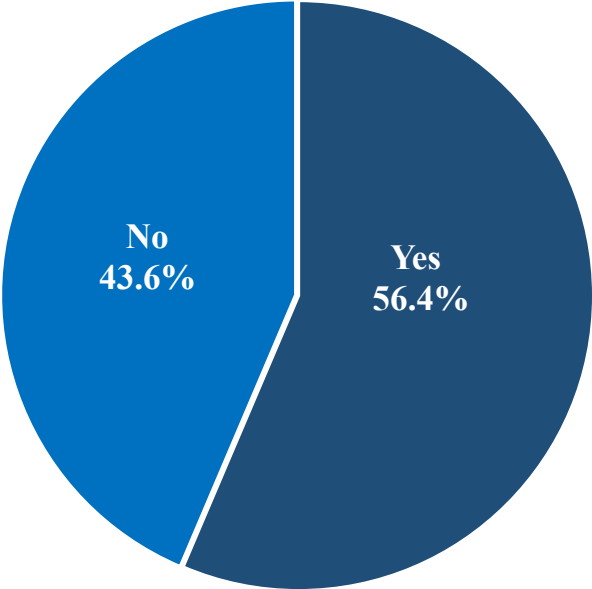


Mentorship Survey Results

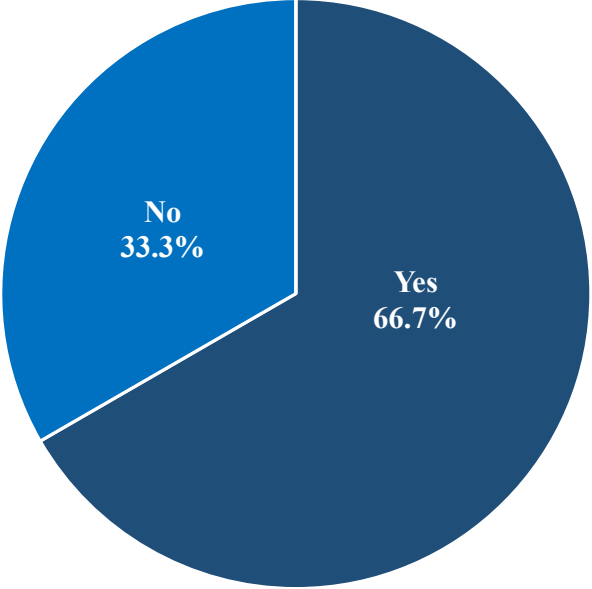
DEI Committee, WSBA Taxation Section
September 2023

The Majority of Respondents Were Previously a Mentor, a Mentee, or Both.

