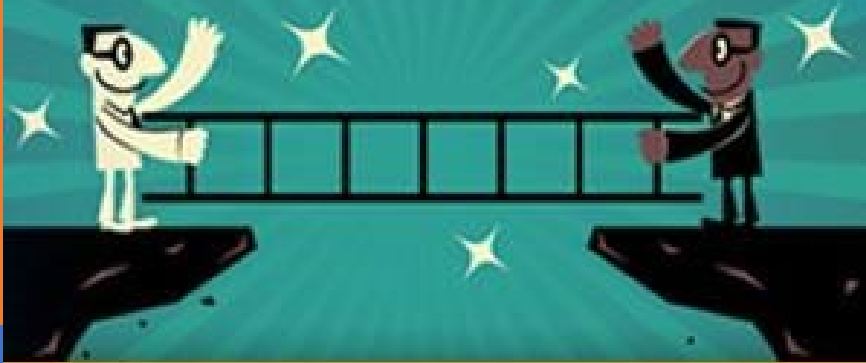


**Dispelling Bias:
Building Equal
Opportunity
Through Allyship
Within the Profession**



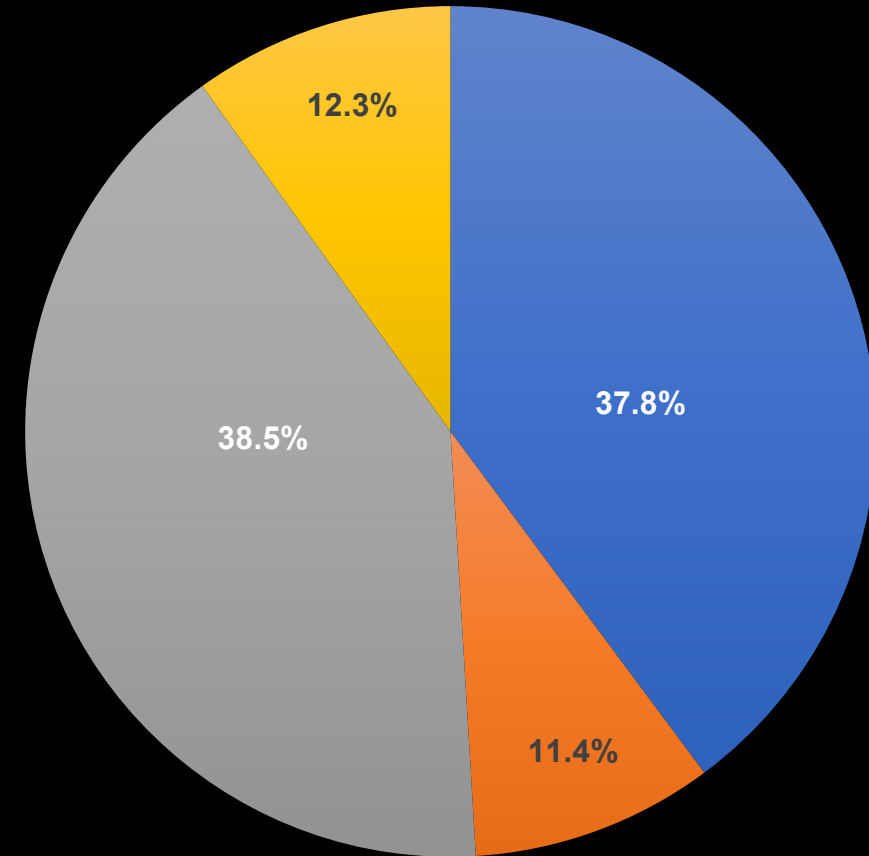
**STATISTICAL INFORMATION
REGARDING RACE AND GENDER
IN THE UNITED STATES AND
THE US LEGAL PROFESSION**



**OUR NATION
AND OUR
PROFESSION**

U.S. Population Breakdown

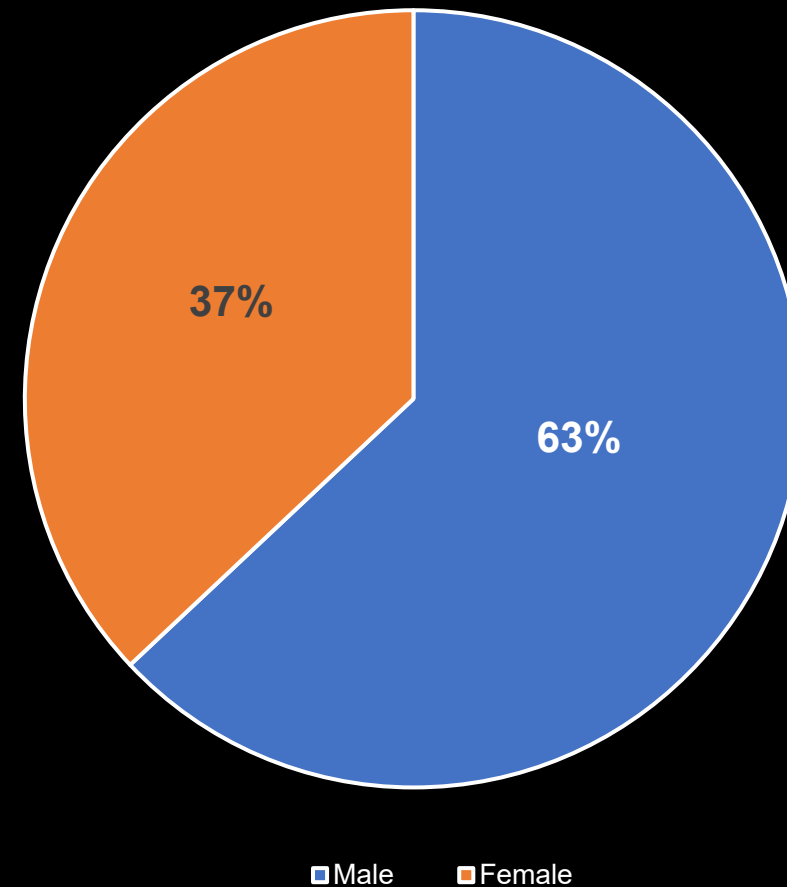
As of
7/1/2019



■ White Men ■ Men of Color ■ White Women ■ Women of Color

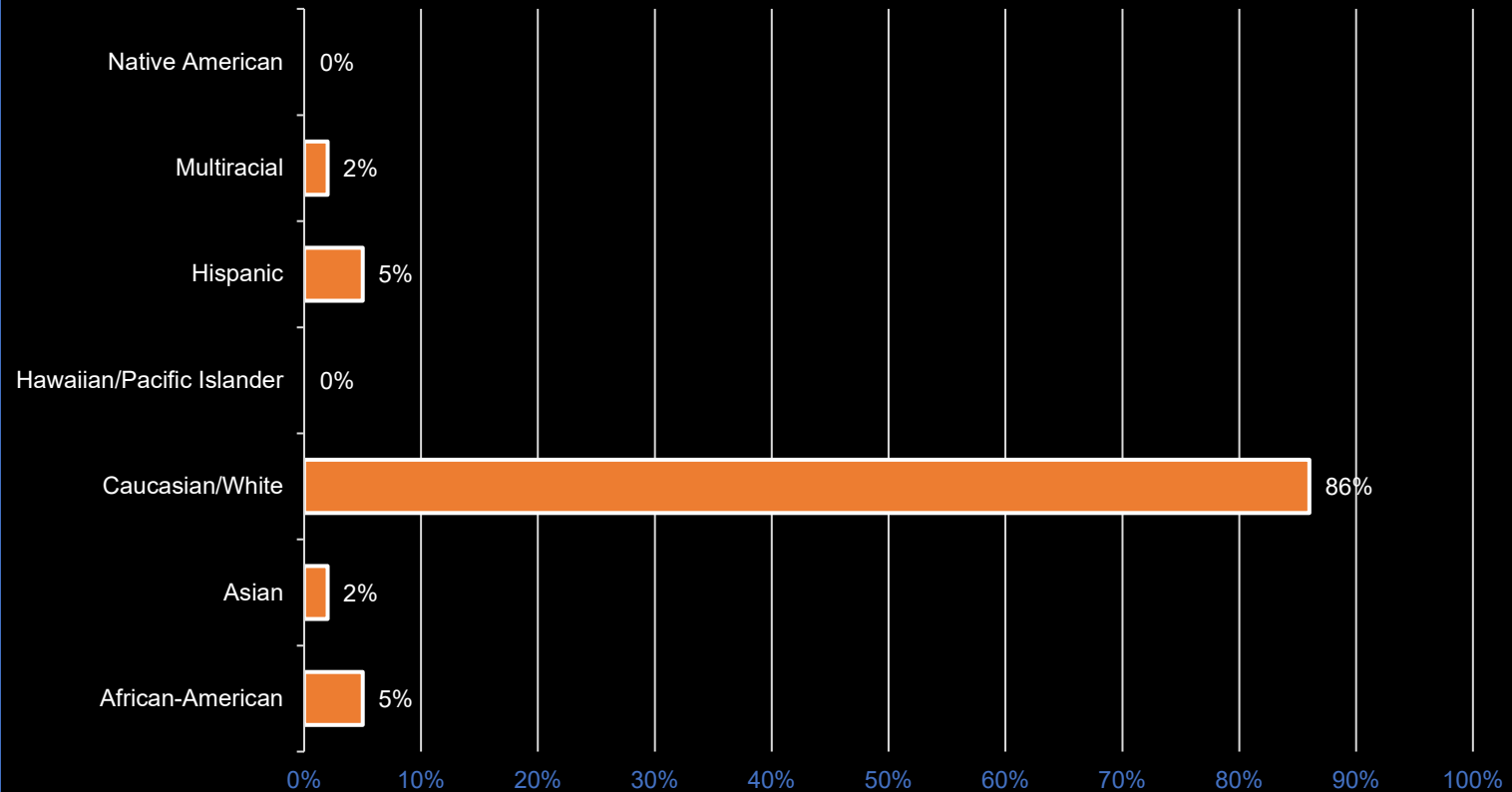
Legal Profession Breakdown (gender)

Resident Active Attorney Demographics: Gender
(ABA National Lawyer Population Survey, 2020)



