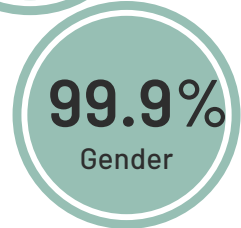
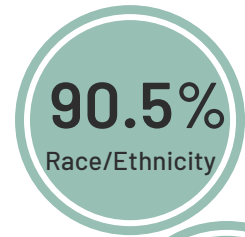




DIVERSIFYING THE LEGAL PROFESSION IN PENNSYLVANIA

VOLUNTARY DEMOGRAPHIC CHECK-OFF BOXES ON PA LAW LICENSE APPLICATIONS- 2022-23

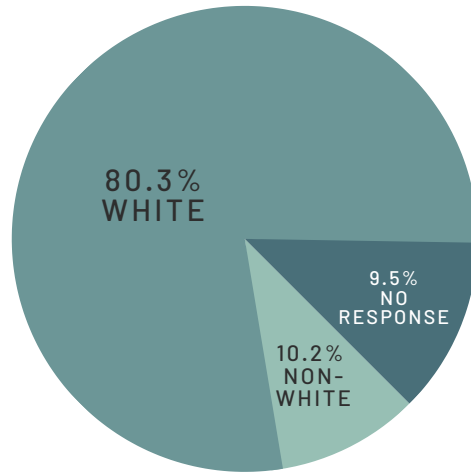
After recommendations from the Pennsylvania Interbranch Commission for Gender, Racial and Ethnic Fairness, the Pennsylvania Bar Association, and other groups in the legal community, the Disciplinary Board of the Supreme Court of Pennsylvania included a voluntary race/ethnicity self-identification question on attorney registration forms beginning in 2018. On October 19, 2022, the Board reported the following results. Of nearly 74,000 attorney registrants, 90.5 percent answered information regarding their race/ethnicity. 99.9 percent of attorneys provided information regarding their gender.



CURRENT DIVERSITY MAKE UP



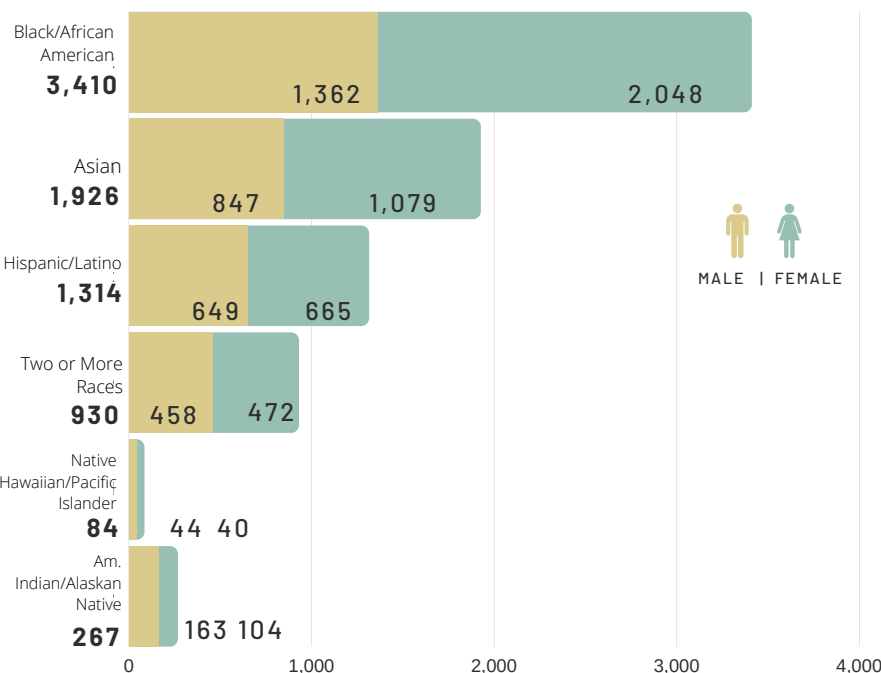
61% OF LAWYERS IN PA IDENTIFY AS MALE. 39% IDENTIFY AS FEMALE.



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

RACE/ETHNICITY OF NON-WHITE ATTORNEYS



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