

IILP Review 2017: The State of Diversity and Inclusion in the Legal Profession

Demographic Summary

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An executive summary of the most current demographic data on the legal profession

The Institute for Inclusion in the Legal Profession (IILP) was created in 2009 to promote demographic and cultural diversity and inclusion in the U.S. legal profession. As part of this effort, the *IILP Review* publishes an annual statistical summary regarding the status of traditionally underrepresented groups within the profession. Such data are critical for assessing the profession's progress toward greater diversity and inclusion.

This summary takes stock of the profession's progress as of September, 2016. Its goal is to provide a current, comprehensive picture of the demographics of the profession and to use this information to help the profession set an agenda for effective future action.

The summary is based on a review of academic, government, professional, and popular data sources. Most sources focus primarily on providing racial and ethnic data, or data about gender and minority¹ representation, and these emphases are reflected below. Where available, however, the summary also includes data about the representation of lesbian, gay, bisexual, and transgender (LGBT) lawyers, lawyers with disabilities, and other demographic categories relevant to diversity and inclusion, broadly defined. One goal of the *IILP Review* is to promote the systematic collection of a wide range of demographic data.

The main findings of the 2016 demographic summary are as follows:

GENDER

- Female representation among lawyers stood at 34.5% in 2015, according to the Bureau of Labor Statistics (see Table 1); and at 36% in 2016, according to the American Bar Association National Lawyer Population Survey (see Table 2). In 2010, female representation among lawyers was about 31% (see Tables 1 and 2).
- Women's representation among lawyers is higher than their representation in some other professions, including software developers (17.9%), architects (25.7%), civil engineers (12.6%), and clergy (20.6%) (see Table 3). Women's representation among lawyers is lower than their representation among financial managers (49.6%), accountants and auditors (59.7%), physical scientists (41.4%), and post-secondary teachers (46.5%); and significantly lower than their representation within the professional workforce as a whole (57.2%) (see Table 3).
- Women continue to be underrepresented in top-level jobs within the legal profession, such as law firm partner. In 2015, women made up only 21.5% of law firm partners (see Table 13)—and only 17.4% of equity partners (see Table 16). Minority women, especially, are underrepresented among law firm partners. In 2015, minority women made up only 2.6% of law partners

1. The term "minority" typically is used to refer to aggregated data about African Americans, Asian Americans, Hispanics, and Native Americans, although there are variations from source to source. Unless otherwise noted, we follow the categories used in the original source and provide definitions in the footnotes.

nationally (see Table 13), and even this figure is skewed upward by a few standout cities, such as Miami (8.2%), Los Angeles (4.9%), San Jose (4.6%), and San Francisco (4.3%) (see Table 19). In many other cities, minority women's representation among partners is less than 2% (see Table 19). Women's representation among judges also has dropped from a peak of 56.7% in 2004 to 39% in 2015 (see Table 22).

- Women's entry into the profession has slowed. After peaking in the early 2000s at about 49%, female representation among law students has dropped to 47%, according to the most recent aggregate data (see Table 4). Women's entry into private practice, in particular, has dropped. In 2003, 58.8% of white female and 53.9% of minority female law graduates began their careers in private practice, compared to less than 50% in 2014 (see Table 7). In 2015, women's representation among law firm associates was 44.7%, the lowest point since the recession (see Table 13). Although all groups' entry into private practice has dropped since the recession, women's declining representation among associates represents a reversal of previous gains.
- Some bright spots: women's representation among in-house lawyers has increased. The Association of Corporate Counsel's 2015 global census found that women make up 49.5% of all in-house lawyers, including both entry-level and senior positions (see Table 20). Women also make up a growing percentage of law school deans and tenured law faculty. In 2013, 28.7% of law deans and 32.7% of tenured law faculty were women (see Table 25).

RACE/ETHNICITY

- Aggregate minority representation among U.S. lawyers stood at 14.5% in 2015, according to the Bureau of Labor Statistics (see Table 1). This represents a drop from a high of 15.7% in 2014; however, these data appear somewhat noisy, with significant year-to-year fluctuations. Based on three-year (unweighted) averages, aggregate minority representation among lawyers has increased from 10.5% in 2003-05 to 14.8% in 2013-15 (see Table 1).
- Progress for different groups varies. African American representation among lawyers has increased very little over the past ten years, from an average of 4.3% in 2003-05 to an average of 4.8% in 2013-2015 (see Table 1). During the same period, Hispanic representation among lawyers increased from an average of 3.6% to an average of 5.3%, and Asian American representation among lawyers increased from an average of 2.6% to an average of 4.8% (see Table 1). Thus, while African Americans historically have been the best-represented minority group among lawyers, this pattern has changed. In 2015, African American representation among lawyers was 4.6%, compared to 5.1% for Hispanics and 4.8% for Asian Americans (see Table 1).
- Aggregate minority representation among lawyers is significantly lower than minority representation in most other management and professional jobs. In 2015, minority representation among lawyers was 14.5%, compared to 24.5% among financial managers, 28.2% among accountants and auditors, 44.2% among software developers, 31.2% among physicians and surgeons, and 27.3% within the professional labor force as a whole (see Table 3). Moreover, "legal occupations" collectively have the lowest level of minority representation of any subcategory of "management, professional, and related occupations," including those not reported here. Although these figures, too, can be noisy, this unhappy comparison is consistent with patterns from prior years.



Minority representation among law firm partners remains stubbornly low.

- The pace of African American entry into the profession has remained steady since 2009, with about 10,000 African American students enrolled in law school each year, according to data from the American Bar Association Section of Legal Education and Admissions to the Bar (see Table 6). Moreover, as overall law school enrollment has dropped, African American representation among law students has increased, from 7% in 2009-10 to 8% in 2013-14—an all-time high. Hispanic representation among law students also has increased in both absolute and relative terms, from 6.7% in 2009-10 to 8.7% in 2013-14 (see Table 6). As a result, aggregate minority representation among law students increased from 22.3% in 2009-10 to 26.9% in 2013-14 (see Table 4).
- Meanwhile, Asian American enrollment in law school has dropped in both absolute and relative terms, from a high of 11,000-plus students (8%) in the mid-2000s to 8,696 students (6.8%) in 2013-14. Native American enrollment also has dropped, from a high of 1,273 in 2009-10 to 1,065 in 2013-14 (see Table 6).
- Initial employment patterns continue to differ between racial and ethnic groups, according to data from the National Association of Law Placement (NALP). African Americans are significantly less likely than other groups to start off in private practice, and more likely to start off in business or government. In 2014, only 37.4% of African American law graduates were initially employed in private practice, compared to 53.5% of Hispanic graduates, 55.6% of Asian American graduates, 46.6% of Native American graduates, and 51.4% of white graduates (see Table 8). In 2015, African Americans made up only 4% of associates in U.S. law firms, down from 4.7% in 2009 (see Table 14). Much of the drop appears to reflect the departure of African American women from law firms. In 2015, African American women made up only 2.3% of law firm associates, compared to 2.9% in 2009 (see Table 14).
- Asian Americans are the most likely group to enter private practice (see Table 8). In 2014, Asian Americans made up 10.9% of associates in law firms (see Table 14). Notably, a majority of Asian American associates are women (see Table 14). Asian Americans also make up 2.9% of law partners, up from 2.2% in 2009 (see Table 15). Hispanics, too, have made gains within law firms, comprising 4.3% of associates (see Table 14) and 2.2% of partners (see Table 15) in 2015.
- Despite this progress, minority representation among law firm partners remains stubbornly low. In 2015, minorities made up only 7.5% of all partners (see Table 13) and only 5.6% of equity partners (see Table 16).