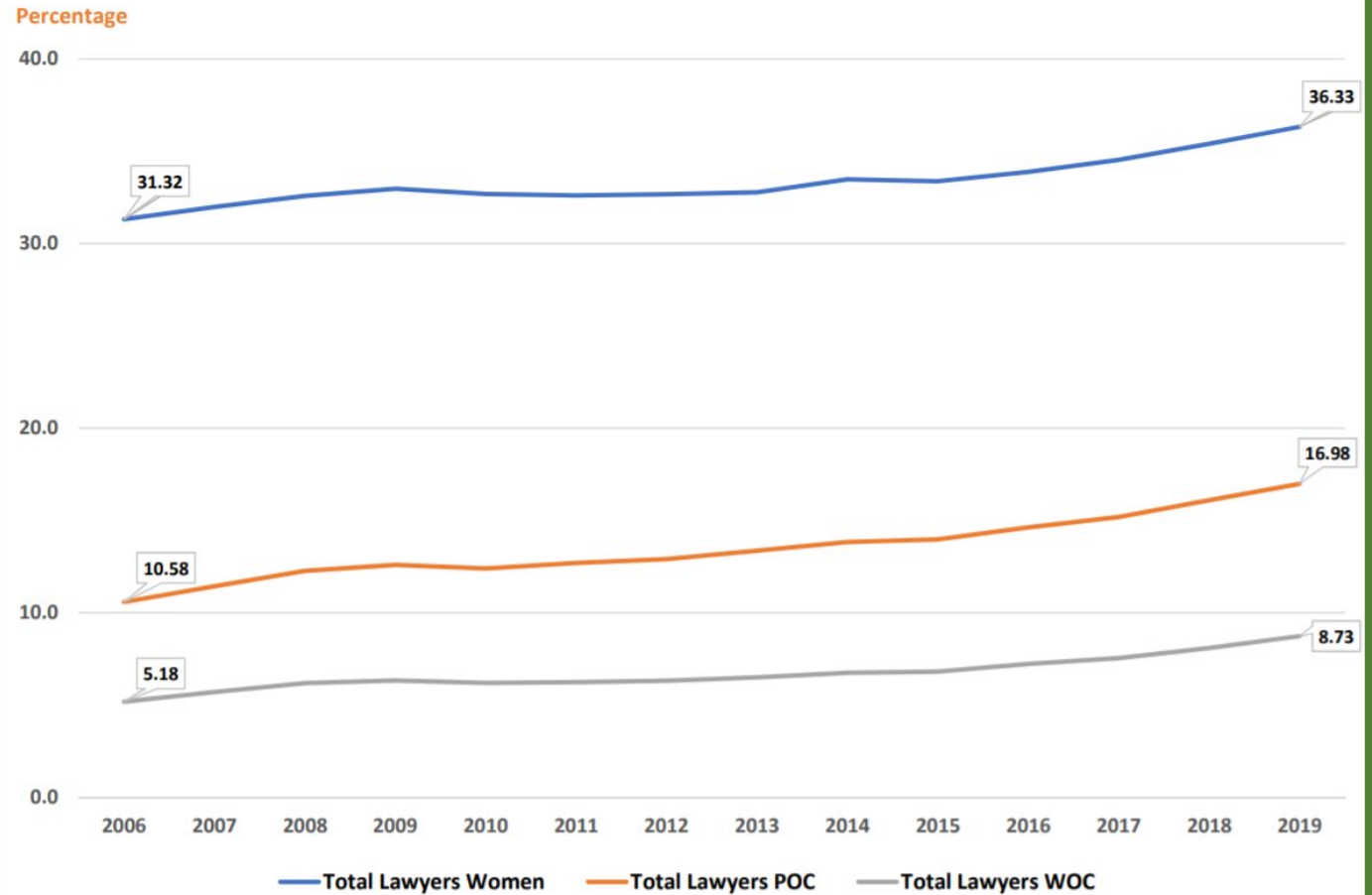
Legal Profession Breakdown (race/ethnicity)

Resident Active Attorney Demographics: Race/Ethnicity
(ABA National Lawyer Population Survey, 2020)

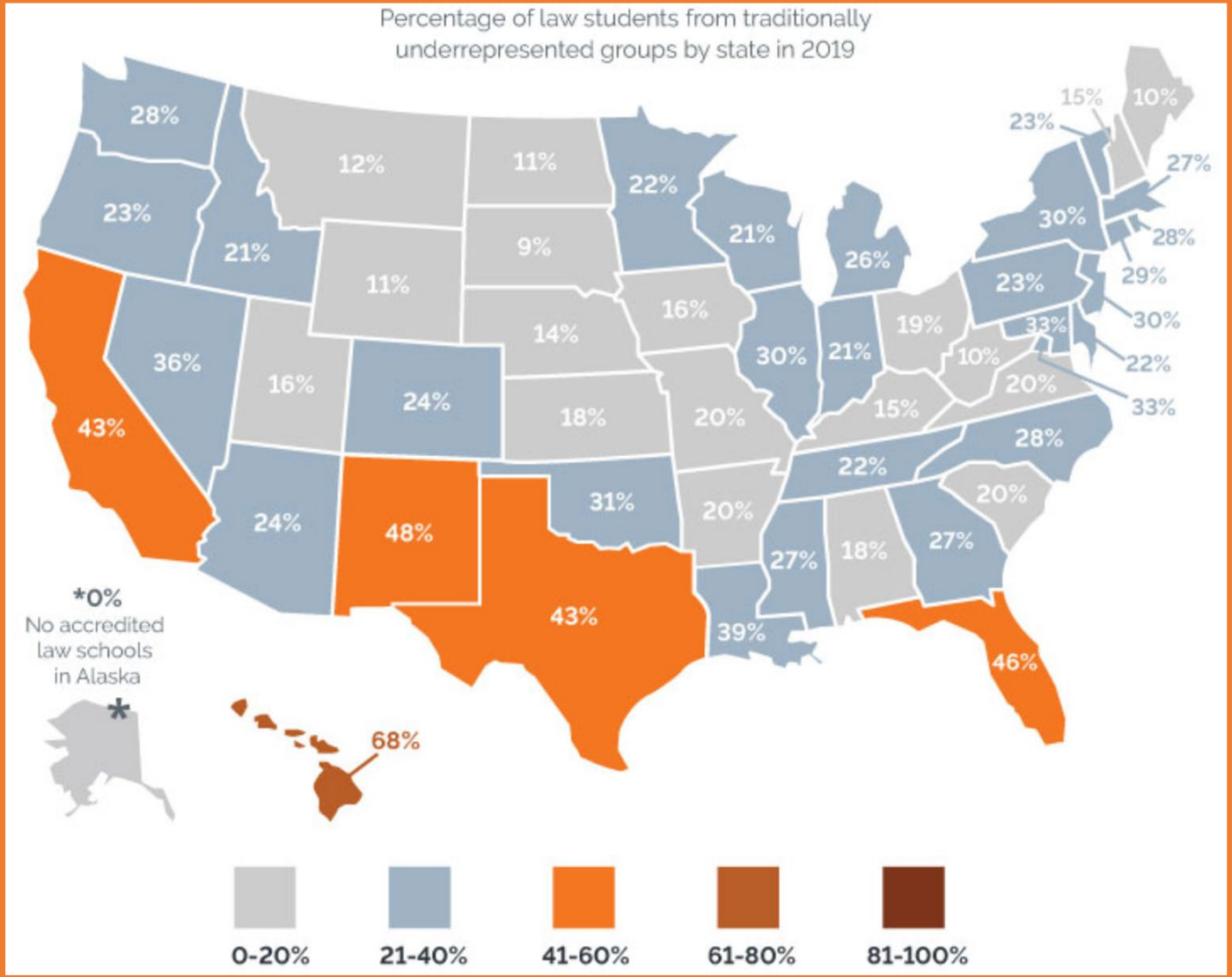


Legal Profession Breakdown

Percentage of All Lawyers that are Women and People of Color at Law Firms, 2006–2019



Minority Law Students by State



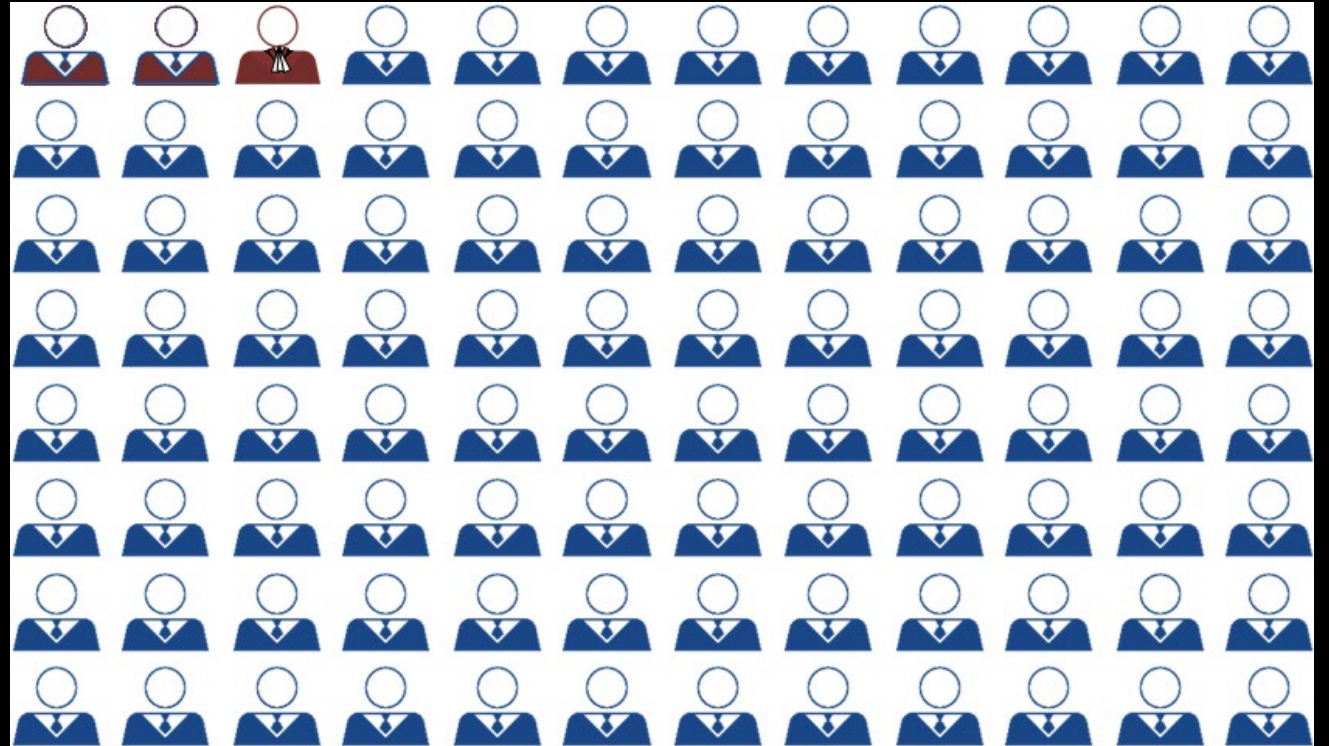
Source: Enjuris - <https://www.enjuris.com/students/law-school-race-2019.html>



