



The Pennsylvania Interbranch Commission for Gender, Racial and Ethnic Fairness

223 Fourth Avenue, Tenth Floor
Pittsburgh, PA 15222
412.697.1311
pa-interbranchcommission.com

November 10, 2020

Re: Pennsylvania Attorney Demographic Statistics

Dear friends,

Over the past 15 years, the Pennsylvania Interbranch Commission for Gender, Racial and Ethnic Fairness has been working to advance diversity and promote fairness within the legal system in the Commonwealth of Pennsylvania. One of our most important priorities has been to find a means of tracking demographic data on Pennsylvania attorneys in order to measure the effectiveness of diversity efforts. As a result of a successful collaborative effort between our Commission and the Pennsylvania Bar Association, the Pennsylvania Supreme Court approved our proposal in 2017 and designated the Pennsylvania Disciplinary Board ("Board") as the entity responsible for collecting this data. We are writing today to share the Board's most recent data with you.

Consistent with our recommendation and the Court's directions, the Board began this process by adding voluntary demographic check-off questions on race, ethnicity and gender to its annual attorney registration forms. Since 2018, the Board has been collecting this data from the forms in the aggregate and reporting the results to the public on an annual basis. We have attached both of those reports to this letter. Our Commission has also produced one-page graphic documents summarizing each report's data for quick reference. Both graphic documents are also attached to this letter.

In addition to sending these documents to you, our Commission would like to briefly share with you a comparison of the key findings of both reports, as follows:

- The same percentage of attorney respondents replied to the voluntary demographic questions in each year. 99.9% of all respondents provided their gender information to the Board in 2018 and 2019. 87% of all respondents provided their racial and ethnic information to the Board in both years.
- The racial and ethnic breakdown of the attorneys who responded to the questions each year also remained the same. In both 2018 and 2019, 78% of responding

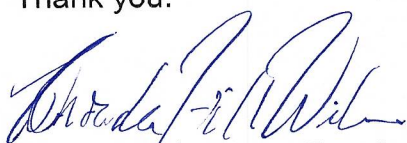
attorneys identified as White¹, 9% as being a race other than White and 13% provided no response to the questions.

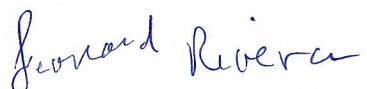
- Similar to the racial and ethnic data, the gender breakdown of the attorneys who responded to the gender questions also remained the same. In both years, 62% of respondents identified as male and 38% as female.
- Notably, however, between 2018 and 2019, the actual number of attorney respondents who identified as Black/African American, Asian or two or more races increased. In 2019, 3,208 attorneys identified as Black/African-American, compared to only 2,990 attorneys in 2018, for an increase of 218. Moreover, 1,614 attorneys identified as Asian in 2019, and 670 identified as being of two or more races. This data represents an increase from 2018, when only 1,518 attorneys identified as Asian and 656 attorneys identified as being of two or more races. As for attorneys who identify as Hispanic/Latino, this number also increased in 2019, from 1,056 attorneys during 2018 to 1,114 attorneys in 2019.

In our view, while it is a positive sign that the number of attorneys in Pennsylvania who identify as racial or ethnic minorities continues to grow, these statistics make clear that efforts to improve upon diversity in the legal profession within the Commonwealth must continue. Female attorneys still comprise only 38% of the licensed attorneys in Pennsylvania, despite their equal or majority status in Pennsylvania law schools. Even more disconcerting is the fact that minority attorneys still make up only 9% of Pennsylvania attorneys.


We trust that you will find this information useful. Clearly, we all have more work to do to advance gender, racial, and ethnic diversity within the legal profession in Pennsylvania.

Thank you.


Rhonda Hill-Wilson, Esquire
Commission Co-Chair


Leonard Rivera, Esquire
Commission Co-Chair


Lisette McCormick, Esquire
Executive Director


Katherine Gomez, Esquire
Equal Opportunity and
Diversity Chair

¹ In its reports on the collection of demographic data from Pennsylvania attorneys, the Pennsylvania Disciplinary Board defines White as “Not Hispanic or Latino”.



DIVERSIFYING THE LEGAL PROFESSION IN PENNSYLVANIA

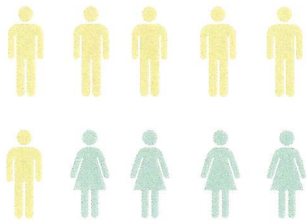
VOLUNTARY DEMOGRAPHIC CHECK-OFF BOXES ON PA LAW LICENSE APPLICATIONS - 2019 DATA

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.