- Since the recession, law graduates' entry into business and public interest jobs has increased. In 2014, 24.2% of white graduates and 28.8% of minority graduates started off in business or public interest jobs, a significant increase from prior years (see Table 7). Among minorities, African Americans are the most likely to start off in business (23.2%) and Hispanics are the least likely (15.7%) (see Table 8). Hispanics (11.6%) and Native Americans (11.5%) are the most likely to start off in public interest jobs (see Table 8); and minority women are more likely to do so than minority men. In 2014, 11.2% of minority women began their careers in public interest positions, compared to 8.5% of white women, 6.8% of minority men, and 4.9% of white men (see Table 7).
- Among all groups, the percentage of law graduates who start off in government has dropped in recent years, as has the percentage of graduates with judicial clerkships (see Tables 7 and 8). The percentage of minority graduates with judicial clerkships, in particular, has dropped, from 10.2% in 1998 to 6.5% in 2014 (see Table 7). Minority men (see Table 7) and Hispanics (see Table 8) are the least likely to begin their careers with a judicial clerkship.
- Based on the limited data available for different employment settings, African American representation is highest among federal government attorneys (8.7% in 2010, see Table 21) and in law schools (see Table 26); Hispanic representation is highest among in-house lawyers (5% in 2015, see Table 20) and tenure-track faculty (6.4% in 2013, see Table 26); and Asian American representation is highest among law firm associates (10.9% in 2015, see Table 14) and tenure-track faculty (8.5% in 2013, see Table 26).
- Minority representation among judges is difficult to assess because of yearly fluctuations in the Bureau of Labor Statistics data. In 2015, the Bureau reported that 23.5% of U.S. judges were minorities—and 6.2% were Asian American, the highest percentage ever reported (see Table 22). Meanwhile, federal judges have become more racially and ethnically diverse under President Obama: 36.8% of his judicial appointments were minorities (121 of 329) compared to 17.7% (58 of 327) under President George Bush (see Table 24).

DISABILITY

- The initial employment of lawyers with disabilities varies from year to year, due in part to the small number of lawyers in the sample (491 in 2014) and, perhaps, the diversity of law graduates in this category. In general, however, the percentage of graduates with disabilities who start off in private practice has declined in recent years, whereas the percentage who start off in business or public interest has increased, consistent with other groups. In 2014, 42.2% of law graduates with disabilities started off in private practice, down from 48.1% in 2010; whereas 32% started off in business or public interest, compared to 25% in 2010 (see Table 9). Judicial clerkship rates for graduates with disabilities also have dropped from 10.8% in 2010 to 9.4% in 2014—although the 2014 figure represents a rebound from 2013 (see Table 9).
- The representation of lawyers with disabilities in law firms has eked up slightly among associates, from 0.2% in 2009 to 0.3% in 2014, but remained flat at 0.3% among partners (see Table 18). More data are needed to place these figures in perspective, including data from other employment settings and occupations.
- Unlike his predecessors, President Obama appointed no federal judges with disabilities (see Table 24).

LGBT

- Law graduates identifying as LGB are less likely than most other groups to start off in private practice and more likely to start off in public interest jobs. In 2014, 15.9% of the 529 law graduates identifying as LGB took public interest jobs—the highest percentage of any demographic group (see Table 10).
- Despite this, the representation of LGBT lawyers in law firms has been steadily inching upward since NALP began compiling these data. In 2015, 3.1% of associates and 1.8% of partners identified as LGBT, up from 2.3% and 1.4%, respectively, in 2009 (see Table 17).
- President Obama has appointed 11 LGBT judges—3.3% of his total appointments (see Table 24).

LACK OF DATA

- Tracking the profession's progress toward diversity and inclusion is made difficult by the continuing lack of data. For instance, there are no recent data on the distribution of lawyers by type of employment, beyond initial employment. The most recent figures, covering only gender, are from 2005 (see Tables 11 and 12). Outside of law firms, the profession lacks even basic gender and racial/ethnic breakdowns by employment category, not to mention more detailed breakdowns by title, seniority and region; or more inclusive efforts covering sexual orientation and disability status. Moreover, some previous sources of demographic data on the profession have changed or dried up, such as the ABA Section of Legal Education and Admissions to the Bar, which has stopped publishing aggregate data on the demographics of law students and faculty (see Tables 4-6 and 25-26), and the Office of Personnel Management, whose most recent demographic profile of the federal workforce was in 2010 (see Table 21). More robust statistics on the demographics of the legal profession are sorely needed.
- Gathering systematic data on diversity and inclusion in the profession requires a sustained commitment by the entire profession, including bar associations, employers, law schools, and research institutions. Contributing to this effort is a chief goal of the *IILP Review*.



The representation of LGBT lawyers in law firms has been steadily inching upward.

Table 1 - U.S. Lawyers by Gender and Race/Ethnicity (BLS)¹

	Lawyers	Female	Af Am.	Hisp.	As Am.	Minority
1995	894,000	26.4%	3.6	2.2		
1996	880,000	29.5	3.5	2.8		
1997	885,000	26.6	2.7	3.8		
1998	912,000	28.5	4.0	3.0		
1999	923,000	28.8	5.1	4.0		
2002	929,000	29.2	4.6	3.1		
2003	952,000	27.6	3.6	4.0	2.8	10.4
2004	954,000	29.4	4.7	3.4	2.9	10.9
2005	961,000	30.2	4.7	3.5	2.0	10.2
2006	965,000	32.6	5.0	3.0	2.9	10.9
2007	1,001,000	32.6	4.9	4.3	2.6	11.8
2008	1,014,000	31.4	4.6	3.8	2.9	11.3
2009	1,043,000	32.4	4.7	2.8	4.1	11.6
2010	1,040,000	31.5	4.3	3.4	3.4	13.1
2011	1,085,000	31.9	5.3	3.2	4.2	12.7
2012	1,061,000	31.1	4.4	4.0	4.3	12.7
2013	1,092,000	33.1	4.2	5.1	5.1	14.4
2014	1,132,000	32.9	5.7	5.6	4.4	15.7
2015	1,160,000	34.5	4.6	5.1	4.8	14.5

1. Bureau of Labor Statistics, *Table 11: Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity*, U.S. DEP'T OF LABOR, <http://www.bls.gov/cps/tables.htm> (follow links for individual years and scroll down to "Characteristics of the Employed," Table 11). Figures for 2000 and 2001 are not available. See Bureau of Labor Statistics, *Labor Force Statistics from the Current Population Survey, 1995-1999 Annual Averages - Household Data - Tables from Employment and Earnings*, U.S. DEP'T OF LABOR, http://www.bls.gov/cps/cps_aa1995_1999.htm. Figures for minorities are derived from aggregating the minority categories listed.

Table 2 - U.S. Lawyers by Gender (ABA)²

	Lawyers	Female (%)
2000	1,022,462	28.0%
2005	1,104,766	29.0
2010	1,203,097	31.0
2016	1,315,561	36.0

2. ABA National Lawyer Population Survey, *Historical Trend in Total National Lawyer Population 1878-2016*, AM. BAR ASS'N, http://www.americanbar.org/content/dam/aba/administrative/market_research/total-national-lawyer-population-1878-2016.authcheckdam.pdf (for total number of lawyers); *ABA Lawyer Demographics, Year 2016 (Gender)*, AM. BAR ASS'N, http://www.americanbar.org/content/dam/aba/administrative/market_research/lawyer-demographics-tables-2016.authcheckdam.pdf (for percent female).