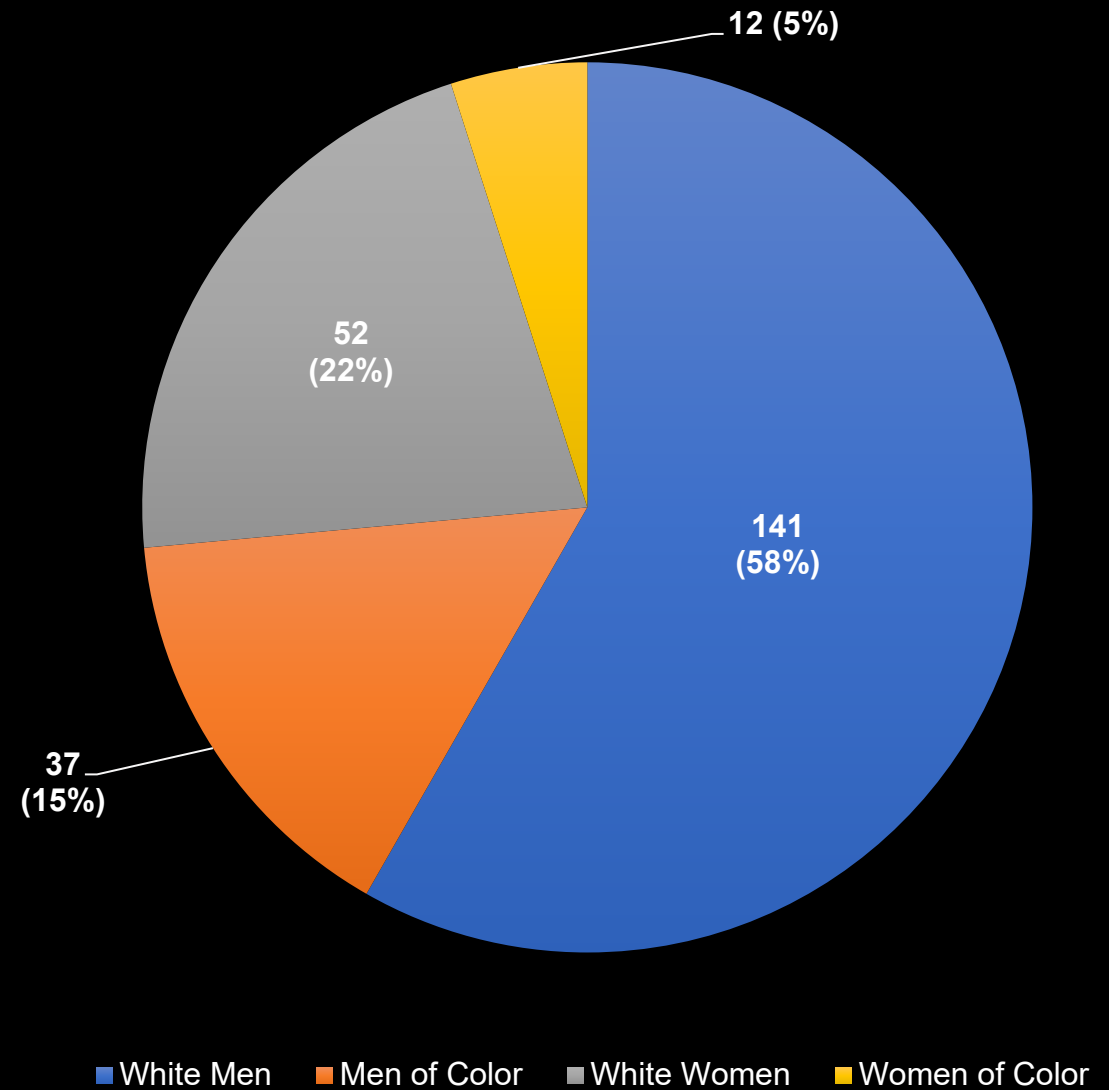
**DIVERSITY
ON THE BENCH**

Diversity on the U.S. Supreme Court

Only **THREE** of the 115 justices to ever serve on the U.S. Supreme Court have been **LAWYERS OF COLOR**.

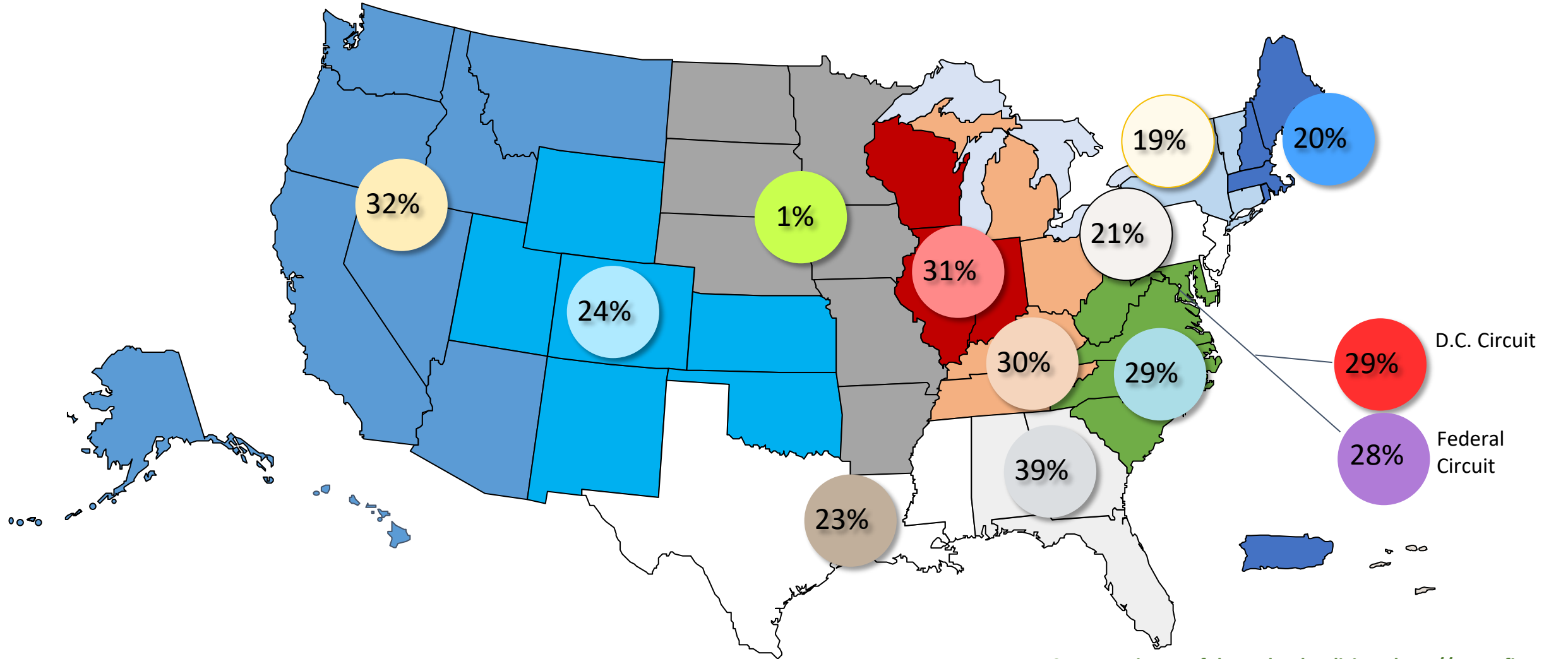


Sitting Federal Courts of Appeal Judges



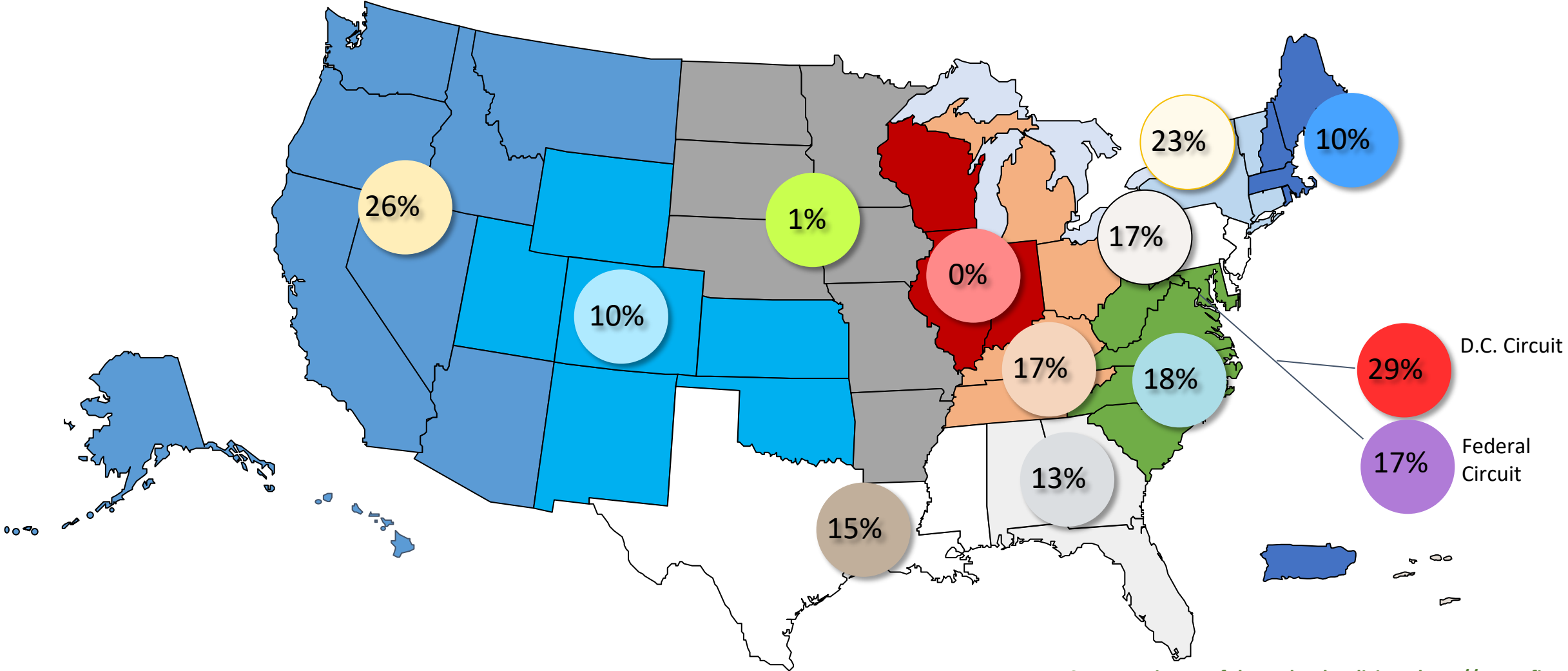
Source: History of the Federal Judiciary. <http://www.fjc.gov>: Advanced Search as of Dec. 5, 2020

