

IILP Review 2014: 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 by Professor Elizabeth Chambliss, author of the ABA report, “Miles to Go: Progress of Minorities In the 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 July, 2014. 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 2014 demographic summary are as follows:

- Minority representation among U.S. lawyers increased from 9.7% in 2000 to 13.1% in 2010, according to data from the Census Bureau (see Table 1). According to Department of Labor statistics, in 2013, aggregate minority representation among lawyers stood at 14.4% (see Table 2).
- Progress for different groups varies. Based on Department of Labor statistics, African American representation among lawyers dropped from 4.7% in 2009 to 4.2% in 2013, whereas Asian American representation increased from 4.1% to 5.1%, and Hispanic representation increased from 2.8% to 5.1% (see Table 2). During the same time period, female representation among lawyers dipped to a low of 31.1% in 2012, then rebounded to 33.1% in 2013 (see Table 2).
- Aggregate minority representation among lawyers is significantly lower than minority representation in most other management and professional jobs. Based on Department of Labor statistics, minority representation among lawyers was 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 (see Table 3).

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.

- Women’s representation among lawyers (33.1% in 2013) is higher than women’s representation in some other professions, including software developers (19.7%), architects and engineers (14.1%), and clergy (15.5%) (see Table 3). Women’s representation among lawyers is significantly lower than their representation among accountants and auditors (62.1%), physical and social scientists (46.1%), and post-secondary teachers (50.2%); and significantly lower than their representation within the professional workforce as a whole (57.1%) (see Table 3).
- Women continue to be significantly underrepresented in some top-level jobs within the legal profession, such as law firm partner. In 2013, women made up only 20.2% of partners nationally—only 3.4% higher than their representation among partners ten years ago (see Table 13). Minority women, especially, are underrepresented among law firm partners. In 2013, minority women comprised only 2.3% of law partners nationally (see Table 13), and even this figure is skewed upward by a few standout cities, mostly on the West Coast. In Los Angeles, for instance, minority women made up 4.4% of all partners in 2013; and in San Francisco, 4.1% (see Table 18). Miami had the highest percentage of minority female partners at 9.2% (see Table 18). In many other cities, however, minority women’s representation among partners hovered just above— or below—1.0 percent (see Table 18).
- Women’s representation has increased in other top-level legal positions, such as corporate counsel and law school dean. According to Association of Corporate Counsel data, women’s representation among corporate counsel increased from 31.5% in 2001 to 41.0% in 2011 (see Table 19), which is higher than women’s representation among lawyers generally (33.1% in 2013) (see Table 3). Women’s representation among law school deans has also increased, from 20.6% in 2008-09 to 28.7% in 2013 (see Table 23). In 2013, out of 202 law schools, there were 58 female deans (see Table 23).
- African Americans historically have been the best-represented minority group among lawyers (see Table 1), but this pattern changed in 2013 (see Table 2). The most recent Department of Labor statistics measure African American representation among lawyers at 4.2%, compared to 5.1% for both Hispanics and Asian Americans (see Table 2). Part of the change appears to reflect African American exit from the profession, since both the number of lawyers (see Table 2) and the number of African American law students (see Table 6) have remained relatively stable since 2009. Has the recession disproportionately affected African American lawyers?
- 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 (see Table 6). Moreover, as overall law school enrollment has dropped, African American representation among law students has increased, from 7.0% in 2009–10 to 8.0% in 2013–14—an all-time high (see Table 6). 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 has increased from 22.3% in 2009–10 to 26.9% in 2013–14 (see Table 4).
- Asian American enrollment, on other hand, has dropped in both absolute and relative terms, from a high of 11,000-plus students (8.0%) in the mid-2000s to 8,696 students (6.8%) in 2013–14 (see Table 6). Native American enrollment has been stagnant, at roughly 1,000 students nationally, since the mid-1990s (see Table 6).
- As we go to press, the ABA has not yet reported the most recent female enrollment and graduation figures (see Tables 4 and 5). In 2012–13, women made up 47.0% of law students at ABA-approved schools, down from a high of 49.0% in 2000–01 and 2001–02 (see Table 4).

