Diversity of the legal profession: What the data tell us

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Assembly Judiciary Committee
Informational Hearing
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The legal profession is among the least diverse in the nation

<table>
<thead>
<tr>
<th>Profession</th>
<th>% People of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lawyers</td>
<td>12</td>
</tr>
<tr>
<td>Architects &amp; Engineers</td>
<td>19</td>
</tr>
<tr>
<td>Accountants</td>
<td>22</td>
</tr>
<tr>
<td>Physicians</td>
<td>28</td>
</tr>
</tbody>
</table>
The percentage of attorneys of color has increased marginally since 2001, but...
Racial disparities in Bar Exam participation and passage rates may contribute to underrepresentation.
Women and people of color are less likely to advance to the top echelons of the legal profession.
Representation of women in the legal profession is otherwise increasing.
Limited legal career advancement among people of color extends to the bench

![Graph showing the percentage of CA judges compared to the percentage of the population by race from 2006 to 2018*](image)

- **White**
- **Asian or Pacific Islander**
- **Some Other Race**
- **Black**
- **American Indian**
- **More Than One Race**
- **Hispanic or Latino**


U.S. Census Bureau, 2007-2017 American Community Surveys
References

• Deborah Rhode, *Law is the least diverse profession in the nation. And lawyers aren’t doing enough to change that*, Washington Post (May 27, 2015), quoting data from the Bureau of Labor Statistics.

• U.S. Census Bureau, *2017 American Community Survey 1-year Estimates: Selected Characteristics of the Native and Foreign-Born Populations*.


• U.S. Census Bureau, *2001-2017 American Community Surveys*.


• National Association for Law Placement, *2018 Report on Diversity in U.S. Law Firms* (Jan. 2019), Table 2.

• Judicial Council of California, *Demographic Data Provided by Justices and Judges Relative to Gender, Race/Ethnicity, and Gender Identity/Sexual Orientation*, (Dec. 31, 2018).