Survey Respondents:
Experience as a Mentor or Mentee



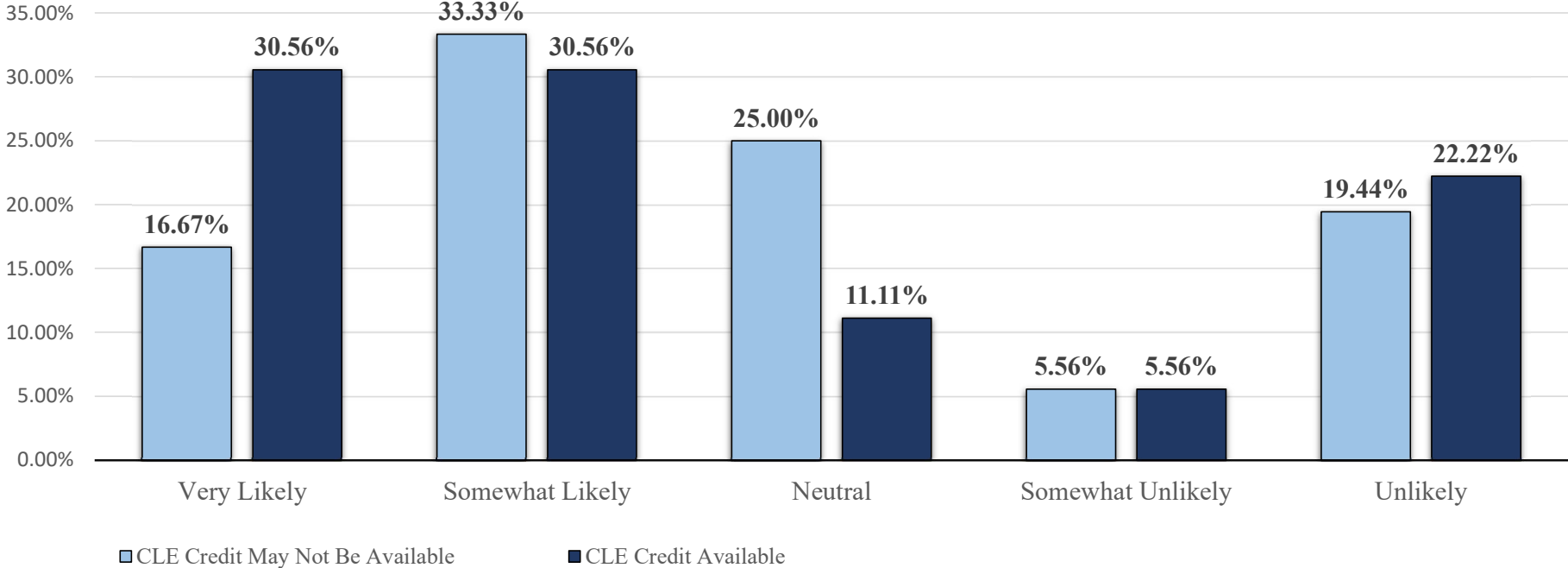
Survey Respondents:
Have you ever been a mentor?



Survey Respondents:
Have you ever been a mentee?

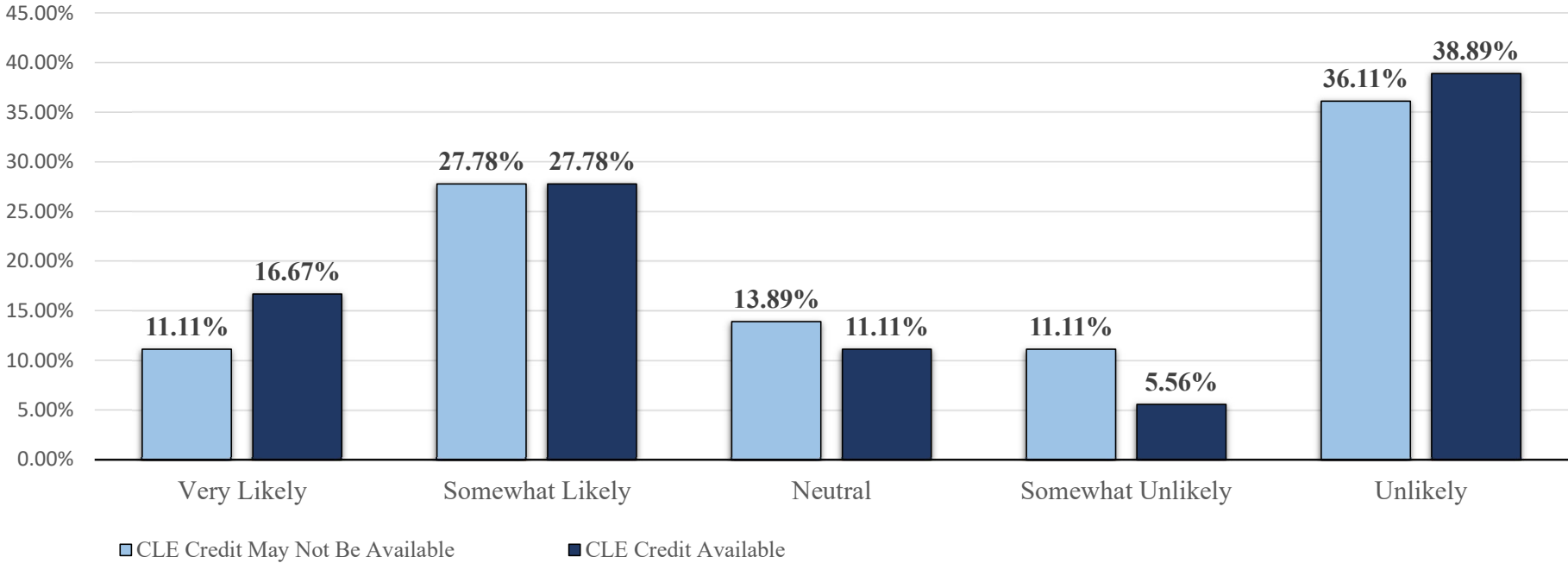
Respondents Are More Likely to Become a Mentor if CLE Credit Is Made Available (61% Versus 50%).

