

# CHAMPIONING DIVERSITY THROUGHOUT THE BAR

*Presented by the Commission on Women In  
the Profession Diversity Task Force*

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# PROGRAM AGENDA

- Mission
  - Commission on Women in the Profession
  - Diversity Task Force
- The Importance of Diversity
- Gaining “Buy-In”
- Debunking 4 Diversity Myths
- Being a Part of the Solution
- Champion for Change

# MISSION OF THE WIP

- “The **Commission on Women in the Profession** shall assess the current status of women in the legal profession and identify barriers that prevent them from full participation in the work, responsibilities and rewards of the profession; make recommendations to the PBA Board of Governors and House of Delegates for action to solve problems the commission identifies and develop educational programs to address discrimination against women lawyers and the unique problems they encounter in pursuing their professional careers”

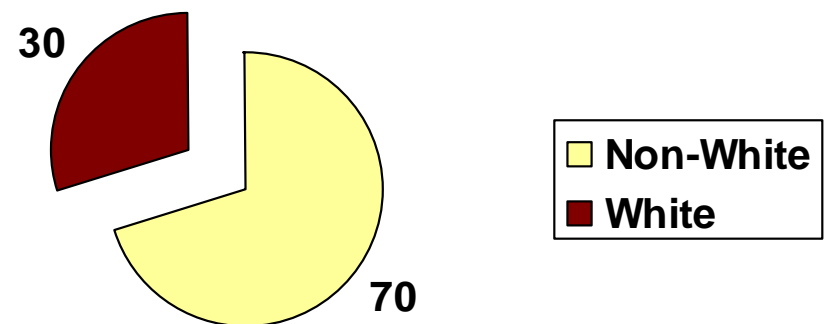
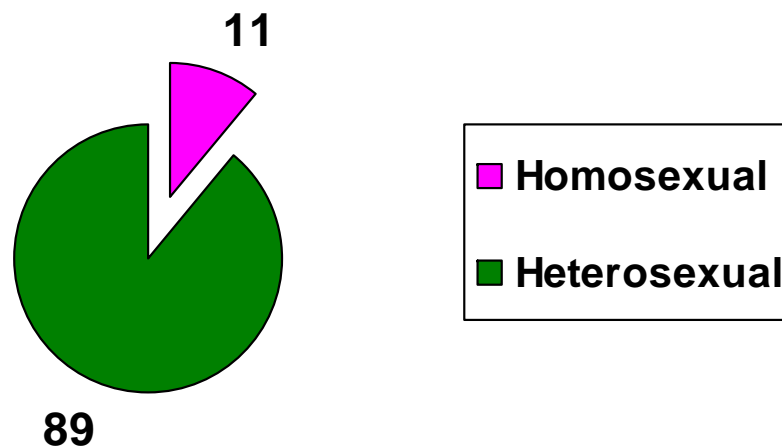
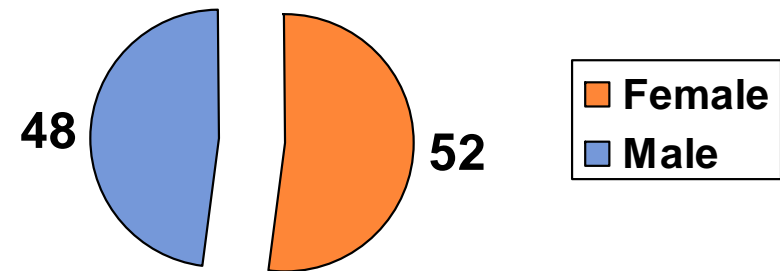
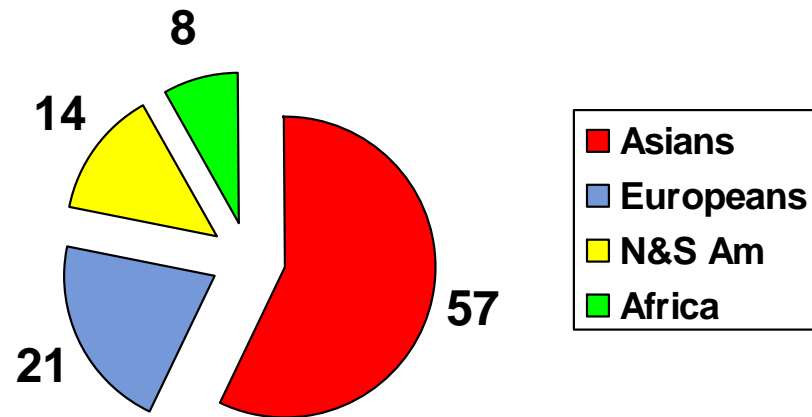
# MISSION OF THE WIP DIVERSITY TASK FORCE

May 6, 2009

“... to encourage women of all backgrounds to join and be active in the WIP and the PBA and to meet their unique needs in the profession. . . . The [DTF] seeks to create a culture within the WIP and the PBA that effectively values diversity and fosters inclusion . . . To promote the full and equal participation of women of all backgrounds in the WIP, the PBA, the legal profession and the justice system in general.”