% of SITTING female Federal Courts of Appeal Judges (by CIRCUIT)



Source: History of the Federal Judiciary. <http://www.fjc.gov>:
Advanced Search as of Dec. 5, 2020

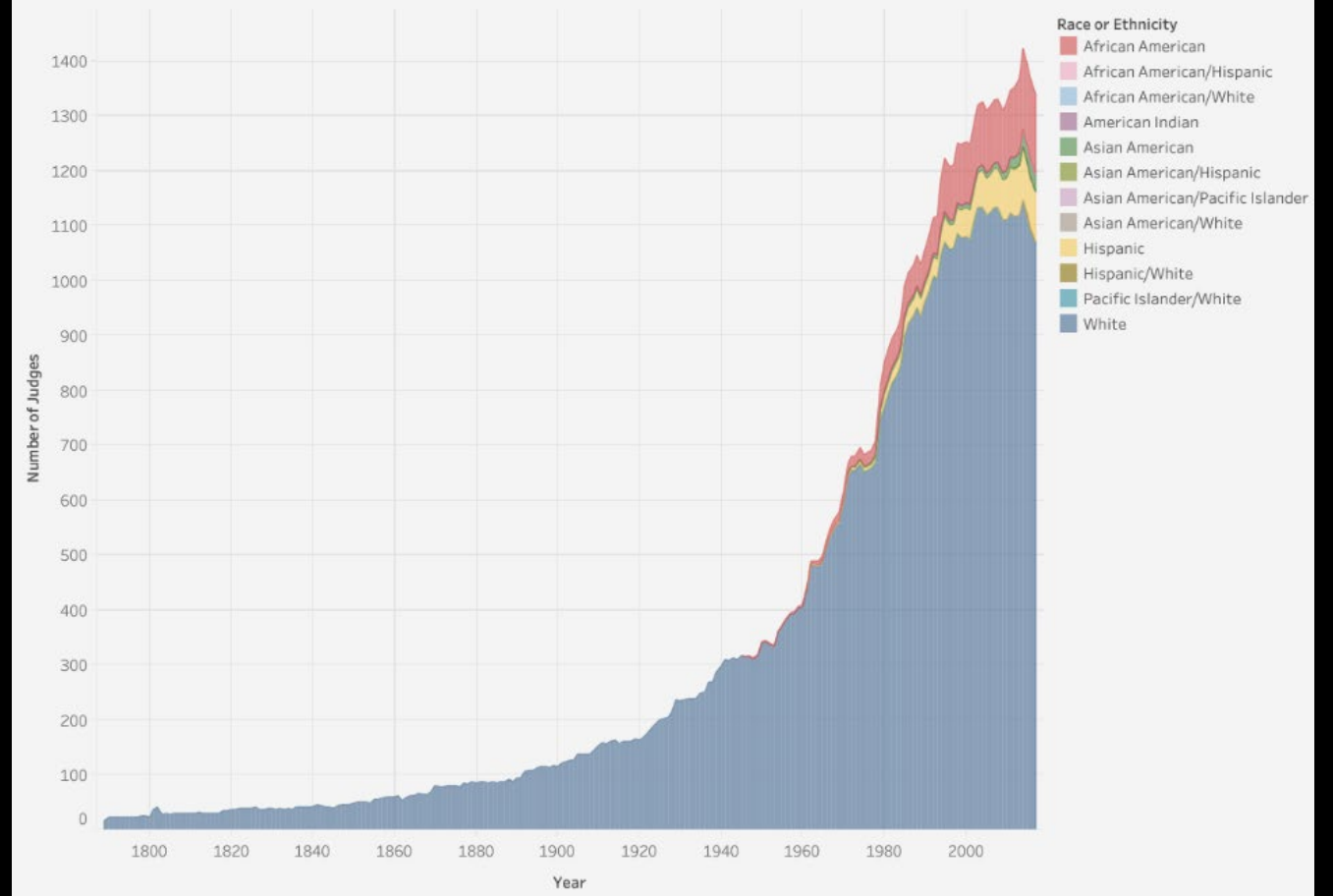
% of Federal Courts of Appeal Judges OF COLOR (by CIRCUIT)



Source: History of the Federal Judiciary. <http://www.fjc.gov>:
Advanced Search as of Dec. 5, 2020

