



# DIVERSIFYING THE LEGAL PROFESSION IN PENNSYLVANIA

## VOLUNTARY DEMOGRAPHIC CHECK-OFF BOXES ON PA LAW LICENSE APPLICATIONS

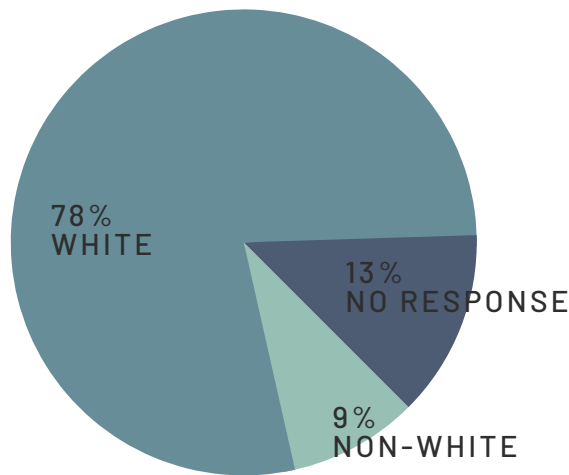
After recommendations from the Pennsylvania Interbranch Commission for Gender, Racial, and Ethnic Fairness, the Pennsylvania Bar Association, and other groups in the legal community, the Disciplinary Board of the Supreme Court of Pennsylvania included a voluntary race/ethnicity self-identification question on attorney registration forms completed in 2018. In 2019, the Board reported the results. Of approximately 75,000 attorney registrants, 87 percent answered information regarding their race/ethnicity. 99.9 percent of attorneys provided information regarding their gender.



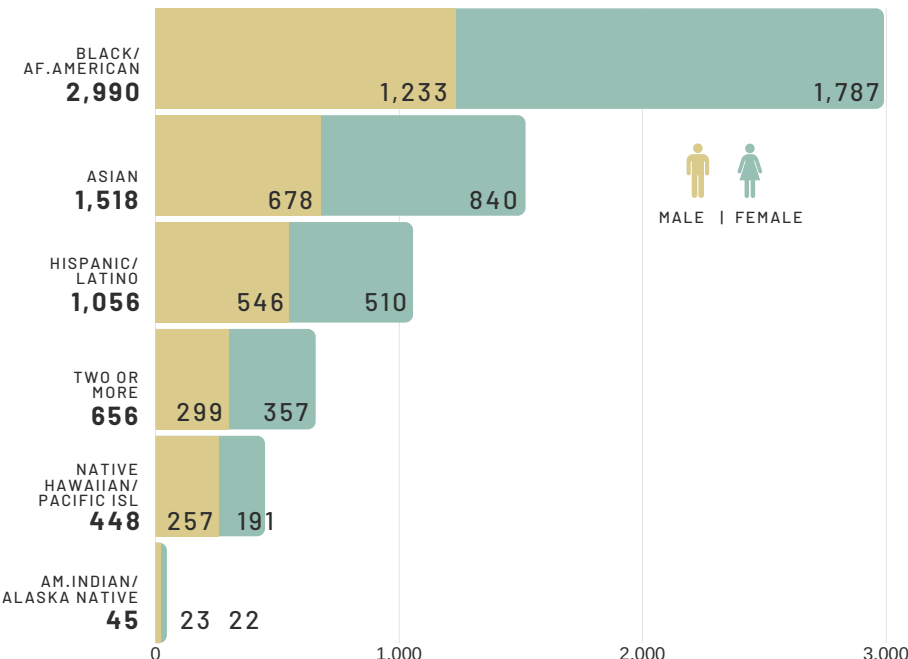
## CURRENT DIVERSITY MAKE UP



62% OF LAWYERS IN PA IDENTIFY AS MALE. 38% IDENTIFY AS FEMALE.



## RACE/ETHNICITY OF NON-WHITE ATTORNEYS



## PURPOSES:

- To establish a demographic baseline of all applicants for Pennsylvania law licenses
- To track changes in demographics of the profession for purposes of measuring progress in diversifying the profession
- To provide data to help inform appointing authorities of the availability of diverse attorneys for career-enhancing appointments

## BENEFITS



ENHANCED FUNCTIONING AND COMPETITIVENESS OF THE PROFESSION



INCREASED OPPORTUNITY TO ATTRACT QUALIFIED INDIVIDUALS



INCREASED PUBLIC TRUST AND CONFIDENCE IN THE JUSTICE SYSTEM



INCREASED ACCESS FOR HISTORICALLY MARGINALIZED INDIVIDUALS