

2024 CMCP "IN SESSION"

JANUARY 23, 2024 | VIRTUAL | 9:45 AM – 10:45 AM

"Building Allyship and Preventing Bias in the Legal Profession"

1 hour Recognition and Elimination of Bias Credit



NADIM HEGAZI
Product Counsel,
eBay, Inc.



JENNIFER M. MARTINEZ
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ALL OPINIONS EXPRESSED BY PARTICIPANTS ARE SOLELY THEIR CURRENT OPINIONS AND DO NOT REFLECT THE OPINIONS OF CMCP, THEIR RESPECTIVE EMPLOYER, PARENT COMPANIES, LAW FIRMS, OR AFFILIATES.

IN THE INTEREST OF PROVIDING A SPACE FOR ROBUST CANDID CONVERSATION AND DISSENTING VIEWS ON SENSITIVE TOPICS, WE RESPECTFULLY ASK ATTENDEES TO EXERCISE RESPECT FOR OTHERS AND TO MAINTAIN CONFIDENTIALITY DURING AND AFTER THIS SESSION.



Snapshot of Diversity in the Legal Profession

National Attorney Demographics
by Race/Ethnicity in 2022

African-Americans: 4.5%

Asians: **5.5%**

Caucasian/White: **81%**

Hawaiian/Pacific Islander: **0%**

Hispanic: **5.8%**

Multiracial: **2.7%**

Native American: 0.5%

*ABA National Lawyer Population Survey
(2022)

Year	Partners											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2023	4.87%	2.10%	2.47%	1.03%	3.01%	1.00%	0.15%	0.06%	0.08%	0.04%	1.44%	0.62%
2022	4.57	1.85	2.32	0.94	2.97	0.97	0.17	0.06	0.07	0.03	1.30	0.53
2021	4.30	1.73	2.22	0.86	2.86	0.92	0.18	0.06	0.06	0.02	1.13	0.48
2020	4.08	1.62	2.10	0.80	2.80	0.90	0.18	0.07	0.06	0.02	1.02	0.38
2019	3.89	1.46	1.97	0.75	2.52	0.80	0.18	0.07	0.05	0.02	0.92	0.35
2018	3.63	1.38	1.83	0.68	2.49	0.77	0.14	0.05	0.19	0.02	0.84	0.28
2017	3.31	1.23	1.83	0.66	2.40	0.73	0.13	0.04	0.05	0.02	0.70	0.24
2016	3.13	1.17	1.81	0.64	2.31	0.68	0.12	0.04	0.06	0.02	0.62	0.20
2015	2.89	1.07	1.77	0.64	2.19	0.63	0.11	0.04	0.05	0.02	0.50	0.16
2014	2.74	0.99	1.72	0.63	2.16	0.60	0.13	0.05	0.05	0.01	0.55	0.18
2013	2.67	0.91	1.78	0.60	1.99	0.54	0.15	0.06	0.04	0.01	0.46	0.15
2012	2.48	0.89	1.73	0.60	1.91	0.48	0.15	0.06	0.07	0.01	0.37	0.12

*The 2023 NALP Report on Diversity in U.S. Law Firms, Table 2, p. 20

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Year	Associates											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2023	12.84%	7.77%	6.15%	3.68%	7.05%	3.75%	0.17%	0.08%	0.10%	0.05%	3.84%	2.22%
2022	12.12	7.29	5.77	3.45	6.55	3.57	0.18	0.10	0.08	0.04	3.62	2.05
2021	12.49	7.39	5.22	3.17	6.11	3.25	0.18	0.10	0.09	0.05	3.52	1.98
2020	12.12	7.18	5.10	3.04	5.64	2.99	0.17	0.09	0.08	0.04	3.36	1.83
2019	12.17	7.17	4.76	2.80	5.17	2.70	0.21	0.11	0.08	0.04	3.05	1.67
2018	11.69	6.64	4.48	2.55	4.71	2.45	0.19	0.11	0.08	0.04	3.08	1.73
2017	11.40	6.52	4.28	2.42	4.57	2.23	0.18	0.10	0.08	0.04	2.81	1.56
2016	11.25	6.35	4.11	2.32	4.42	2.15	0.19	0.09	0.08	0.04	2.67	1.46
2015	10.93	6.00	3.95	2.25	4.28	2.03	0.19	0.08	0.09	0.04	2.56	1.38
2014	10.80	5.81	4.01	2.31	3.95	1.89	0.22	0.10	0.10	0.05	2.56	1.35
2013	10.48	5.64	4.10	2.43	3.82	1.89	0.24	0.09	0.11	0.07	2.20	1.17
2012	10.01	5.40	4.19	2.55	3.90	1.95	0.21	0.11	0.10	0.06	1.91	1.02

*The 2023 NALP Report on Diversity in U.S. Law Firms, Table 3, p. 21

Diversity in the Legal Profession in California

*The State Bar of California, Diversity, Equity, and Inclusion Plan: 2023-2024 Biennial Report to the Legislature

Figure 1. Race/Ethnicity

California's Adult Population Compared with California's 2022 Attorney Population