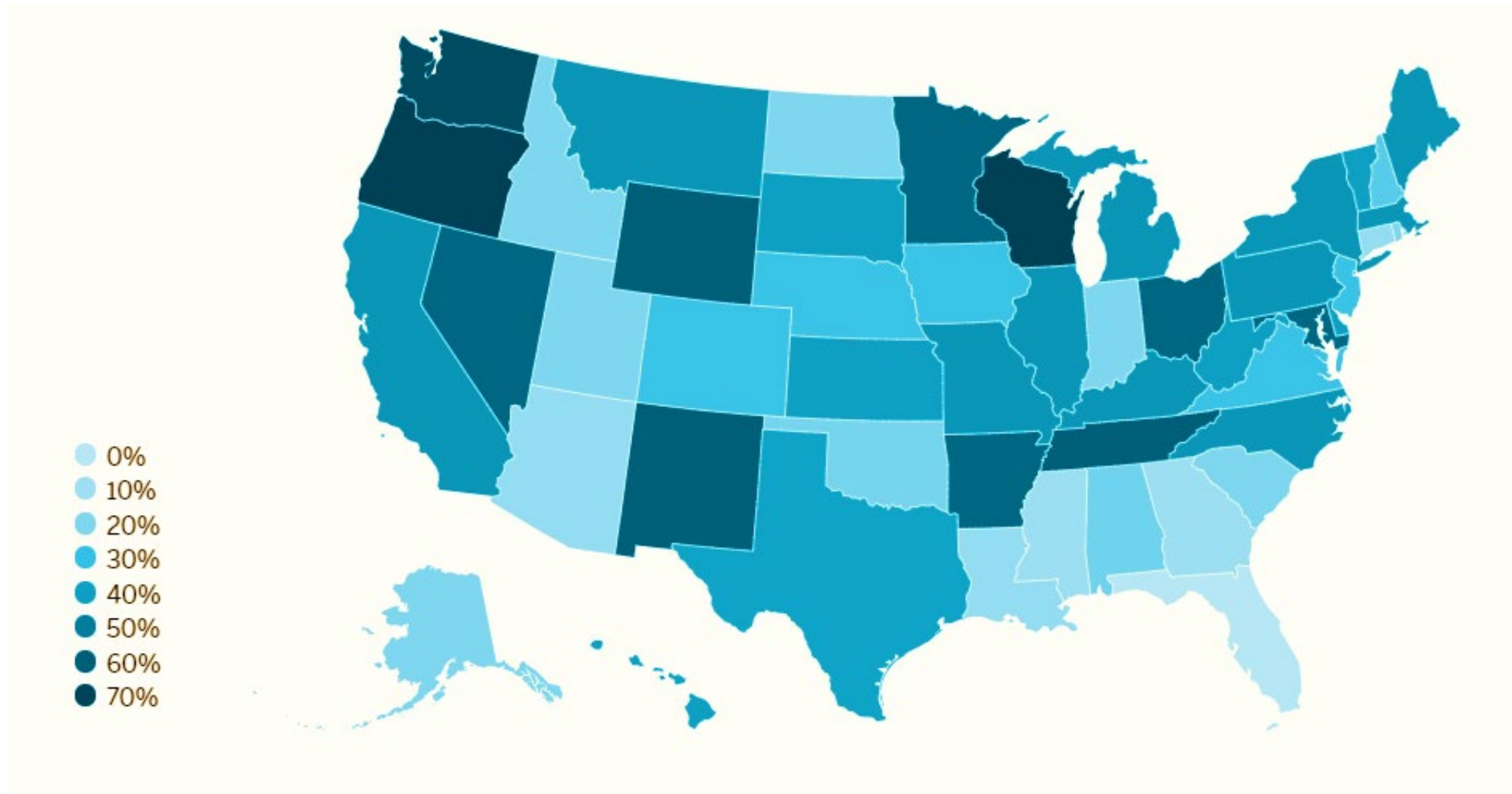
Demography of all ARTICLE III Judges

Article III Judges by Race or Ethnicity, 1789-2017



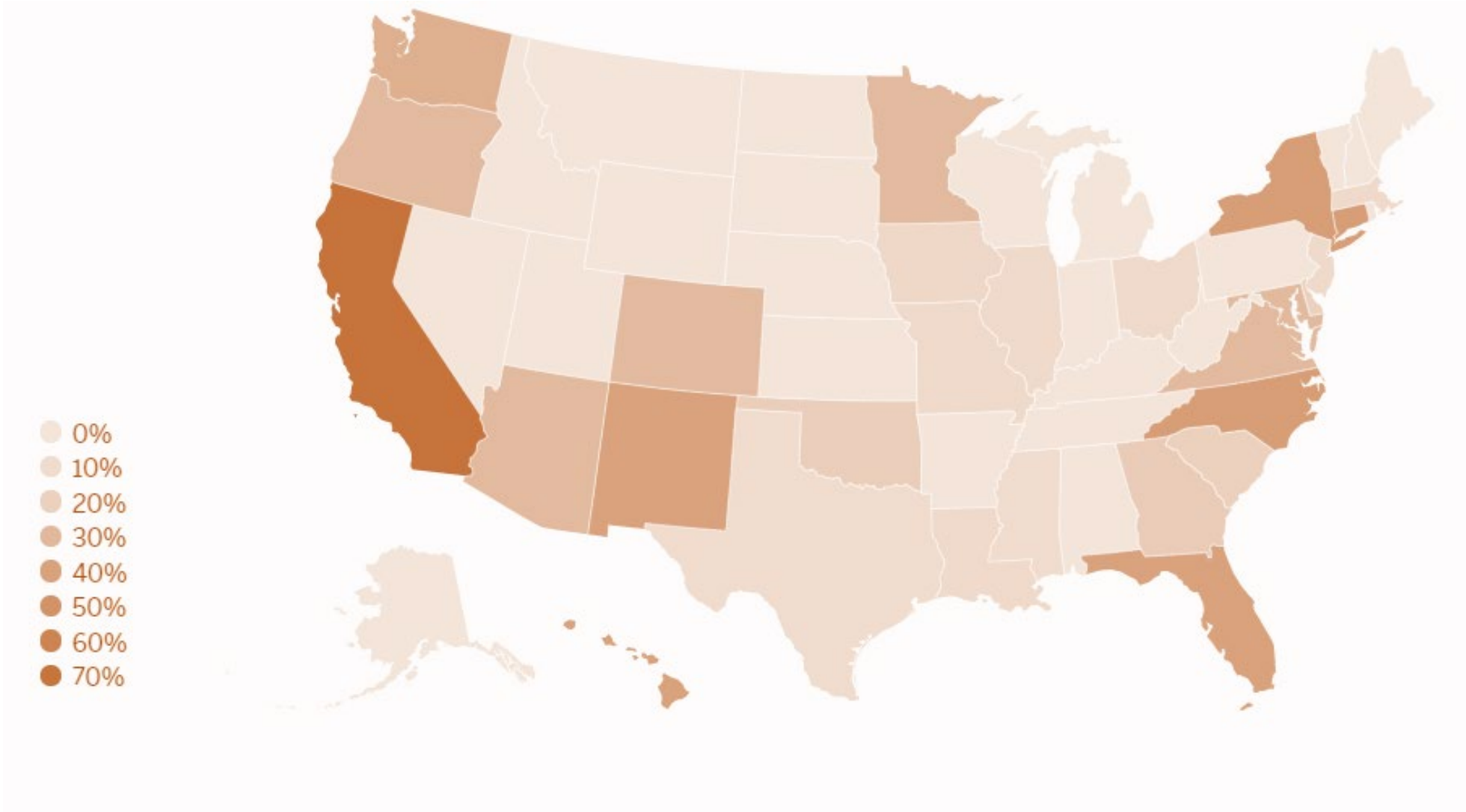
Source: History of the Federal Judiciary. <http://www.fjc.gov>

% of all FEMALE State Supreme Court Justices



Source: Brennan Center, Report on State Supreme Court Diversity as of Feb. 4, 2020

% of State Supreme Court Justices OF COLOR

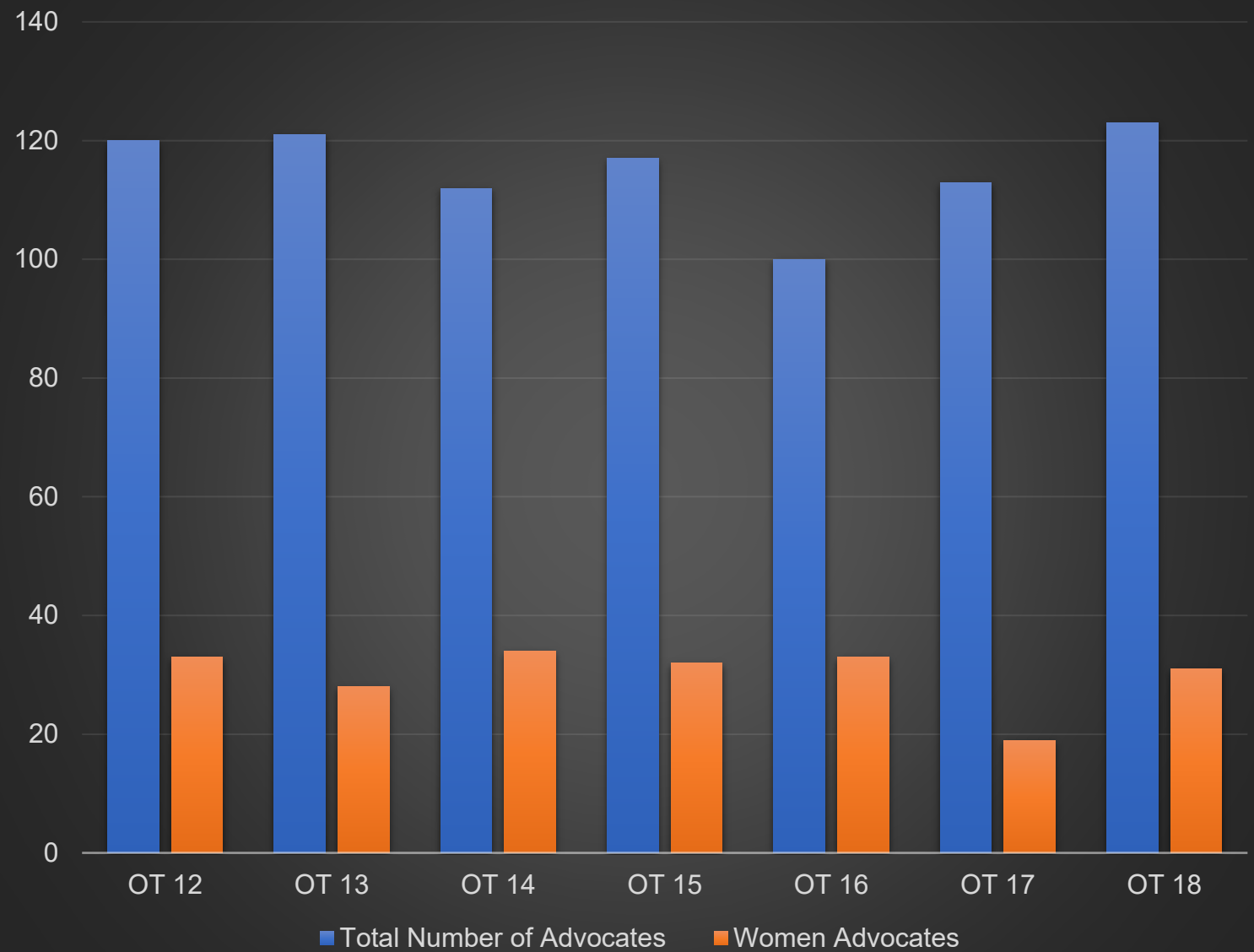


Source: Brennan Center, Report on State Supreme Court Diversity as of Feb. 4, 2020



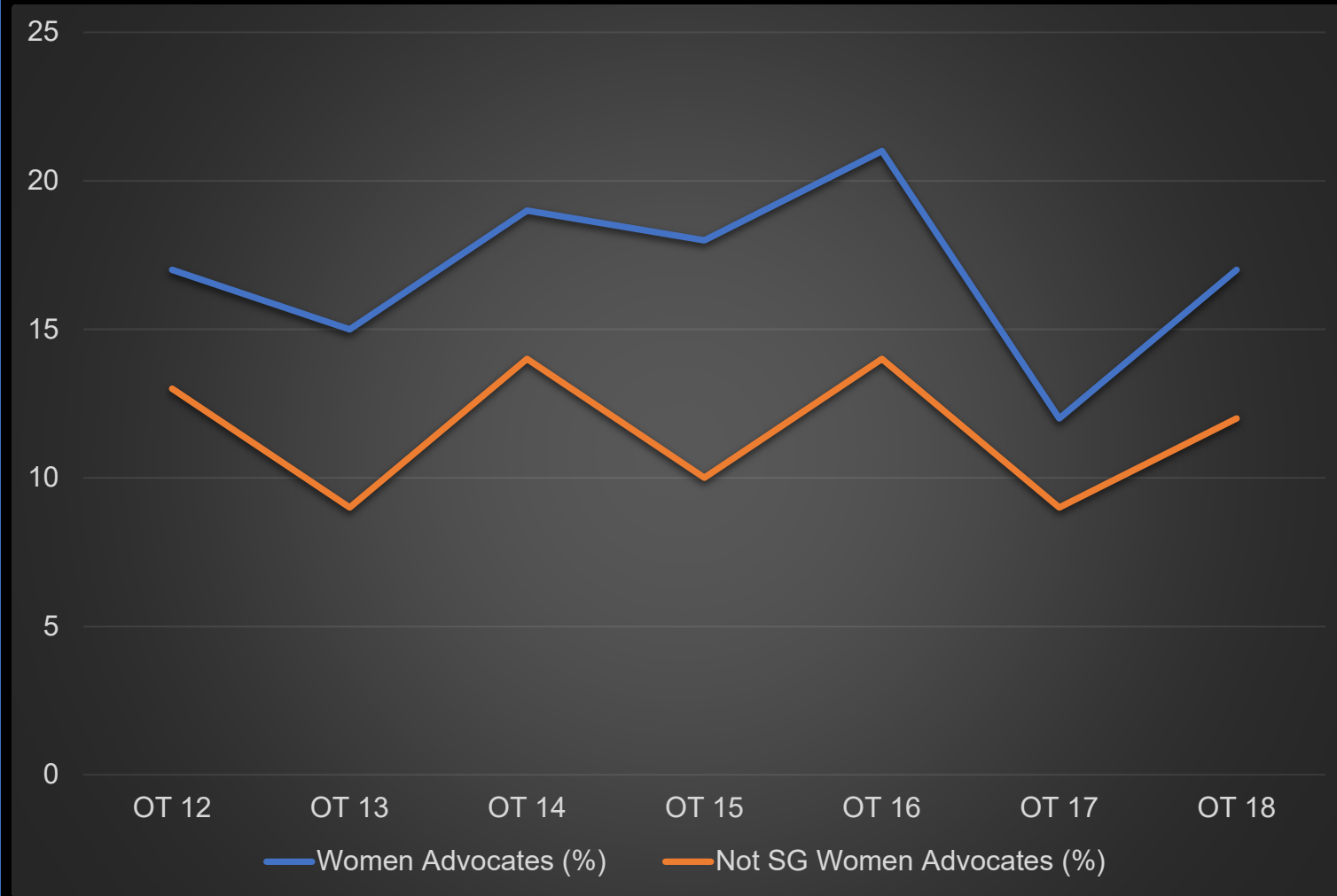
WOMEN AT THE PODIUM

Oral Advocates Arguing before the U.S. Supreme Court by October Term (OT)



Data pulled from Scotusblog, graph:
https://www.scotusblog.com/wp-content/uploads/2019/07/StatPack_OT18-7_8_19-33-34.pdf

Oral Advocates Arguing before the U.S. Supreme Court



Data pulled from Scotusblog, graph:
https://www.scotusblog.com/wp-content/uploads/2019/07/StatPack_OT18-7_8_19-33-34.pdf

First Chair at Trial in CIVIL Cases



**76% of lead
counsel
were men**

59% of civil cases had men as lead counsel for *both* plaintiff and defendant.

