

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)

Sponsored by:



Panelists:



Andrew Houston

*Past President,
California Association
of Black Lawyers, Legal
Counsel
University of California
Office of the President*



Melinda Murray

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



Raymond Manzo,

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



John Yslas

*HNBA Regional President,
Partner,
Seyfarth Shaw LLP*

Moderator:

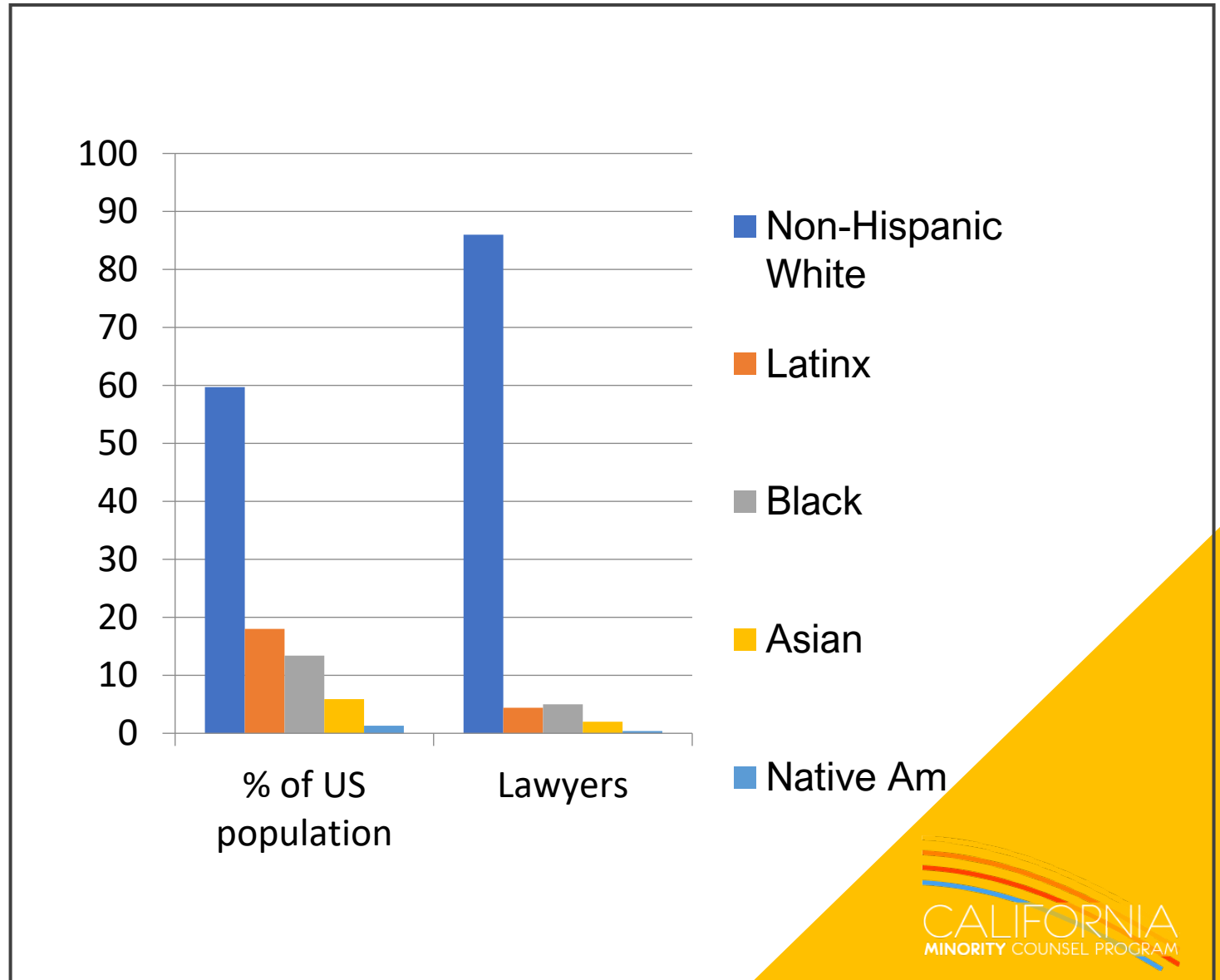


Robert White

*Executive Director,
California Minority
Counsel Program*



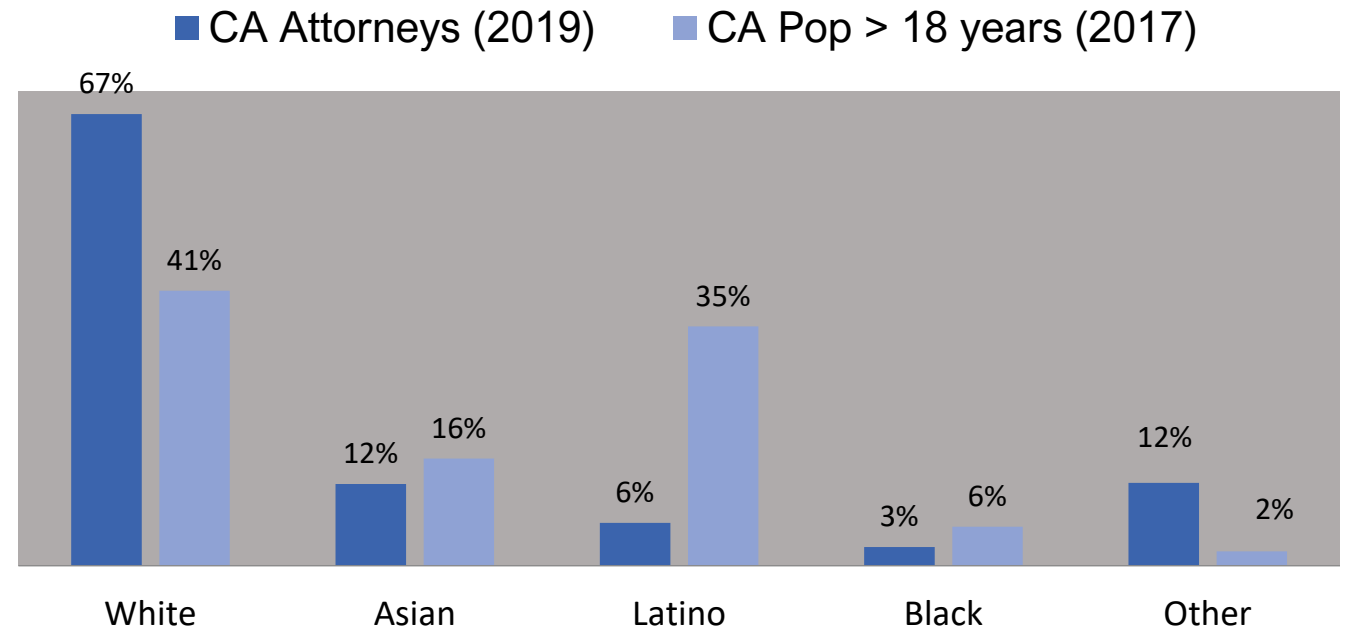
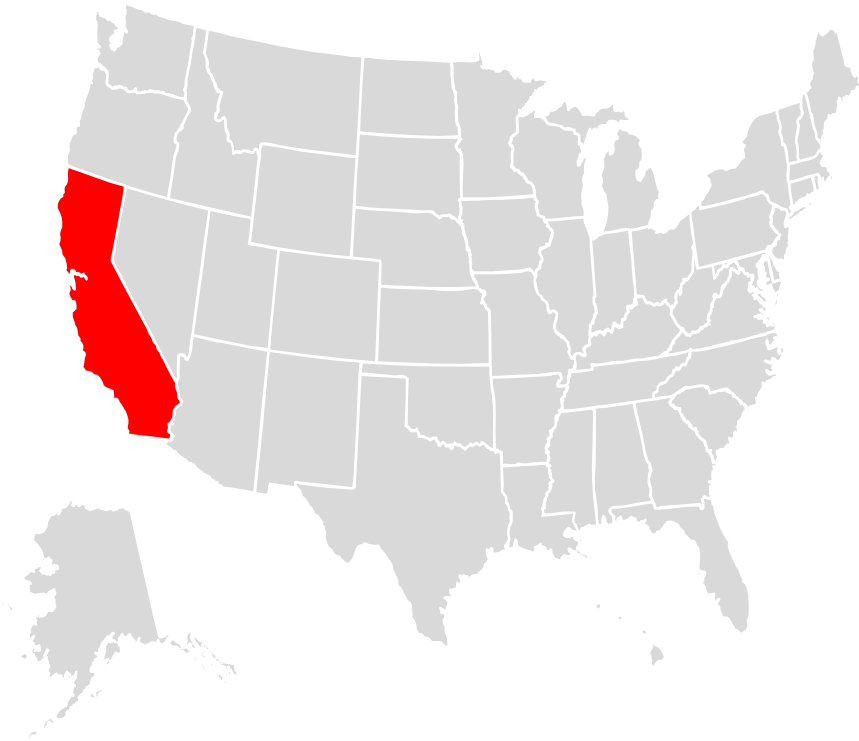
Percent of Population in US compared with Lawyer Representation