- Women’s initial employment continues to differ from men’s among both white and minority law graduates, with women less likely than men to be employed in private practice or business, and more likely to be employed in public interest jobs. In 2013, 8.5% of white women were initially employed in public interest jobs, compared to 4.6% of white men; and 11.1% of minority women, compared to 6.8% of minority men (see Table 7). Women also were more likely than men to have judicial clerkships. These patterns have remained relatively stable since the late-1990s (see Table 7).
- Initial employment patterns also differ between racial and ethnic groups. 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 2013, only 35.8% of African American law graduates were initially employed in private practice, compared to 54.8% of Hispanic graduates, 52.2% of white graduates, 51.0% of Asian American graduates, and 48.1% of Native American graduates (see Table 8).
- The 2013 figure for African Americans represents a significant decline since 2009, when 50.1% of African American graduates began their careers in private practice—though all groups except Native Americans saw some decline (see Table 8). Meanwhile, overall entry into business and public interest jobs has increased. In 2013, 29.3% of minority graduates started off in business or public interest jobs, compared to 19.2% in 2009; and 24.2% of white graduates, compared to 16.2% in 2009 (see Table 7).
- Judicial clerkship rates also are down since 2009 for all groups except Asian Americans, and are especially low among Hispanic and Native American graduates. In 2013, only 4.6% of Hispanic graduates and 3.6% of Native American graduates had judicial clerkships, compared to 9.8% of white graduates, 7.7% of African American graduates, and 6.8% of Asian American graduates (see Table 8).
- For most groups, government employment has remained steady since 2009, except Native Americans, whose initial employment in government jobs has dropped sharply. In 2013, only 16.2% of Native American law graduates started off in government, compared to 26.2% in 2009 (see Table 8). Native Americans remain the most likely to start off in government, however, followed by African Americans, Hispanics and whites—a pattern that has remained consistent since 1998 (see Table 8). Asian Americans are the least likely to start off in government, with less than 10% of Asian American graduates entering government in 2013 (see Table 8).
- The initial employment of graduates with disabilities varies significantly from year to year, due in part to the small number of graduates in the sample (507 in 2013). In general, however, the 2013 figures for graduates with disabilities (see Table 9) appear roughly consistent with the figures for minority graduates (see Table 7), with 46–48% starting off in private practice, 20–21% starting off in business, and 13–15% starting off in government.
- As with most groups, the percentage of graduates with disabilities who begin their legal careers in private practice has dropped since the recession—from 55.0% in 2009 to 46.2% in 2013—whereas the percentage who enter business has increased (see Table 9). In 2013, 20.7% of graduates with disabilities entered business, compared to 11.6% in 2009 (see Table 9). Judicial clerkship rates have also dropped, from 9.8% in 2009 to 5.3% in 2013.
- There are no recent national data on the distribution of practicing lawyers by gender or race/ethnicity and type of employment, beyond initial employment. In 2005, 75.0% of all lawyers were engaged in private practice, and 8.0% were in business; thus, 83.0% of all lawyers were employed in the for-profit sector (see Table 10).

- In 2005, female lawyers were less likely than male lawyers to be in private practice and more likely to work in business, government, or public interest jobs (see Table 11). Data on initial employment (see Table 7) and women’s representation among law firm partners (see Table 12) suggest that gender differences in private practice and public interest employment likely persist (see Table 7). Beyond those general observations, however, the lack of data precludes a current assessment of demographic patterns in employment. Post-recession statistics on the distribution of lawyers by employment type are sorely needed.
- There also are no national data on the distribution of LGBT lawyers or lawyers with disabilities by type of employment, beyond initial employment. The National Association for Law Placement (NALP) began collecting LGBT and disability employment data from law firms in 2004. These data show that the percentage of openly LGBT lawyers in law firms is very low—less than 2% of partners and less than 3% of associates—although it has increased slightly each year (see Table 14). The representation of lawyers with disabilities in law firms is miniscule—less than 0.5% (see Table 16). More data are needed to place these figures in perspective, including data from other employment settings and occupations.
- Based on the data available, women’s representation is highest among law firm associates (44.8% in 2013) (see Table 12), corporate counsel (41.0% in 2011) (see Table 19), and law school faculty (48.4% of tenure track faculty, 32.7% of tenured faculty, and 28.7% of deans in 2013) (see Table 23), and lowest among law firm partners (20.2% in 2013) (see Table 12).
- Minority representation is highest among tenure track faculty (30.5% in 2013) (see Table 23), law firm associates (20.9% in 2013) (see Table 12), federal government lawyers (18.7% in 2010) (see Table 20), and corporate counsel (15.0% in 2011) (see Table 19), and lowest among law firm partners (7.1% percent in 2013) (see Table 12). Minority representation among partners varies significantly by city however, with higher figures in Austin (10.7%), Houston (9.4%), Miami (33.4%), and on the West Coast (see Table 18). This pattern is consistent with the increasing entry (see Table 6) and representation (see Table 2) of Hispanics within the profession.
- The profession would benefit greatly from better data on the demographics of practicing lawyers in different settings and levels of seniority. Outside of law firms, the profession lacks even basic gender and 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. The profession also lacks demographic data on lawyer compensation, satisfaction, and public service. Gathering such data requires a sustained commitment by the entire profession, including bar associations, employers, law schools, and public service groups. Contributing to this effort is a chief goal of the *IILP Review*.

