

November 14, 2019

# ALA – Managing Partner/Leadership Luncheon

 Sandra Day O'Connor  
College of Law  
Arizona State University

A photograph of a diverse group of law graduates at a commencement ceremony. They are wearing maroon academic caps and gowns with yellow stoles. The graduates are of various ethnicities and are looking towards the right side of the frame. A semi-transparent maroon banner is overlaid at the bottom, containing white text. The background is blurred, showing more graduates and warm, golden light.

**The future of legal education – the JD and beyond in admissions and careers with a focus on diversifying our profession**

# Law is the least diverse profession in the nation. And lawyers aren't doing enough to change that.

Lawyers are leading the push for equality. But they need to focus on their own profession.



Loretta Lynch, the new U.S. attorney general, testifies before a Senate Appropriations subcommittee. (Gary Cameron/Reuters)

By **Deborah L. Rhode**

Deborah L. Rhode is the Ernest W. McFarland Professor of Law, the director of the Center on the Legal Profession, and the director of the Program in Law and Social Entrepreneurship at Stanford University. Her new book, *The Trouble with Lawyers*, will be released in June 2015 from Oxford University Press.

May 27, 2015 at 5:25 a.m. MST

Law is  
the least diverse  
profession  
in the nation

## Race/Ethnicity of Law School Applicants (All Terms)

Applicant Group		2016	2017	2018
American Indian/Alaska Native	Count	1,270	1,290	1,380
	Percent change from prior year		1.4%	7.1%
Asian	Count	5,870	5,940	6,670
	Percent change from prior year		1.2%	12.3%
Black/African American	Count	8,520	8,440	8,940
	Percent change from prior year		-1.0%	6.0%
Caucasian/White	Count	34,740	35,080	37,950
	Percent change from prior year		1.0%	8.2%
Hispanic/Latino	Count	7,370	7,410	8,060
	Percent change from prior year		0.5%	8.9%
Native Hawaiian/Other Pacific Islander	Count	250	270	290
	Percent change from prior year		8.4%	5.6%
Puerto Rican	Count	1,650	1,750	1,750
	Percent change from prior year		5.9%	0.3%

## Race/Ethnicity of Admitted Law School Applicants (All Terms)

Race/Ethnicity		2016	2017	2018
American Indian/ Alaska Native	Count	900	860	870
	Percent change from prior year		-4.5%	1.5%
Asian	Count	4,380	4,380	4,620
	Percent change from prior year		-0.2%	5.6%
Black/African American	Count	4,590	4,320	4,380
	Percent change from prior year		-5.8%	1.3%
Caucasian/White	Count	28,860	29,120	30,680
	Percent change from prior year		0.9%	5.4%
Hispanic/Latino	Count	5,000	4,950	5,080
	Percent change from prior year		-1.1%	2.7%
Native Hawaiian/ Other Pacific Islander	Count	180	180	190
	Percent change from prior year		-2.2%	9.0%
Puerto Rican	Count	1,120	1,030	1,140
	Percent change from prior year		-8.1%	10.3%

## 2018 Nationally Accepted Law School Admits

81%	<b>White applicants</b> were accepted
63%	<b>Hispanic applicants</b> were accepted
63%	<b>Native Americans/Alaskans applicants</b> were accepted
48%	<b>Black/African American Applicants</b> were accepted
71%	<b>Female applicants</b> were accepted

## Diversity in the US Population & the Pipeline to Legal Careers

Sex	US Population 2017	Bachelor's Degrees Conferred 2016–2017	ABA Applicants 2018	ABA Matriculants 2018	JD Degrees 2017–2018	Lawyers 2018
Male	49.2%	42.7%	45.3%	46.5%	N/A	62.6%
Female	50.8%	57.3%	53.4%	52.9%	N/A	37.4%

Race/Ethnicity	US Population 2017	Bachelor's Degrees Conferred 2016–2017	ABA Applicants 2018	ABA Matriculants 2018	JD Degrees 2017–2018	Lawyers 2018
White	60.7%	61.1%	62.5%	70.4%	61.4%	88.0%
Black	12.5%	10.0%	14.7%	9.7%	8.5%	5.5%
Hispanic (including Puerto Rican)	18.1%	12.9%	16.2%	14.1%	11.9%	6.1%
Asian/Pacific Islander	5.8%	7.4%	11.5%	10.5%	6.8%	4.9%
American Indian/Alaska Native	0.7%	0.5%	2.3%	1.9%	0.6%	N/A