What Does the CA Attorney Population Look Like Today?

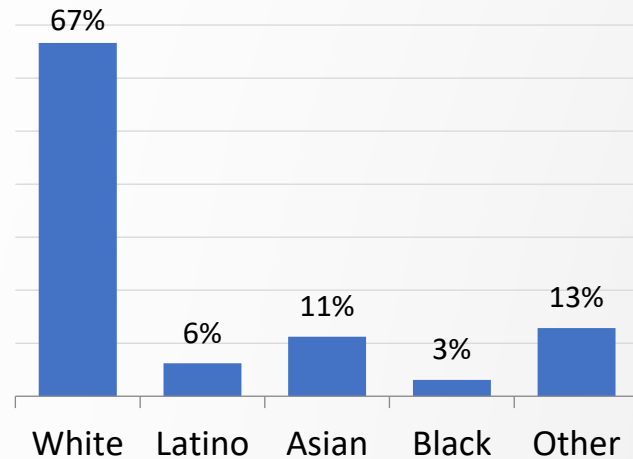
- Attorneys in California are much less diverse than the state as a whole
- Latinos are particularly underrepresented



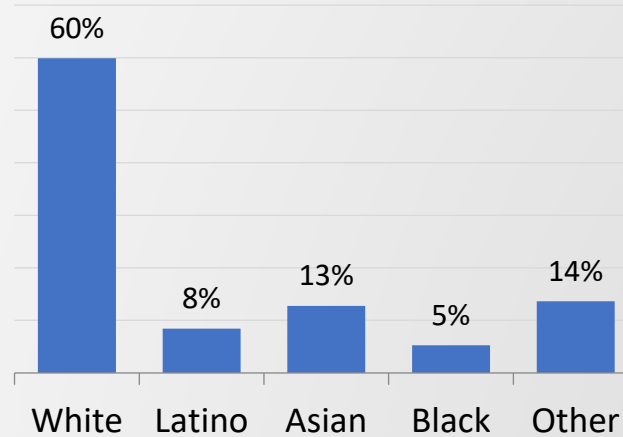
Career Advancement

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

