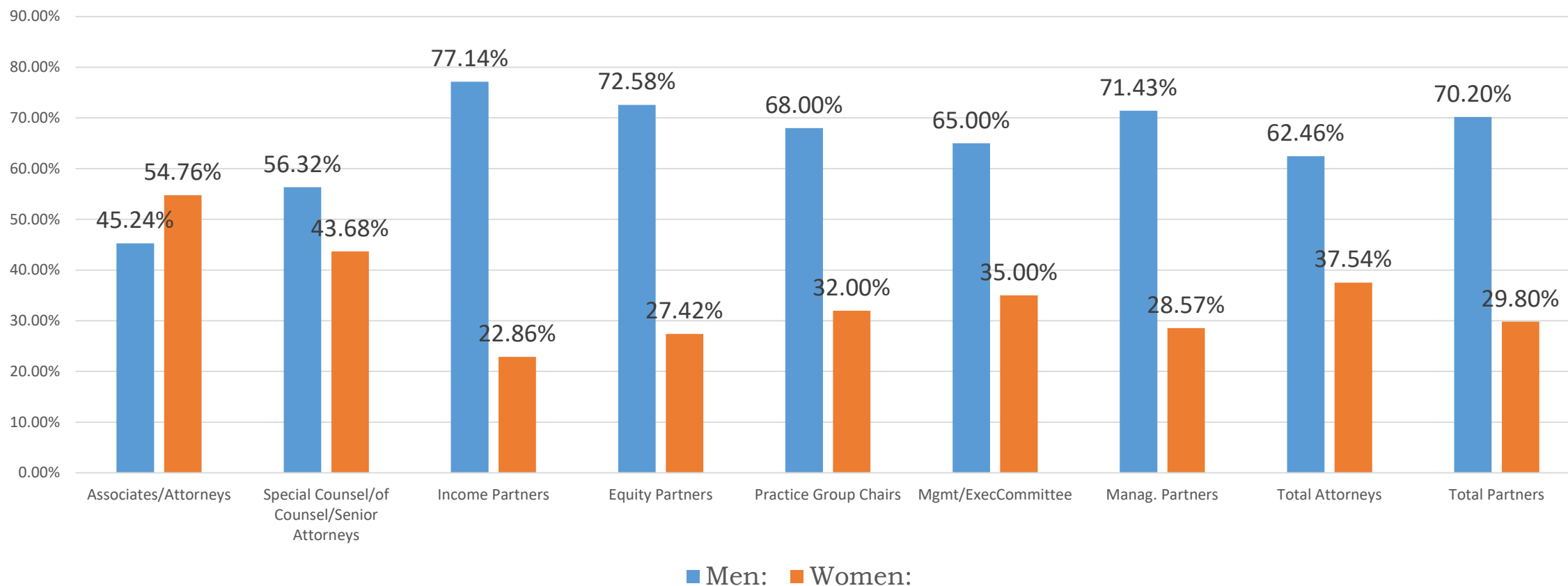


# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/Attorneys</u>	<u>Special Counsel/of Counsel/Senior Attorneys</u>	<u>Income Partners</u>	<u>Equity Partners</u>	<u>Practice Group Chairs</u>	<u>Mgmt/Exec Committee</u>	<u>Manag. Partners</u>	<u>Total Attorneys</u>	<u>Total Partners</u>
White Men	38.62%	54.60%	75.71%	71.02%	68.00%	62.50%	66.67%	59.49%	68.38%
Racially/Ethnically Diverse Men	6.63%	1.72%	1.43%	1.57%	0.00%	2.50%	4.76%	2.97%	1.82%
Total Men	45.24%	56.32%	77.14%	72.58%	68.00%	65.00%	71.43%	62.46%	70.20%
White Women	45.24%	40.23%	21.07%	24.02%	28.00%	32.50%	19.05%	32.92%	26.93%
Racially/Ethnically Diverse Women	9.51%	3.45%	1.79%	3.39%	4.00%	2.50%	9.52%	4.62%	2.87%
Total Women	54.76%	43.68%	22.86%	27.42%	32.00%	35.00%	28.57%	37.54%	29.80%
Asian/Pacific American	4.61%	1.72%	1.43%	1.04%	2.67%	5.00%	4.76%	2.23%	1.21%
Black/African American	4.61%	0.57%	1.79%	0.78%	0.00%	2.50%	4.76%	2.06%	1.21%
Hispanic/Latinx	4.03%	1.15%	0.71%	1.57%	0.00%	0.00%	0.00%	1.98%	1.21%
Native American	0.29%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.17%	0.15%
South Asian	0.58%	0.57%	0.36%	0.26%	1.33%	0.00%	0.00%	0.41%	0.30%
Middle Eastern	0.58%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.25%	0.15%
Multiracial	0.86%	0.57%	0.36%	0.00%	0.00%	0.00%	0.00%	0.41%	0.15%
Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
Transgender/Gender Non-Binary	0.29%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.17%	0.15%
Persons with Disabilities	0.86%	3.45%	1.43%	0.52%	0.00%	0.00%	0.00%	1.24%	0.91%