Table 1 - U.S. Legal Profession by Gender and Race/Ethnicity¹

1990	Lawyers (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Total	747,077 (100.0)	25,670 (3.4)	18,612 (2.5)	10,720 (1.4)	1,502 (0.2)	56,397 (7.6)
M	564,332 (75.5)	14,360 (1.9)	12,330 (1.7)	6,744 (0.9)	1,029 (0.1)	34,463 (4.6)
F	182,745 (24.5)	11,310 (1.5)	6,282 (0.8)	3,897 (0.5)	445 (0.1)	21,934 (2.9)
	Judges (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Total	32,394 (100.0)	2,278 (7.0)	1,098 (3.4)	342 (1.1)	191 (0.6)	3,909 (12.1)
M	24,994 (77.2)	1,407 (4.3)	800 (2.5)	216 (0.7)	117 (0.4)	2,540 (7.8)
F	7,400 (22.8)	871 (2.7)	298 (0.9)	126 (0.4)	74 (0.2)	1,369 (4.2)
2000	Lawyers (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Total	871,115 (100.0)	33,865 (3.9)	28,630 (3.3)	20,160 (2.3)	1,730 (0.2)	84,385 (9.7)
M	621,315 (71.3)	17,450 (2.0)	17,835 (2.0)	11,020 (1.3)	975 (0.1)	47,280 (5.4)
F	249,805 (28.7)	16,415 (1.9)	10,795 (1.2)	9,140 (1.0)	755 (0.1)	37,105 (4.3)
	Judges (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Total	58,355 (100.0)	5,155 (8.8)	2,650 (4.5)	1,000 (1.7)	465 (0.8)	9,270 (15.9)
M	36,565 (62.7)	2,285 (3.9)	1,440 (2.5)	605 (1.0)	260 (0.4)	4,590 (7.9)
F	21,795 (37.3)	2,870 (4.9)	1,210 (2.1)	395 (0.7)	205 (0.4)	4,680 (8.0)
2010	Lawyers (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Total	1,040,000 (100.0)	44,720 (4.3)	35,360 (3.4)	35,360 (3.4)		136,240 (13.1)
M	712,400 (68.5)					
F	327,600 (31.5)					
	Judges (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Total	71,000 (100.0)	8,875 (12.5)	5,538 (7.8)	2,769 (3.9)		17,182 (24.2)
M	45,156 (63.6)					
F	25,844 (36.4)					
	Legal Support (%)	Af Am. (%)	Hisp. (%)	As Am. (%)	Na Am. (%)	Minority (%)
Total	604,000 (100.0)	57,296 (9.5)	53,063 (8.9)	19,676 (3.3)		130,035 (21.5)
M	120,196 (19.9)					
F	484,044 (80.1)					

1. *Census 2000 EEO Data Tool*, U.S. CENSUS BUREAU, <http://www.census.gov/eo2000/index.html> (last visited Jul. 23, 2014) (for 1990 and 2000 data); *Statistical Abstract of the United States, Table 616: Employed Civilians by Occupation, Sex, Race and Hispanic Origin 2010*, U.S. CENSUS BUREAU (2012), <http://www.census.gov/compendia/statab/2012/tables/12s0616.pdf> (for 2010 data). Figures for African Americans include blacks and African Americans. Figures for Hispanics include Hispanics and Latinos. Figures for Asian Americans include Native Hawaiians and Pacific Islanders. Figures for minorities are derived from aggregating the minority categories listed. 2010 figures for Native Americans are not available. 2010 figures for judges include “judges, magistrates, and other judicial workers.” 2010 figures for legal support include paralegals, legal assistants, and “miscellaneous legal support workers.” *Id.*

Table 2 - U.S. Lawyers by Gender and Race/Ethnicity²

	Lawyers	Female	Af Am.	Hisp.	As Am.	Minority
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

2. Bureau of Labor Statistics, *Table 11: Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity*, U.S. DEP'T OF LABOR (2010), <http://www.bls.gov/cps/aa2009/cpsaat11.pdf> (for 2009 figures); Bureau of Labor Statistics, *Table 11: Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity*, U.S. DEP'T OF LABOR (2011), <http://www.bls.gov/cps/aa2010/cpsaat11.pdf> (for 2010 figures); Bureau of Labor Statistics, *Table 11: Employed Persons by Detailed Occupation, Sex, Race and Hispanic or Latino Ethnicity*, U.S. DEP'T OF LABOR (2012), <http://www.bls.gov/cps/aa2011/cpsaat11.pdf> (for 2011 figures); Bureau of Labor Statistics, *Table 11: Employed Persons by Detailed Occupation, Sex, Race and Hispanic or Latino Ethnicity*, U.S. DEP'T OF LABOR (2013), <http://www.bls.gov/cps/aa2012/cpsaat11.pdf> (for 2012 figures); 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/cpsaat11.htm> (last visited Jul. 23, 2014) [hereinafter 2013 *Table 11*] (for 2013 figures). Figures for minorities are derived from aggregating the minority categories listed.