**87% of class
actions have
male lead
counsel**

71% of class actions had male lead counsel for *both* plaintiff and defendant.

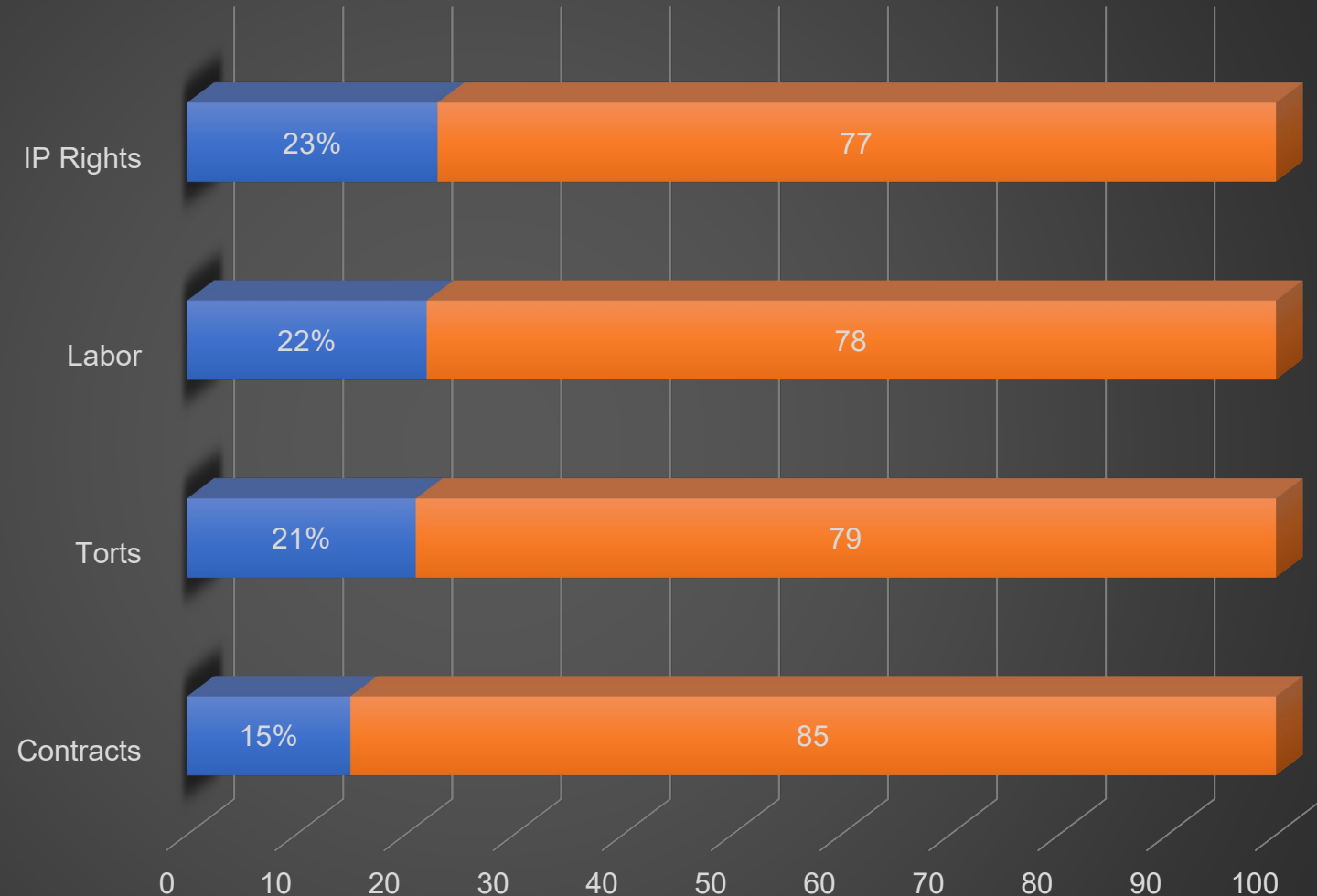


% of Lead Counsel Who Were WOMEN

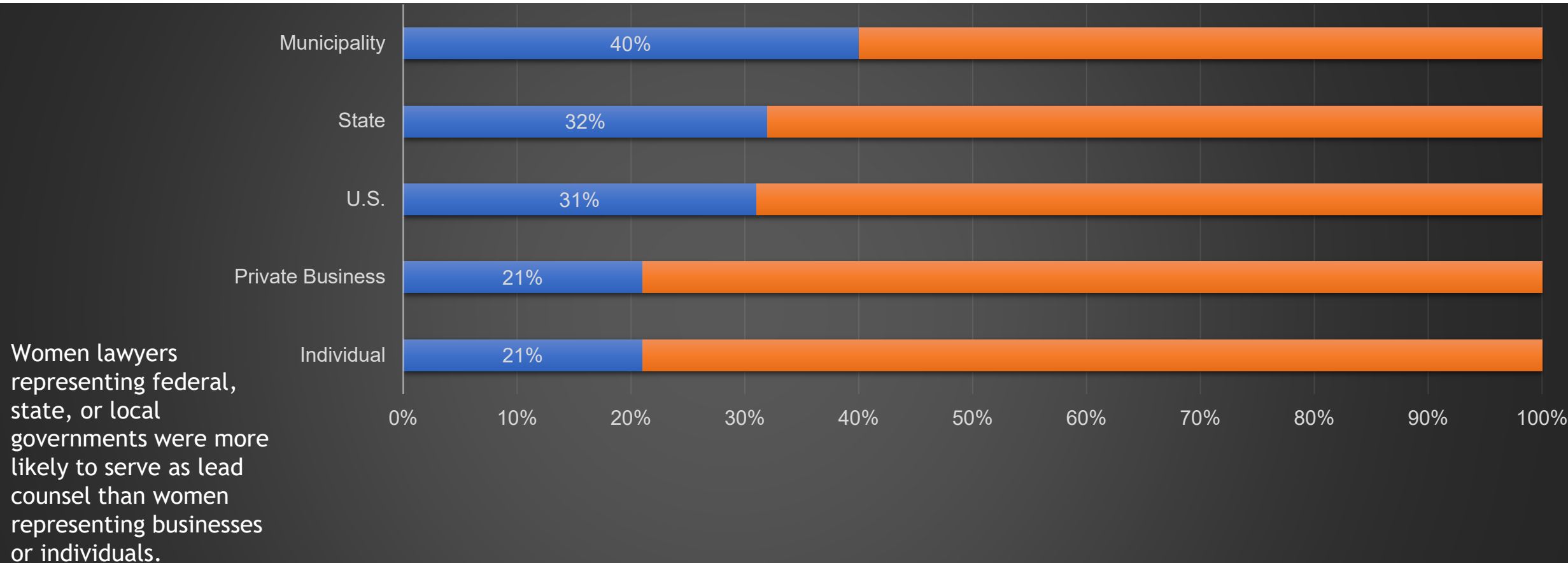
As lead counsel in areas of practice that are the biggest \$\$ cases, women lag far behind.

Women appear more frequently as lead counsel in cases involving:

real property
prisoner rights
social security
civil rights
defense of pro se



% of Lead Counsel Who Were WOMEN

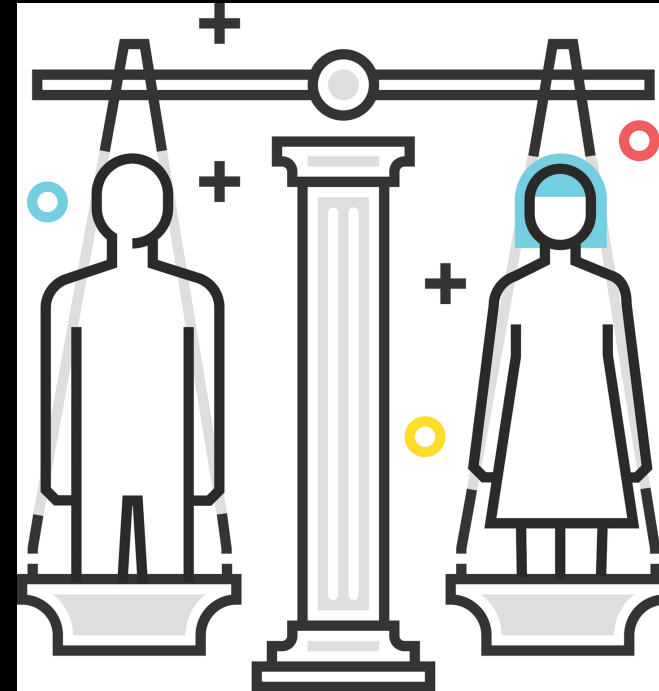


First Chair at Trial in CRIMINAL Cases

Male Lead Counsel

34% for the
government

66% for the
defendant



Female Lead Counsel

69% for the
government

31% for the
defendant

Business Case for Increased Diversity in Trial Teams

Judges want to see more diverse lawyers.

Women win their trials 70% of the time.

Mixed gender teams outperform single gender teams.

Female jurors prefer female attorneys.