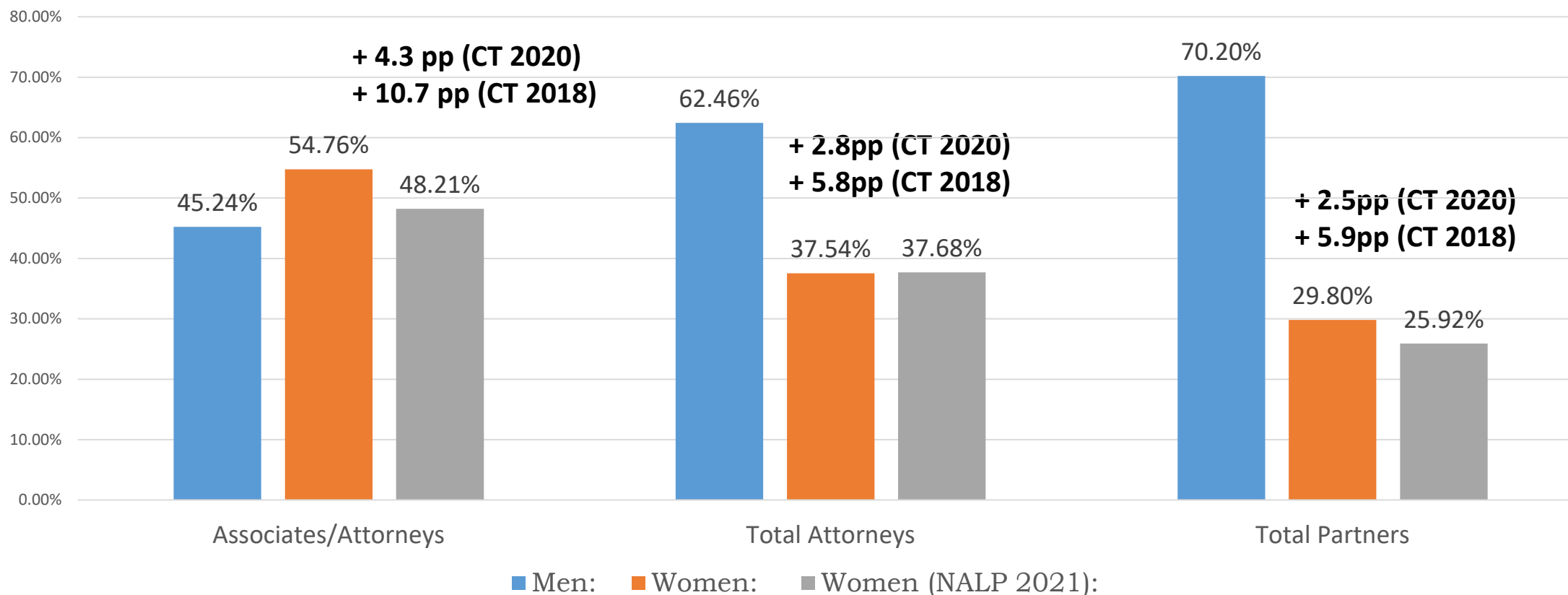
# SURVEY RESULTS: PRIVATE LAW FIRMS

## Gender Diversity



# Survey Results: Private Law Firms

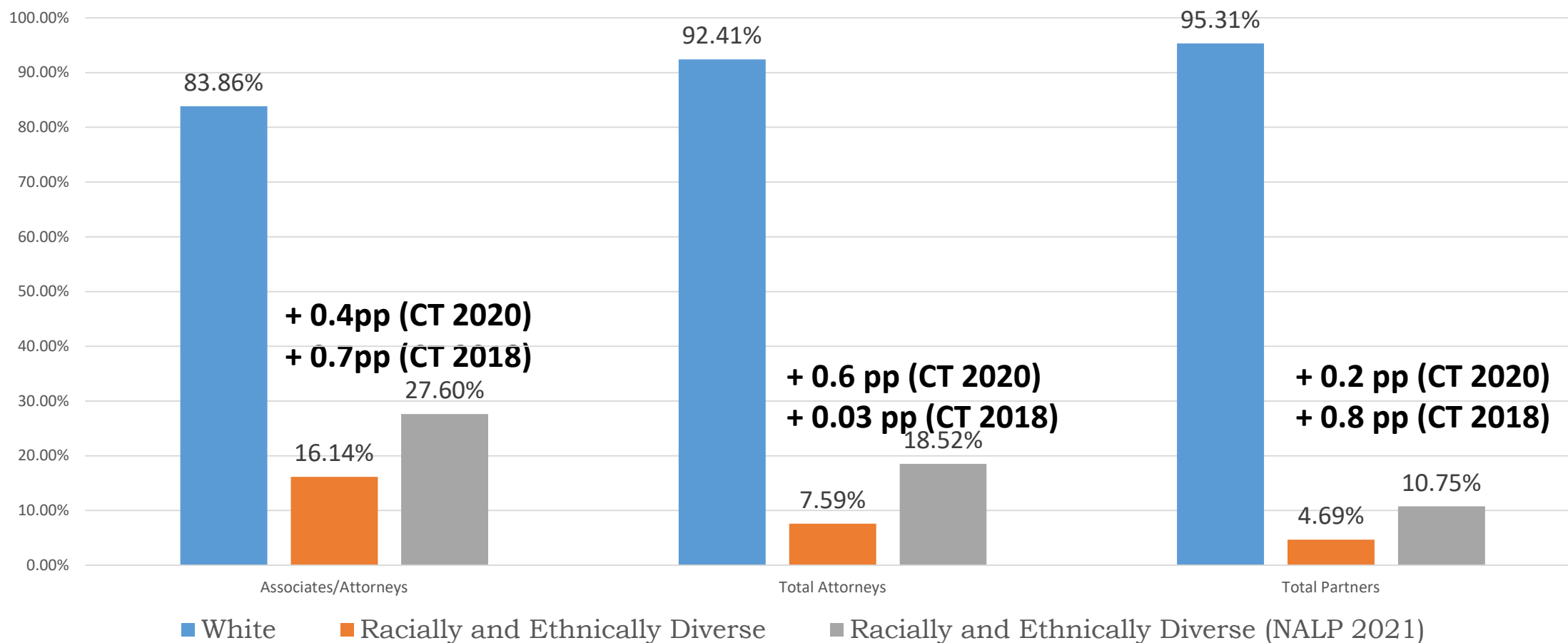
Gender Diversity  
(w/ NALP 2021 Comparison)





# Survey Results: Private Law Firms

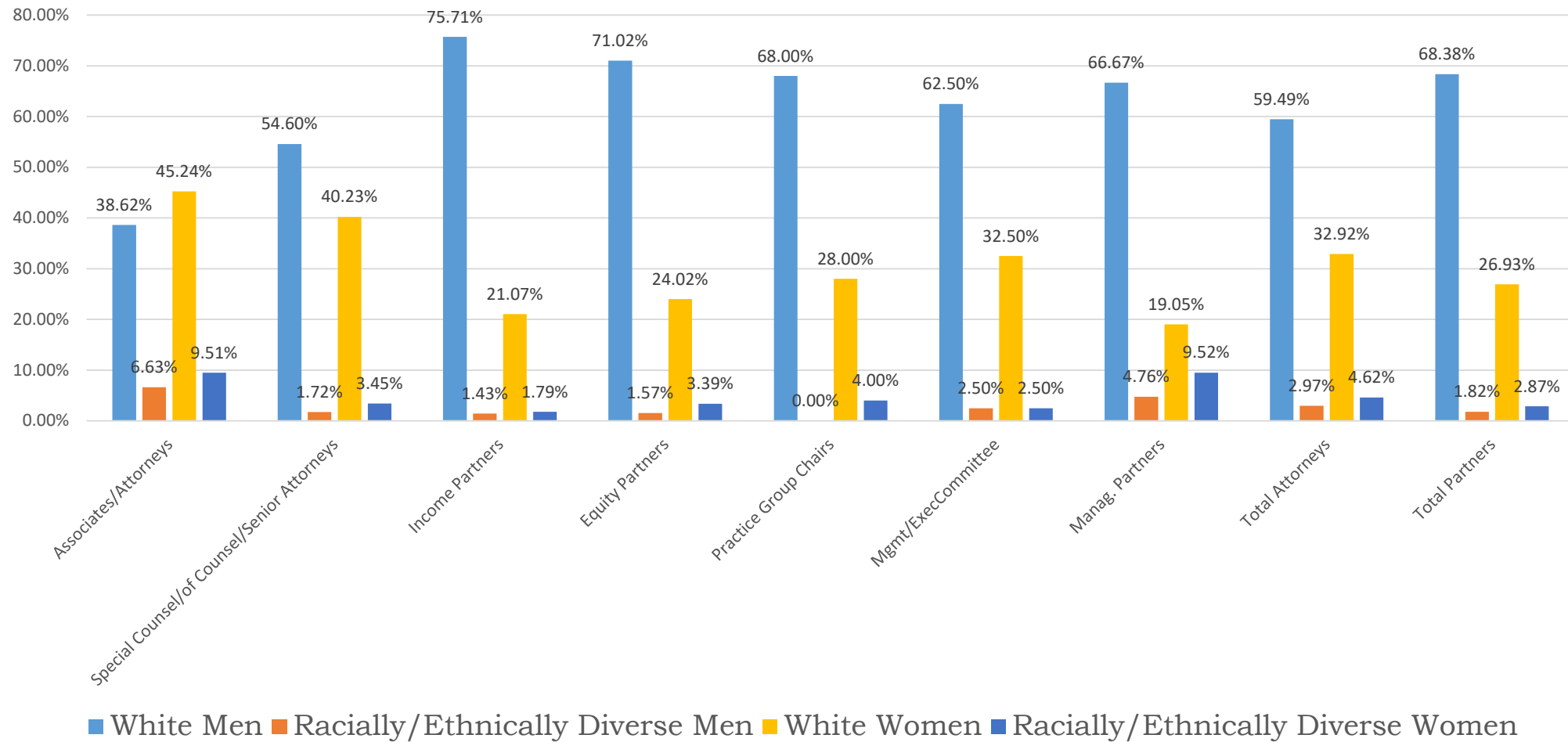
Racial and Ethnic Diversity  
(w/ NALP 2021 Comparison)