African Americans historically have been the best-represented minority group among lawyers but this pattern changed in 2013. Part of the change appears to reflect African American exit from the profession, since both the number of lawyers and the number of African American law students have remained relatively stable since 2009.

Table 3 - Selected U.S. Professions by Gender and Race/Ethnicity (2013)³

	Total Employed	Female	Af Am.	Hisp.	As Am.	Minority
Civilian Labor Force	143,929,000	46.9%	10.8	14.5	4.9	30.2
Management/Business	22,794,000	43.4	7.4	8.4	6.1	21.9
Chief Executives	1,520,000	26.8	2.9	4.3	4.8	12.0
Financial Managers	1,218,000	55.3	8.8	10.5	6.8	26.1
Accountants/Auditors	1,814,000	62.1	8.6	7.3	11.9	27.8
All Professional Occupations	31,917,000	57.1	9.3	8.2	8.3	25.8
All Computer/Mathematical	3,980,000	26.1	8.3	6.3	18.5	33.1
Software Developers	1,103,000	19.7	4.1	5.3	28.8	38.2
All Architecture/Engineering	2,806,000	14.1	5.5	7.5	11.3	24.3
Architects	193,000	25.0	1.6	7.9	5.8	15.3
Civil Engineers	360,000	12.1	6.4	4.9	10.4	21.7
All Physical/Social Sciences	1,307,000	46.1	5.6	7.9	11.8	25.3
Psychologists	186,000	73.8	3.6	8.6	2.5	14.7
All Social Services	2,332,000	62.3	18.6	10.0	2.9	31.5
Clergy	410,000	15.5	9.1	6.4	6.5	22.0
Legal Occupations	1,800,000	50.8	6.2	8.2	4.9	19.3
Lawyers	1,092,000	33.1	4.2	5.1	5.1	14.4
Judges/Judicial Workers	55,000	35.6	7.8	6.3	0.1	14.2
Paralegals/Legal Assistants	404,000	86.1	9.5	15.2	4.5	29.2
Education	8,623,000	73.8	9.4	9.6	4.5	23.5
Postsecondary Teachers	1,313,000	50.2	6.8	5.9	13.0	25.7
Arts/Entertainment	2,879,000	47.2	6.5	8.4	5.0	19.9
All Healthcare/Technical	8,182,000	74.4	10.5	7.4	9.3	27.2
Physicians/Surgeons	934,000	35.5	6.4	3.8	21.6	31.8
Registered Nurses	2,892,000	90.1	10.5	6.5	8.0	25.0
Nurse Practitioners	126,000	91.8	5.8	7.1	5.9	18.8

3. 2013 Table 11, *supra* note 2. Figures for minorities are derived from aggregating the minority categories listed.

Table 4 - Law School Enrollment by Gender and Minority Status ⁴

	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)	27,169 (20.4)
2003-04	137,676	67,027 (48.7)	28,318 (20.6)
2004-05	140,376	67,438 (48.0)	29,985 (21.4)
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)	30,598 (21.5)
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) (figures for 2013-14 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). Some figures differ slightly from those previously reported by the ABA.

Table 5 - JDs Awarded by Gender and Minority Status⁵

	Total	Female (%)	Minority (%)
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) (figures for 2011-12 and 2012-13 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). 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 1988–2010*, 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/Industry	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/Industry	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
2009	White			Minority		
	Male	Female	Total	Male	Female	Total
Private Practice	61.5	57.7	59.8	59.2	56.2	57.5
Business/Industry	12.4	10.5	11.6	14.8	10.4	12.4
Government	11.5	11.2	11.4	12.6	13.4	13.0
Judicial Clerkships	9.4	11.9	10.5	5.4	8.8	7.3
Public Interest	3.3	6.4	4.6	5.4	7.8	6.8
Academic	1.4	1.8	1.6	1.7	2.7	2.2
Unknown	0.5	0.4	0.5	0.9	0.7	0.8
2013	White			Minority		
	Male	Female	Total	Male	Female	Total
Private Practice	53.6	50.2	52.2	49.1	46.6	47.7
Business/Industry	19.3	16.1	17.9	22.0	18.6	20.2
Government	10.9	11.5	11.2	13.2	12.5	12.8
Judicial Clerkships	9.0	10.9	9.8	5.5	7.4	6.5
Public Interest	4.6	8.5	6.3	6.8	11.1	9.1
Unknown	2.6	2.8	2.6	3.4	3.8	3.7