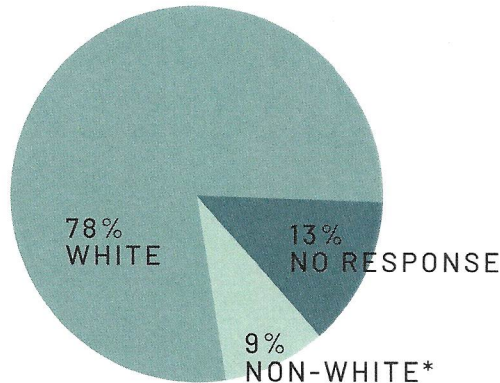
99.9%
Gender Ques.
Response Rate

87%
Race/Ethnicity Q.
Response Rate

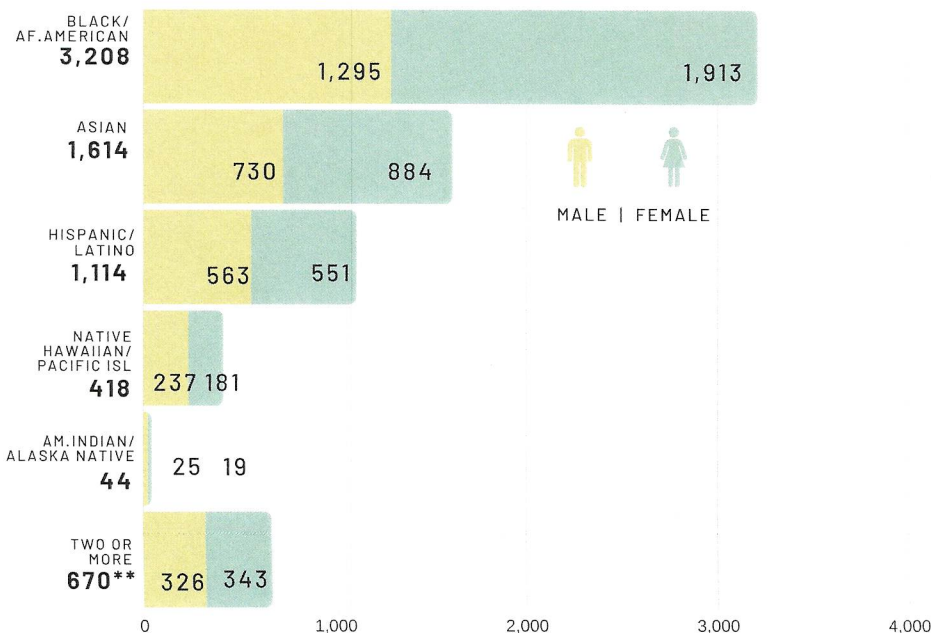
CURRENT DIVERSITY MAKE UP



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



The
DISCIPLINARY BOARD
of the Supreme Court of Pennsylvania

Annually, the Disciplinary Board collects demographic data from Pennsylvania attorneys during the attorney registration process. During the annual attorney registration season for 2019-2020, attorneys were asked to provide voluntary responses to one question regarding gender and one question regarding race/ethnicity. The questions mirrored those utilized by the Unified Judicial System to collect and report employment data to the federal government.

Relative to gender, attorneys were provided with three options for response:

- *Male*
- *Female*
- *Prefer Not to Answer*

Relative to race/ethnicity, attorneys were provided with nine (9) options for response, with definitions provided as follows:

- *Hispanic/Latino*: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- *White (Not Hispanic or Latino)*: A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- *Black/African American (Not Hispanic or Latino)*: A person having origins in any black racial groups of Africa.
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- *American Indian or Alaska Native (Not Hispanic or Latino)*: A person having origins in any of the original peoples of North and South American (including Central America), and who maintain tribal affiliation or community attachment.
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- *Two or More Races*: All persons who identify with more than one of the above races.
- *Other*
- *Prefer Not to Answer*

The tables and graphs below are representative of the aggregate responses with respect to age, gender, and race and/or ethnicity for all attorney-registrants who provided responses to the questions, including those who do not maintain an office in Pennsylvania. These figures include attorneys who are registered as either Active (which includes the following statuses: Active, In-House Corporate Counsel, Temporary Licensee, and Foreign Legal Consultant) or Inactive. There exists slight variation in the total calculations for each chart because some attorneys did not respond to each question.

Table 1. Gender and Age of All Registered Pennsylvania Attorneys.

