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REVIEW PROVIDES ANALYSIS AND MODELS TO HELP THE LEGAL PROFESSION ASSESS PROGRESS TOWARDS DIVERSITY

CHICAGO, April 8, 2015 – How much progress has the legal profession made to be more inclusive and diverse? How can we measure that change? What models can guide the profession into the future? What do the numbers tell us about what more needs to be done? What can we assume from new data? Has the economic recession made an impact on diversity?

With updated data and expanded commentary, [***IILP Review 2014: The State of Diversity and Inclusion in the Profession***](#) provides some answers and context. The Review includes an overview and summary of the latest demographic information available as to the status of minorities and diverse populations in the legal profession and is accompanied by 32 scholarly in-depth articles that analyze trends and look at models and initiatives. The commentary helps gauge progress by focusing on key data points highlighting challenges that cut across the profession in its quest for greater diversity. Articles explore diversity in a variety of professional settings, with writers who identify ways the profession is striving to mentor a new generation of lawyers to foster greater diversity. Data from the U.K. is also reviewed to demonstrate how challenges to diverse groups extend beyond the shores of the U.S.

This is the IILP's third review and contains [data](#) updated as of July 2014.

As was found in earlier analysis, the legal profession continues to lag behind other professions in providing meaningful opportunities for inclusion. Aggregate minority representation among lawyers stood at 14.4% in 2013, compared to 27.8% among accountants and auditors; 38.2% among software developers; 24.3% among architects and engineers; 31.8% among physicians and surgeons; and, 25.8% within the professional labor force as a whole.

Progress for different groups varies with African American representation among lawyers dropping from 4.7% in 2009 to 4.2% in 2013, suggesting that African Americans are exiting from the profession, since both the number of lawyers and law students have remained relatively stable. Both Asian Americans and Hispanics represent 5.1% of the profession; female lawyers dipped to a low of 31.1% in 2012, and then rebounded to 33.1% in 2013. Overall, the participation of women remains higher than in several other professions, but women continue to face barriers in reaching leadership roles in the legal profession. This

most recent data comes from a number of sources and includes updates from the 2010 census, the Bureau of Labor Statistics, the National Association for Law Placement and numerous bar associations.

The demographic summary was prepared by **Editor-in-Chief Elizabeth Chambliss**, professor of law and director of the Nelson Mullins Riley & Scarborough Center on Professionalism at the University of South Carolina. She is also the author of the ABA study ***Miles to Go: Progress of Minorities in the Profession***. Chambliss continues to advocate for further data collection and reporting throughout the profession in an effort to better assess progress toward greater integration and inclusion. For future editions of the Review, the IILP hopes to stimulate more robust data collection to provide for better insight into the special challenges facing LGBT lawyers and the disabled.

The IILP is hosting seminars around the country featuring discussion of the data and including presentations by several of the authors with a focus on local solutions and programs that meet the needs of the community. The first is set for April 14 in New York City. Future programs will be in Los Angeles; Palo Alto; Washington, D.C; Chicago; Charlotte; Dallas; San Francisco, Houston and one to be set in the Pacific Northwest. Details on each session will be posted at the IILP website.

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About the Institute for Inclusion in the Legal Profession

Through its programs, projects, research, and collaborations, the Institute for Inclusion in the Legal Profession is dedicated to improving diversity and promoting inclusion in the legal profession. IILP is a leader in supporting new approaches and inventing and testing methodologies that will lead to real change and eliminate bias in the legal field. Through comprehensive outreach and original programming, IILP works closely with legal, judicial, professional, educational and governmental institutions to help the profession advance diversity as a core value. For more information, please visit the IILP [website](#); or follow on Twitter at @theiilp, LinkedIn and Facebook. **Marc S. Firestone** is president and chair of IILP and senior vice president and general counsel at Philip Morris International Inc.

Editors' note: A copy of the Review can be found [here](#). To obtain a hard copy, contact Deborah Weixl at deborah.weixl@theiilp.com. Information and registration details for the seminars can be found online. Reporters are welcome to attend to cover these sessions for free. To obtain press credentials, contact Deborah Weixl. Pre-registration is required.