Table 3 - Selected U.S. Occupations by Gender and Race/Ethnicity (2015)³

	Total Employed	Female	Af Am.	Hisp.	As Am.	Minority
Civilian Labor Force	148,834,000	46.8%	11.7	16.4	5.8	33.9
Management Occupations	16,994,000	39.2	7.3	9.7	5.6	22.6
Chief Executives	1,517,000	27.9	3.6	5.5	4.7	13.8
Financial Managers	1,197,000	49.6	7.2	9.4	7.9	24.5
Business and Finance	7,114,000	54.3	10.3	8.8	7.9	27.0
Accountants/Auditors	1,732,000	59.7	9.5	7.4	11.3	28.2
Human Resources Workers	662,000	74.0	15.4	10.7	4.9	31.0
All Computer/Mathematical	4,369,000	24.7	8.6	6.8	19.9	35.3
Computer Systems Analysts	552,000	34.2	9.6	6.9	19.6	36.1
Software Developers	1,353,000	17.9	5.0	5.4	33.8	44.2
All Architecture/Engineering	2,954,000	15.1	6.0	8.2	11.4	25.6
Architects	203,000	25.7	5.8	5.7	7.6	19.1
Civil Engineers	360,000	12.6	3.6	9.0	10.2	22.8
Life/Physical/Social Sciences	1,404,000	46.6	6.1	7.0	14.5	27.6
Physical Scientists	232,000	41.4	4.4	6.2	23.9	34.5
Psychologists	193,000	70.3	4.1	5.8	2.5	12.4
All Community/Social Services	2,596,000	65.3	17.4	10.7	3.6	31.7
Counselors	802,000	71.4	18.4	9.5	2.5	30.4
Clergy	469,000	20.6	10.2	7.3	6.6	24.1
Lawyers	1,160,000	34.5	4.6	5.1	4.8	14.5
Judges/Magistrates	58,000	39.0	11.8	6.4	6.2	24.4
Paralegals/Legal Assistants	400,000	85.4	10.3	13.4	3.9	27.6
Education	8,908,000	73.4	10.4	9.9	4.5	24.8
Postsecondary Teachers	1,341,000	46.5	5.1	7.6	12.6	25.3
Secondary School Teachers	1,144,000	59.2	8.7	7.8	2.5	19.0
Healthcare Practitioners	8,766,000	75.1	11.5	8.1	9.2	28.8
Physicians/Surgeons	1,007,000	37.9	6.4	6.4	18.4	31.2
Registered Nurses	2,973,000	89.4	12.2	6.6	8.7	27.5
All Professional/Related Occupations	33,852,000	57.2	9.8	8.8	8.7	27.3

3. Bureau of Labor Statistics, *Table 11: Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity, U.S. DEP'T OF LABOR (2015)*, <http://www.bls.gov/cps/cpsaat11.pdf>. Figures for minorities are derived from aggregating the minority categories listed.

Table 4 - Law School Enrollment by Gender and Minority Status⁴

	Total	Female (%)	Minority (%)
1976-77	112,401	29,343 (26.1)	9,589 (8.5)
1977-78	113,080	31,650 (28.0)	9,580 (8.5)
1978-79	116,150	35,775 (30.8)	9,952 (8.6)
1979-80	117,297	37,534 (32.0)	10,013 (8.5)
1980-81	119,501	40,834 (34.2)	10,575 (8.8)
1981-82	120,879	43,245 (35.8)	11,134 (9.2)
1982-83	121,791	45,539 (37.4)	11,611 (9.5)
1983-84	121,201	46,361 (38.2)	11,866 (9.8)
1984-85	119,847	46,897 (39.1)	11,917 (9.9)
1985-86	118,700	47,486 (40.0)	12,357 (10.4)
1986-87	117,813	47,920 (40.7)	12,550 (10.7)
1987-88	117,997	48,920 (41.5)	13,250 (11.2)
1988-89	120,694	50,932 (42.2)	14,295 (11.8)
1989-90	124,471	53,113 (42.7)	15,720 (12.6)
1990-91	127,261	54,097 (42.5)	17,330 (13.6)
1991-92	129,580	55,110 (42.5)	19,410 (15.0)
1992-93	128,212	54,644 (42.6)	21,266 (16.6)
1993-94	127,802	55,134 (43.1)	22,799 (17.8)
1994-95	128,989	55,808 (43.3)	24,611 (19.1)
1995-96	129,397	56,961 (44.0)	25,554 (19.7)
1996-97	128,623	57,123 (44.4)	25,279 (19.7)
1997-98	125,886	56,915 (45.2)	24,685 (19.6)
1998-99	125,627	57,952 (46.1)	25,266 (20.1)
1999-00	125,184	59,362 (47.4)	25,253 (20.2)
2000-01	125,173	60,633 (48.4)	25,753 (20.6)
2001-02	127,610	62,476 (49.0)	26,257 (20.6)
2002-03	132,885	65,179 (49.0)	27,175 (20.5)
2003-04	137,676	67,027 (48.7)	28,325 (20.6)
2004-05	140,376	67,438 (48.0)	29,489 (21.0)
2005-06	140,298	66,613 (47.5)	29,768 (21.2)
2006-07	141,031	66,085 (46.9)	30,557 (21.6)
2007-08	141,719	66,196 (46.7)	30,657 (21.6)
2008-09	142,922	66,968 (46.9)	31,368 (21.9)
2009-10	145,239	68,502 (47.2)	32,505 (22.3)
2010-11	147,525	69,009 (46.8)	35,045 (23.8)
2011-12	146,288	68,262 (46.7)	35,859 (24.7)
2012-13	139,055	65,387 (47.0)	35,914 (25.8)
2013-14	128,712		34,584 (26.9)

4. A.B.A. Sec. of Legal Educ. & Admissions to the B., *Enrollment and Degrees Awarded*, A.B.A. (2013), http://www.americanbar.org/content/dam/aba/administrative/legal_education_and_admissions_to_the_bar/statistics/enrollment_degrees_awarded_authcheckdam.pdf (for data on female enrollment) (aggregate figures for 2013-14 and later years are not available); A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, First Year & Total JD Minority*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "First Year & Total JD Minority") (for data on minority enrollment) (aggregate figures for 2014-15 and later years are not available). Some figures differ slightly from those previously reported by the ABA.