# 2019 National Lawyer Population (according to ABA)

**5%**

African  
American

**2%**

Asian

**5%**

Hispanic

**2%**

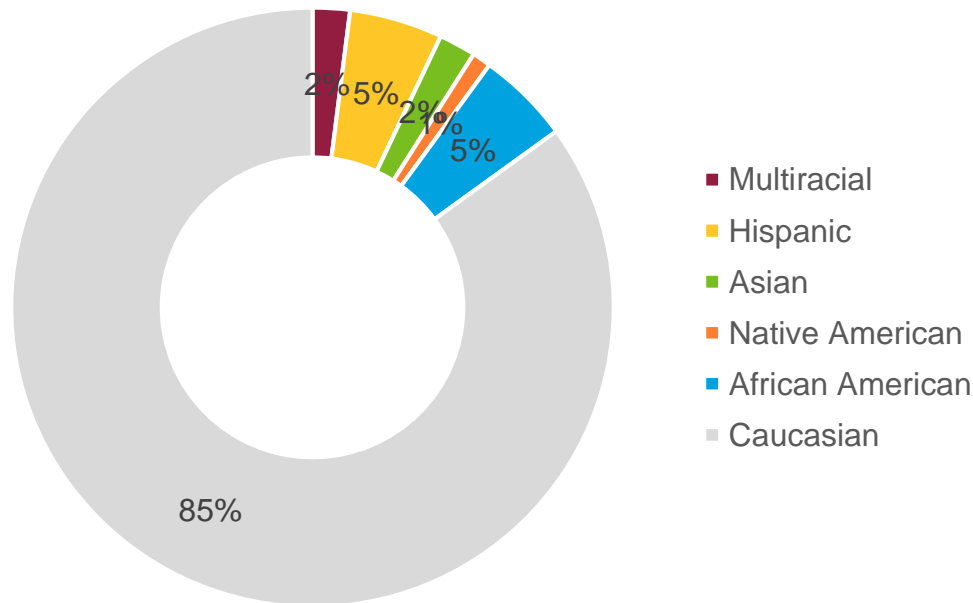
Multiracial

**1%**

Native  
American

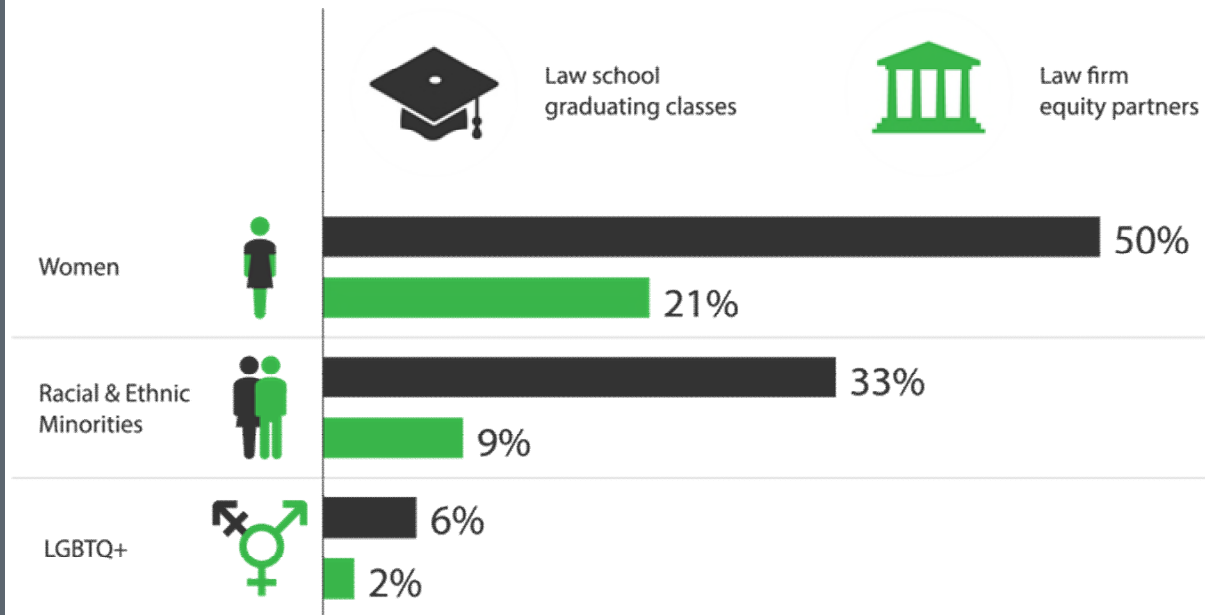
**85%**

Caucasian

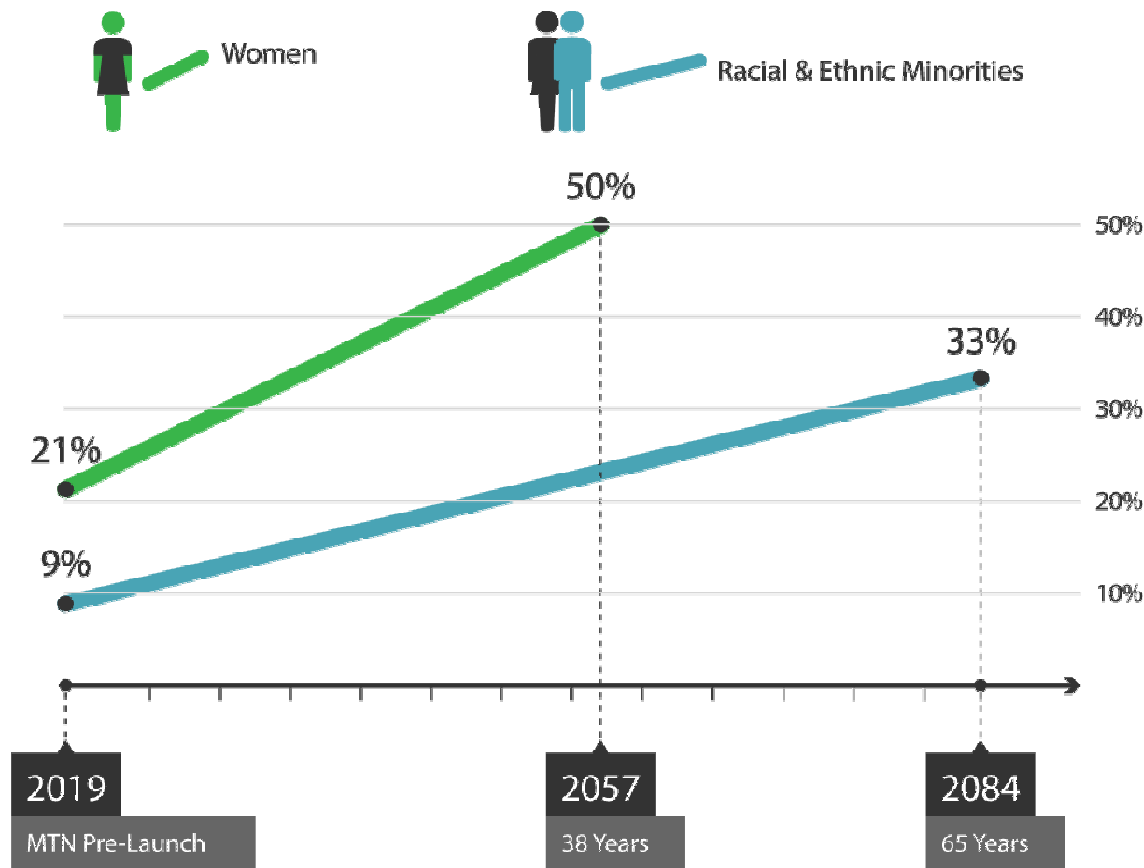




# National Law School Graduating Classes **vs.** Large Law Firm Equity Partnerships



Data courtesy of NALP and MCCA(2019).



Predictive modeling by Diversity Lab, based on the past 5 years of AmLaw 200 data as reported by ALM.

**At Current Rate  
of Change,  
When Law Firm  
Equity  
Partnerships  
Match Law  
School  
Graduating  
Classes**

# The National Narrative

**BE** Black Enterprise

## Big Companies Invested \$1.6 Billion to Black Law Firms, Other Minority Firms

Big Companies Invested \$1.6 Billion to Black Law Firms, Other ... the Inclusion Initiative is an avenue to build a diverse talent pipeline and ...

## Bar Buzz: Stepping up diversity initiatives

October 1st, 2019 | Minnesota Lawyer

MINNESOTA LAWYER

## Law Firms Pledge \$5M to Fix Legal Industry's Diversity Problem

September 18th, 2019 | Stephanie Russell-Kraft

**Bloomberg  
Law**

## Northwestern Joins Initiative to Increase Diversity in Legal Profession

September 22nd, 2019 | The College Post