Age	Male	Female	No Response	TOTAL	%
20-29	1,182	1,226	27	2,435	3.13 %
30-39	8,657	7,701	41	16,399	21.09 %
40-49	9,058	7,106	15	16,179	20.81 %
50-59	11,792	7,358	10	19,160	24.64 %
60-69	11,189	5,043	12	16,244	20.89 %
70-79	5,329	987	11	6,327	8.14 %
80+	934	80	1	1,015	1.31 %
TOTAL	48,141	29,501	117	77,759	
%	61.91 %	37.94 %	0.15 %		

Graph 1. Pennsylvania Attorney Population by Gender.

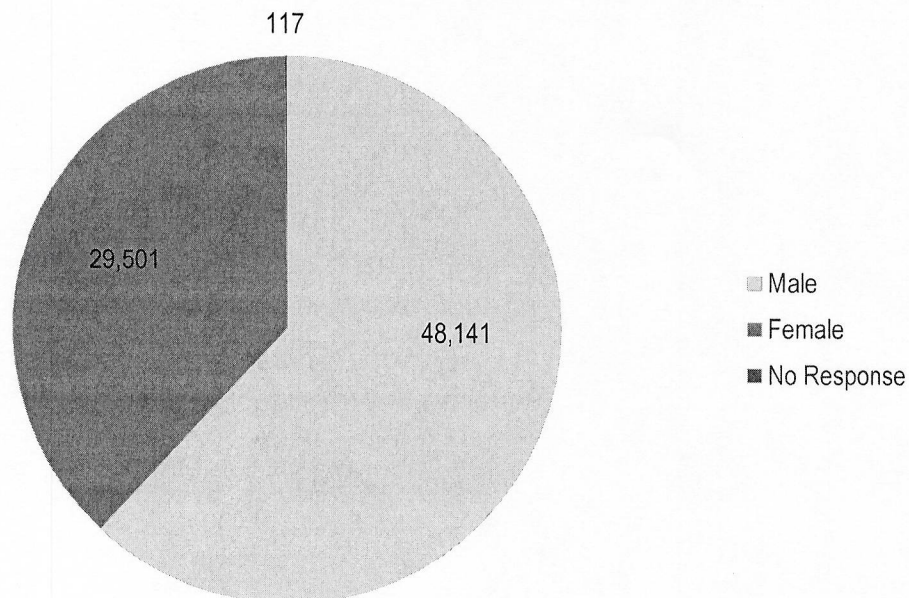


Table 2. Gender and Race/Ethnicity of All Registered Pennsylvania Attorneys.

Race/Ethnicity	Male	Female	No Response	TOTAL	%
White	38,328	22,531	4	60,863	78.26 %
Black/African American	1,295	1,913	0	3,208	4.13 %
Asian	730	884	0	1,614	2.08 %
Hispanic/Latino	563	551	0	1,114	1.43 %
Native Hawaiian/Pacific Islander	237	181	0	418	0.54 %
American Indian/Alaskan Native	25	19	0	44	0.06 %
Two or More Races	326	343	1	670	0.86 %
Other	1	4	0	5	0.00 %
No Response	6,642	3,077	112	9,831	12.64 %
TOTAL	48,147	29,503	117	77,767	
%	62.05 %	37.82 %	0.13 %		

Graph 2. Pennsylvania Attorney Population by Race/Ethnicity.

