Doubling Down on Black and Brown: A Conversation on Supporting and Advancing Black and LatinX Attorneys

January 21, 2021  1:00PM - 2:00PM PT
1.0 Hour CA MCLE (Recognition and Elimination of Bias)
Andrew Houston  
Past President,  
California Association of Black Lawyers, Legal Counsel  
University of California Office of the President

Raymond Manzo,  
President, San Francisco La Raza Lawyers, HNBA  
Regional President, FTC Investigator,  
Federal Trade Commission

Melinda Murray  
President, California Association of Black Lawyers,  
Deputy District Attorney, Los Angeles County

John Yslas  
HNBA Regional President,  
Partner,  
Seyfarth Shaw LLP

Panelists:

Moderator:

Robert White  
Executive Director,  
California Minority Counsel Program
Percent of Population in US compared with Lawyer Representation

- Non-Hispanic White
- Latinx
- Black
- Asian
- Native American
What Does the CA Attorney Population Look Like Today?

- Attorneys in California are much less diverse than the state as a whole
- Latinos are particularly underrepresented

![Chart showing the comparison between CA Attorneys (2019) and CA Pop > 18 years (2017) showing the following percentages:
- White: 67% (Attorneys) vs 41% (Population)
- Asian: 12% (Attorneys) vs 16% (Population)
- Latino: 6% (Attorneys) vs 35% (Population)
- Black: 3% (Attorneys) vs 6% (Population)
- Other: 12% (Attorneys) vs 2% (Population)]
Career Advancement

* Percent of each racial/ethnic group working in private sector, government, or nonprofit.

- Private sector is the least diverse
- Nonprofit sector is the most diverse
Law School Applications and Enrollment

• Latinx enrollments in law school rose between 2011 and 2019 from 9% to 12%, while enrollment rates for other racial and ethnic groups declined.

• In 2018, the applicant pool to ABA-accredited law schools consisted of 10% Asian-Americans, 13% Blacks, 15% Latinx and 57% Whites.

From Rachel Moran, *Changing the Numbers and ABA Profile of the Legal Profession.*
Challenges After Law School: The Bar Exam Pass Rates
Typical Recommendations

- Starts with leadership
- Data-driven
- Training to address gaps and challenges
- Objective recruitment standards
- Objective advancement standards
- Equitable opportunities to develop skills and networks
- Work-life balance
- Mentoring
- Assessment and accountability
Resources and Further Reading

- State Bar Survey: California’s Lawyers Don’t Reflect State’s Diversity, Cheryl Miller, Law.com, July 20, 2020
- California Bar Study Finds Black Male Lawyers More Likely To Be Disciplined - http://board.calbar.ca.gov/docs/agendaltem/Public/agendaltem1000025090.pdf
- Big Law is Less Accountable Than Corporate Peers in Diversity, Christine Simmons, Law.com, January 7, 2021
- 2019 Diversity Scorecard, The American Lawyer
- New Data on Racial Disparities in Lawyer Hiring Is “Wake-Up Call” for the Profession, Karen Sloan, Law.com, October 21, 2020
- 2019 NALP Report on Diversity in Firms
- A 4-Step Strategy for Retaining Attorneys of Color, Natalie Runyon, Forum Magazine, October 19, 2018
Resources and Further Reading on Law Firm Diversity and Associate Retention

• BigLaw Doesn’t Have a Diversity Problem, Marien Whitley, Law360, March 30, 2018
• The Hurdles Facing BigLaw’s Minority Women, Natalie Rodriguez, Law360, June 18, 2018
• The State of Diversity and Inclusion in the Legal Profession, IILP (Institute for Inclusion in the Legal Profession), 2017
• In Their Own Words: Minority Partners On Reaching the Top, Natalie Rodriguez, Law360, June 18, 2018
• The Law Firm Caste System: Constructing a Brid[g]e between Workplace Equity Theory & the Institutional Analyses of Bias in Corporate Law Firms
• Minority Lawyers On Why They Left BigLaw, Sindhu Sundar, Law360, June 17, 2018
• The Portrait Study of Asian Americans in the Law, 2017
• What Diversity and Inclusion Policies Do Employees Actually Want? (Survey), Matthew Krentz, Harvard Business Review, February 5, 2019