**B** Bloomberg Law

## Diversity Takes Center Stage at Corporate Counsel Conference

She cited the organization's Women in The House (WITH) initiative, which ... Toman agreed, asking that in-house and law firm hiring managers ...

# What Others are Doing Around the Country

FOUNDING LAW FIRMS | 5TH FIRM APPLICATION | FOUNDING GCs | COLLECTIVE PROJECTS | COMMUNITY



**MOVE**  
The Needle Fund


**5 Law Firms, \$5 Million, 5 Years**  
Together, as a community, we will move the needle farther, faster.

Presented by **DIVERSITYLAB**

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**Greater Diversity & Inclusion Through  
Experimentation, Collaboration, Accountability,  
Transparency & Metrics**

Illinois Supreme Court Commission on Professionalism



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**Northwestern Law Joins Initiative to Increase Diversity in Legal Profession**

Posted on October 17, 2019 by Laura Barbry

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**DIVERSITYLAB**

**BOOSTING DIVERSITY THROUGH  
INNOVATION, DATA & BEHAVIORAL  
SCIENCE**




**IDEATE**

The Lab hosts "Hackathons" to generate creative ideas that boost diversity and inclusion in law.



**EXPERIMENT**

The Lab pilots innovative diversity initiatives such as the OnRamp Fellowship and Mansfield Rule.



**SHARE**

Through publicly available reports, the Lab shares the results of its groundbreaking research and pilot initiatives.