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 2009 52 (2010) [hereinafter *Class of 2009*] (for 2009 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDS: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2013 64 (2014) [hereinafter *Class of 2013*] (for 2013 figures). The category "business/industry" includes non-legal as well as legal jobs. Figures for 2009 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/Industry	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/Industry	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
2009	White	Af Am.	Hisp.	As Am.	Na Am.	Multi-racial
Private Practice	59.8	50.1	59.9	62.3	47.1	58.6
Business/Industry	11.6	13.6	10.3	13.6	12.2	7.9
Government	11.4	16.1	12.8	9.5	26.2	15.0
Judicial Clerkships	10.5	8.4	6.6	6.7	4.6	9.7
Public Interest	4.6	8.1	7.5	5.2	5.2	7.3
Academic	1.6	2.7	2.3	1.9	3.5	1.2
Unknown	0.5	1.0	0.6	0.8	1.2	0.3
2013	White	Af Am.	Hisp.	As Am.	Na Am.	Multi-racial
Private Practice	52.2	35.8	54.8	51.0	48.1	49.5
Business/Industry	17.9	24.9	15.5	21.9	21.1	15.0
Government	11.2	16.1	12.6	9.5	16.2	14.6
Judicial Clerkships	9.8	7.7	4.6	6.8	3.6	7.8
Public Interest	6.3	9.9	10.1	7.8	7.6	9.4
Unknown	2.6	5.6	2.4	3.0	3.4	3.7

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 2009*, supra note 7, at 53 (for 2009 figures); *Class of 2013*, supra note 7, at 65 (for 2013 figures). The category “business/industry” includes non-legal as well as legal jobs. Figures for 2009 include only full-time jobs. 2003 figures for Hispanics do not include Latinos. NALP defines “Latino” as Mexican, Puerto Rican, or Cuban.

Table 9 - Initial Employment of Graduates with Disabilities⁹

	2009	2010	2011	2012	2013
Private Practice	55.0%	48.1	48.9	50.7	46.2
Business/Industry	11.6	16.1	16.9	16.4	20.7
Government	12.9	12.3	13.4	10.0	14.6
Judicial Clerkships	9.8	10.8	6.5	7.0	5.3
Public Interest	8.0	8.9	9.3	11.4	8.3
Academic	2.3	2.4	6.5	4.0	4.3

9. *Class of 2009, supra* note 7, at 54 (for 2009 figures); NAT'L ASS'N FOR L. PLACEMENT, JOBS & JDs: EMPLOYMENT AND SALARIES OF NEW LAW GRADUATES, CLASS OF 2010 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); *Class of 2013, supra* note 7, at 66 (for 2013 figures). The category "business/industry" includes both non-legal and legal jobs. Figures for 2009 and 2010 include only full-time jobs.

Table 10 - Distribution of U.S. Lawyers by Type of Employment¹⁰

	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

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

Table 11 - Distribution of U.S. Lawyers by Type of Employment and Gender¹¹

	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

11. 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 10, at 6 (for 2005 data) (some categories were combined for consistency with prior years).

Table 12 - Representation of Female and Minority Lawyers in Law Firms¹²

	Partners			Associates		
	Female	Minority	Minority F	Female	Minority	Minority F
2003	16.8%	4.0		43.0	14.6	
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

12. Press Release, Nat'l Ass'n for L. Placement, Women and Attorneys of Color Continue to Make Small Gains at Large Law Firms (Nov. 2003), <http://www.nalp.org/2003womenandattorneysofcolor> [hereinafter *November 2003 Release*] (for 2003 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 (Dec. 11, 2013), http://www.nalp.org/lawfirmdiversity_2013 [hereinafter *December 2013 Release*] (for 2009–2013 figures). Figures are based on statistics provided by firms in the NALP DIRECTORY OF LEGAL EMPLOYERS. Figures for firms with foreign offices may include foreign lawyers, which may inflate the percentage of minority lawyers.

Table 13 - Representation of Female and Minority Lawyers by Firm Size¹³

2003	Partners			Associates		
	Female	Minority	Minority F	Female	Minority	Minority F
Nationwide	16.8%	4.0		43.0	14.6	
< 100 lawyer firms	16.2	3.9		40.8	10.8	
101-250 lawyer firms	16.4	3.3		43.1	11.7	
251-500 lawyer firms	17.3	3.7		43.5	13.6	
501+ lawyer firms	17.2	5.0		43.2	17.2	

2013	Partners			Associates		
	Female	Minority	Minority F	Female	Minority	Minority F
Nationwide	20.2	7.1	2.3	44.8	20.9	11.3
< 100 lawyer firms	20.2	6.3	2.1	43.1	16.6	9.1
101-250 lawyer firms	19.7	5.1	1.5	44.3	16.1	8.7
251-500 lawyer firms	21.1	7.0	2.3	44.6	19.4	10.2
501+ lawyer firms	19.6	7.8	2.2	45.0	20.5	11.0
701+ lawyer firms	20.4	8.3	2.7	45.1	23.3	12.6

13. *November 2003 Release, supra* note 12 (for 2003 figures); *December 2013 Release, supra* note 12 (for 2013 figures). Figures are based on statistics provided by firms in the NALP DIRECTORY OF LEGAL EMPLOYERS. Figures for firms with foreign offices may include foreign lawyers, which may inflate the percentage of minority lawyers.