# SURVEY RESULTS: PRIVATE LAW FIRMS

Racial/Ethnic/Gender Diversity Combined





# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/Attorneys</u>	<u>Special Counsel/Senior Attorneys</u>	<u>Income Partners</u>	<u>Equity Partners</u>	<u>Practice Group Chairs</u>	<u>Mgmt/Executive Committee</u>	<u>Manag. Partners</u>	<u>Total Attorneys</u>	<u>Total Partners</u>
White Men	38.62%	54.60%	75.71%	71.02%	68.00%	62.50%	66.67%	59.49%	68.38%
Racially/Ethnically Diverse Men	6.63%	1.72%	1.43%	1.57%	0.00%	2.50%	4.76%	2.97%	1.82%
Total Men	45.24%	56.32%	77.14%	72.58%	68.00%	65.00%	71.43%	62.46%	70.20%
White Women	45.24%	40.23%	21.07%	24.02%	28.00%	32.50%	19.05%	32.92%	26.93%
Racially/Ethnically Diverse Women	9.51%	3.45%	1.79%	3.39%	4.00%	2.50%	9.52%	4.62%	2.87%
Total Women	54.76%	43.68%	22.86%	27.42%	32.00%	35.00%	28.57%	37.54%	29.80%
<b>Asian/Pacific American</b>	<b>4.61%</b>	<b>1.72%</b>	<b>1.43%</b>	<b>1.04%</b>	<b>2.67%</b>	<b>5.00%</b>	<b>4.76%</b>	<b>2.23%</b>	<b>1.21%</b>
Black/African American	4.61%	0.57%	1.79%	0.78%	0.00%	2.50%	4.76%	2.06%	1.21%
Hispanic/Latinx	4.03%	1.15%	0.71%	1.57%	0.00%	0.00%	0.00%	1.98%	1.21%
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Middle Eastern	0.58%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.25%	0.15%
Multiracial	0.86%	0.57%	0.36%	0.00%	0.00%	0.00%	0.00%	0.41%	0.15%
Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
Transgender/Gender Non-Binary	0.29%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.17%	0.15%
Persons with Disabilities	0.86%	3.45%	1.43%	0.52%	0.00%	0.00%	0.00%	1.24%	0.91%



# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/A</u> <u>ttorneys</u>	<u>Special</u> <u>Counsel/of</u> <u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Income</u> <u>Partners</u>	<u>Equity</u> <u>Partners</u>	<u>Practice</u> <u>Group Chairs</u>	<u>Mgmt/ExecC</u> <u>ommittee</u>	<u>Manag.</u> <u>Partners</u>	<u>Total</u> <u>Attorneys</u>	<u>Total Partners</u>
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# SURVEY RESULTS: PRIVATE LAW FIRMS

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White Women	45.24%	40.23%	21.07%	24.02%	28.00%	32.50%	19.05%	32.92%	26.93%
Racially/Ethnically Diverse Women	9.51%	3.45%	1.79%	3.39%	4.00%	2.50%	9.52%	4.62%	2.87%
Total Women	54.76%	43.68%	22.86%	27.42%	32.00%	35.00%	28.57%	37.54%	29.80%
Asian/Pacific American	4.61%	1.72%	1.43%	1.04%	2.67%	5.00%	4.76%	2.23%	1.21%
Black/African American	4.61%	0.57%	1.79%	0.78%	0.00%	2.50%	4.76%	2.06%	1.21%
<b>Hispanic/Latinx</b>	<b>4.03%</b>	<b>1.15%</b>	<b>0.71%</b>	<b>1.57%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.98%</b>	<b>1.21%</b>
Native American	0.29%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.17%	0.15%
South Asian	0.58%	0.57%	0.36%	0.26%	1.33%	0.00%	0.00%	0.41%	0.30%
Middle Eastern	0.58%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.25%	0.15%
Multiracial	0.86%	0.57%	0.36%	0.00%	0.00%	0.00%	0.00%	0.41%	0.15%
Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
Transgender/Gender Non-Binary	0.29%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.17%	0.15%
Persons with Disabilities	0.86%	3.45%	1.43%	0.52%	0.00%	0.00%	0.00%	1.24%	0.91%



# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/A</u> <u>ttorneys</u>	<u>Special</u> <u>Counsel/of</u> <u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Income</u> <u>Partners</u>	<u>Equity</u> <u>Partners</u>	<u>Practice</u> <u>Group Chairs</u>	<u>Mgmt/ExecC</u> <u>ommittee</u>	<u>Manag.</u> <u>Partners</u>	<u>Total</u> <u>Attorneys</u>	<u>Total Partners</u>
White Men	38.62%	54.60%	75.71%	71.02%	68.00%	62.50%	66.67%	59.49%	68.38%
Racially/Ethnically Diverse Men	6.63%	1.72%	1.43%	1.57%	0.00%	2.50%	4.76%	2.97%	1.82%
Total Men	45.24%	56.32%	77.14%	72.58%	68.00%	65.00%	71.43%	62.46%	70.20%
White Women	45.24%	40.23%	21.07%	24.02%	28.00%	32.50%	19.05%	32.92%	26.93%
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Hispanic/Latinx	4.03%	1.15%	0.71%	1.57%	0.00%	0.00%	0.00%	1.98%	1.21%
<b>Native American</b>	<b>0.29%</b>	<b>0.00%</b>	<b>0.36%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.17%</b>	<b>0.15%</b>
South Asian	0.58%	0.57%	0.36%	0.26%	1.33%	0.00%	0.00%	0.41%	0.30%
Middle Eastern	0.58%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.25%	0.15%
Multiracial	0.86%	0.57%	0.36%	0.00%	0.00%	0.00%	0.00%	0.41%	0.15%
Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
Transgender/Gender Non-Binary	0.29%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.17%	0.15%
Persons with Disabilities	0.86%	3.45%	1.43%	0.52%	0.00%	0.00%	0.00%	1.24%	0.91%



# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/A</u> <u>ttorneys</u>	<u>Special</u> <u>Counsel/of</u> <u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Income</u> <u>Partners</u>	<u>Equity</u> <u>Partners</u>	<u>Practice</u> <u>Group Chairs</u>	<u>Mgmt/ExecC</u> <u>ommittee</u>	<u>Manag.</u> <u>Partners</u>	<u>Total</u> <u>Attorneys</u>	<u>Total Partners</u>
White Men	38.62%	54.60%	75.71%	71.02%	68.00%	62.50%	66.67%	59.49%	68.38%
Racially/Ethnically Diverse Men	6.63%	1.72%	1.43%	1.57%	0.00%	2.50%	4.76%	2.97%	1.82%
Total Men	45.24%	56.32%	77.14%	72.58%	68.00%	65.00%	71.43%	62.46%	70.20%
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Native American	0.29%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.17%	0.15%
<b>South Asian</b>	<b>0.58%</b>	<b>0.57%</b>	<b>0.36%</b>	<b>0.26%</b>	<b>1.33%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.41%</b>	<b>0.30%</b>
Middle Eastern	0.58%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.25%	0.15%
Multiracial	0.86%	0.57%	0.36%	0.00%	0.00%	0.00%	0.00%	0.41%	0.15%
Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
Transgender/Gender Non-Binary	0.29%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.17%	0.15%
Persons with Disabilities	0.86%	3.45%	1.43%	0.52%	0.00%	0.00%	0.00%	1.24%	0.91%



# Survey Results: Private Law Firms

	<u>Associates/A</u> <u>ttorneys</u>	<u>Special</u> <u>Counsel/of</u> <u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Income</u> <u>Partners</u>	<u>Equity</u> <u>Partners</u>	<u>Practice</u> <u>Group Chairs</u>	<u>Mgmt/ExecC</u> <u>ommittee</u>	<u>Manag.</u> <u>Partners</u>	<u>Total</u> <u>Attorneys</u>	<u>Total Partners</u>
White Men	38.62%	54.60%	75.71%	71.02%	68.00%	62.50%	66.67%	59.49%	68.38%
Racially/Ethnically Diverse Men	6.63%	1.72%	1.43%	1.57%	0.00%	2.50%	4.76%	2.97%	1.82%
Total Men	45.24%	56.32%	77.14%	72.58%	68.00%	65.00%	71.43%	62.46%	70.20%
White Women	45.24%	40.23%	21.07%	24.02%	28.00%	32.50%	19.05%	32.92%	26.93%
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South Asian	0.58%	0.57%	0.36%	0.26%	1.33%	0.00%	0.00%	0.41%	0.30%
<b>Middle Eastern</b>	<b>0.58%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.26%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.25%</b>	<b>0.15%</b>
Multiracial	0.86%	0.57%	0.36%	0.00%	0.00%	0.00%	0.00%	0.41%	0.15%
Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
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Persons with Disabilities	0.86%	3.45%	1.43%	0.52%	0.00%	0.00%	0.00%	1.24%	0.91%



