

# DIVERSIFYING THE PROFESSION: ~~DIVERSITY~~, DIVERSITY AND INCLUSION

Spokane County Bar Association – 13<sup>th</sup> Annual Indian Law Conference  
Diana Singleton, WSBA Chief Equity and Justice Officer  
March 11, 2022

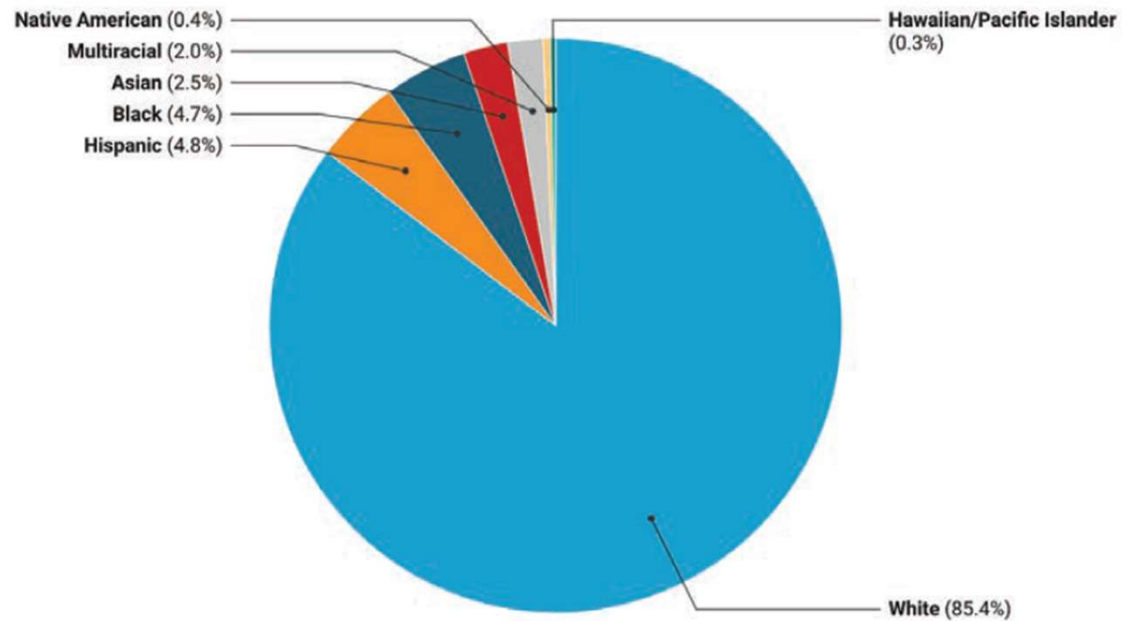


# ~~DIVERSITY~~



# National Demographics: Lawyers

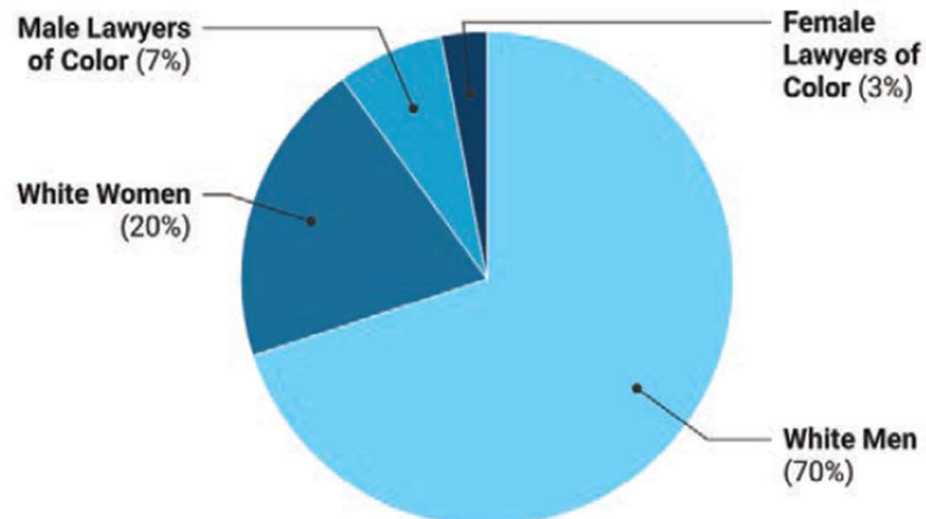