How likely would you be to volunteer as a mentor if the Taxation Section were to offer a traditional mentoring Program?



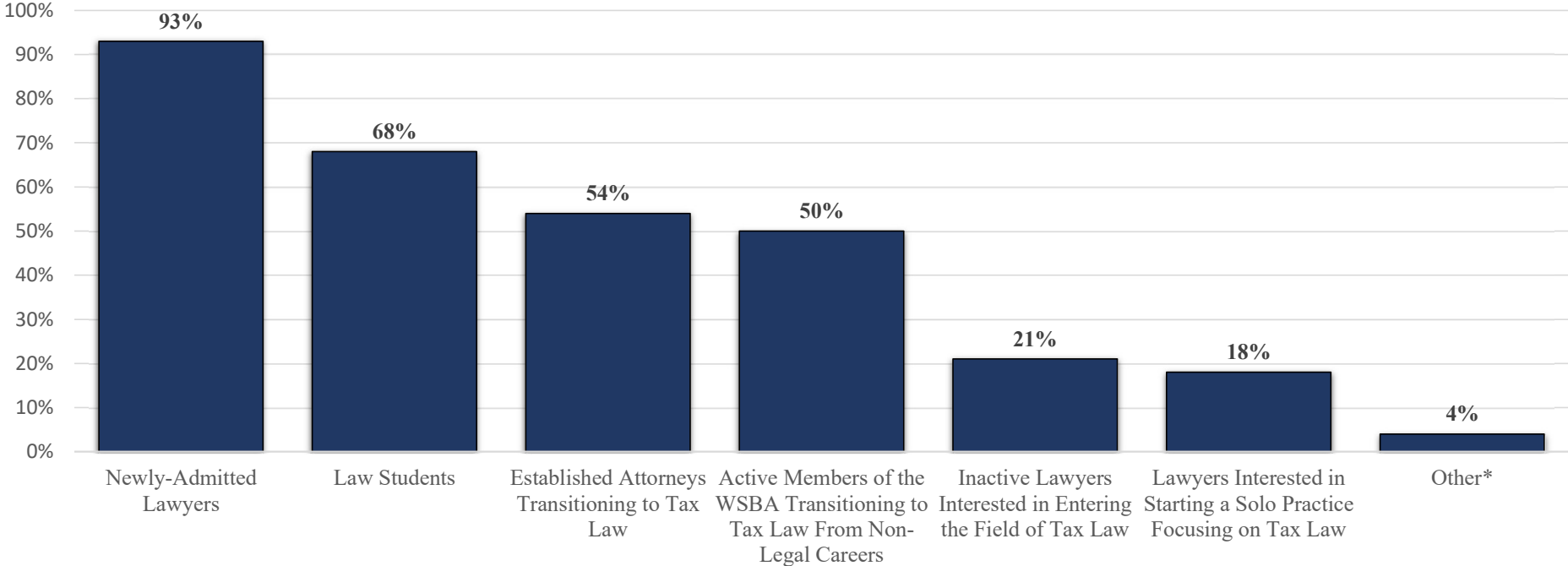
In Contrast, Respondents Are Only Slightly More Likely to Be a Mentee if CLE Credit Is Made Available (44% Versus 39%).