Table 5 - JDs Awarded by Gender and Minority Status⁵

	Total	Female (%)	Minority (%)
1983-84	36,687	13,586 (37.0)	3,169 (8.6)
1984-85	36,829	14,119 (38.3)	3,150 (8.6)
1985-86	36,121	13,980 (38.7)	3,348 (9.3)
1986-87	35,478	14,206 (40.0)	3,450 (9.7)
1987-88	35,701	14,595 (40.9)	3,516 (9.8)
1988-89	35,520	14,553 (41.0)	3,809 (10.7)
1989-90	36,385	15,345 (42.2)	4,128 (11.3)
1990-91	38,800	16,580 (42.7)	4,585 (11.8)
1991-92	39,425	16,680 (42.3)	4,976 (12.6)
1992-93	40,213	16,972 (42.2)	5,653 (14.1)
1993-94	39,710	16,997 (42.8)	6,099 (15.4)
1994-95	39,191	16,790 (42.8)	6,802 (17.4)
1995-96	39,920	17,366 (43.5)	7,152 (17.9)
1996-97	40,114	17,552 (43.8)	7,611 (19.0)
1997-98	39,455	17,662 (44.8)	7,754 (19.7)
1998-99	39,071	17,516 (44.8)	7,532 (19.3)
1999-00	38,157	17,713 (46.4)	7,391 (19.4)
2000-01	37,909	18,006 (47.5)	7,443 (19.6)
2001-02	38,576	18,644 (48.3)	7,780 (20.2)
2002-03	38,863	19,133 (49.2)	8,233 (21.2)
2003-04	40,018	19,818 (49.5)	8,367 (20.9)
2004-05	42,673	20,804 (48.8)	9,568 (22.4)
2005-06	43,883	21,074 (48.0)	9,564 (21.8)
2006-07	43,518	20,669 (47.5)	9,820 (22.5)
2007-08	43,588	20,537 (47.1)	9,631 (22.0)
2008-09	44,004	20,191 (45.9)	9,725 (22.1)
2009-10	44,258	20,852 (47.1)	10,121 (22.9)
2010-11	44,495	21,043 (47.3)	10,748 (24.2)
2011-12	46,478		11,188 (24.1)
2012-13	46,763		11,951 (25.5)

5. A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Degrees Awarded: Longitudinal Charts, JD & LLB*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "JD & LLB") (for gender data) (aggregate figures for 2011-12 and later years are not available); A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Degrees Awarded: Longitudinal Charts, Totals and Minority Students*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (for data on minorities) (aggregate figures for 2013-14 and later years are not available). Some figures differ slightly from those previously reported by the ABA.

Table 6 - Law School Enrollment by Race/Ethnicity⁶

	Total	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)
1984-85	119,847	5,476 (4.6)	3,507 (2.9)	2,026 (1.7)	429 (0.4)
1985-86	118,700	5,669 (4.8)	3,679 (3.1)	2,153 (1.8)	463 (0.4)
1986-87	117,813	5,894 (5.0)	3,865 (3.3)	2,303 (2.0)	488 (0.4)
1987-88	117,997	6,028 (5.1)	4,074 (3.5)	2,656 (2.3)	492 (0.4)
1988-89	120,694	6,321 (5.2)	4,342 (3.6)	3,133 (2.6)	499 (0.4)
1989-90	124,471	6,791 (5.5)	4,733 (3.8)	3,676 (3.0)	527 (0.4)
1990-91	127,261	7,432 (5.8)	5,038 (4.0)	4,306 (3.4)	554 (0.4)
1991-92	129,580	8,149 (6.3)	5,541 (4.3)	5,028 (3.9)	692 (0.5)
1992-93	128,212	8,638 (6.7)	5,969 (4.7)	5,823 (4.5)	776 (0.6)
1993-94	127,802	9,156 (7.2)	6,312 (4.9)	6,458 (5.1)	873 (0.7)
1994-95	128,989	9,681 (7.5)	6,772 (5.3)	7,196 (5.6)	962 (0.7)
1995-96	129,397	9,779 (7.6)	6,970 (5.4)	7,719 (6.0)	1,085 (0.8)
1996-97	128,623	9,542 (7.4)	6,915 (5.4)	7,706 (6.0)	1,116 (0.9)
1997-98	125,886	9,132 (7.3)	6,869 (5.5)	7,599 (6.0)	1,085 (0.9)
1998-99	125,627	9,271 (7.4)	7,054 (5.6)	7,877 (6.3)	1,064 (0.8)
1999-00	125,184	9,272 (7.4)	7,120 (5.7)	7,883 (6.3)	978 (0.8)
2000-01	125,173	9,354 (7.5)	7,274 (5.8)	8,173 (6.5)	952 (0.8)
2001-02	127,610	9,412 (7.4)	7,434 (5.8)	8,421 (6.6)	990 (0.8)
2002-03	132,885	9,436 (7.1)	7,539 (5.7)	9,179 (6.9)	1,021 (0.8)
2003-04	137,676	9,437 (6.9)	7,814 (5.7)	10,042 (7.3)	1,048 (0.8)
2004-05	140,376	9,488 (6.8)	8,068 (5.7)	10,856 (7.6)	1,106 (0.8)
2005-06	140,298	9,126 (6.5)	8,248 (5.9)	11,252 (8.0)	1,142 (0.8)
2006-07	141,031	9,529 (6.8)	8,564 (6.1)	11,306 (8.0)	1,158 (0.8)
2007-08	141,719	9,483 (6.7)	8,782 (6.2)	11,176 (7.9)	1,216 (0.9)
2008-09	141,922	9,822 (6.9)	8,834 (6.2)	11,244 (7.9)	1,198 (0.8)
2009-10	145,239	10,173 (7.0)	9,732 (6.7)	11,327 (7.8)	1,273 (0.9)
2010-11	147,525	10,352 (7.0)	10,454 (7.1)	10,215 (6.9)	1,208 (0.8)
2011-12	145,288	10,452 (7.1)	11,027 (7.5)	10,415 (7.1)	1,165 (0.8)
2012-13	139,055	10,435 (7.5)	11,328 (8.1)	9,666 (7.0)	1,063 (0.8)
2013-14	128,712	10,241 (8.0)	11,215 (8.7)	8,696 (6.8)	1,065 (0.8)

6. A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, Diversity Data 1988-1010*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "Diversity Data 1988-2010") (for figures through 2009-10); A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, Black or African American*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "Black or African American") (for black/African American figures beginning in 2010-11); A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, All Hispanic*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "All Hispanic") (for Hispanic figures beginning in 2010-11); A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, Asian*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "Asian") (for Asian American figures beginning in 2010-11); A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, American Indian or Alaska Native*, A.B.A., http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "American Indian or Alaska Native") (for Native American figures beginning in 2010-11). Figures include all JD candidates enrolled at ABA-approved law schools, excluding Puerto Rican law schools. Figures for Hispanics include Hispanics of any race. Figures for Native Americans do not include Native Hawaiians or Pacific Islanders. In 2013-14, there were 279 Hawaiian Natives or other Pacific Islanders enrolled in ABA-approved law schools. A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, Native Hawaiian or Other Pacific Islander*, http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click "Native Hawaiian or Other Pacific Islander").

Table 7 - Initial Employment by Minority Status and Gender⁷

1998						
	White			Minority		
	Male	Female	Total	Male	Female	Total
Private Practice	59.4%	53.9	57.1	52.8	46.5	49.5
Business	13.5	12.0	12.9	16.0	14.5	15.2
Government	12.6	13.4	13.0	16.4	17.7	17.1
Judicial Clerkships	10.7	14.8	12.4	8.7	11.5	10.2
Public Interest	1.3	3.5	2.2	2.5	5.9	4.3
Academic	0.9	1.0	1.0	1.4	2.0	1.7
Unknown	1.7	1.4	1.5	2.1	1.9	2.0
2003						
	White			Minority		
	Male	Female	Total	Male	Female	Total
Private Practice	62.1	58.8	60.5	53.0	53.9	53.5
Business	10.6	8.8	9.7	15.3	11.1	12.9
Government	12.7	12.4	12.6	15.6	15.2	15.3
Judicial Clerkships	10.7	14.1	12.3	8.1	10.4	9.4
Public Interest	1.5	3.5	2.5	3.3	5.7	4.8
Academic	1.0	1.3	1.1	2.1	2.1	2.1
Unknown	1.4	1.1	1.3	2.6	1.5	2.0
2010						
	White			Minority		
	Male	Female	Total	Male	Female	Total
Private Practice	55.8	53.1	54.6	53.4	48.8	50.8
Business	14.2	11.7	13.1	15.8	13.7	14.6
Government	13.2	13.1	13.2	14.6	15.0	14.9
Judicial Clerkships	10.6	12.3	11.4	7.4	8.6	8.1
Public Interest	3.9	7.1	5.3	5.4	9.5	7.7
Academic	1.6	2.0	1.6	2.4	3.1	2.8
Unknown	0.6	0.7	0.6	1.0	1.3	1.1
2014						
	White			Minority		
	Male	Female	Total	Male	Female	Total
Private Practice	52.8	49.6	51.4	51.0	47.5	49.0
Business	19.0	16.1	17.7	22.1	17.4	19.4
Government	12.0	12.1	12.0	12.1	13.3	12.7
Judicial Clerkships	9.5	11.1	10.2	5.6	7.1	6.5
Public Interest	4.9	8.5	6.5	6.8	11.2	9.4
Unknown	1.8	2.6	2.2	2.4	3.5	3.0

7. NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 1998 48 (1999) [hereinafter CLASS OF 1998] (for 1998 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2003 52 (2004) [hereinafter CLASS OF 2003] (for 2003 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2010 52 (2011) [hereinafter CLASS OF 2010] (for 2010 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2014 64 (2015) [hereinafter CLASS OF 2014] (for 2014 figures). Figures for 2010 include only full-time jobs.

Table 8 - Initial Employment by Race/Ethnicity⁸

1998	White	Af Am.	Hisp.	As Am.	Na Am.	
Private Practice	57.1%	40.1	55.2	55.8	46.6	
Business	12.9	16.7	11.6	15.9	19.4	
Government	13.0	21.5	17.7	11.9	16.2	
Judicial Clerkships	12.4	11.1	7.5	11.4	8.9	
Public Interest	2.2	5.1	5.1	2.6	6.3	
Academic	1.0	2.6	1.6	1.0	0.5	
Unknown	1.5	2.8	1.4	1.6	2.1	
2003	White	Af Am.	Hisp.	As Am.	Na Am.	Latino
Private Practice	60.5	46.3	55.8	59.4	46.4	54.3
Business	9.7	14.6	12.2	12.5	10.2	11.8
Government	12.6	19.1	14.7	10.7	21.7	17.2
Judicial Clerkships	12.3	10.3	6.5	10.3	10.8	7.1
Public Interest	2.5	4.1	6.9	4.1	6.0	6.2
Academic	1.1	3.4	0.9	1.3	2.4	2.2
Unknown	1.3	2.2	3.0	1.7	2.4	1.2
2010	White	Af Am.	Hisp.	As Am.	Na Am.	Multi-racial
Private Practice	54.6	41.3	55.7	55.6	47.1	46.9
Business	13.1	15.5	12.2	16.3	11.8	13.0
Government	13.2	19.7	14.0	10.6	19.4	18.4
Judicial Clerkships	11.4	8.8	6.6	8.1	5.9	11.1
Public Interest	5.3	8.8	8.6	6.2	8.2	7.9
Academic	1.8	3.8	2.4	2.4	4.1	1.7
Unknown	0.6	2.1	0.6	0.7	2.9	1.0
2014	White	Af Am.	Hisp.	As Am.	Na Am.	Multi-racial
Private Practice	51.4	37.4	53.5	55.6	46.6	48.6
Business	17.7	23.2	15.7	18.9	18.9	19.9
Government	12.0	17.4	11.4	9.4	16.2	13.5
Judicial Clerkships	10.2	7.0	5.8	6.7	4.1	6.4
Public Interest	6.5	10.7	11.6	6.9	11.5	8.4
Unknown	2.2	4.3	2.0	2.5	2.7	3.2

8. CLASS OF 1998, *supra* note 7, at 49 (for 1998 figures); CLASS OF 2003, *supra* note 7, at 53 (for 2003 figures); CLASS OF 2010, *supra* note 7, at 53 (for 2010 figures); CLASS OF 2014, *supra* note 7, at 65 (for 2014 figures). 2003 figures for Hispanics do not include Latinos. NALP defines "Latino" as Mexican, Puerto Rican, or Cuban. Figures for 2010 include only full-time jobs.

Table 9 - Initial Employment of Graduates with Disabilities⁹

	2010	2011	2012	2013	2014
Private Practice	48.1%	48.9	50.7	46.2	42.2
Business	16.1	16.9	16.4	20.7	19.8
Government	12.3	13.4	10.0	14.6	13.2
Judicial Clerkships	10.8	6.5	7.0	5.3	9.4
Public Interest	8.9	9.3	11.4	8.3	12.2
Academic	2.4	6.5	4.0	4.3	3.3

9. CLASS OF 2010, *supra* note 7, at 54 (2011) (for 2010 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2011 66 (2012) (for 2011 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2012 66 (2013) (for 2012 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2013 66 (2014) (for 2013 figures); CLASS OF 2014, *supra* note 7, at 66 (for 2014 figures). Figures for 2010 include only full-time jobs.

Table 10 - Initial Employment of Graduates Identifying as LGB¹⁰

					2014
Private Practice					41.6
Business					16.1
Government					11.2
Judicial Clerkships					11.2
Public Interest					15.9
Academic					4.2

10. CLASS OF 2014, *supra* note 7, at 66.

Table 11 - Distribution of U.S. Lawyers by Type of Employment¹¹

	1980	1991	2000	2005
Private Practice	68.0	73.0	74.0	75.0
Private Industry	10.0	9.0	8.0	8.0
Private Association	1.0	1.0	1.0	1.0
Federal Judiciary	0.5	0.4	0.3	0.3
State/Local Judiciary	3.0	2.0	2.0	2.0
Federal Government	4.0	4.0	3.0	3.0
State/Local Government	6.0	5.0	4.0	5.0
Legal Aid/Public Defender	2.0	1.0	1.0	1.0
Education	1.0	1.0	1.0	1.0
Retired or Inactive	5.0	5.0	5.0	4.0

11. CLARA N. CARSON & JEEYOON PARK, A.B. FOUND., *THE LAWYER STATISTICAL REPORT: THE U.S. LEGAL PROFESSION IN 2005* 5 (2012).

Table 12 - Distribution of U.S. Lawyers by Type of Employment and Gender¹²

	1980		1991		2000		2005	
	Male	Female	Male	Female	Male	Female	Male	Female
Private Practice	73.3%	58.9	77.6	71.9	75.0	71.0	76.3	71.6
Industry/Association	10.7	9.7	9.5	8.5	8.0	9.0	8.2	9.9
Government	9.1	18.2	7.7	8.5	7.0	10.0	6.4	10.2
Judiciary	3.8	4.0	2.8	2.8	3.0	3.0	2.5	2.4
PubInt/Education	3.2	9.2	2.4	4.9	2.0	4.0	1.7	3.0
Retired/Inactive					6.0	3.0	5.0	2.7

12. Lewis A. Kornhauser & Richard Revesz, *Legal Education and Entry into the Legal Profession: The Role of Race, Gender, and Educational Debt*, 70 N.Y.U. L. REV. 829, 850 (1995) (footnote omitted) (for 1980 data); CLARA N. CARSON, A.B. FOUND., *THE LAWYER STATISTICAL REPORT: THE U.S. LEGAL PROFESSION IN 2000* 9 (2004) (for 1991 and 2000 data); CARSON & PARK, *supra* note 11, at 6 (for 2005 data) (some categories were combined for consistency with prior years).