**Lawyers by Race and Ethnicity: 2021**



*Source: ABA National Lawyer Population Survey*

# National Demographics: Law Firm Leadership

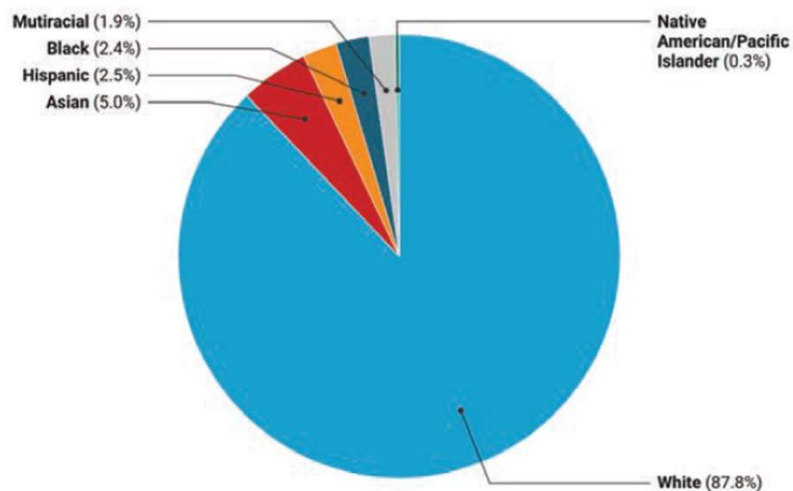
## Law Firm Leadership Positions



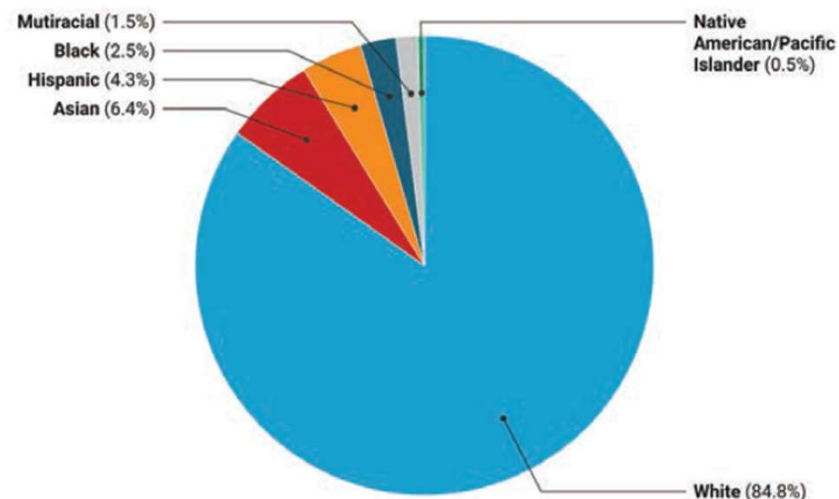
*Source: 2020 ABA Model Diversity Survey Report*