**NAMWOLF**

National Association of  
Minority and Women Owned Law Firms

Inclusion Initiative

# Founding General Counsel Supporting MTN

**3M**

**Bloomberg**



ebay™



Google Fiber



Lenovo™



# Companies Participating in Inclusion Initiative





# What is ASU Law doing?



# Highest Credentialed in ASU Law History



164  
Median LSAT  
(156/164/165)



3.81  
Median GPA  
(3.39/3.81/3.91)



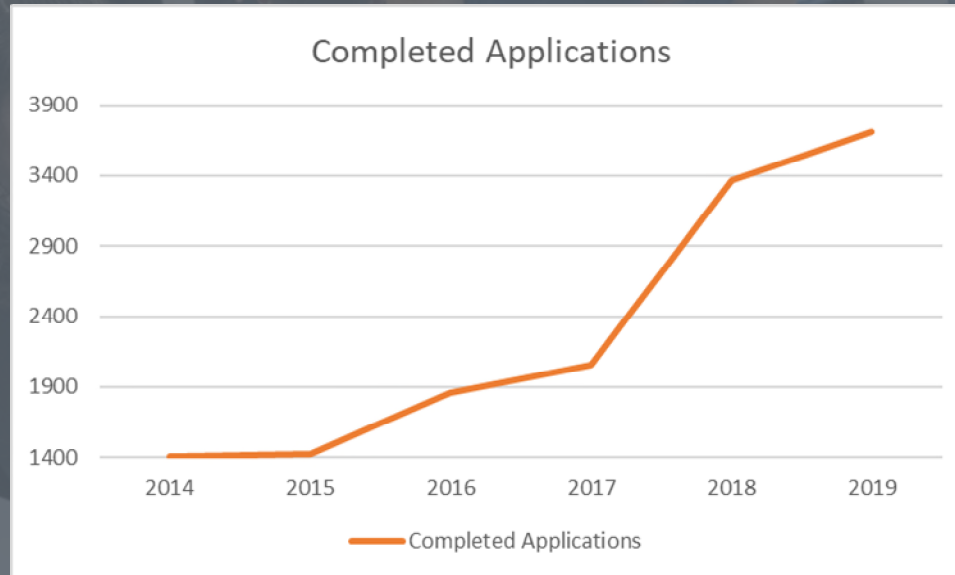
100% received  
scholarships

- **#25 ranked** class in the country.
- Ranked **#10 for GPA.**
- **Higher** than: Minnesota, Notre Dame, Univ. Washington, Fordham, UC Irvine, Ohio State, and Boston College among many others.



# More Students are Choosing ASU Law

- From 2016 – 2019, ASU Law has set the **record for applications each year**
- **163% increase** between 2014-2019 (#1 in the country)
- Acceptance rate has dropped from **45% to less than 30%**