# Survey Results: Private Law Firms

	<u>Associates/A</u> <u>ttorneys</u>	<u>Special</u> <u>Counsel/of</u> <u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Income</u> <u>Partners</u>	<u>Equity</u> <u>Partners</u>	<u>Practice</u> <u>Group Chairs</u>	<u>Mgmt/ExecC</u> <u>ommittee</u>	<u>Manag.</u> <u>Partners</u>	<u>Total</u> <u>Attorneys</u>	<u>Total Partners</u>
White Men	38.62%	54.60%	75.71%	71.02%	68.00%	62.50%	66.67%	59.49%	68.38%
Racially/Ethnically Diverse Men	6.63%	1.72%	1.43%	1.57%	0.00%	2.50%	4.76%	2.97%	1.82%
Total Men	45.24%	56.32%	77.14%	72.58%	68.00%	65.00%	71.43%	62.46%	70.20%
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Middle Eastern	0.58%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.25%	0.15%
<b>Multiracial</b>	<b>0.86%</b>	<b>0.57%</b>	<b>0.36%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.41%</b>	<b>0.15%</b>
Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
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Persons with Disabilities	0.86%	3.45%	1.43%	0.52%	0.00%	0.00%	0.00%	1.24%	0.91%





# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/A</u> <u>ttorneys</u>	<u>Special</u> <u>Counsel/of</u> <u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Income</u> <u>Partners</u>	<u>Equity</u> <u>Partners</u>	<u>Practice</u> <u>Group Chairs</u>	<u>Mgmt/ExecC</u> <u>ommittee</u>	<u>Manag.</u> <u>Partners</u>	<u>Total</u> <u>Attorneys</u>	<u>Total Partners</u>
White Men	38.62%	54.60%	75.71%	71.02%	68.00%	62.50%	66.67%	59.49%	68.38%
Racially/Ethnically Diverse Men	6.63%	1.72%	1.43%	1.57%	0.00%	2.50%	4.76%	2.97%	1.82%
Total Men	45.24%	56.32%	77.14%	72.58%	68.00%	65.00%	71.43%	62.46%	70.20%
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Multiracial	0.86%	0.57%	0.36%	0.00%	0.00%	0.00%	0.00%	0.41%	0.15%
<b>Lesbian/Gay/Bisexual</b>	<b>2.31%</b>	<b>1.15%</b>	<b>2.50%</b>	<b>0.78%</b>	<b>1.33%</b>	<b>2.50%</b>	<b>4.76%</b>	<b>1.65%</b>	<b>1.51%</b>
Transgender/Gender Non-Binary	0.29%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.17%	0.15%
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# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/A</u>	<u>Special</u> <u>Counsel/of</u>	<u>Income</u>	<u>Equity</u>	<u>Practice</u>	<u>Mgmt/ExecC</u>	<u>Manag.</u>	<u>Total</u>	
	<u>ttorneys</u>	<u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Partners</u>	<u>Partners</u>	<u>Group Chairs</u>	<u>ommittee</u>	<u>Partners</u>	<u>Attorneys</u>	<u>Total Partners</u>
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# SURVEY RESULTS: PRIVATE LAW FIRMS

	<u>Associates/A</u> <u>ttorneys</u>	<u>Special</u> <u>Counsel/of</u> <u>Counsel/Seni</u> <u>or Attorneys</u>	<u>Income</u> <u>Partners</u>	<u>Equity</u> <u>Partners</u>	<u>Practice</u> <u>Group Chairs</u>	<u>Mgmt/ExecC</u> <u>ommittee</u>	<u>Manag.</u> <u>Partners</u>	<u>Total</u> <u>Attorneys</u>	<u>Total Partners</u>
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Lesbian/Gay/Bisexual	2.31%	1.15%	2.50%	0.78%	1.33%	2.50%	4.76%	1.65%	1.51%
Transgender/Gender Non-Binary	0.29%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.17%	0.15%
<b>Persons with Disabilities</b>	<b>0.86%</b>	<b>3.45%</b>	<b>1.43%</b>	<b>0.52%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.24%</b>	<b>0.91%</b>

# SURVEY RESULTS: PRIVATE LAW FIRMS

**Lawyers who identify as  
LGBT:**

**1.82% (CT)**

**3.31% (NALP 2020)**

# SURVEY RESULTS: PRIVATE LAW FIRMS

Lawyers who Identify as  
Persons with Disabilities

1.24% (CT)

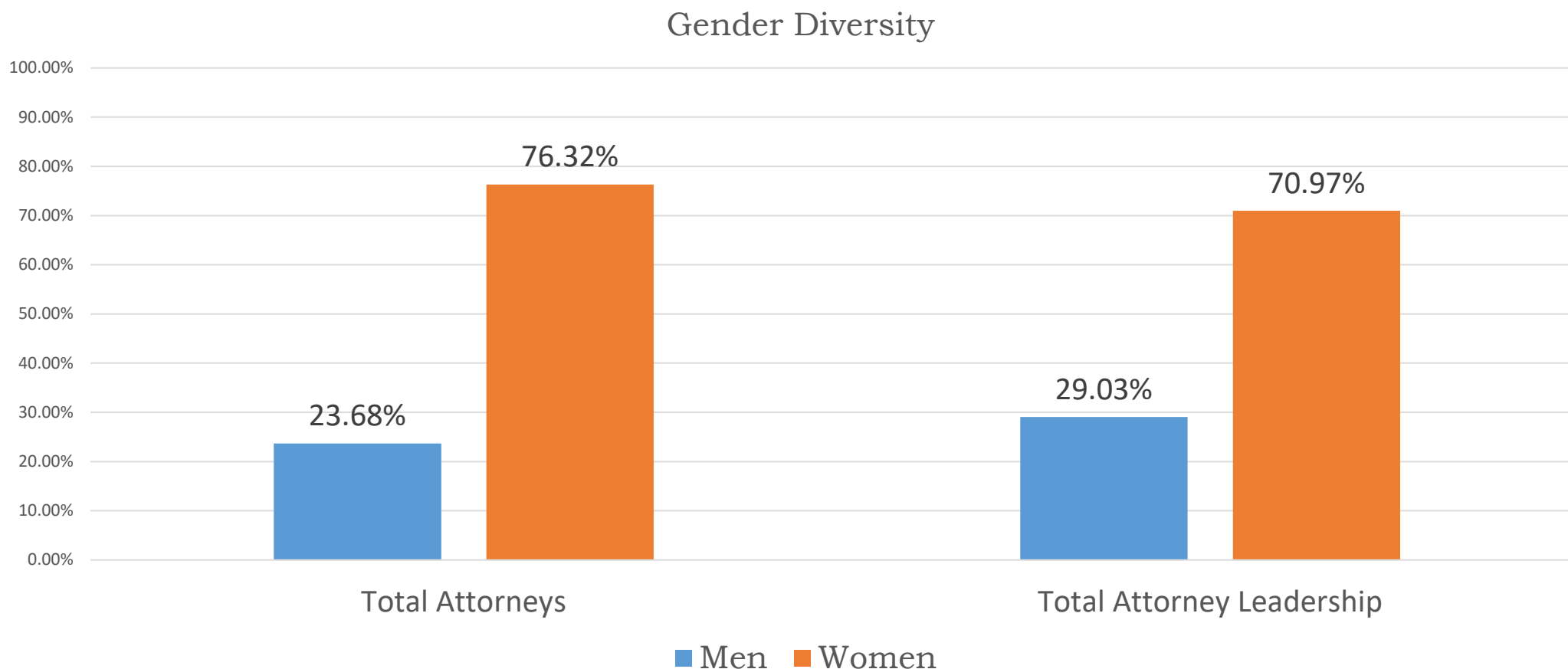
.88% (NALP 2020)