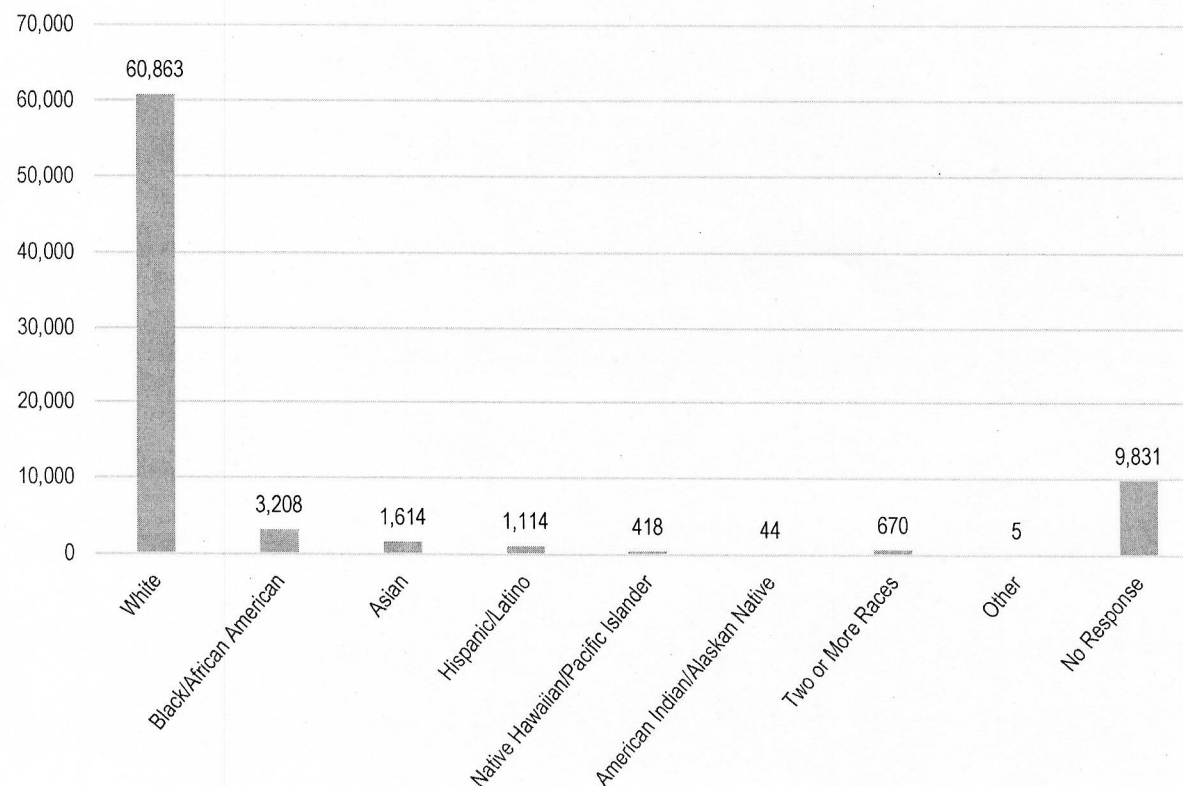
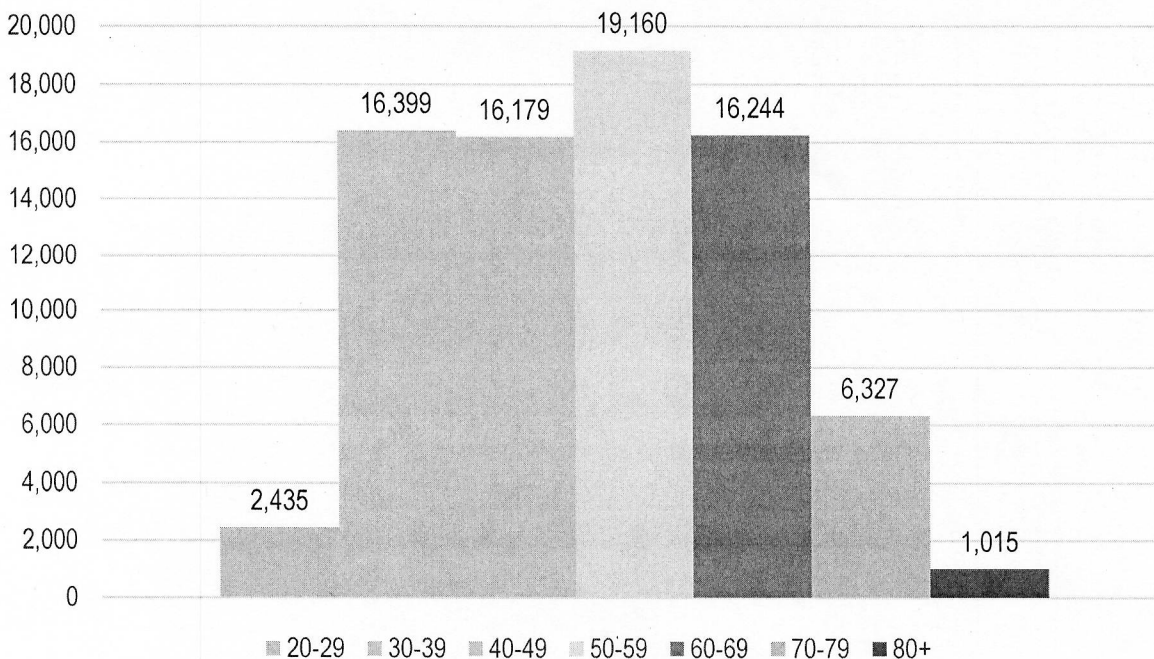


Table 3. Age and Race/Ethnicity of All Registered Pennsylvania Attorneys.