# Class Profile



**62%**  
nonresident



**53%**  
female



**30%**  
diversity



**38**  
states



**68**  
majors



**135**  
institutions



**23**  
languages

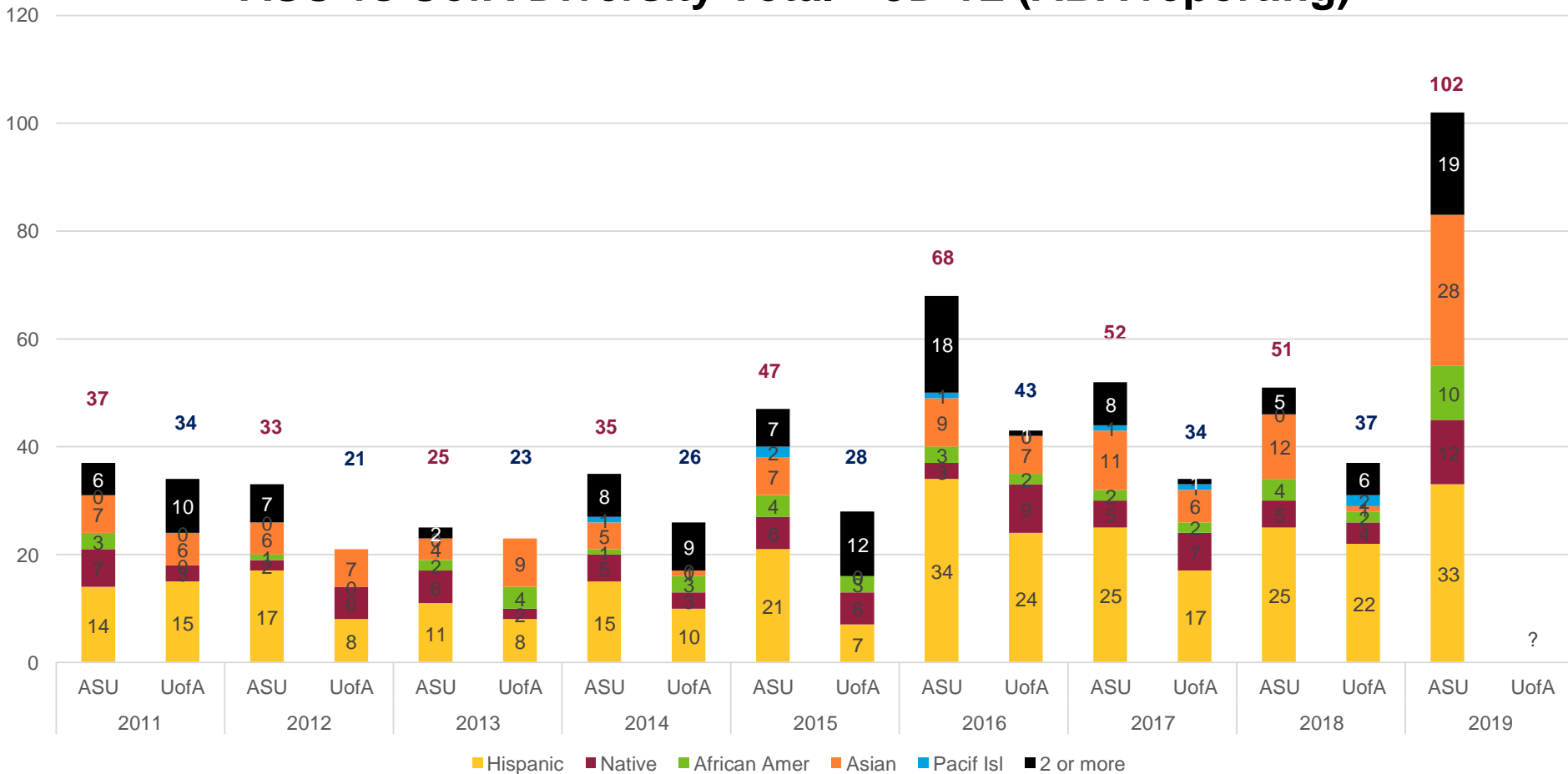


**7**  
countries



**3**  
military branches  
represented

# ASU vs UofA Diversity Total – JD 1L (ABA reporting)





**Phase 1:**

**Recruitment: Pipeline to Law School**



# ASU High School Pipeline Initiative

- The Pipeline Initiative is a structured skill development pathway for diverse high school students through moot court competitions during the academic, an intensive two-week summer writing program, and summer law internships
- Moot Court Program Summer Writing Program and Summer Law Internship Program (2019 LSAC Award)
- The ASU Pipeline initiative has raised **\$96,000** to date

# Indian Law Program

- Law students go into middle schools and high schools and help students participate in legal exercises
- Walmart is a sponsor of our Pipeline Program.
- ASU Law is teaming up with other law schools to help with Native American Pipeline efforts - Berkeley Law and Michigan State Law.
- NABA-AZ is a community partner of the ILP and NALSA. We have also received support from National NABA.



# Other Programs and Initiatives

- **Pre-Law Undergraduate Scholars Program (PLUS):** Residential summer program aimed at College Freshmen and Sophomore Summer Program (24 diverse students, interested in law, from around the country come to Phoenix)
- **ASU Undergrad – Critical Legal Prep Program:** Aimed juniors and seniors who are first generation college students and students from historically underrepresented groups
- **LSAT/Application Prep. Program:** Residential summer program aimed at rising college seniors or graduates planning to apply to law school.

# Support and Praise

- These pipeline programs have garnered nearly **\$500,000** in grants and philanthropic support
- 2019 Diversity Matters Award from LSAC
- 2019 Academic Institution Diversity Award from the AZ Black Bar



# Community Partnerships on Pipeline



# **“Bring Them Home”**

**These programs not only increase interest in legal careers—and greatly enhances possibilities for success—it creates mentoring relationships that can:**

- 1. Encourage students to remain in Arizona both for their education and careers**
- 2. Encourage students and graduates to return for summer positions and permanent careers**



A man in a plaid shirt is standing and speaking to a group of people seated at tables in a meeting room. The room has orange walls and a large screen in the background. The text "Phase 2: Changing Experiences..." is overlaid on the image in a yellow box.