# SURVEY RESULTS: NON-PROFIT LEGAL ORGANIZATIONS

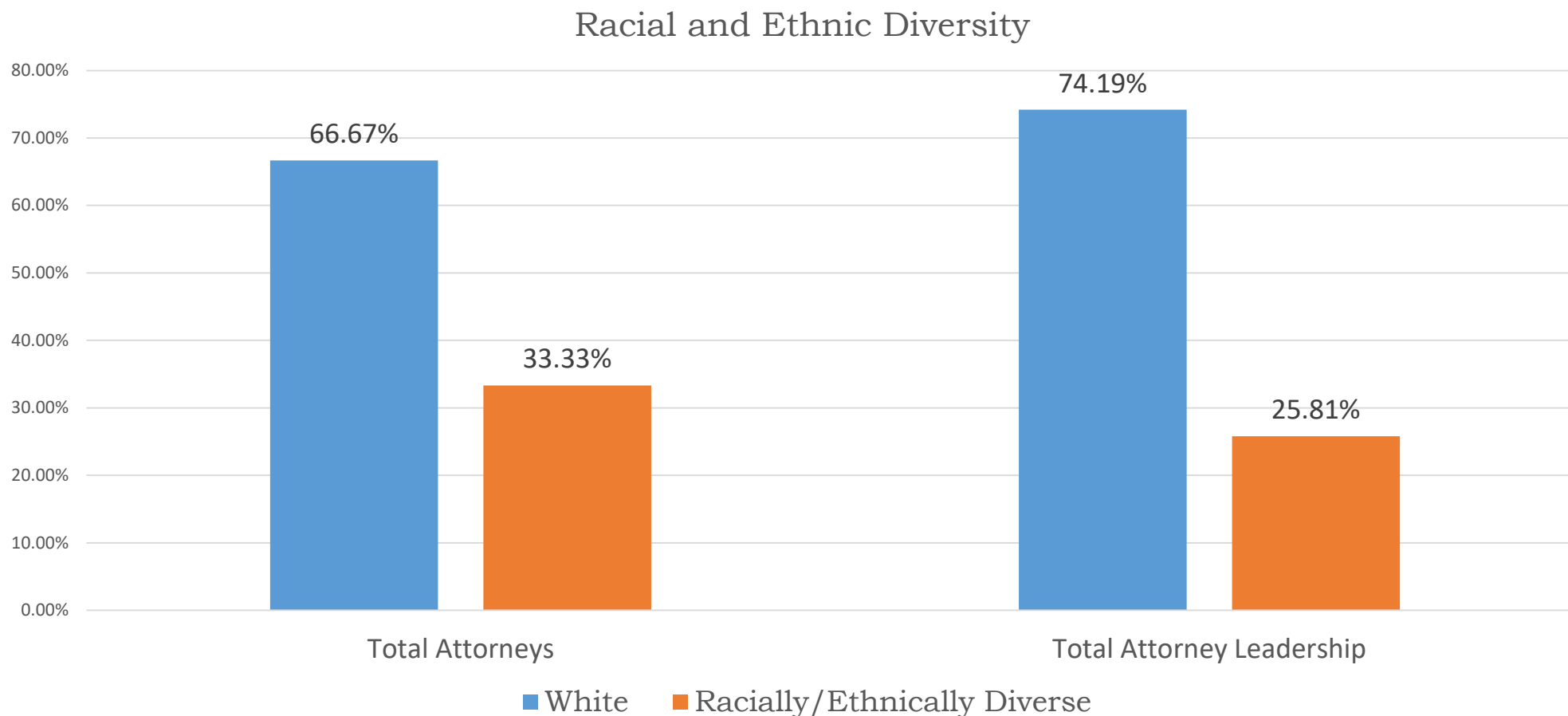
Survey Population: 114 attorneys (21% increase from 2020)  
6/40 Signatories

	<b>Total Attorneys</b>	<b>Total Attorney Leadership</b>
<b>White Men</b>	14.91%	22.58%
<b>Racially/Ethnically Diverse Men</b>	8.77%	6.45%
<b>Total Men</b>	23.68%	29.03%
<b>White Women</b>	51.75%	51.61%
<b>Racially/Ethnically Diverse Women</b>	24.56%	19.35%
<b>Total Women</b>	76.32%	70.97%