Table 14 - Representation of LGBT Lawyers in Law Firms¹⁴

	Partners	Associates
2004	0.79%	1.33
2009	1.36	2.29
2010	1.47	2.35
2011	1.44	2.43
2012	1.58	2.69
2013	1.65	2.83

14. Nat'l Ass'n for L. Placement, *Few Openly Gay or Disabled Lawyers Reported in NALP Directory of Legal Employers*, NAT'L ASS'N FOR L. PLACEMENT (Jun. 2005), <http://www.nalp.org/2005junfewopenlyglbtdisabled> [hereinafter *June 2005 Bulletin*] (for 2004 figures); 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> [hereinafter *December 2010 Bulletin*] (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 [hereinafter *December 2011 Bulletin*] (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 [hereinafter *January 2013 Bulletin*] (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> [hereinafter *January 2014 Bulletin*] (for 2013 figures).

Table 15 - Representation of LGBT Lawyers by Firm Size¹⁵

2004	Partners	Associates
Nationwide	0.79%	1.33
100 or fewer lawyer firms	0.60	0.71
101-250 lawyer firms	0.65	0.90
251-500 lawyer firms	0.77	1.19
501-700 lawyer firms	1.02	1.67
2007	Partners	Associates
Nationwide	1.19	1.89
100 or fewer lawyer firms	0.88	1.07
101-250 lawyer firms	0.91	1.24
251-500 lawyer firms	1.04	1.56
501-700 lawyer firms	1.37	2.95
701+ lawyer firms	1.67	2.16
2010	Partners	Associates
Nationwide	1.47	2.35
100 or fewer lawyer firms	1.17	1.42
101-250 lawyer firms	0.99	1.63
251-500 lawyer firms	1.42	2.10
501-700 lawyer firms	1.18	2.50
701+ lawyer firms	2.02	2.78
2013	Partners	Associates
Nationwide	1.65	2.83
100 or fewer lawyer firms	1.49	1.86
101-250 lawyer firms	1.19	2.23
251-500 lawyer firms	1.60	2.42
501-700 lawyer firms	1.56	2.67
701+ lawyer firms	2.01	3.24

15. *June 2005 Bulletin*, *supra* note 14 (for 2004 figures); 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. 2007), <http://www.nalp.org/2007decglbtlawyerinformation> [hereinafter *December 2007 Bulletin*] (for 2007 figures); *December 2010 Bulletin*, *supra* note 14 (for 2010 figures); *January 2013 Bulletin*, *supra* note 14 (for 2012 figures); *January 2014 Bulletin*, *supra* note 14 (for 2013 figures).

Table 16 - Representation of Lawyers with Disabilities in Law Firms¹⁶

	Partners	Associates
2004	0.16%	0.10
2009	0.25	0.17
2010	0.24	0.20
2011	0.23	0.17
2012	0.33	0.24
2013	0.30	0.26

16. *June 2005 Bulletin*, *supra* note 14 (for 2004 figures); 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* (Nov. 4, 2010), <http://www.nalp.org/2010lawfirmdiversity?s=disabilities> [hereinafter *November 2010 Release*] (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* (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* (Dec. 13, 2012), <http://www.nalp.org/2012lawfirmdiversity?s=disabilities> [hereinafter *December 2012 Release*] (for 2012 figures); *December 2013 Release*, *supra* note 12 (for 2013 figures).



The representation of lawyers with disabilities in law firms is miniscule—less than 0.5%. More data are needed to place these figures in perspective, including data from other employment settings and occupations.