## Phase 2: Changing Experiences...

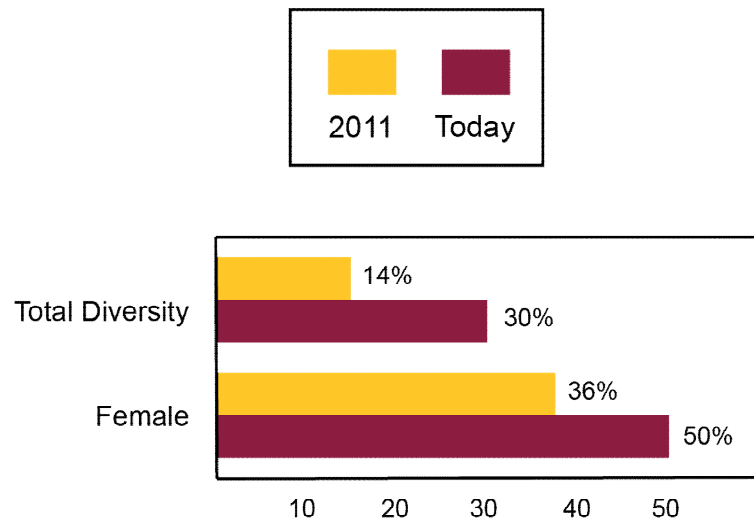
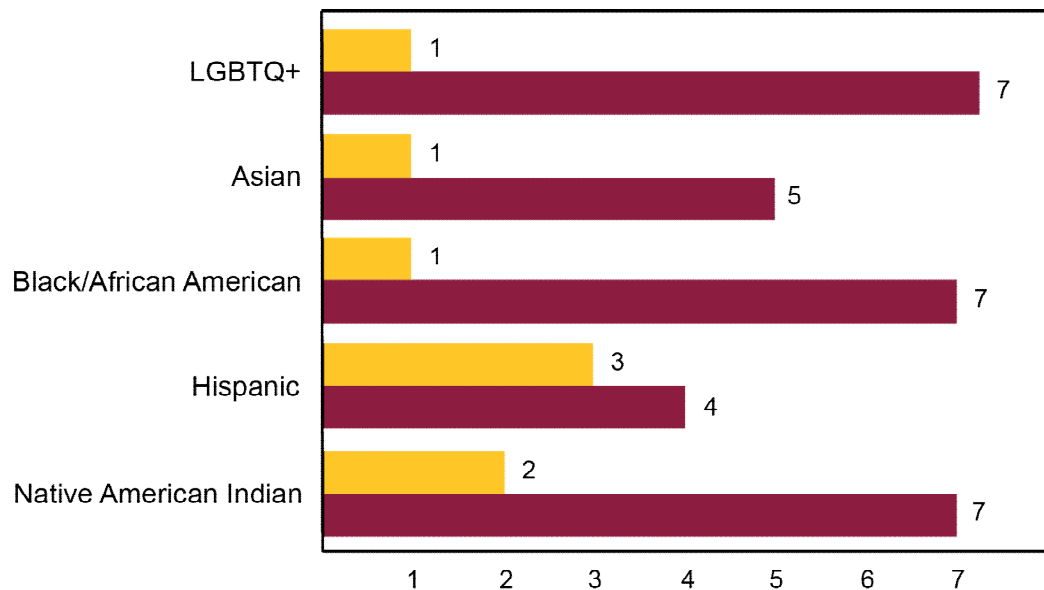
# Representing Your Community

At ASU—the University charter states that we should be judges, among many other things, in how our faculty reflects our community.

Before we could capitalize on pipeline programs and recruit more out of state and retain in-state diverse students, we needed a faculty and staff that reflected a welcoming and mentoring environment.

We needed to change in order to better recruit—change faculty make-up and in-school experience for diverse students

# ASU Law Faculty Diversity Through the Years





# In-school Initiatives

What else do we do, while in law school, to ensure our students have opportunities



+



## Career Services

Diversity Summer Clerkship

Diversity Externship Program

Diversity Legal Writing Program (2Ls & 3Ls)

# In-school Initiatives

## 2020 Diversity Legal Writing Intern

Ballard Spahr LLP  
Greenberg Traurig LLP  
Jones, Skelton & Hochuli, PLC  
Lewis Roca Rothgerber Christie LLP  
Littler Mendelson PC  
Ogletree, Deakins, Nash, Smoak & Stewart, PC  
Osborn Maledon, PA  
Quarles & Brady LLP  
Riley Carlock & Applewhite  
Snell & Wilmer LLP  
Squire Patton Boggs

## 1L Diversity Summer Law Clerk Program Participants

Fennemore Craig PC  
Gammage & Burnham PLC  
Lubin & Enoch, PC  
Michael Cordova PC  
The Harding Firm