# SURVEY RESULTS: NON-PROFIT LEGAL ORGANIZATIONS



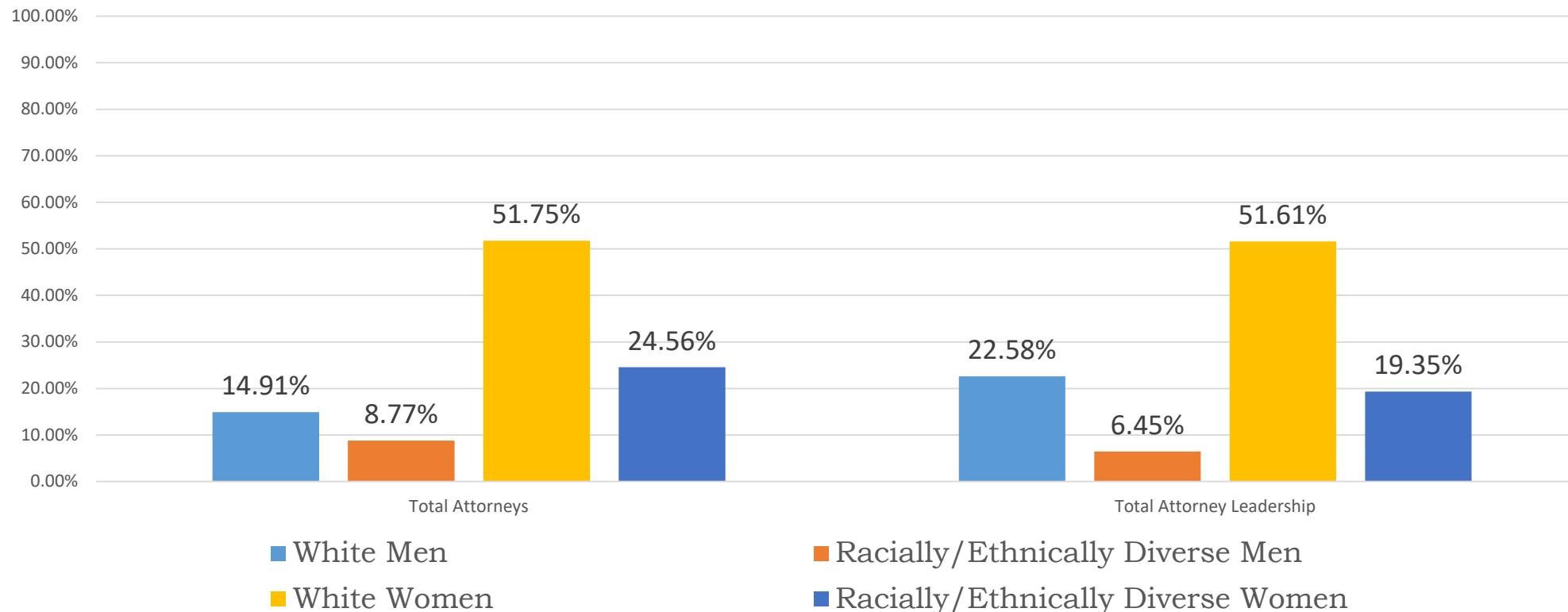
# SURVEY RESULTS: NON-PROFIT LEGAL ORGANIZATIONS





# SURVEY RESULTS: NON-PROFIT LEGAL ORGANIZATIONS

## Racial/Ethnic and Gender Diversity



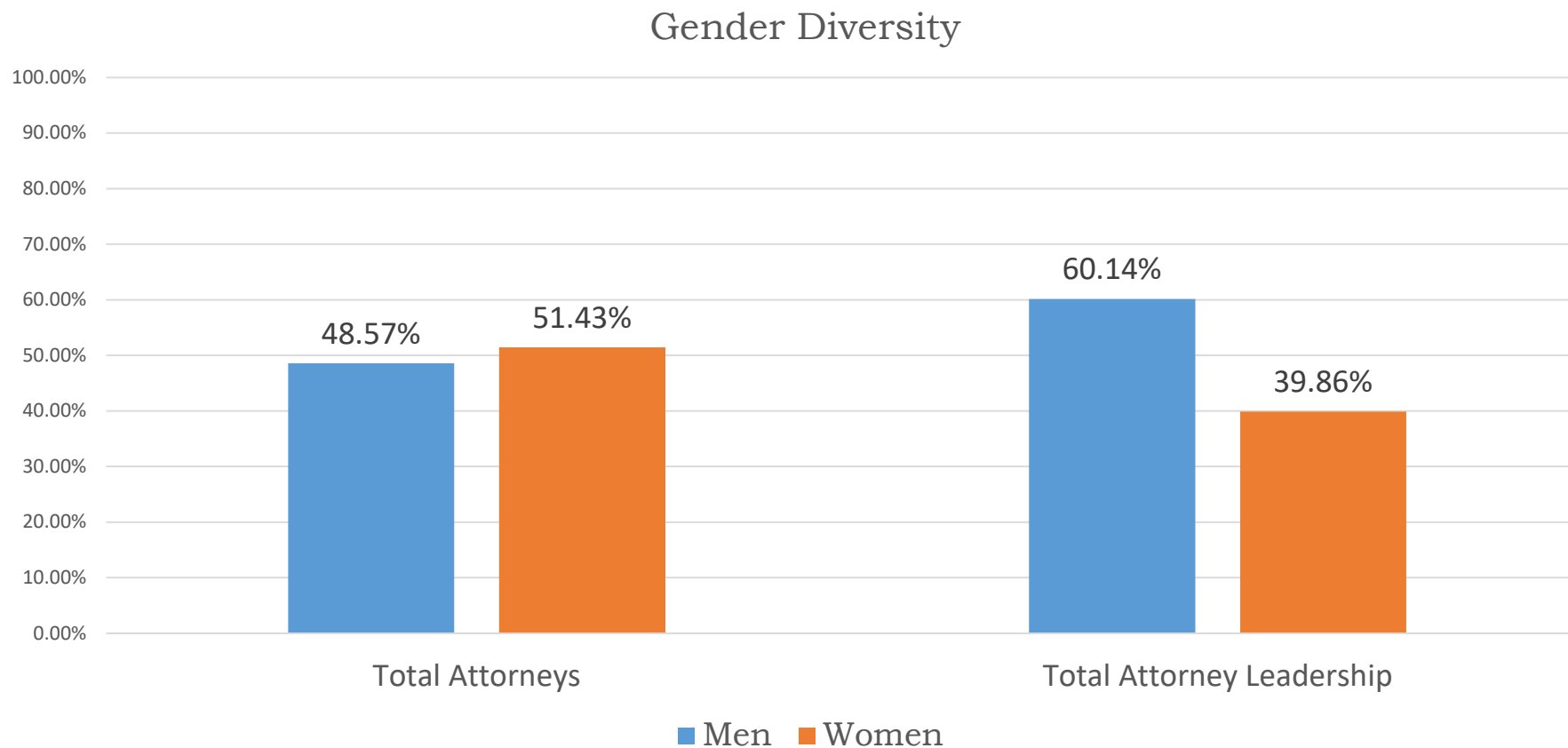
# SURVEY RESULTS: GOVERNMENT

Survey Population: 700 Attorneys (48% increase since 2020)

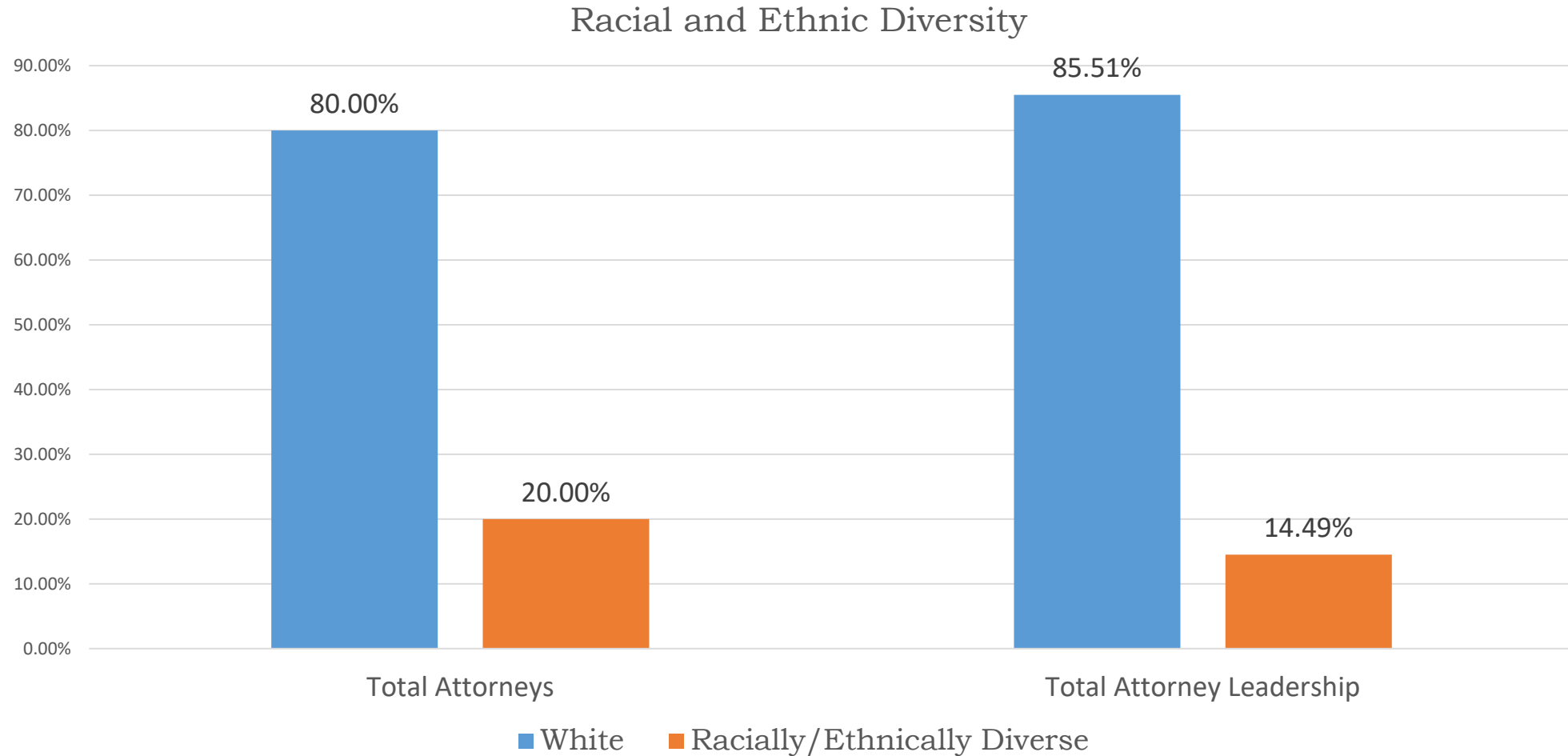
4\*/40 Signatories

	Total Attorneys	Total Attorney Leadership
<b>White Men</b>	39.86%	52.17%
<b>Racially/Ethnically Diverse Men</b>	8.71%	7.97%
<b>Total Men</b>	48.57%	60.14%
<b>White Women</b>	40.14%	33.33%
<b>Racially/Ethnically Diverse Women</b>	11.29%	6.52%
<b>Total Women</b>	51.43%	39.86%