Table 13 - Representation of Female and Minority Lawyers in Law Firms¹³

	Partners			Associates		
	Female	Minority	Minority F	Female	Minority	Minority F
2009	19.2%	6.1	1.9	45.7	19.7	11.0
2010	19.4	6.2	2.0	45.4	19.5	10.9
2011	19.5	6.7	2.0	45.4	19.9	11.0
2012	19.9	6.7	2.2	45.1	20.3	11.1
2013	20.2	7.1	2.3	44.8	20.9	11.3
2014	21.1	7.3	2.5	44.9	21.6	11.5
2015	21.5	7.5	2.6	44.7	22.0	11.8

13. Press Release, Nat'l Ass'n for L. Placement, *Women, Black/African-American Associates Lose Ground at Major U.S. Law Firms* (Nov. 19, 2015), http://www.nalp.org/lawfirmdiversity_nov2015 [hereinafter *November 2015 Release*]. Figures are based on statistics provided by firms in the NALP DIRECTORY OF LEGAL EMPLOYERS.

Table 14 - Associates by Gender and Race/Ethnicity¹⁴

	Af Am.		Hisp.		As Am.	
	Total	Female	Total	Female	Total	Female
2009	4.7%	2.9	3.9	2.0	9.3	5.1
2010	4.4	2.8	3.8	1.9	9.4	5.2
2011	4.3	2.6	3.8	1.9	9.7	5.3
2012	4.2	2.6	3.9	2.0	10	5.4
2013	4.1	2.4	3.8	1.9	10.5	5.6
2014	4.0	2.3	4.0	1.9	10.8	5.8
2015	4.0	2.3	4.3	2.0	10.9	6.0

14. *November 2015 Release, supra* note 13.



Tracking the profession's progress toward diversity and inclusion is made difficult by the continuing lack of data. Some previous sources of demographic data on the profession have changed or dried up.

Table 15 - Partners by Gender and Race/Ethnicity¹⁵

	Af Am.		Hisp.		As Am.	
	Total	Female	Total	Female	Total	Female
2009	1.7%	0.6	1.7	0.4	2.2	0.8
2010	1.7	0.6	1.7	0.4	2.3	0.8
2011	1.7	0.6	1.9	0.5	2.4	0.8
2012	1.7	0.6	1.9	0.5	2.5	0.9
2013	1.8	0.6	2.0	0.5	2.7	0.9
2014	1.7	0.6	2.2	0.6	2.7	1.0
2015	1.8	0.6	2.2	0.6	2.9	1.1

15. *Id.*

Table 16 - Equity Partners by Gender and Minority Status¹⁶

	Equity		Non-equity	
	Female	Minority	Female	Minority
2011	15.6%	4.7	27.7	8.3
2012	15.3	4.8	27.3	8.4
2013	16.5	5.4	27.6	9.1
2014	17.1	5.6	28.2	8.9
2015	17.4	5.6	28.8	9.4

16. Nat'l Ass'n for L. Placement, *Women and Minorities Maintain Representation Among Equity Partners, Broad Disparities Remain*, NAT'L ASS'N FOR L. PLACEMENT (Mar. 2016), <http://www.nalp.org/0316research>.

Table 17 - Representation of LGBT Lawyers in Law Firms¹⁷

	Partners	Associates
2009	1.4%	2.3
2010	1.5	2.4
2011	1.4	2.4
2012	1.6	2.7
2013	1.7	2.8
2014	1.8	2.9
2015	1.8	3.1

17. Nat'l Ass'n for L. Placement, *Although Most Firms Collect GLBT Lawyer Information, Overall Numbers Remain Low*, NAT'L ASS'N FOR L. PLACEMENT (Dec. 2009), <http://www.nalp.org/dec09glbt> (for 2009 figures); Nat'l Ass'n for L. Placement, *Most Firms Collect LGBT Lawyer Information—LGBT Representation Up Slightly*, NAT'L ASS'N FOR L. PLACEMENT (Dec. 2010), <http://nalp.org/dec10lgbt> (for 2010 figures); Nat'l Ass'n for L. Placement, *Most Firms Collect LGBT Lawyer Information, LGBT Representation Steady*, NAT'L ASS'N FOR L. PLACEMENT (Dec. 2011), http://www.nalp.org/lgbt_lawyers_dec2011 (for 2011 figures); Nat'l Ass'n for L. Placement, *LGBT Representation Up*, NAT'L ASS'N FOR L. PLACEMENT (Jan. 2013), http://www.nalp.org/lgbt_representation_up_in_2012 (for 2012 figures); Nat'l Ass'n for L. Placement, *LGBT Representation Up Again in 2013*, NAT'L ASS'N FOR L. PLACEMENT (Jan. 2014), <http://www.nalp.org/jan14research> (for 2013 figures); Nat'l Ass'n for L. Placement, *LGBT Representation Among Lawyers in 2014*, NAT'L ASS'N FOR L. PLACEMENT (Mar. 2015), <http://www.nalp.org/0315research> (for 2014 figures); Nat'l Ass'n for L. Placement, *LGBT Representation Among Lawyers in 2015*, NAT'L ASS'N FOR L. PLACEMENT (Dec. 2015), <http://www.nalp.org/1215research> (for 2015 figures).

Table 18 - Representation of Lawyers with Disabilities in Law Firms¹⁸

	Partners	Associates
2009	0.3%	0.2
2010	0.2	0.2
2011	0.2	0.2
2012	0.3	0.2
2013	0.3	0.3
2014	0.3	0.3

18. Nat'l Ass'n for L. Placement, *Reported Number of Lawyers with Disabilities Remains Small*, NAT'L ASS'N FOR L. PLACEMENT (Dec. 2009), <http://nalp.org/dec09disabled> (for 2009 figures); Press Release, Nat'l Ass'n for L. Placement, *Law Firm Diversity Among Associates Erodes in 2010*, NAT'L ASS'N FOR L. PLACEMENT (Nov. 4, 2010), <http://www.nalp.org/2010lawfirmdiversity?s=disabilities> (for 2010 figures); Press Release, Nat'l Ass'n for L. Placement, *Law Firm Diversity Wobbles: Minority Numbers Bounce Back While Women Associates Extend Two-Year Decline*, NAT'L ASS'N FOR L. PLACEMENT (Nov. 3, 2011), http://www.nalp.org/2011_law_firm_diversity?s=disabilities (for 2011 figures); Press Release, Nat'l Ass'n for L. Placement, *Representation of Women Among Associates Continues to Fall, Even as Minority Associates Make Gains*, NAT'L ASS'N FOR L. PLACEMENT (Dec. 13, 2012), <http://www.nalp.org/2012lawfirmdiversity?s=disabilities> (for 2012 figures); Press Release, Nat'l Ass'n for L. Placement, *Representation of Women Associates Falls for Fourth Straight Year as Minority Associates Continue to Make Gains - Women and Minority Partners Continue to Make Small Gains*, NAT'L ASS'N FOR L. PLACEMENT (Dec. 11, 2013), http://www.nalp.org/lawfirmdiversity_2013 (for 2013 figures); Press Release, Nat'l Ass'n for L. Placement, *Diversity Numbers at Law Firms Eke Out Small Gains - Numbers for Women Associates Edge Up After Four Years of Decline*, NAT'L ASS'N FOR L. PLACEMENT (Feb. 17, 2015), http://www.nalp.org/lawfirmdiversity_feb2015 (for 2014 figures).