Race/Ethnicity	20-29	30-39	40-49	50-59	60-69	70-79	80+	TOTAL	%
White	1,912	12,389	12,447	14,865	13,002	5,350	897	60,862	78.27 %
Black/African American	104	739	605	823	696	221	18	3,206	4.12 %
Asian	61	601	515	311	100	22	4	1,614	2.08 %
Hispanic/Latino	78	356	262	242	137	35	4	1,114	1.43 %
Native Hawaiian/ Pacific Islander	13	92	113	102	66	26	5	417	0.54 %
American Indian/ Alaskan Native	0	8	14	12	8	2	0	44	0.06 %
Two or More Races	53	202	179	141	75	18	2	670	0.86 %
Other	0	0	1	0	3	1	0	5	0.00 %
No Response	214	2,012	2,043	2,664	2,157	652	85	9,827	12.64 %
TOTAL	2,435	16,399	16,179	19,160	16,244	6,327	1,015	77,759	
%	3.13%	21.09%	20.81%	24.64%	20.89%	8.14%	1.31%		

Graph 3. Pennsylvania Attorney Population by Age.





The
DISCIPLINARY BOARD
of the Supreme Court of Pennsylvania

March 25, 2019 | Harrisburg, Pennsylvania

At the request of the Supreme Court of Pennsylvania and in an effort to establish otherwise unavailable baseline data relevant to increasing diversity in the Bar, the Disciplinary Board collected demographic data from Pennsylvania attorneys during the 2018-2019 annual registration process. Attorneys were asked to provide voluntary responses to one question regarding gender and one question regarding race/ethnicity. The questions mirrored those utilized by the Unified Judicial System to collect and report employment data to the federal government.

Relative to gender, attorneys were provided with three options for response:

- *Male*
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Relative to race/ethnicity, attorneys were provided with nine (9) options for response, with definitions provided as follows:

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The tables and graphs below are representative of the aggregate responses with respect to age, gender, and race and/or ethnicity for all attorney-registrants who provided responses to the questions, including those who do not maintain an office in Pennsylvania. These figures include attorneys who are registered as either Active (which includes the following statuses: Active, In-House Corporate Counsel, Temporary Licensee, and Foreign Legal Consultant) or Inactive. There exists slight variation in the total calculations for each chart because some attorneys did not respond to each question.

Table 1. Gender and Age of All Registered Pennsylvania Attorneys.

Age	Male	Female	No Response	TOTAL	%
20-29	1,343	1,348	29	2,720	3.63 %
30-39	8,707	7,765	28	16,500	22.01 %
40-49	9,048	6,863	11	15,922	21.24 %
50-59	11,604	7,147	6	18,757	25.02 %
60-69	10,640	4,450	13	15,103	20.15 %
70-79	4,453	719	6	5,178	6.91 %
80+	718	57	4	779	1.04 %
TOTAL	46,513	28,349	97	74,959	
%	62.05 %	37.82 %	0.13 %		

Graph 1. Pennsylvania Attorney Population by Gender.