**Phase 3:**

# **Pipelines to Career and Community**





# Pipeline to Law Firm Initiatives

## Diversity Scholarship

**Ballard Spahr**  
LLP

**FENNEMORE CRAIG**  
ATTORNEYS



# Community Partnerships

## Bar Leadership Institute (BLI) of the State Bar of Arizona:

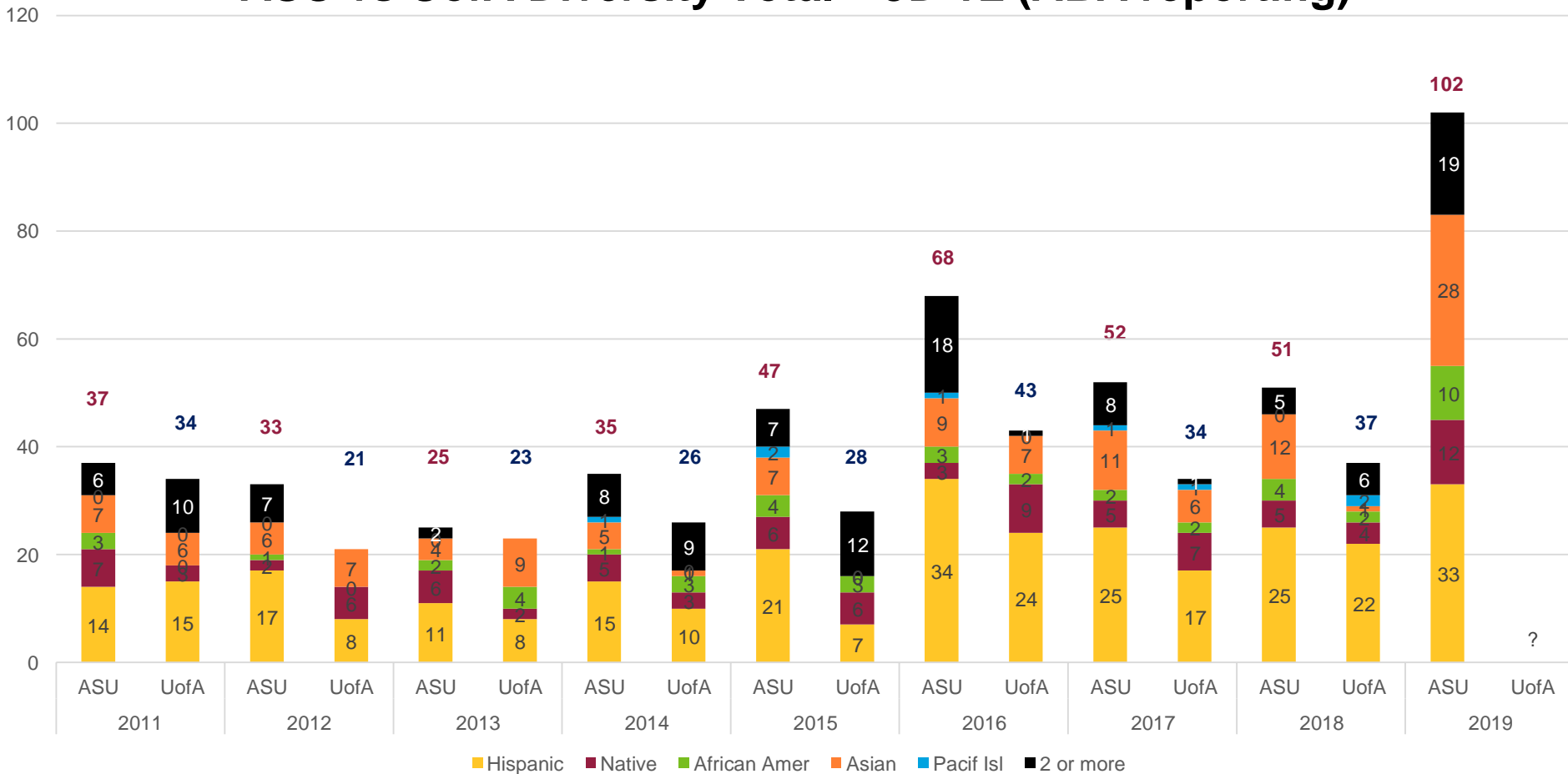
BLI is a nine-month professional development program whose mission is to foster the professional growth and enhance the leadership skills of a diverse and inclusive group of lawyers.



# Call to Action: Changing Perceptions



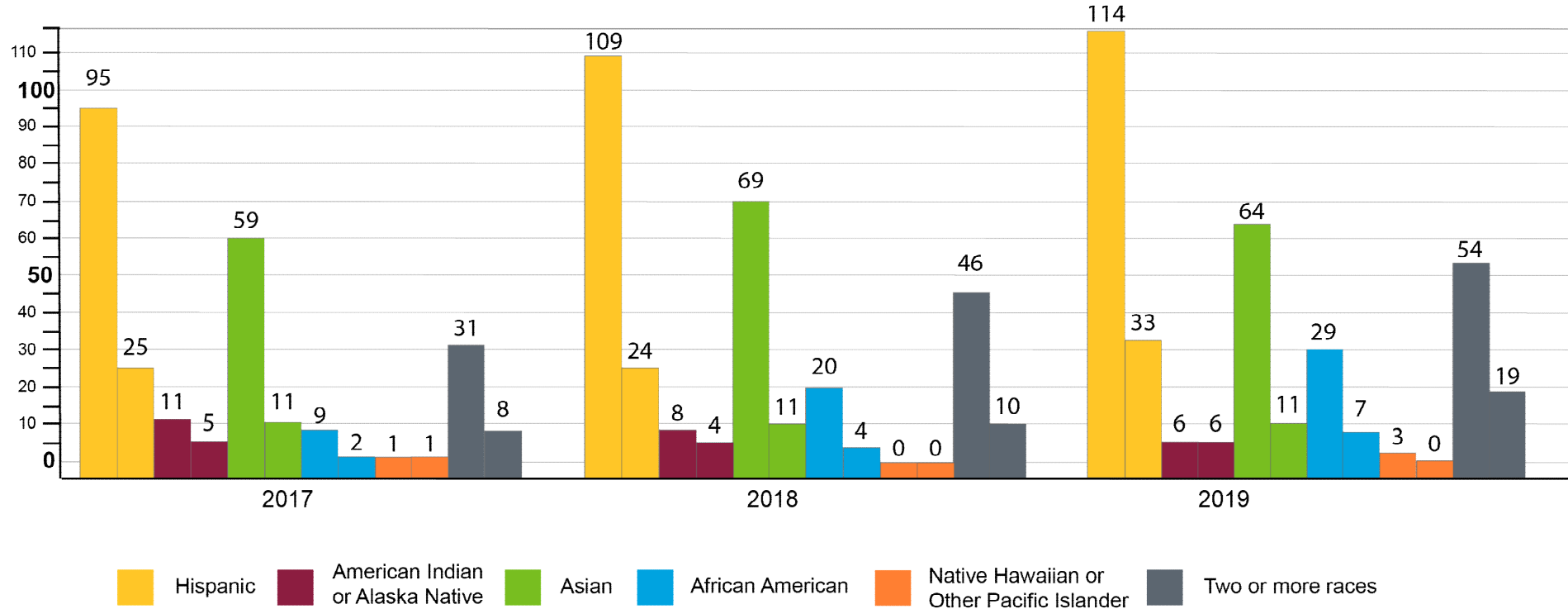
# ASU vs UofA Diversity Total – JD 1L (ABA reporting)