# National Demographics: Law Firm Promotion

## Promotions from Associate to Equity Partner



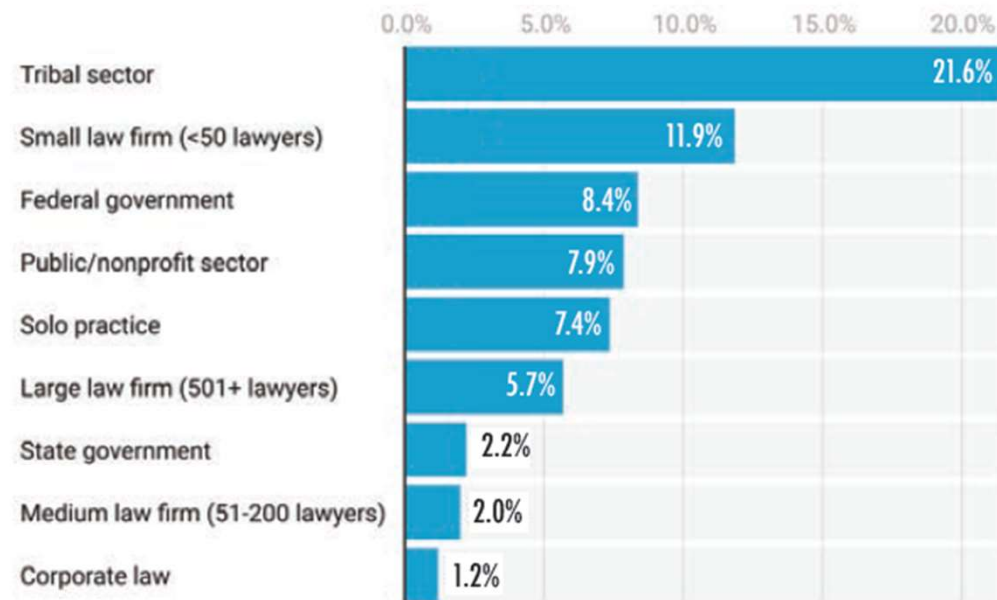
## Promotions from Associate to Non-Equity Partner



Source: 2020 ABA Model Diversity Survey Report

# National Demographics: Where Lawyers Work

## Where Native American Lawyers Work



Source: National Native American Bar Association: *The Pursuit of Inclusion*, American Bar Foundation and NALP Foundation *After the JD III*

## WA State Demographics: Race & Ethnicity

Group	WA State Population	WSBA Members	Lawyers Nationally	Gonzaga Law School	Seattle U Law School	UW Law School
<b>People of Color</b>	34.4%	15.7%	15%	24.49%	36.92%	34.34%
<b>Black/African American</b>	4.3%	2.4%	4.7%	1.33%	4.28%	4.06%
<b>Latinx/Hispanic</b>	13.4%	2.6%	4.8%	13.58%	13.4%	10.56%
<b>Asian</b>	9.6%	5.5%	2.5%	2.67%	9.75%	12.6%
<b>Native American/Alaskan Native/Indian American</b>	1.8%	0.8%	0.4%	0.44%	1.18%	0.6%
<b>Pacific Islander</b>	0.8%	0.2%	0.4%	0.0%	0.29%	0.6%
<b>Multiracial</b>	5.2%	3.9%	2%	6.45%	8.27%	5.89%

Sources: 2020 WA Office of Financial Management; 2021 ABA Profile of Legal Profession; Law School 2021 ABA Disclosures; 3/1/22  
 WSBA Membership Report of **27,300 of 41,593 who reported**

# DIVERSITY





## **General Rule 12.2**

### **WSBA Purposes, Authorized Activities**

#### **General Rule 12.2 (a)(6)**

Promote diversity and equality in the courts and the legal profession.

#### **General Rule 12.2 (a)(2)**

Promote an effective legal system, accessible to all.

# WSBA Strategic Goals

To promote diversity, equity, and inclusion in the legal system and profession.

- Regularly evaluate and improve the culture, policies, procedures, and practices of the WSBA so members from communities who have been systemically oppressed can enter, stay and thrive in the legal profession.
- Partner with various stakeholders such as Minority Bar Associations and others to promote diversity, equity and inclusion within the profession.
- Provide resources and training that will assist WSBA leaders members, and staff to examine their work through an equity lens and advance diversity, equity and inclusion.

# WSBA 2012/2014 MEMBERSHIP STUDY → 2022 STUDY



## Sample Recommendations:

- Prioritize retention among legal employers
- Educate legal employers about micro-aggressions
- Integrate intersectionality into programming

## *Membership*

Racially diverse members represent **12%** of the Washington State Bar Association membership

Racially diverse members report an average age of 43 years.