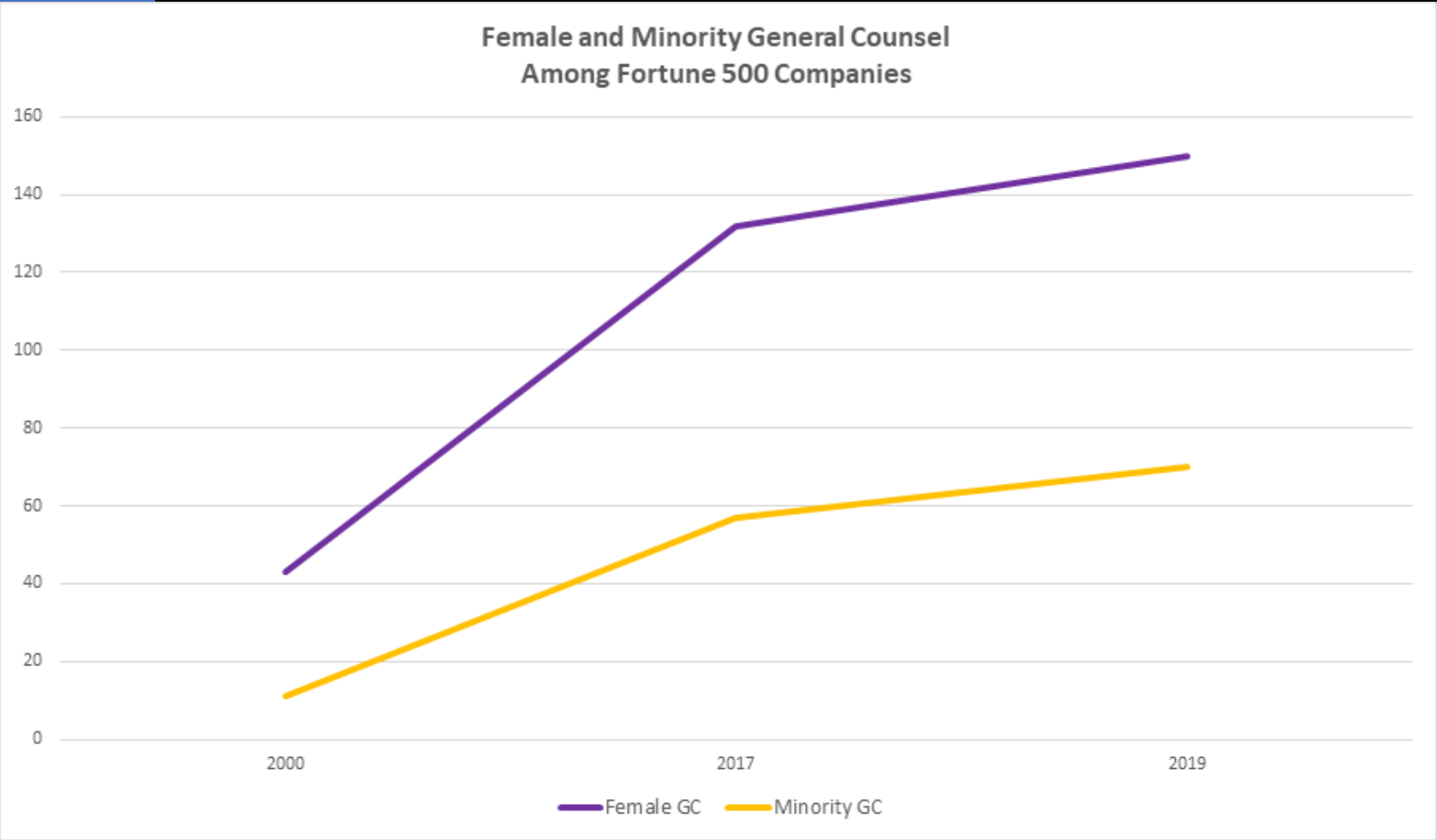
Diverse teams reflect the community.





**DIVERSITY IN
BUSINESS**

Diversity in Corporate Legal Departments



Diversity in Law Firms

Diversity matters because it...

“...promotes the public’s perception of an equal and fair judicial system.”

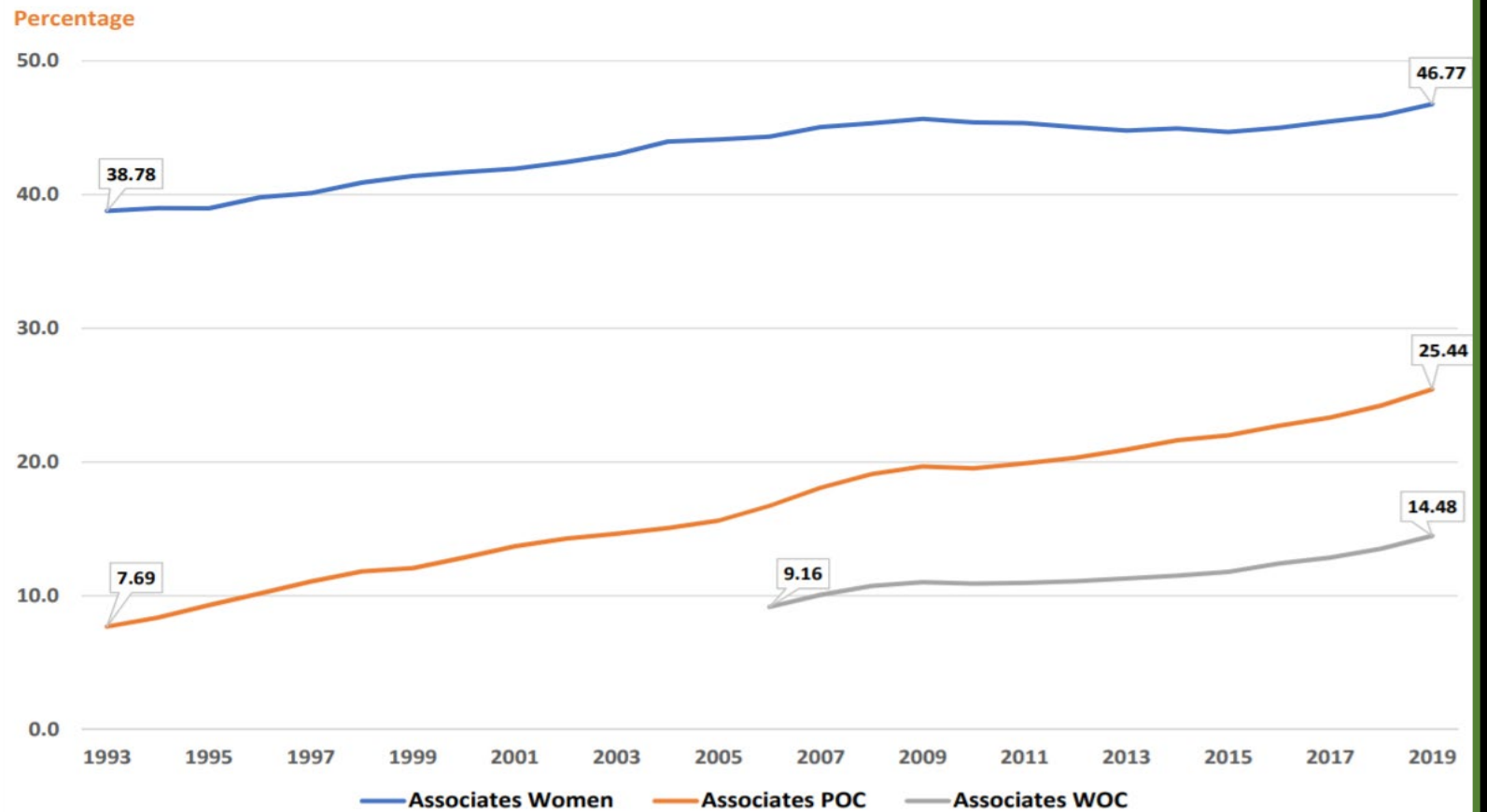


“...is critical to the legitimacy of our judicial system and the rule of law. If our justice system does not reflect the diversity of our community, it will lose credibility...”

“...is important to a law firm’s bottom line... firms that appreciate and embrace diversity...will be best positioned to attract...diverse clientele and thrive.

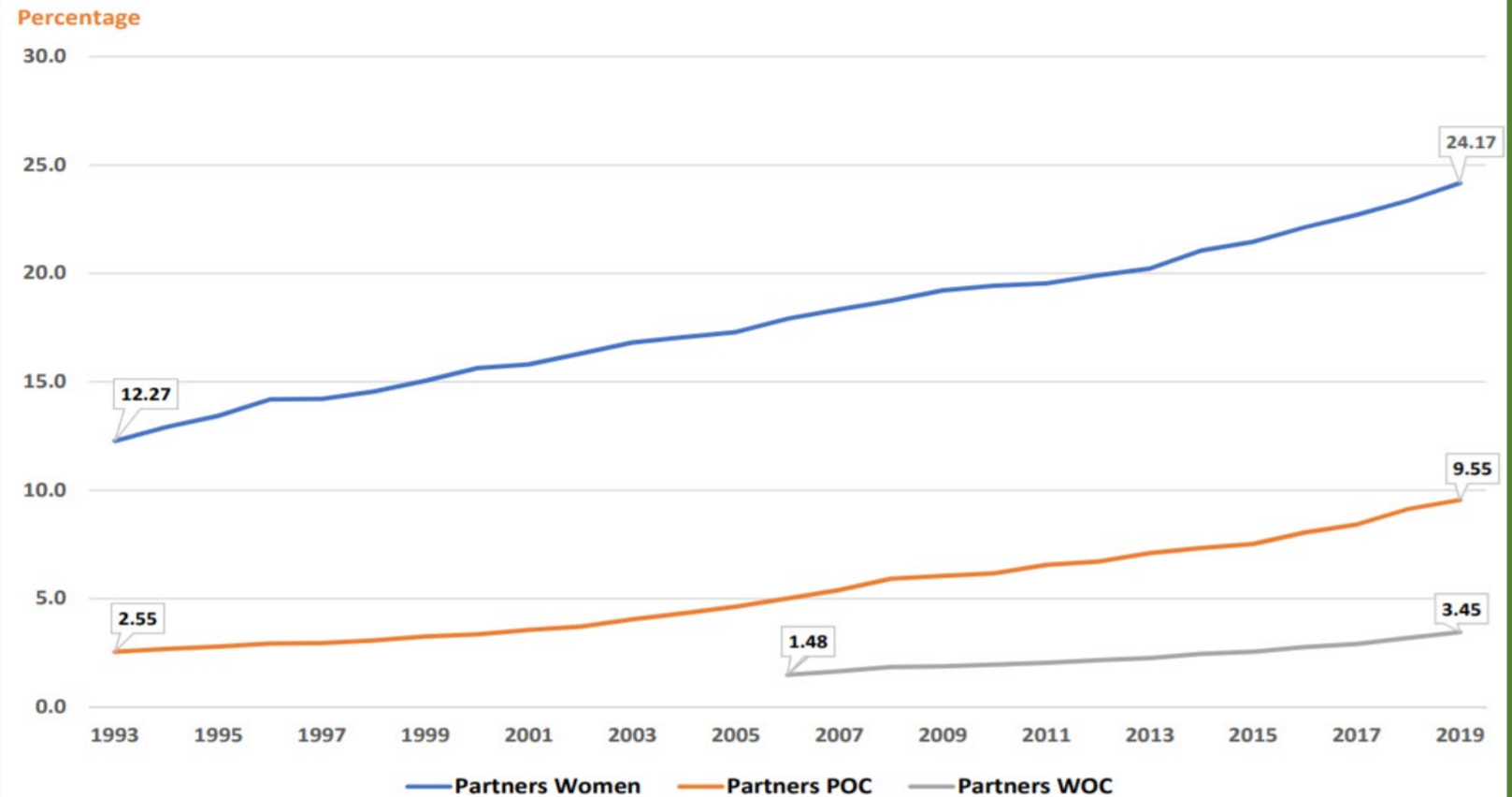
Diversity in Law Firms (ASSOCIATES)