# SURVEY RESULTS: GOVERNMENT

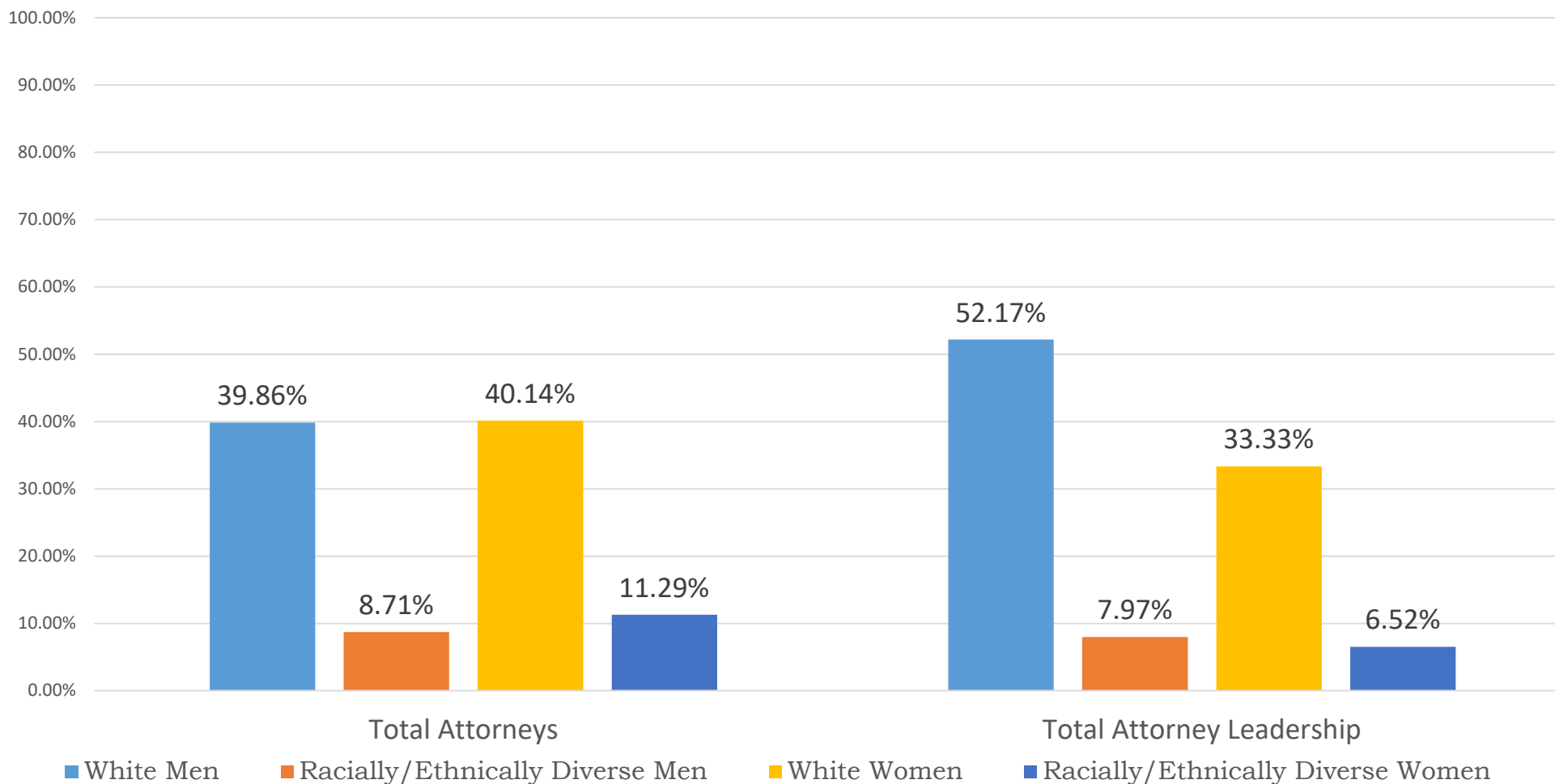


# SURVEY RESULTS: GOVERNMENT



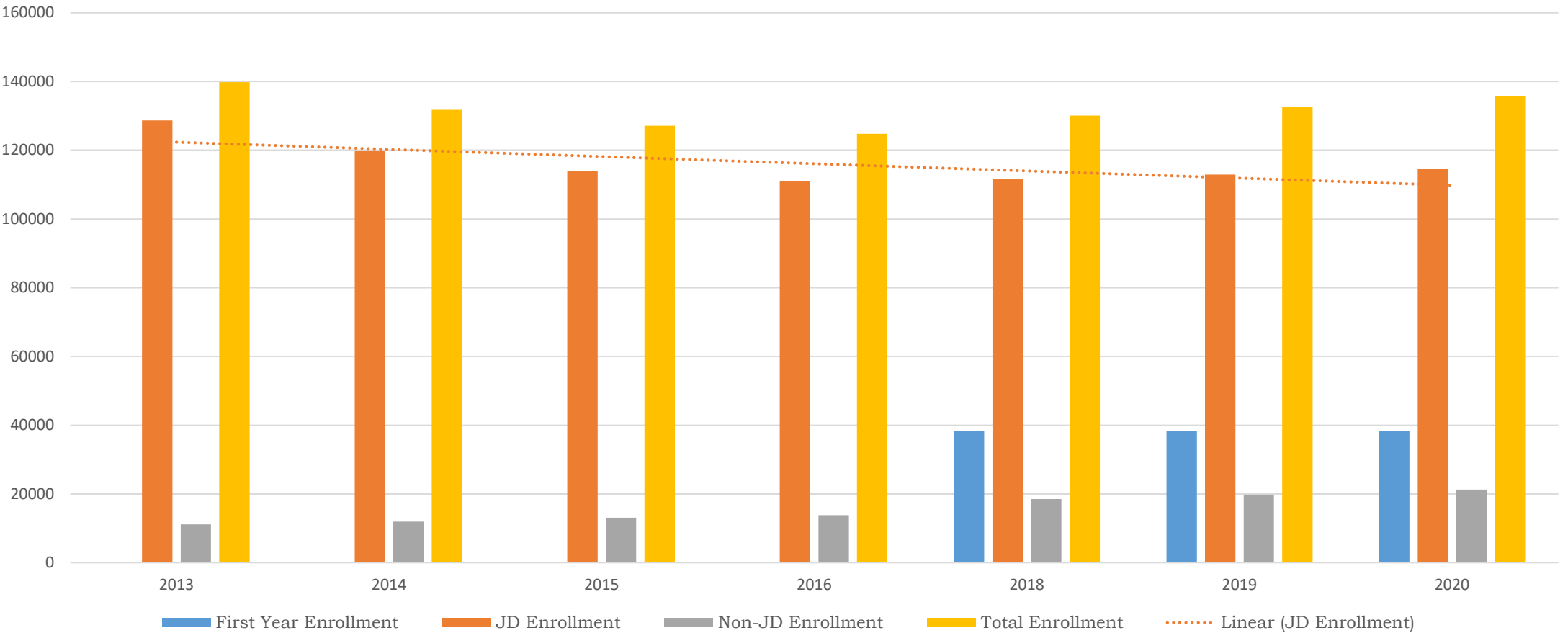
# SURVEY RESULTS: GOVERNMENT

## Racial/Ethnic and Gender Diversity





# NATIONAL ENROLLMENT TRENDS 2013-2020



# PIPELINE TO THE PROFESSION

“We believe that when people have the knowledge, skills, and confidence to understand how law and government work, to advocate effectively for themselves and others, and to participate in civic life, their lives and society will improve.

We also believe that equipping people with the requisite knowledge, skills, and confidence is a community responsibility—a responsibility that is best accomplished through collaboration between the legal and educational sectors.”

Street Law, Inc.: Teaching about law. Advancing justice for all.



