



DIVERSIFYING THE LEGAL PROFESSION IN PENNSYLVANIA

VOLUNTARY DEMOGRAPHIC CHECK-OFF BOXES ON PA LAW LICENSE APPLICATIONS - 2019 DATA

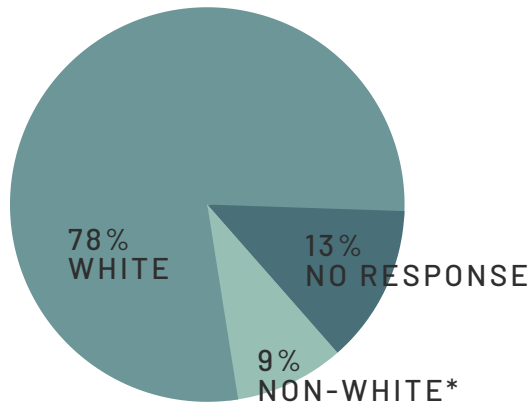
After recommendations from the Pennsylvania Interbranch Commission for Gender, Racial and Ethnic Fairness, the Pennsylvania Bar Association, and other groups in the legal community, the Disciplinary Board of the Supreme Court of Pennsylvania included voluntary race/ethnicity and gender self-identification questions on attorney registration forms completed in 2019. In 2020, the Board reported the results. Of approximately 78,000 attorney registrants, 99.9 percent of attorneys provided information regarding their gender. 87 percent provided information regarding their race/ethnicity.



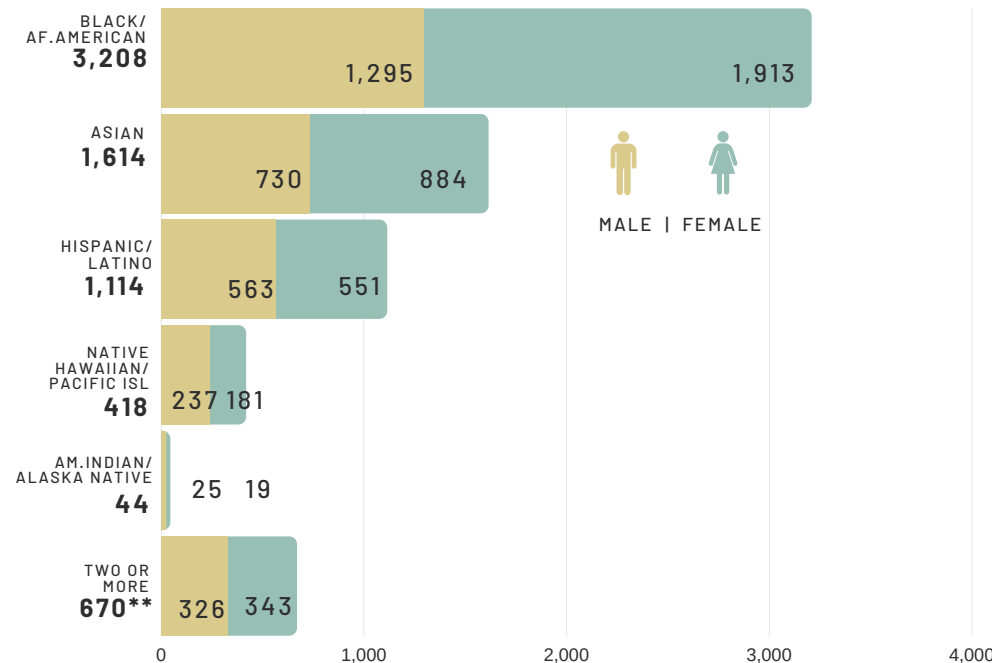
CURRENT DIVERSITY MAKE UP



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



RACE/ETHNICITY OF NON-WHITE ATTORNEYS



*The PA Disciplinary Board defines White as "Not Hispanic or Latino."

** One respondent who identified as two or more races did not report their gender.

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