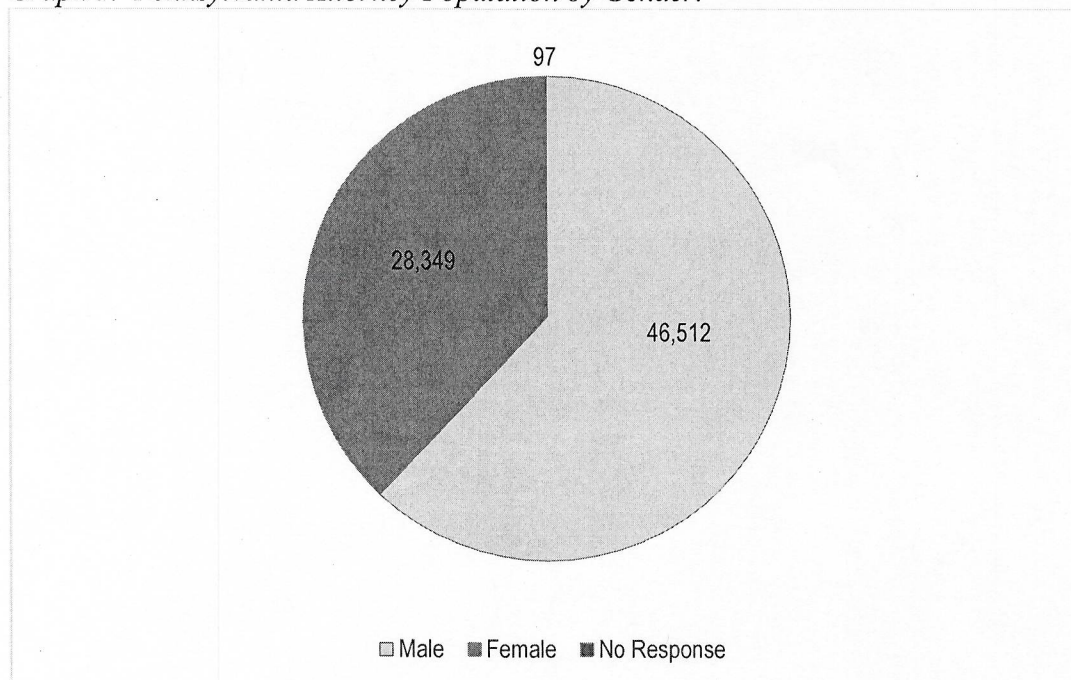


Table 2. Gender and Race/Ethnicity of All Registered Pennsylvania Attorneys.

Race/Ethnicity	Male	Female	No Response	TOTAL	%
Native Hawaiian/Pacific Islander	257	191	0	448	<i>0.60 %</i>
Black/African American	1,233	1,757	0	2,990	<i>3.99 %</i>
Asian	678	840	0	1,518	<i>2.03 %</i>
White	36,901	21,592	8	58,501	<i>78.05 %</i>
American Indian/Alaskan Native	22	23	0	45	<i>0.06 %</i>
Hispanic/Latino	546	510	0	1,056	<i>1.41 %</i>
No Response	6,576	3,077	89	9,742	<i>13.00 %</i>
Other	0	2	0	2	<i>0.00 %</i>
Two or More Races	299	357	0	656	<i>0.88 %</i>
TOTAL	46,512	28,349	97	74,958	
%	<i>62.05 %</i>	<i>37.82 %</i>	<i>0.13 %</i>		

Graph 2. Pennsylvania Attorney Population by Race/Ethnicity.