## LSAC DIVERSITY IN THE US POPULATION & THE PIPELINE TO LEGAL CAREERS

Sex	US population 2019	Bachelor's Degrees Conferred 2018-2019	ABA Applicants 2021	ABA Admitted Applicants 2021	ABA Matriculants 2021	JD Degrees 2021	Lawyers 2020
Female	50.8%	57.4%	56.1%	55.4%	55.9%	N/A	37.4%
Male	49.2%	42.6%	42.1%	42.9%	42.5%	N/A	62.6%

Race/Ethnicity	US Population 2019	Bachelor's Degrees Conferred 2018-2019	ABA Applicants 2021	ABA Admitted Applicants 2021	ABA Matriculants 2021	JD Degrees 2021	Lawyers 2020
Aboriginal or Torres Strait Islander Australian			0.0%	0.0%	0.0%		
American Indian or Alaska Native	0.7%	0.5%	0.4%	0.3%	0.3%	0.5%	
Asian	5.6%	8.2%	8.8%	8.1%	8.1%	6.3%	5.2%
Black or African American	12.4%	10.3%	11.4%	8.0%	7.9%	7.4%	6.8%
Canadian Aboriginal/Indigenous			0.0%	0.0%	0.0%		
Caucasian/White	60.0%	62.3%	52.8%	59.1%	59.3%	62.8%	86.5%
Hispanic/Latinx including Puerto Rican	18.4%	14.9%	10.1%	8.3%	8.2%	12.3%	5.8%
Native Hawaiian or Other Pacific Islander	0.2%		0.1%	0.1%	0.1%	0.1%	
Not Indicated			5.8%	6.0%	5.8%	3.8%	
Some Other Race	0.3%						
Two or More	2.5%	3.9%	10.6%	10.2%	10.1%	3.5%	



# LSAC: APPLICANTS BY GENDER, RACE, ETHNICITY

Sex	Female		Male		Not Indicated		Total	
Year ▼	Count	%	Count	%	Count	%	Count	%
2021	39,909	14.6%	29,916	9.5%	1,287	4.3%	71,112	12.2%
2020	34,819	3.7%	27,328	-0.1%	1,234	-18.1%	63,381	1.5%
2019	33,569	3.4%	27,359	-0.4%	1,506	82.3%	62,434	2.7%
2018	32,469	7.9%	27,475	4.8%	826	202.6%	60,770	7.4%
2017	30,093	1.8%	26,217	-2.3%	273	18.2%	56,583	-0.1%
2016	29,552		26,836		231		56,619	

# LSAC: APPLICANTS BY GENDER, RACE, ETHNICITY

Ethnicity ▼ Year	Aboriginal or Torres Strait Islander Australian		American Indian or Alaska Native		Asian		Black or African American		Canadian Aboriginal / Indigenous		Caucasian / White		Hispanic / Latino		Native Hawaiian or Other Pacific Islander		Not Indicated		Puerto Rican	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2021	8	33.3%	1,428	9.6%	8,173	8.7%	10,001	11.2%	53	-8.6%	43,119	13.7%	10,166	12.3%	392	22.5%	4,114	11.7%	2,261	21.1%
2020	6	-33.3%	1,303	-1.8%	7,517	5.3%	8,996	1.9%	58	23.4%	37,930	-0.0%	9,053	3.7%	320	-2.4%	3,684	7.8%	1,867	7.2%
2019	9	0.0%	1,327	-3.6%	7,140	6.4%	8,825	-1.7%	47	6.8%	37,937	-1.5%	8,727	7.9%	328	14.3%	3,416	113.6%	1,741	-1.4%
2018	9	200.0%	1,377	6.4%	6,711	12.1%	8,974	5.5%	44	22.2%	38,504	8.0%	8,085	8.3%	287	5.5%	1,599	20.0%	1,766	0.7%
2017	3	-40.0%	1,294	1.6%	5,984	1.1%	8,504	-0.8%	36	-29.4%	35,639	0.8%	7,468	0.9%	272	6.7%	1,333	-11.5%	1,754	4.8%
2016	5		1,273		5,921		8,572		51		35,360		7,403		255		1,506		1,674	

# LAW CAMP

- Week long summer camp that exposes high school students to the legal profession.
- Students have an opportunity to listen to and work with legal professionals and law school students.
- Presentations focus on legal careers and law school information.
- The camp is geared towards cities in Connecticut with substantial racial/ethnic diversity.
- Students participate in a mock trial at the end of the camp to showcase the skills and knowledge gained throughout the week.



# FUTURE OF THE LEGAL PROFESSION SCHOLARS PROGRAM

- Aims to address the lack of representation in the legal field and to increase the pipeline of diverse talent that enters the legal profession in Connecticut.
- Participants receive a scholarship to take the KAPLAN LSAT preparation course
- Networking and mentoring opportunities
- Two scholar cohorts
- <https://www.ctbar.org/about/diversity-equity-inclusion/scholars-program>

# FLPSP EVENTS

- LSAT Scholars First Meeting - Law School Application Tips and Tricks
- The Law School Personal Statement
- Diversity and Inclusion Signatories Meeting – meeting with Scholars
- Scholarships and Grants - Scholars Event
- Law School Student and Alum Panel - Scholars Meeting
- Professional Etiquette
- End of the Year Wrap Up

# FLPSP SCHOLAR UPDATES

Since the start of the program

- 13 scholars in total
- Nine scholars have completed the LSAT
- Three scholars have applied to law school
- Three scholars have matriculated to law school
- Two of them in the Connecticut area

# Christina Cruz

- “I am interested in public interest and being able to use the skills I learn in Law School to help my community.”
- Event with the Most Impact: Law School Tips and Tricks
- Law School: University of Connecticut





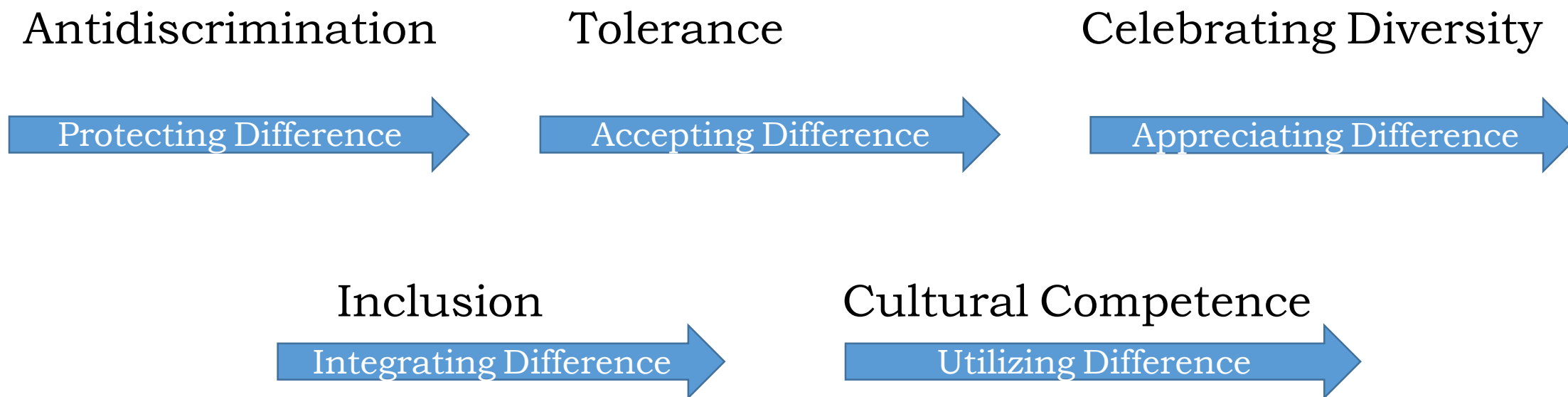
# Elizabeth Mejia Castro

- “I am passionate about national security and the intersection between cybersecurity infringement on civil rights.”
- Event with the Most Impact: Signatory Speed Networking Event
- Law School: George Washington Law School





# MOVING DE&I FORWARD



# OBSTACLES THAT ARISE IN THE PURSUIT OF ORGANIZATIONAL DE&I

# PITFALLS THAT ARISE IN THE PURSUIT OF ORGANIZATIONAL DE&I

# MISCONCEPTIONS IN THE PURSUIT OF ORGANIZATIONAL DE&I

# STRATEGIES TO MOVE DE&I FORWARD

- ☐ What is the goal and why is it important to the organization?
- ☐ What are the barriers to achieving the goal?
- ☐ Are there ways that the barriers are compounded by identity? Are there other barriers based on identity?
- ☐ What can we do to improve policy or practice so that we can address the barriers?
- ☐ Is there a level playing field?

# QUESTIONS AND COMMENTS?

