

Race and Gender in the Legal Profession

Law Firms

According to the Bureau of Labor Statistics about 10% of all U.S. lawyers were persons of color in 2008:

- African-American: 4%
- Latino/a: 3.3%
- Asian American: 2.3%
- Native American: 0.2%

Women and Minorities Among Law Firm Partners in 2009:

- 6% of all partners were women of color
- Less than 2% were minority women

Women and Minorities Among Law Firm Associates in 2009:

- About 20% of all associates were of color
- 11% were minority women

Sources:

1. Bureau of Labor Statistics Household Data Annual Averages 2008, ABA Statistical Resources
2. "Women and Minorities in Law Firms by Race and Ethnicity," NALP Bulletin, January 2010.

The Judiciary

FEDERAL

Out of 805 active judges:

- African-American: 11%
- Latino/a: 7%
- Asian American: 0.7%
- Minority representation is lower at the federal appellate level than at the district court level.
- Currently, no Asian Americans sit at the appellate level, and there are no Native American judges anywhere in the federal judiciary.

Out of the 805 active federal judges, 6% are women of color:

- African-American: 3.3%
- Latino/a: 2.2%
- Asian American: 0.5%

Of the 13 U.S. Courts of Appeals and other tribunals, there are nine courts without a single minority woman judge.

STATE

Minority judges predominantly serve in the state trial courts rather than state appellate courts, and represent approximately 10% of the bench at all state court levels:

- African-American: fewer than 6%
- Latino/a: fewer than 3%
- Asian Americans: 1.1%
- Native Americans: 0.1%

Within the percentages above, only about 3% of all state court judges are women of color.

Sources:

1. National Women's Law Center, January 2010
2. "Myth of the Color-Blind Judge: An Empirical Analysis of Racial Harassment Cases," Pat K. Chew & Robert E. Kelley, 86 *Washington University Law Review* 1117 (2009).
3. National Database on Judicial Diversity in State Courts: National Report, last visited March 19, 2010.

Statistics on the Total U.S. Population according to the U.S. Census Bureau:

- Caucasian: 66%
- African-American: 13.5%
- Latino/a: 15%
- Asian: 5%
- Other: .5%

Race and Gender in the Legal Profession

Corporations

Lawyers of color comprise less than 15% of the nation's corporate legal staff, and women of color constitute an even smaller portion. Fewer than 60 Fortune 1000 companies have minorities serving as general counsels.

Minorities Serving as General Counsel in Fortune 500 Companies in 2009

- African-American: 7.1%
- Latino/a: 2.4%
- Asian American: 1.2%

Minorities Serving as General Counsel in Fortune 501-1000 Companies in 2009:

- African-American: 5.3%
- Latino/a: 2.6%
- Asian American: 1.3%

Sources:

1. Survey of Fortune 500 Women General Counsel, as of July/August 2009.
2. Minority Corporate Council Association (2003), Study on the Status of Minority-owned Law Firms in Today's Legal Environment, Crosby Marketing Communications, 2004, Annapolis MD.

Law Schools

Total Minority Full-Time Faculty & Select Administrators 2007-2008

13.8% of all full-time law professors were persons of color:

- African-American: 7%
- Latino/a: 3.1%
- Asian: 2.4%
- American Indian: .4%
- Other: 0.9%

12.7% of law school deans were persons of color:

- African-American: 8.1%
- Latino/a: 3.6%
- Asian: 1%
- American Indian: 0%

13.8% of associate law deans were persons of color:

- African-American: 9.6%
- Latino/a: 2.2%
- Asian: 1.7%
- American Indian: 0.3%

Minority Female Full-Time Faculty & Select Administrators 2007-2008

- 17.2% of full-time law professors (tenured, tenure-track, visitors, 405c) were women of color.
- Five of 197 law deans were women of color.
- 20% of associate law deans were women of color.

Students

- 7.5% drop in the percentage of African-American students entering the class of 2008 compared to 1993
- 11.7% decline in Mexican-American students during that same period
- The number of applicants held relatively constant and average undergraduate grade-point averages and LSAT scores improved over the 15-year period.
- In many law schools, the number of women in each first-year class is more than 50%. The dramatic percentage increase in the representation of women, however, is not replicated in increases in the numbers of people of color.

Sources:

1. "A Disturbing Trend in Law School Admissions," Society of American Law Teachers & Columbia Law School, *Lawyering in the Digital Age Clinic*, 2009.
2. Association of American Law Schools Statistical Report on Law Faculty 2007-2008.
3. Law School Staff by Gender and Ethnicity, ABA.
4. ABA Diversity in the Legal Profession: The Next Steps (Advance Copy), 2009-2010