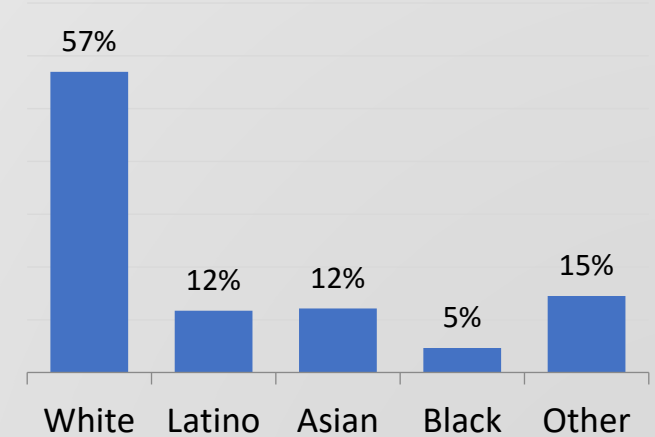
Private Sector*



Government*



Nonprofit*



- Private sector is the least diverse
- Nonprofit sector is the most diverse

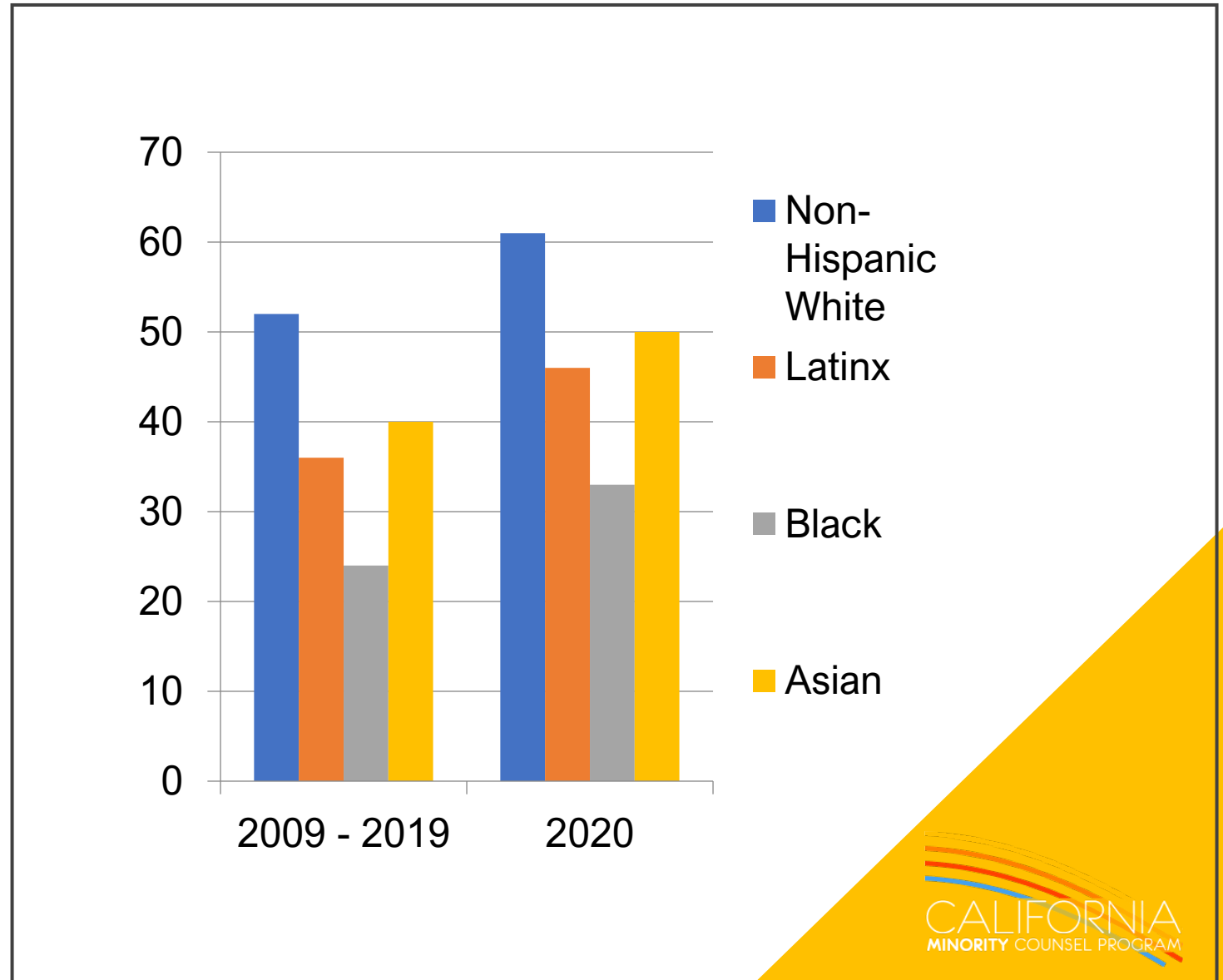
Law School

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/agendaitem/Public/agendaitem1000025090.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