18% of all WSBA members practice outside of Washington. Of those, **20%** report being racially diverse.

## *Practice*

Average years licensed for racially diverse members is **13** years.

## Sketch Comparison 2022 vs. 2021

Group	WSBA Members 2022	WSBA Members 2012
People of Color	15.7%	12%
Black/African American	2.4%	2.0%
Latinx/Hispanic	2.6%	4.0%
Asian	5.5%	4.2%
Native American/Alaskan Native/Indian American	0.8%	0.6%
Pacific Islander	0.2%	0.3%
Multiracial	3.9%	3.2%

Sources: 3/1/22 WSBA Membership Report of **27,300 of 41,593 who reported**; 2012 WSBA Membership Study random sample survey



WSBA

# Diversity and Inclusion Plan

Approved by the Board of Governors May 2013

## WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

### REJI ACKNOWLEDGMENT #5

“Progress toward equity and justice has largely **come from the wisdom and courage of people from communities most harmed by bias and systemic oppression.** Thus, race equity work must pursued in direct solidarity with, and guidance from Black, Indigenous, communities of color and community-based movements.”

### REJI COMMITMENT #2

“**Change structures, policies, processes, and practices in the law, legal profession, and justice system** that allow harm and disparate outcomes for Black, Indigenous, and communities of color to continue unabated.

# INCLUSION







# KABA

Korean American Bar Association of Washington



LOREN  
MILLER



ABAW  
ASIAN BAR  
ASSOCIATION  
OF WASHINGTON



SOUTH ASIAN  
BAR ASSOCIATION OF WASHINGTON



Washington Attorneys with Disabilities Association



SEATTLE



Vietnamese American Bar Association

of Washington



LATINA/O BAR ASSOCIATION OF WASHINGTON



NORTHWEST INDIAN

BAR ASSOCIATION



JEWISH FEDERATION OF GREATER SEATTLE



BAR ASSOCIATION

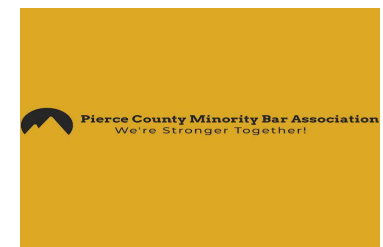


Washington Women Lawyers



QLAW

The LGBT Bar Association  
of Washington



Pierce County Minority Bar Association  
We're Stronger Together!

WASHINGTON STATE  
BAR ASSOCIATION



# DIVERSITY, EQUITY AND INCLUSION CLE EXAMPLES



- Understanding Systemic Racism in the Law (March 30, 2021)
- Creating a More Equity-Minded Justice System: Strategies and Best Practices (June 29, 2021)
- Institutional Racism in the Courts: Truth, Reconciliation, and Connection (August 18, 2021)
- Combating Systemic and Structural Racism through Organizational Equity Change (September 28, 2021)

# EQUITY AND JUSTICE COMMUNITY-BUILDING EXAMPLES

## ARC Reception (July 19, 2021)



## MBA/BOG/Diversity Committee Gathering (August 16, 2021)



## Access to Justice Conference (August 11-13, 2021)



# DIVERSITY COMMITTEE

## LEARNING

- Legal Lunchboxes
- Ethics CLE
- Bar News and other communications

## NETWORKING

- Equity and Justice Mixers
- MBA Events

## PIPELINE

- Law Student Reps
- SU ARC Reception
- Pro Tem CLE Scholarships
- Joint Minority Mentorship Program

## POLICY

- Solidarity with MBAs
- MCLE Rule
- At Large Governor

# POWERFUL COMMUNITIES PROJECT 2022 GRANTEES



## Communities Served:

- ❖ Rural communities
- ❖ BIPOC communities and organizations
- ❖ Immigrant communities
- ❖ BIPOC LGBTQ+ communities
- ❖ Native communities
- ❖ Formerly incarcerated communities
- ❖ People experiencing unemployment

# QUESTIONS, COMMENTS, IDEAS?

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