Table 17 - Representation of Lawyers with Disabilities by Firm Size¹⁷

2004	Partners	Associates
Nationwide	0.16%	0.10
100 or fewer lawyer firms	0.16	0.11
101-250 lawyer firms	0.19	0.09
251-500 lawyer firms	0.21	0.09
501+ lawyer firms	0.10	0.11
2007	Partners	Associates
Nationwide	0.19	0.14
100 or fewer lawyer firms	0.16	0.13
101-250 lawyer firms	0.21	0.15
251-500 lawyer firms	0.18	0.06
501+ lawyer firms	0.30	0.25
701+ lawyer firms	0.13	0.13
2010	Partners	Associates
Nationwide	0.24	0.20
100 or fewer lawyer firms	0.16	0.08
101-250 lawyer firms	0.23	0.13
251-500 lawyer firms	0.28	0.23
501-700 lawyer firms	0.36	0.14
701+ lawyer firms	0.23	0.27
2013	Partners	Associates
Nationwide	0.30	0.26
250 or fewer lawyer firms	0.22	0.10
251-500 lawyer firms	0.26	0.23
501-700 lawyer firms	0.55	0.36
701+ lawyer firms	0.27	0.33

17. *June 2005 Bulletin*, *supra* note 14 (for 2004 figures); *December 2007 Bulletin*, *supra* note 15 (for 2007 figures); *November 2010 Release*, *supra* note 16 (for 2010 figures); *December 2013 Release*, *supra* note 12 (for 2013 figures). The total number of lawyers with disabilities reported is very small: 105 partners and 80 associates in 2013, down from 131 partners and 85 associates in 2010. See *December 2012 Release*, *supra* note 16.

Table 18 - Law Firm Diversity by City (2013)¹⁸

	Partners			Minority	Associates			Minority
	Total	Female	Minority	Female	Total	Female	Minority	Female
Nationwide	49,785	20.2%	7.1	2.3	45,808	44.8	20.9	11.3
<100 lawyer firms	4,018	20.2	6.3	2.1	2,254	43.1	16.6	9.1
101-250 lawyer firms	10,576	19.7	5.1	1.5	6,085	44.3	16.1	8.7
251-500 lawyer firms	9,682	21.1	7.0	2.3	7,052	44.6	19.4	10.2
501-700 lawyer firms	8,237	19.6	7.8	2.2	7,592	45.0	20.5	11.0
701+ lawyer firms	17,272	20.4	8.3	2.7	22,825	45.1	23.3	12.6
Atlanta	1,341	19.9	7.5	2.2	1,071	44.7	16.8	9.8
Austin	309	21.7	10.7	3.6	221	43.0	22.2	9.5
Boston area	1,516	22.0	3.8	1.2	1,816	46.4	16.2	9.4
Charlotte	432	15.3	3.9	1.2	284	38.4	11.6	5.3
Chicago	3,473	20.5	6.3	2.2	2,664	43.3	18.5	9.7
Cleveland	401	19.5	2.7	0.8	256	39.1	7.8	3.9
Columbus	397	19.7	6.1	1.3	203	47.8	13.8	5.4
Dallas	1,296	19.8	7.0	2.1	1,142	37.1	19.3	8.1
Denver	661	24.7	5.9	2.3	511	42.5	13.1	7.8
Detroit area	711	21.2	4.9	2.0	224	41.1	14.3	7.1
Houston	1,100	18.0	9.4	2.6	1,088	41.4	20.6	9.9
Indianapolis	718	20.8	3.6	0.7	305	44.6	13.1	6.9
Kansas City	886	19.6	3.1	0.8	426	43.0	13.6	6.3
Los Angeles area	2,093	21.1	13.2	4.4	2,325	48.3	30.7	16.5
Miami	404	24.0	33.4	9.2	295	46.4	37.6	20.7
Milwaukee	706	21.3	3.0	1.0	370	40.3	9.7	3.8
Minneapolis	1,232	23.7	2.7	1.1	652	48.2	11.2	6.1
New York City	6,436	17.8	8.0	2.7	11,674	44.9	24.8	13.7
Newark area	713	16.6	4.2	1.5	565	45.0	13.8	6.9
Northern Virginia	212	11.8	7.6	0.9	186	37.6	22.6	9.7
Orange County	567	14.6	12.2	3.2	565	37.9	24.8	11.7
Philadelphia	710	20.7	3.9	1.6	747	49.3	13.5	8.4
Phoenix	556	21.6	6.7	1.6	320	40.0	12.8	6.3
Pittsburgh	326	20.3	2.5	0.6	247	43.3	7.3	4.5
Portland, OR area	472	21.0	3.8	1.5	238	47.5	16.8	7.1
San Diego	273	21.6	8.8	2.6	364	40.4	23.6	8.5
San Francisco	1,326	25.6	11.2	4.1	1,435	51.7	26.1	15.2
San Jose area	830	19.0	16.0	3.5	1,317	42.9	36.6	18.6
Seattle area	978	24.4	9.0	3.1	547	45.2	22.1	12.8
St. Louis	801	21.2	4.0	1.1	394	46.2	13.2	5.6
Washington, D.C.	5,075	20.4	7.7	2.7	5,456	45.8	21.0	11.8