# ASU Law Student Diversity

Changing the make-up of our student body

Colors left to right: # of Students Admitted vs Accepted



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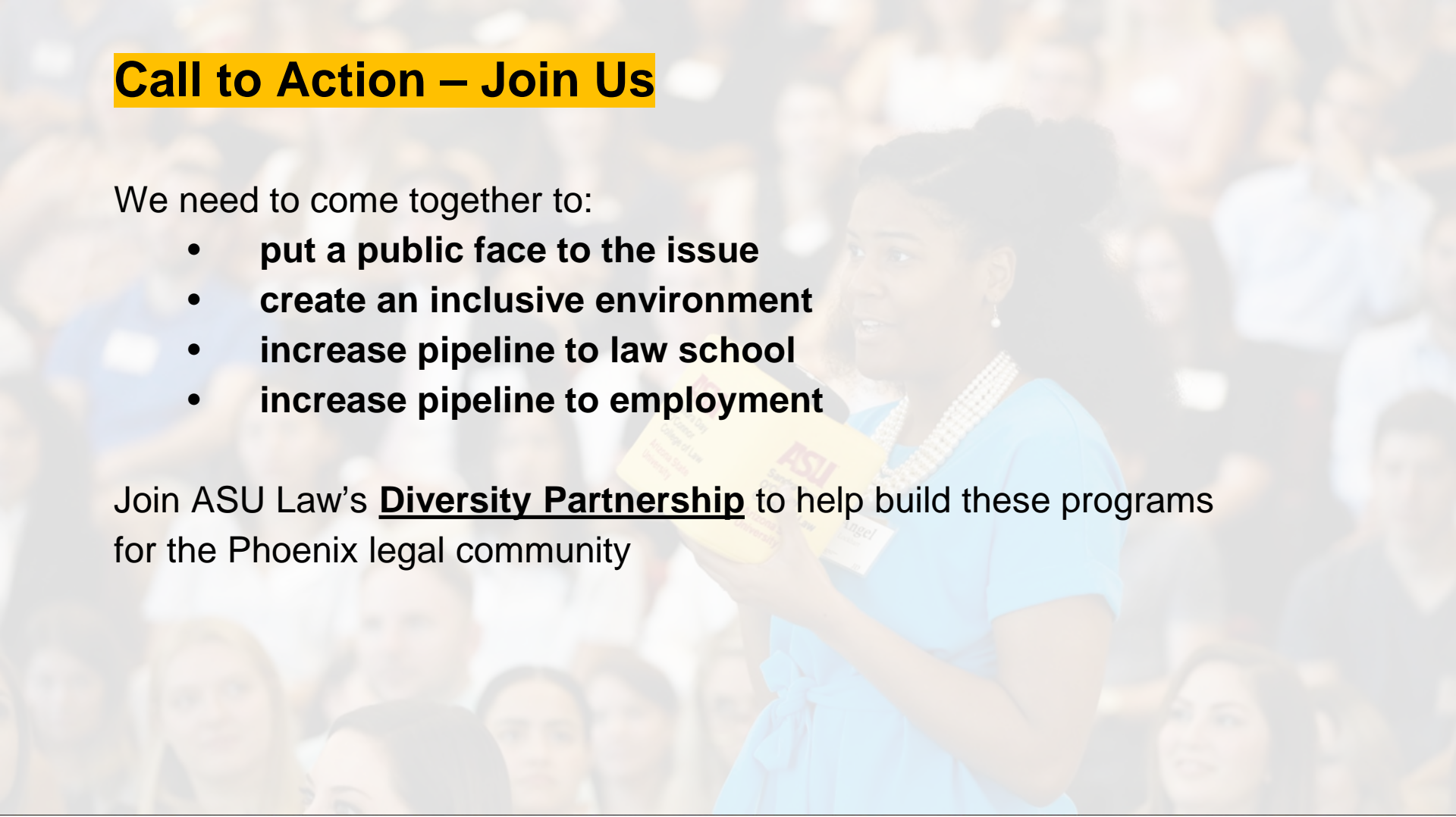


# Call to Action – Join Us

We need to come together to:

- **put a public face to the issue**
- **create an inclusive environment**
- **increase pipeline to law school**
- **increase pipeline to employment**

Join ASU Law's **Diversity Partnership** to help build these programs for the Phoenix legal community



**ASU** Sandra Day O'Connor  
College of Law  
Arizona State University