How likely would you be to participate in a traditional mentoring program as a mentee?



Respondents Indicated That They Were More Interested in Mentoring Newly-Admitted Lawyers, Law Students, and Established Attorneys Transitioning to Tax Law.

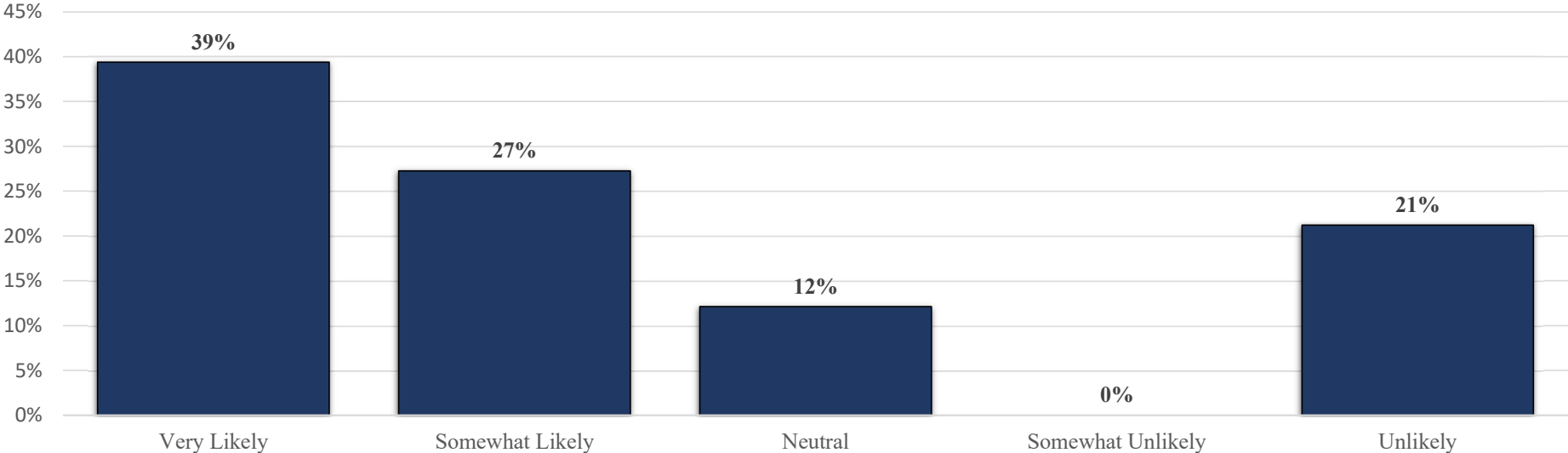
If you are likely to volunteer as a mentor, which mentees would you be interested in mentoring?



Two-Thirds of Respondents Would Likely Participate in an Informal Mentoring Program as a Mentor.