# THE IMPORTANCE OF DIVERSITY

Global Diversity:



# THE IMPORTANCE OF DIVERSITY

## Diversity in the US:

### ○2010 Census Projections:

- |                          |      |
|--------------------------|------|
| • White, Non-Hispanic    | 65%  |
| • Black, Non-Hispanic    | 12%  |
| • American Indian        | <1%  |
| • Asian/Pacific Islander | 5%   |
| • Hispanic               | 16%  |
| • Two or More Races      | 1.5% |

# THE IMPORTANCE OF DIVERSITY

## Diversity in the US:

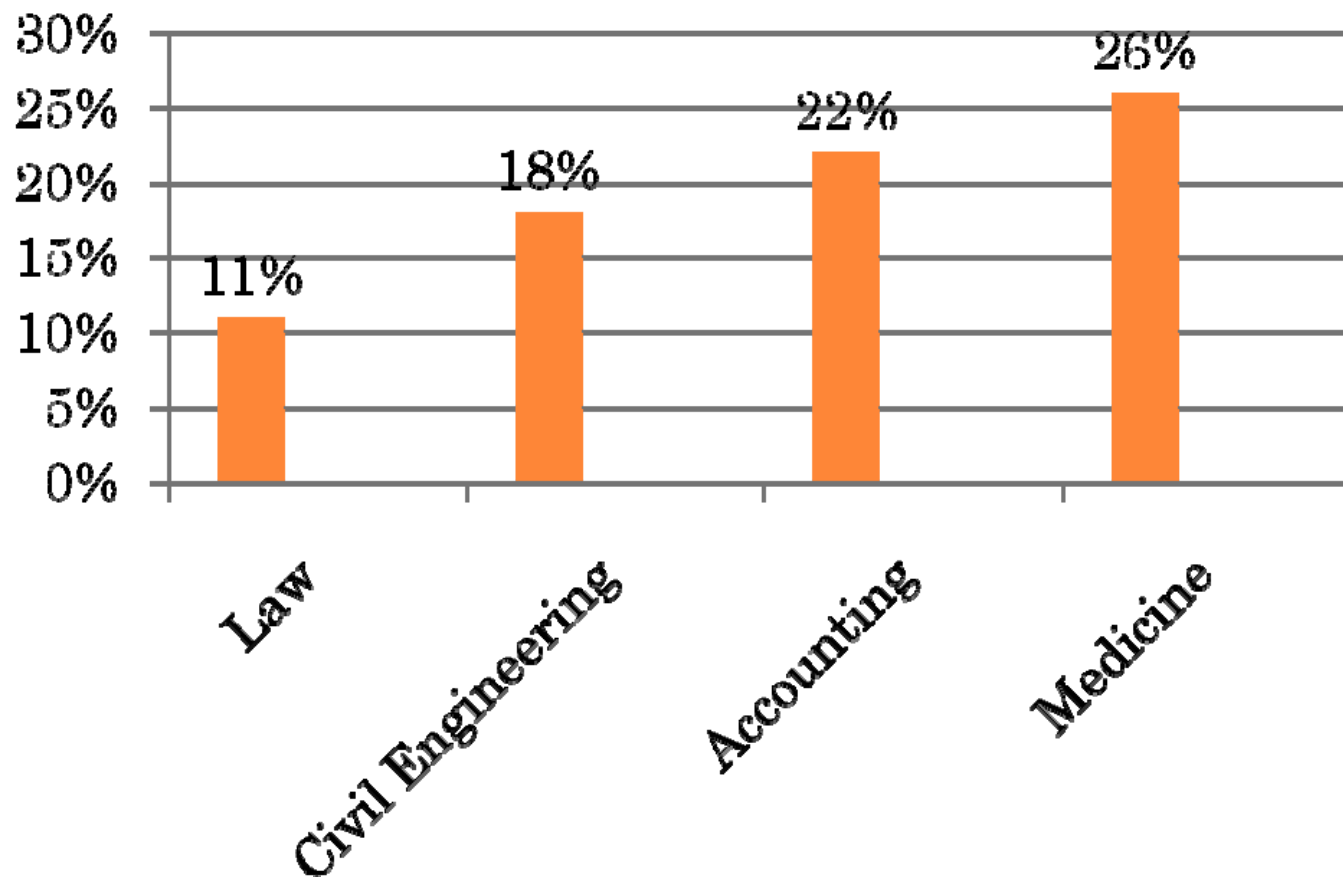
- “Minority” Census Projections :
  - Population Majority by 2042\*
  - Labor Force Majority by 2039
  - Minors (<18) Majority by 2023\*\*
  