Percentage of Associates that are Women and People of Color at Law Firms, 1993–2019

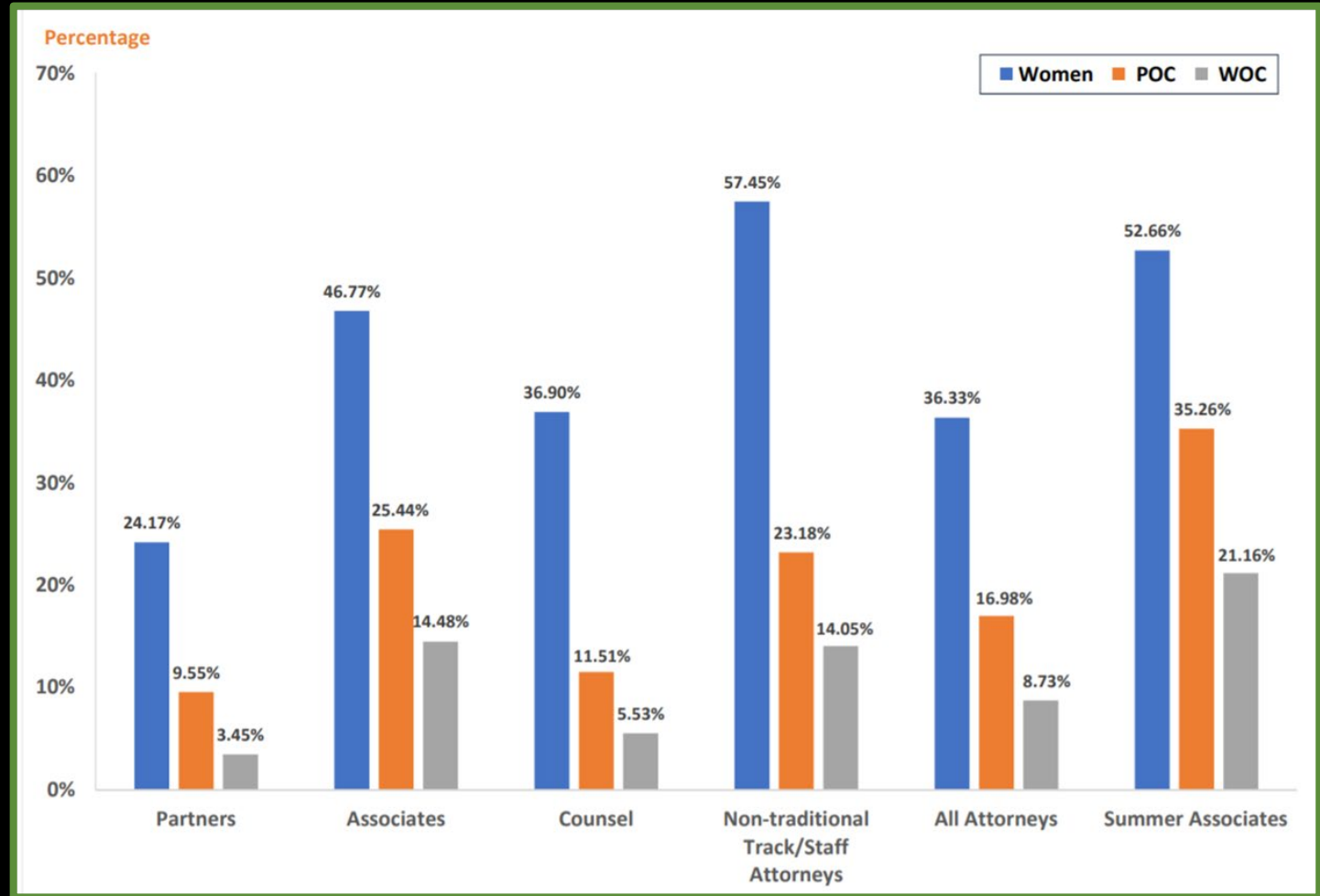


Diversity in Law Firms (PARTNERS)

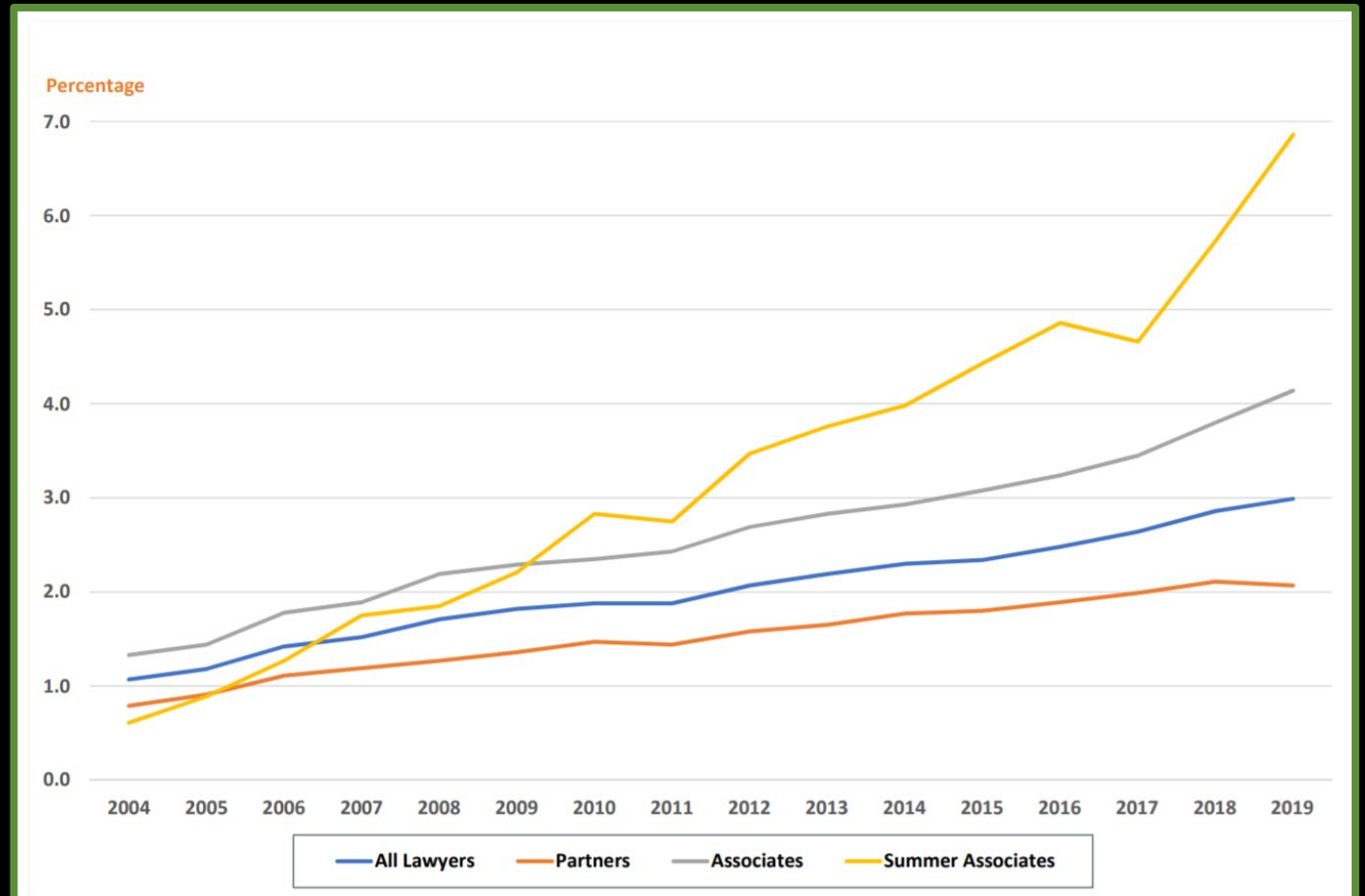
Percentage of Partners that are Women and People of Color at Law Firms, 1993–2019



Diversity in Law Firms (% of Women and People of Color at Law Firms – 2019)



Diversity in Law Firms (% of LGBT lawyers, 2004 - 2019)





CONCLUSION

Gains have been made, but there is still a lot to be done.



As a community, we need to develop and provide infrastructure and tools that will continue to support, champion and encourage diversity in the legal profession.





**CALLS TO
ACTION**

How?



Continue to educate yourself about the needs and challenges of aspiring and current attorneys from minority groups.

How?



Continue to educate yourself about the needs and challenges of aspiring and current attorneys from minority groups.



Reflect on how you personally, your firm or organization, and the institution of law can support and advocate for minority colleagues.



How?



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Reflect on how you personally, your firm or organization, and the institution of law can support and advocate for minority colleagues.

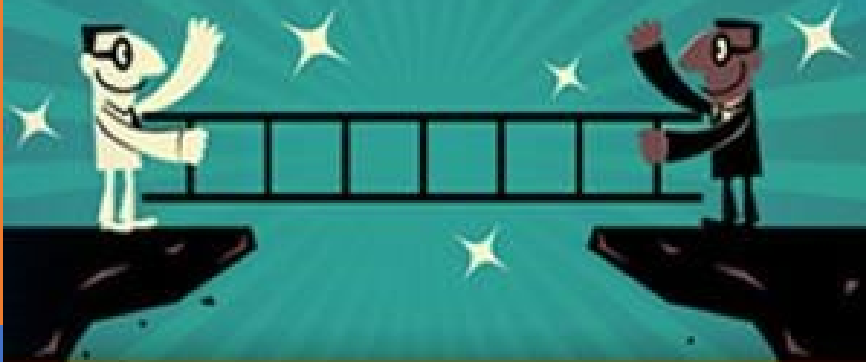


Identify the needs of members of the legal community and, together, take action to address those needs.

What can *you* do to
move the needle?



Dispelling Bias: Building Equal Opportunity Through Allyship Within the Profession



Find out more by exploring the *Dispelling Bias* resource from the American Inns of Court.

Thank you to the Judge John M. Manos American Inn of Court in Cleveland, OH for assisting with the research for this resource.