Likelihood of Participating in an Informal Mentoring Program as a Mentor

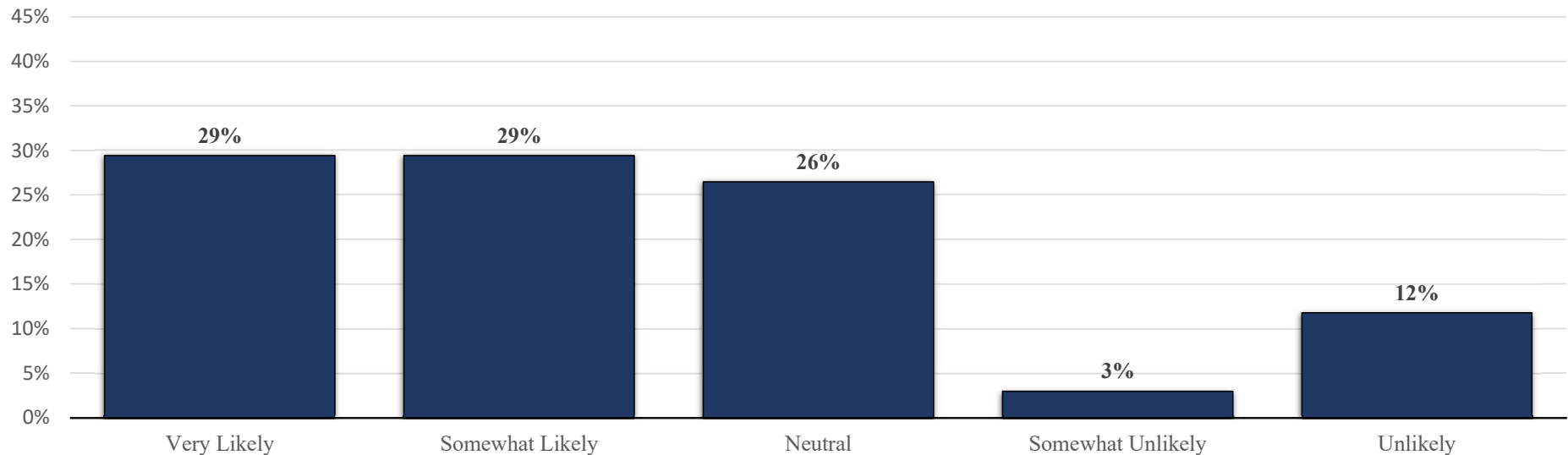
An informal mentoring program: Mentees select a mentor from a list that includes information about the mentor's area of practice, area of expertise, location, email address and phone number for purposes of meeting one or more times for coffee or lunch. The mentor might be asked for an informational interview or to review the mentee's resume or to answer questions about practicing tax law.



Nearly 60% of Respondents Would Likely Participate in a Peer-to-Peer Mentoring Program.

Likelihood of Participating in a Peer-to-Peer Mentoring Program

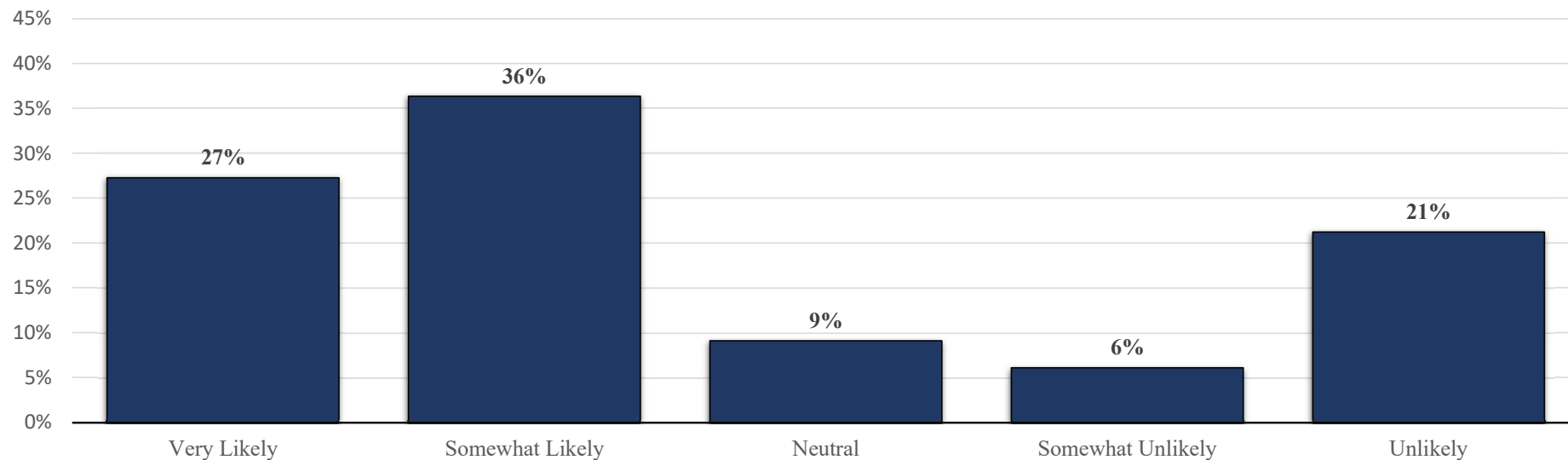
A peer-to-peer mentoring program: Members of the Taxation Section can create mentoring groups for the purpose of discussing specific topics. A list of groups are viewable online and section members can sign up to participate in one or more of the groups. Each group meets monthly in person or virtually and may be limited to 5 to 10 members. Examples of topics include substantive law, diversity, work/life balance, networking, and law office management.