- LGBT Estimates:
  - Labor Force 10%
  
- Diversity Facts:
  - Currently 4 majority –minority States (HI, CA, NM, TX) plus DC
  - Currently 10% (300+) of US counties are majority-minority

*\*Previously 2050*

*\*\* Minors <5 currently majority-minority*

# THE IMPORTANCE OF DIVERSITY (cont'd)

Percentage of Minorities by Profession:



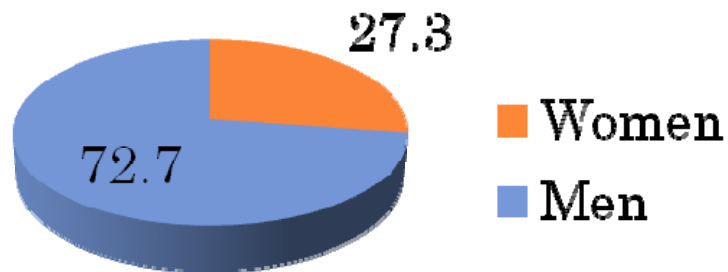


# THE IMPORTANCE OF DIVERSITY (cont'd)

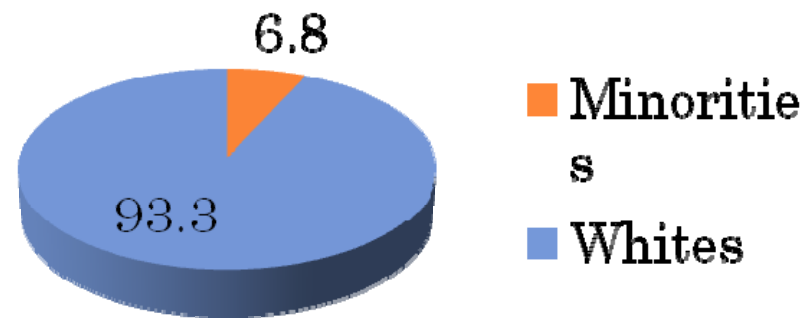
Diversity within the PA Bar:

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## Gender

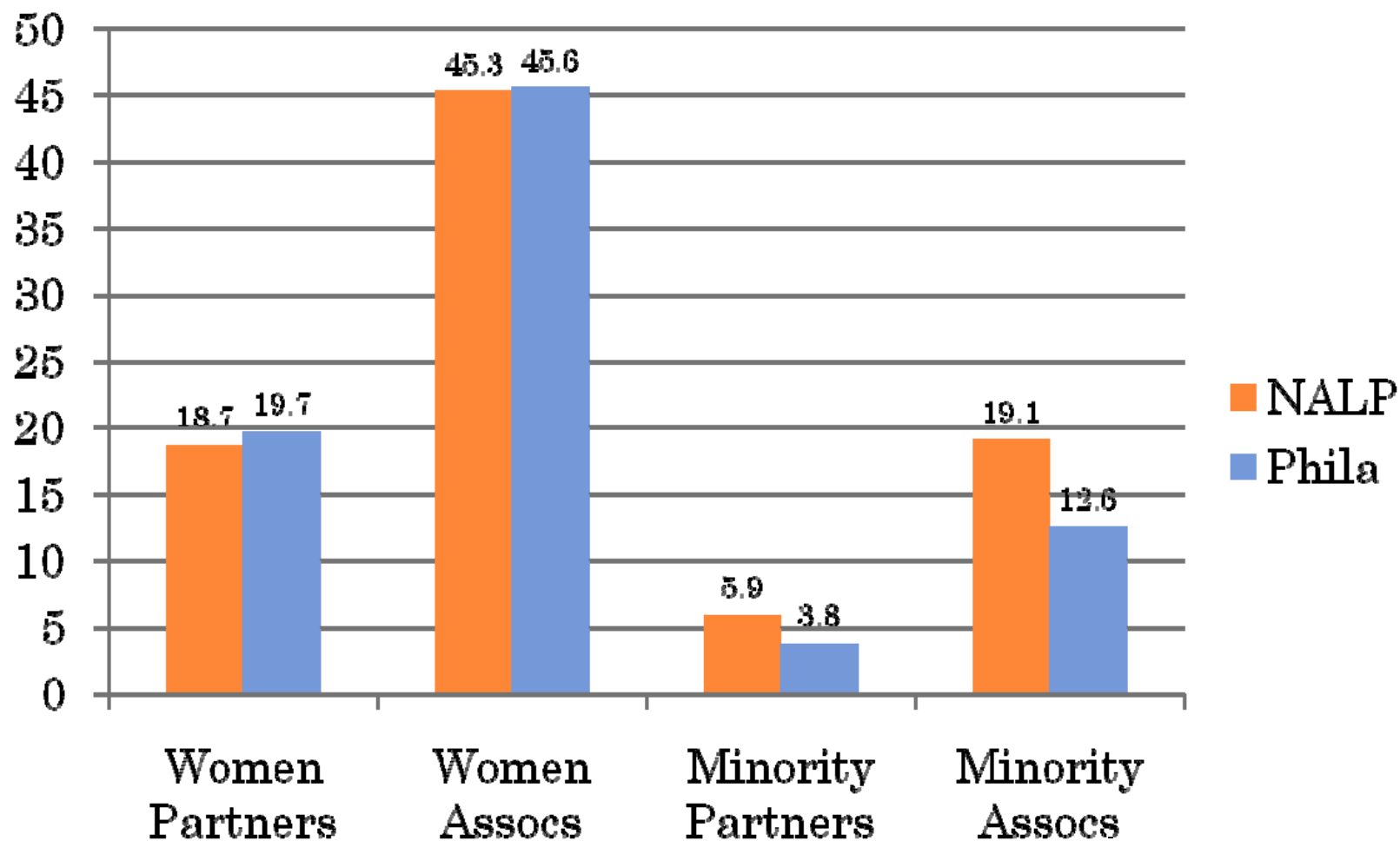


## Race



# THE IMPORTANCE OF DIVERSITY (cont'd)

Diversity within the PA Bar:



# GAINING “BUY-IN”

## ○ Social/Moral Imperative

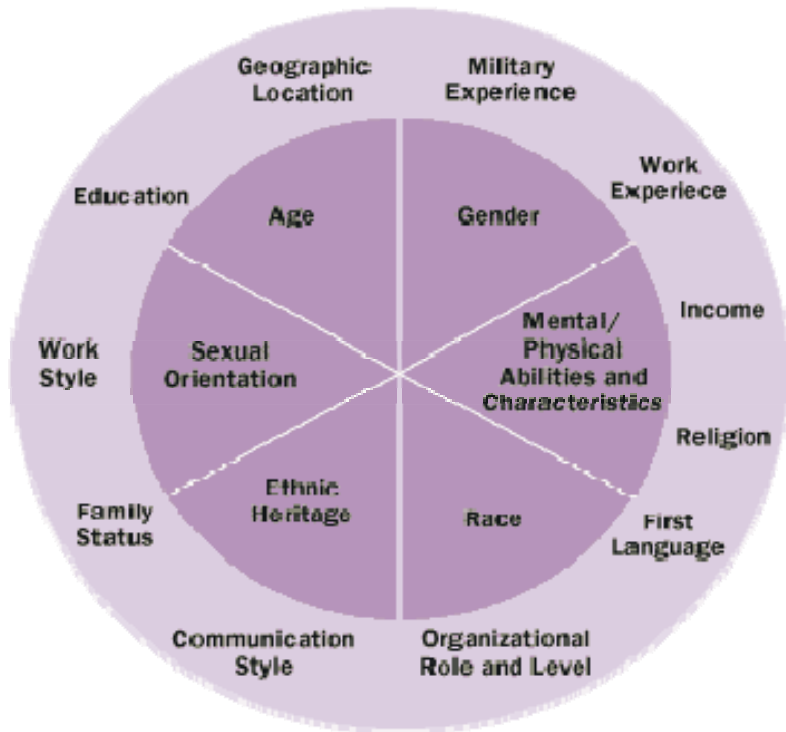
- *“Effective participation by members of all racial and ethnic groups in the civic life of our Nation is essential if the dream of one Nation, indivisible, is to be realized . . . In order to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity.” (O’Connor, Grutter v. Bollinger)*