Table 19 - Partner Diversity by Firm Size and City (2015)¹⁹

	Partners		
	Total	Minority	Minority Female
Nationwide	51,419	7.5%	2.6
<100 lawyer firms	3,884	5.9	2.0
101-250 lawyer firms	10,467	5.6	1.8
251-500 lawyer firms	11,027	6.9	2.4
501-700 lawyer firms	6,637	7.7	2.6
701+ lawyer firms	19,404	9.2	3.1
Atlanta	1,236	8.3	2.1
Austin	356	12.6	3.9
Boston area	1,607	4.3	1.6
Charlotte	463	4.8	1.5
Chicago	3,269	6.6	2.3
Cleveland	349	2.9	0.9
Columbus	342	5.0	1.5
Dallas	933	6.7	2.1
Denver	525	5.0	1.7
Detroit area	723	4.4	1.8
Houston	1,023	9.8	3.0
Indianapolis	362	3.3	1.7
Kansas City	419	4.1	1.0
Los Angeles area	1,983	13.9	4.9
Miami	559	29.9	8.2
Milwaukee	550	3.5	1.3
Minneapolis	1,063	2.9	1.3
New York City	6,332	8.2	2.9
Newark area	529	4.5	1.7
Orange County	583	13.2	3.8
Philadelphia	751	4.0	1.3
Phoenix	581	5.9	1.4
Pittsburgh	556	2.9	0.9
Portland area	369	4.9	2.2
San Diego	267	13.1	2.3
San Francisco	1,245	13.2	4.3
San Jose area	790	16.1	4.6
Seattle area	920	8.9	3.4
St. Louis	744	3.9	1.3
Washington D.C.	4,780	8.5	3.2

19. Nat'l Ass'n for L. Placement, *Women and Minorities at Law Firms by Race and Ethnicity – New Findings for 2015*, NAT'L ASS'N FOR L. PLACEMENT (Jan. 2016), <http://www.nalp.org/0116research?>.

Table 20 - Female and Minority Representation Among Corporate Counsel²⁰

	Female	Af Am.	Hisp.	As Am.	Na Am.	Other	Minority
2001	31.5%						12.5
2004	37.0	2.0	3.0	3.0	0.0	2.0	10.0
2006	39.0	3.0	3.0	3.0	0.0	2.0	11.0
2011	41.0	4.0	3.0	5.0	<1.0	3.0	15.0
2015	49.5	4.0	5.0	7.0			

20. ASS'N OF CORPORATE COUNSEL, ACC 2001 CENSUS OF U.S. IN-HOUSE COUNSEL (2001), <http://www.acc.com/legalresources/resource.cfm?show=16320> (for 2001 figures); ASS'N OF CORPORATE COUNSEL, 2011 CENSUS REPORT 72 (2012), <http://www.acc.com/legalresources/loader.cfm?csModule=security/getfile&pageid=1307039> (for 2004, 2006, and 2011 figures); ASS'N OF CORPORATE COUNSEL, 2015 ACC GLOBAL CENSUS: A PROFILE OF IN-HOUSE COUNSEL: EXECUTIVE SUMMARY 26 (2015), <http://www.acc.com/vl/public/Surveys/loader.cfm?csModule=security/getfile&pageid=1411922&page=/legalresources/surveys/index.cfm&qstring=&title=2015%20ACC%20Global%20Census%20Executive%20Summary&recorded=1> (for 2015 figures). Figures for 2015 are based on survey of 5,012 in-house counsel from 73 countries. *Id.* at 1. Figures include lawyers at all levels of in-house work, from entry level to chief legal officer. Race and ethnic data are based on U.S. respondents only. *Id.* at 26.



The percentage of graduates with disabilities who start off in private practice has declined in recent years, whereas the percentage who start off in business or public interest has increased, consistent with other groups.

Table 21 - Federal Government Lawyers by Race/Ethnicity and Gender²¹

2002	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Law Clerks	26 (9.4)	21 (7.6)	28 (10.1)	2 (0.7)	77 (27.9)
Male	12 (4.3)	6 (2.2)	9 (3.3)	1 (0.4)	28 (10.1)
Female	14 (5.1)	15 (5.4)	19 (6.9)	1 (0.4)	49 (17.8)
General Attorneys	2,461 (8.7)	1,141 (4.0)	1,013 (3.6)	144 (0.5)	4,759 (16.9)
Male	977 (3.5)	593 (2.1)	443 (1.6)	74 (0.3)	2,087 (7.4)
Female	1,484 (5.3)	548 (1.9)	570 (2.0)	70 (0.2)	2,672 (9.5)
Admin. Law Judges	54 (4.1)	51 (3.8)	11 (0.8)	16 (1.2)	132 (9.9)
Male	39 (2.9)	45 (3.4)	8 (0.6)	12 (0.9)	104 (7.8)
Female	15 (1.1)	6 (0.5)	3 (0.2)	4 (0.3)	28 (2.1)
2006	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Law Clerks	29 (9.4)	11 (3.6)	24 (7.8)	4 (1.3)	69 (22.5)
Male	7 (2.3)	8 (2.6)	10 (2.3)	2 (0.7)	28 (9.1)
Female	22 (7.2)	3 (1.0)	14 (4.6)	2 (0.7)	41 (13.4)
General Attorneys	2,570 (8.7)	1,218 (4.1)	1,292 (4.4)	145 (0.5)	5,237 (17.6)
Male	935 (3.2)	624 (2.1)	548 (1.8)	66 (0.2)	2,179 (7.3)
Female	1,635 (5.5)	594 (2.0)	743 (2.5)	79 (0.3)	3,058 (10.3)
Admin. Law Judges	67 (4.8)	54 (3.9)	8 (0.6)	17 (1.2)	147 (10.5)
Male	44 (3.1)	49 (3.5)	6 (0.4)	11 (0.8)	111 (7.9)
Female	23 (1.6)	5 (0.4)	2 (0.1)	6 (0.4)	36 (2.6)
2010	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Law Clerks	33 (9.0)	13 (3.5)	32 (8.7)	1 (0.3)	79 (21.5)
General Attorneys	3,026 (8.7)	1,391 (4.0)	1,888 (5.4)	202 (0.6)	6,507 (18.7)
Admin. Law Judges	100 (6.1)	72 (4.4)	23 (1.4)	19 (1.2)	214 (13.0)

21. Kay Coles James, U.S. Office of Pers. Mgmt., *Demographic Profile of the Federal Workforce*, U.S. OFFICE OF PERS. MGMT. (2003), <http://www.opm.gov/feddata/demograp/02demo.pdf> (for 2002 figures); U.S. Office of Pers. Mgmt., *Demographic Profile of the Federal Workforce: Table 3*, U.S. OFFICE OF PERS. MGMT. (2008), <http://www.opm.gov/feddata/demograp/table3mw.pdf> (for 2006 figures); U.S. Office of Pers. Mgmt., *Demographic Profile of the Federal Workforce: Table 3*, U.S. OFFICE OF PERS. MGMT. (2013), <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/demographics/2010/table3mw.pdf> (for 2010 figures) (figures for 2010 represent women and men combined).