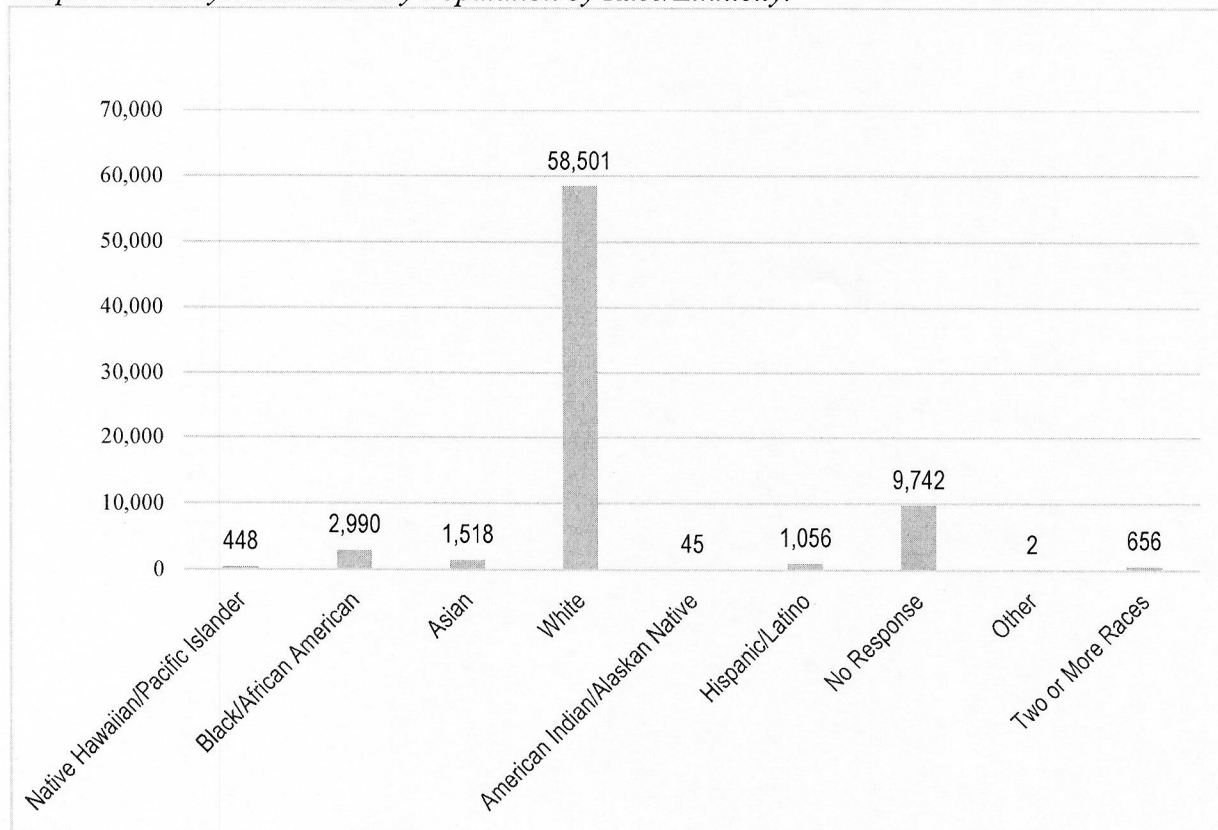
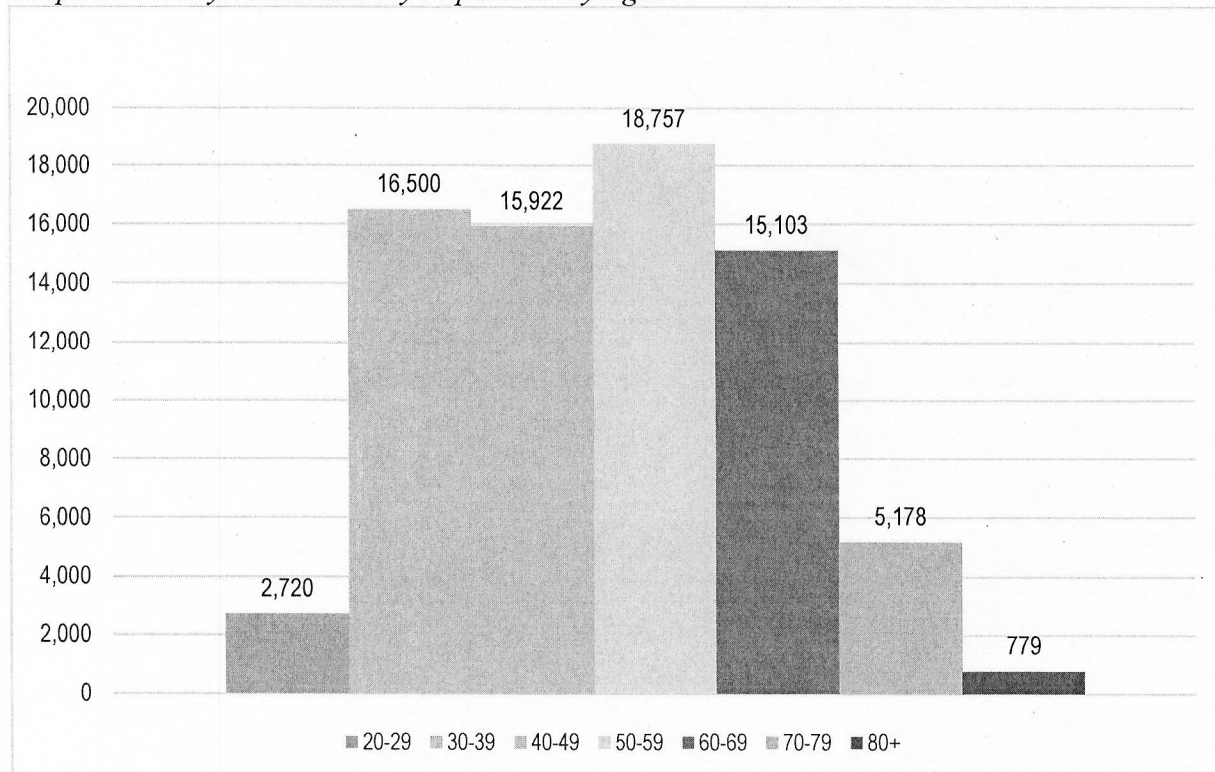


Table 3. Age and Race/Ethnicity of All Registered Pennsylvania Attorneys.