Nearly Two-Thirds of Respondents Would Likely Participate in a Group Mentoring Program Benefiting Law Students.

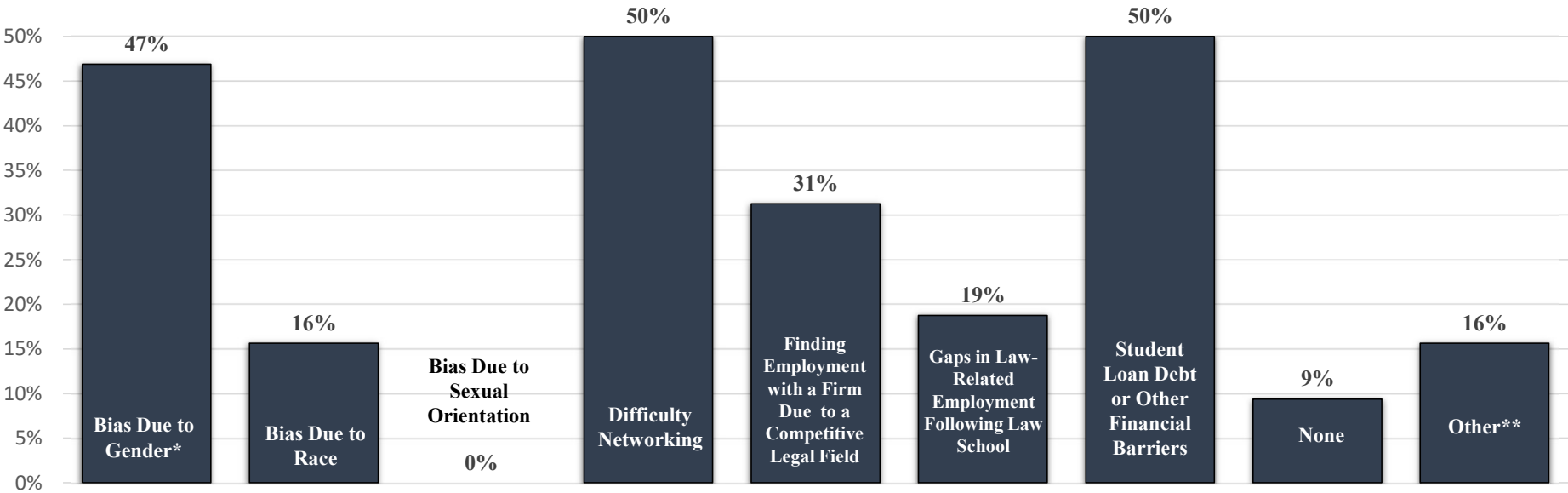
Likelihood of Participating in a Group Mentoring Program

A group mentoring program for law students: One or more attorneys from the Taxation Section mentor a group of law students to answer questions about networking, resume writing, and pursuing a career in tax law.



The Most Common Barriers Encountered by Respondents Include Gender Bias, Difficulties Networking, and Financial Barriers Such as Student Loan Debt.

What barriers have you encountered in your career path?



* Two-thirds (14 of 21) of female respondents identified gender bias as a barrier.

** "Other" includes older entry into the legal field, disparities between accounting experience and tax law experience, and being a primary parent.