Table 22 - U.S. Judges by Gender and Race/Ethnicity (BLS)²²

	Judges	Female	Af Am.	Hisp.	As Am.	Minority
2003	59,000	54.1%	15.5	4.4	0.5	20.4
2004	64,000	56.7	12.8	7.4	2.2	22.4
2005	70,000	41.2	7.0	5.9	4.6	17.5
2006	66,000	35.5	11.3	2.0	1.9	15.2
2007	68,000	43.3	9.1	8.1	0.1	17.3
2008	54,000	43.6	6.8	3.2	0.3	10.3
2009	73,000	44.2	4.8	7.0	3.2	15.0
2010	71,000	36.4	12.5	7.8	3.9	24.2
2011	67,000	44.4	11.5	8.3	1.1	20.9
2012	67,000	39.0	12.8	4.5	0.7	18.0
2013	55,000	35.6	7.8	6.3	0.1	14.2
2014	53,000	51.7	10.9	4.8	3.2	18.9
2015	58,000	39.0	11.8	6.4	6.2	23.5

22. Department of Labor, Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey, Annual Average Data, *Table 11: Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity*, U.S. DEP'T OF LABOR, <http://www.bls.gov/cps/tables.htm> (follow links for individual years and scroll down to "Characteristics of the Employed," Table 11). Figures represent those reported for "judges, magistrates, and other judicial workers," available beginning in 2003). Figures for minorities are derived from aggregating the minority categories listed.



Minority representation among judges is difficult to assess because of yearly fluctuations in the Bureau of Labor Statistics data. In 2015, the Bureau reported that 23.5% of U.S. judges were minorities—and 6.2% were Asian American, the highest percentage ever reported.

Table 23 - Article III (Lifetime) Judges by Gender and Race/Ethnicity²³

	Total	Female (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)
Nixon (1969-74)	227		6 (2.6)	2 (0.9)	1 (0.4)	0 (0.0)
Ford (1974-76)	65		3 (4.6)	1 (1.5)	2 (3.1)	0 (0.0)
Carter (1777-80)	262	41 (15.7)	37 (14.1)	16 (6.1)	3 (1.1)	1 (0.3)
Reagan (1981-88)	383	32 (8.8)	7 (1.8)	14 (3.6)	2 (0.5)	0 (0.0)
Bush I (1989-92)	193	36 (18.7)	13 (6.7)	8 (4.1)	0 (0.0)	0 (0.0)
Clinton (1993-00)	378	111 (29.4)	62 (16.4)	25 (6.6)	5 (1.3)	1 (0.3)
Bush II (2001-08)	327	71 (21.8)	24 (7.3)	30 (9.1)	4 (1.2)	0 (0.0)
Obama (2009-16)	329	138 (42.0)	62 (18.8)	36 (10.9)	22 (6.7)	1 (0.3)
Obama (Pending)	54	27 (50.0)	9 (16.7)	4 (7.4)	6 (11.1)	0 (0.0)

23. ALLIANCE FOR JUSTICE, JUDICIAL SELECTION PROJECT 2001–02 BIENNIAL REPORT 7, 10–11 (2003) (for 1969–1976 data); Alliance for Justice, *Judicial Selection Snapshot*, ALLIANCE FOR JUSTICE 4 (2016), http://www.afj.org/wp-content/uploads/2015/01/Judicial_Selection_Snapshot.pdf [hereinafter *Snapshot*] (for 1977–2016 data). Figures for female judicial appointments are not available prior to 1977. Figures for Obama (2009–16) include all judges confirmed. Figures for Asian Americans include “Asian Pacific Americans” and “Native Hawaiian or other Pacific Islanders.” *Id.*

Table 24 - Article III (Lifetime) Judges by GLBT and Disability Status²⁴

	Total	GLBT (%)	Disabled (%)
Carter (1777-80)	262	0 (0.0)	1 (0.4)
Reagan (1981-88)	383	0 (0.0)	1 (0.3)
Bush I (1989-92)	193	0 (0.0)	1 (0.5)
Clinton (1993-00)	378	1 (0.4)	3 (0.8)
Bush II (2001-08)	327	0 (0.0)	2 (0.6)
Obama (2009-16)	329	11 (3.3)	0 (0.0)

24. *Snapshot*, *supra* note 23. Figures for GLBT judges and judges with disabilities are not available prior to 1977 or for pending nominees.

Table 25 - Law Faculty by Gender and Minority Status²⁵

	Deans (%)	Full Prof. (%)	Assoc Prof. (%)	Asst Prof. (%)
1990-91				
Minority	12 (6.8)	212 (6.2)	193 (18.8)	123 (19.3)
Female	15 (8.5)	481 (13.1)	375 (34.9)	313 (46.3)
1995-96				
Minority	17 (9.5)	336 (8.6)	282 (24.5)	186 (28.7)
Female	15 (8.4)	749 (18.1)	501 (41.8)	351 (52.8)
2000-01				
Minority	15 (8.5)	492 (11.5)	271 (24.2)	152 (27.6)
Female	23 (12.5)	955 (22.0)	437 (43.4)	201 (44.6)
2005-06				
Minority	21 (11.5)	608 (14.0)	302 (28.8)	180 (29.6)
Female	36 (18.8)	1,185 (25.9)	491 (43.8)	319 (45.1)
2008-09				
Minority	27 (13.6)	772 (13.5)	367 (23.4)	261 (25.1)
Female	41 (20.6)	1,706 (29.9)	734 (46.8)	554 (53.4)
Fall, 2013		Tenured (%)		Tenure Track (%)
Minority	42 (20.8)	907 (16.8)		460 (30.5)
Female	58 (28.7)	1,766 (32.7)		731 (48.4)

25. IILP REVIEW 2014: THE STATE OF DIVERSITY AND INCLUSION IN THE LEGAL PROFESSION 35 (2014) (for 1990–91, 1995–96, 2000–01, 2005–06, and 2008–09 data); A.B.A. Sec. of Legal Educ. & Admissions to the B., *Statistics: Ethnic/Gender Data: Longitudinal Charts, Law School Faculty & Staff by Ethnicity and Gender*, http://www.americanbar.org/groups/legal_education/resources/statistics.html (scroll down and click “Law School Faculty & Staff by Ethnicity and Gender”) [hereinafter *Law School Faculty Chart*] (for 2013 data). Figures are based on all full-time faculty listed in the AALS DIRECTORY OF LAW TEACHERS for whom race/ethnicity is known.

Table 26 - Law Faculty by Gender and Race/Ethnicity (2013)²⁶

	Total (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Am Ind. (%)
Deans	202 (100.0)	26 (12.9)	12 (5.9)	3 (1.5)	1 (0.5)
Male	144 (71.3)	15 (7.4)	7 (3.5)	3 (1.5)	0 (0.0)
Female	58 (28.7)	11 (5.4)	5 (2.5)	0 (0.0)	0 (0.0)
Tenured	5,398 (100.0)	464 (8.6)	222 (4.1)	181 (3.4)	28 (0.5)
Male	3,632 (67.3)	226 (4.2)	140 (2.6)	115 (2.1)	18 (0.3)
Female	1,766 (32.7)	238 (4.4)	82 (1.5)	66 (1.2)	10 (0.2)
Tenure Track	1,509 (100.0)	200 (13.3)	97 (6.4)	129 (8.5)	15 (1.0)
Male	778 (51.6)	76 (5.0)	52 (3.4)	68 (4.5)	4 (0.3)
Female	731 (48.4)	124 (8.2)	45 (3.0)	61 (4.0)	11 (0.7)
Part-Time	8,361 (100.0)	337 (4.0)	293 (3.5)	214 (2.6)	22 (0.3)
Male	5,667 (67.8)	173 (2.0)	190 (2.3)	119 (1.4)	12 (0.1)
Female	2,694 (47.5)	164 (2.0)	103 (1.2)	95 (1.1)	10 (0.1)

26. Law School Faculty Chart, *supra* note 25.