Race/Ethnicity	20-29	30-39	40-49	50-59	60-69	70-79	80+	TOTAL	%
Native Hawaiian/ Pacific Islander	20	106	112	114	81	12	4	449	<i>0.60 %</i>
Black/African American	117	699	561	803	630	168	12	2,990	<i>3.99 %</i>
Asian	82	595	455	290	75	19	2	1,518	<i>2.03 %</i>
White	2,137	12,516	12,213	14,519	12,036	4,387	694	58,502	<i>78.05 %</i>
American Indian/ Alaskan Native	4	7	10	12	11	1	0	45	<i>0.06 %</i>
Hispanic/Latino	74	342	243	245	127	23	2	1,056	<i>1.41 %</i>
No Response	239	2,021	2,144	2,634	2,080	558	65	9,741	<i>13.00 %</i>
Other	0	0	0	0	2	0	0	2	<i>0.00 %</i>
Two or More Races	47	214	184	140	61	10	0	656	<i>0.88 %</i>
TOTAL	2,720	16,500	15,922	18,757	15,103	5,178	779	74,959	
%	<i>3.63%</i>	<i>22.01%</i>	<i>21.24%</i>	<i>25.02%</i>	<i>20.15%</i>	<i>6.91%</i>	<i>1.04%</i>		

Graph 3. Pennsylvania Attorney Population by Age.





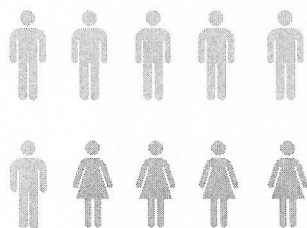
DIVERSIFYING THE LEGAL PROFESSION IN PENNSYLVANIA

VOLUNTARY DEMOGRAPHIC CHECK-OFF BOXES ON PA LAW LICENSE APPLICATIONS

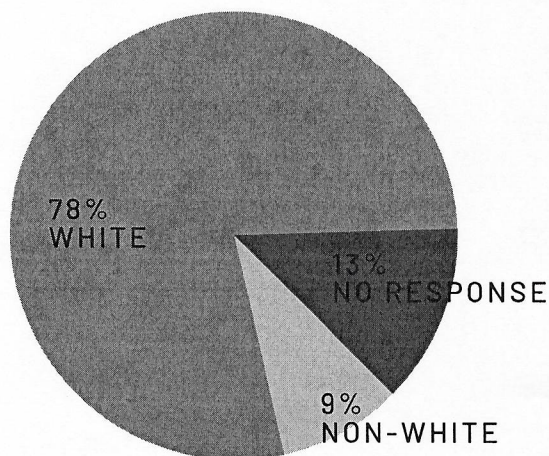
After recommendations from the Pennsylvania Interbranch Commission for Gender, Racial, and Ethnic Fairness, the Pennsylvania Bar Association, and other groups in the legal community, the Disciplinary Board of the Supreme Court of Pennsylvania included a voluntary race/ethnicity self-identification question 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



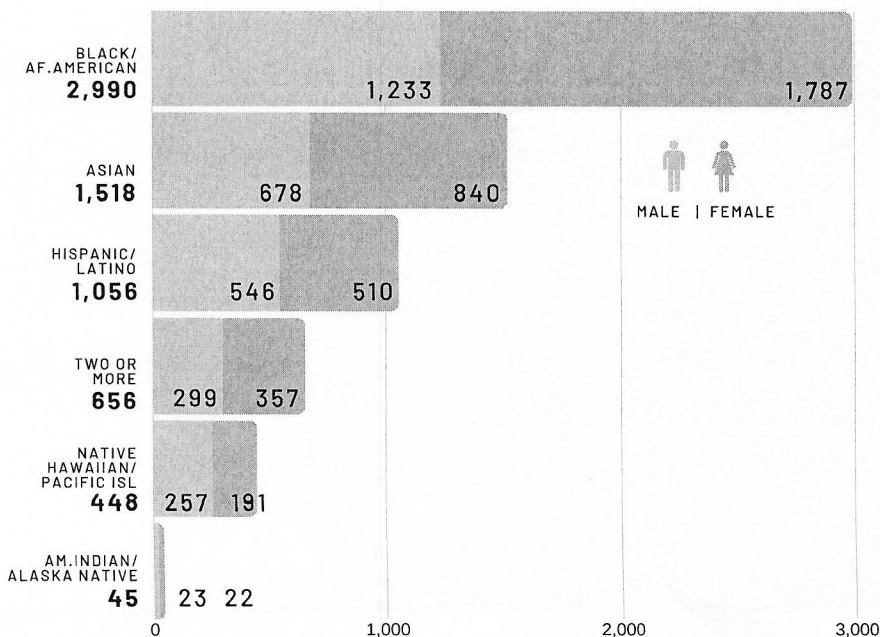
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