18. December 2013 Release, *supra* note 12.

Table 19 - Female and Minority Representation Among Corporate Counsel¹⁹

	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

19. Ass'n of Corporate Counsel, *ACC 2001 Census of U.S. Inhouse Counsel*, ASS'N OF CORPORATE COUNSEL (2001), <http://www.acc.com/legalresources/resource.cfm?show=16320> (for 2001 figures); ASS'N OF CORPORATE COUNSEL, *2011 CENSUS REPORT 72* (2012) (for 2004, 2006, and 2011 figures). 2001 figures are based on a survey of 12,674 in-house lawyers, with 929 (7.3%) responding. 2006 figures are based on a survey of 49,259 in-house lawyers, with 3,426 (7.0%) responding. See Ass'n of Corporate Counsel, *Profile of In-House Counsel*, ASS'N OF CORPORATE COUNSEL (2006), <http://www.acc.com/v1/public/Surveys/loader.cfm?csModule=security/getfile&pageid=16297>. 2011 figures are based on responses from roughly 5,000 in-house counsel. See Ass'n of Corporate Counsel, *ACC's 2011 Census Report: Overview*, ASS'N OF CORPORATE COUNSEL (2012), <http://www.acc.com/legalresources/loader.cfm?csModule=security/getfile&pageid=1307039>.



In 2012, women made up only 15% of equity partners in AmLaw 200 law firms—a percentage that has not increased in seven years.

Table 20 - Federal Government Lawyers by Race/Ethnicity and Gender²⁰

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)

20. 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 21 - Article III (Lifetime) Judges by Gender and Race/Ethnicity²¹

	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 (2009–14)	279	117 (41.7)	50 (18.0)	31 (11.1)	19 (6.8)	1 (0.4)
Obama (Pending)	27	11 (40.7)	6 (22.2)	1 (3.7)	1 (3.7)	0 (0.0)

21. 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 (2014), <http://www.afj.org/wp-content/uploads/2014/07/Judicial-Selection-Snapshot-8.6.14.pdf> [hereinafter *Snapshot*] (for 1977–2014 data). Figures for female judicial appointments are not available prior to 1977. Figures for Obama (2009–14) include all judges confirmed. Judge Cathy Bissoon identifies as both Hispanic and Asian American. She is included in both ethnic categories but only once in the total of confirmed judges. Judges Analisa Torres and Vernon Broderick identify as both Hispanic and African American, which is similarly reflected in the data. *Id.*

Table 22 - Article III (Lifetime) Judges by GLBT and Disability Status²²

	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 (2009–12)	279	10 (3.6)	1 (0.4)
Obama (Pending)	27	1 (3.7)	0 (0.0)

22. *Snapshot*, *supra* note 21. Figures for GLBT judges and judges with disabilities are not available prior to 1977.

Table 23 - Law Faculty by Gender and Minority Status²³

	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				
Minority	42 (20.8)	907 (16.8)		460 (30.5)
Female	58 (28.7)	1,766 (32.7)		731 (48.4)

23. *Statistical Report on Law School Faculty and Candidates for Law Faculty Positions (2001–02)*, ASS’N OF AM. LAW SCHS., <http://www.aals.org/statistics/2002statspage2.htm> (last visited Jul. 23, 2014) (for 1990–91, 1995–96, and 2000–01 data); *Statistical Report on Law School Faculty (2005–06)*, ASS’N OF AM. LAW SCHS., http://www.aals.org/statistics/0506/0506_T2A_tit4_8yr.html (last visited Jul. 23, 2014) (for 2005–06 data); *Statistical Report on Law Faculty (2008–09)*, ASS’N OF AM. LAW SCHS., <http://www.aals.org/statistics/2009dlt/titles.html> (last visited Jul. 23, 2014) (for 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 24 - Law Faculty by Gender and Race/Ethnicity (2013)²⁴

	Total (%)	Af Am (%)	Hispanic (%)	As Am (%)	Am Ind (%)
Deans	202 (100.0)	26 (12.9)	12 (5.9)	3 (1.5)	1 (0.5)
M	144 (71.3)	15 (7.4)	7 (3.5)	3 (1.5)	0 (0.0)
F	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)
M	3,632 (67.3)	226 (4.2)	140 (2.6)	115 (2.1)	18 (0.3)
F	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)
M	778 (51.6)	76 (5.0)	52 (3.4)	68 (4.5)	4 (0.3)
F	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)
M	5,667 (67.8)	173 (2.0)	190 (2.3)	119 (1.4)	12 (0.1)
F	2,694 (32.2)	164 (2.0)	103 (1.2)	95 (1.1)	10 (0.1)

24. Law School Faculty Chart, *supra* note 23.



As of July, 2014, there were 58 female law school deans, including 12 minority female deans.