## ○ Business Imperative

- *“Th[e] benefits [of diversity] are not theoretical but real, as major American businesses have made clear that the skills needed in today’s increasingly global marketplace can only be developed through exposure to widely diverse people, cultures, ideas, and viewpoints.” (O’Connor, Grutter v. Bollinger)*

# DIVERSITY MYTH #1 - DIVERSITY IS JUST ABOUT WOMEN AND MINORITIES

Reality:



Action:

- Where appropriate refer to “diverse” rather than women and/or minority attorneys
- Include everyone in diversity efforts
- Engage other “diverse” populations specifically (e.g., LGBT, disabled, working parents, generations)

# DIVERSITY MYTH #2 - DIVERSITY IS UNLAWFUL / AFFIRMATIVE ACTION

Reality:



Action:

- Avoid “quotas”
- Focus on increasing exposure to diverse attorneys
- Always be inclusive not exclusive

# DIVERSITY MYTH #3 - THERE IS A SHORTAGE OF (QUALIFIED) DIVERSE LAWYERS

May 6, 2009

## Reality:

- Change in Law Firm Practice Since 1975:
  - 3 x as many women
  - 2 x as many African Americans
  - >3 x as many Hispanics
  - >10 x as many Asian Americans

## ○ Law School Matriculation:

	<u>1997</u>	<u>2007</u>
• APA	6.4%	8.2%
• Hispanic	6.6%	7.9%
• Af. Am.	7.3%	7.1%
• Other	3.4%	4.8%
• Am. Ind.	.77%	.79%
<b>Total</b>		<b>24.5%</b>
	<b>28.8%</b>	

## Action:

- Question who is “Qualified”
- Participate in Diversity Job Fairs
  - Sadie Alexander
  - DuPont
  - New Jersey
- Participate in Diversity Summer Internship Programs
  - PDLG
  - Dauphin/Lancaster Bars
  - Montgomery County Bar

# DIVERSITY MYTH #4 - DIVERSITY WILL HAPPEN EVENTUALLY

## Reality:

- Women have accounted for nearly 50% of law school graduates for more than a decade, yet only 18% of partners and 5% of managing partners are women.
- Minorities comprise 19% of associates, yet less than 6% of partners in large law firms.
- On average, attrition is higher for women and minorities than for white males, with minority women having the highest attrition rate of all demographic groups.

## Action:

- Leadership Development and Succession Planning
  - Executive/Management
  - Supervising Attorneys
  - Client Relationships
- Mentor Diverse Young Lawyers
  - Pipeline Programs
  - Law School
  - Law Firm/Law Department
  - Bar Association

# BEING A PART OF THE SOLUTION

- ABA ([www.abanet.org](http://www.abanet.org))
  - Center for Racial and Ethnic Diversity
  - Commission on Women in the Profession/Multicultural Women Attorneys Network
- PBA ([www.pabar.org](http://www.pabar.org))
  - Clifford Haines
  - Leadership Diversity Task Force
  - Annual Diversity Summit
- Philadelphia Bar Association ([www.philabar.org](http://www.philabar.org))
  - Office of Diversity (Sean Lincoln, Ph.D., Director)
- Allegheny County Bar Association ([www.acba.org](http://www.acba.org))
  - Diversity Initiative/Diversity Collaborative Committee (Gene Harris, Coordinator)
- Montgomery County Bar Association ([www.montgomerybar.org](http://www.montgomerybar.org))
  - Diversity Committee/Summer 1L Program (Daniel Clifford and Cheryl Austin, Co-Chairs)
- Dauphin County Bar Association ([www.dcba-pa.org](http://www.dcba-pa.org))
  - Equal Professional Opportunity Commission (David Lehman, Chair)
  - CAMP 1L Summer Program (in partnership with Lancaster & York Counties)



# CHAMPION FOR CHANGE

- Change is Revolutionary
- Diversity is Everyone's Responsibility
- Be Informed
- Be an Active Champion

# Contact Information

- For more information about the WIP and its subcommittees please visit the PBA's website at [www.pabar.org](http://www.pabar.org).
- For more information about the WIP's Diversity Task Force please contact one of the Co-Chairs:

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# Q & A