



## **EXECUTIVE SUMMARY**

In close collaboration with the Washington State Bar Association (WSBA), Luma Consulting analyzed licensing data – stripped of all identifiers – pertaining to attorneys in four historically underrepresented groups: women, people of color, lesbian/gay/bisexual/transgender (LGBT) people, and people with disabilities. Our analysis was guided by two overarching questions:

1. How much diversity exists among lawyers who are members of the four underrepresented groups?
2. To what degree does diversity within the WSBA vary by age and career stage?

Our inquiry was informed by a previous review of scholarship and research pertaining to diversity within the legal profession. When analyzing the licensing data, we used a statistical technique called latent class analysis to identify profiles of attorneys within the four underrepresented groups.

Our analysis revealed considerable diversity across attorneys' career trajectories and within the four underrepresented groups. For example, we determined that within the category "attorneys of color," there is considerable variety among lawyers. In particular, young attorneys of color are most likely to be women and Asian-American, while older attorneys of color are more likely to be men and African-American. We found similar levels of variation across all of the underrepresented groups of attorneys.

To interpret our findings, we used an *intersectional* approach. While most thinking about diversity focuses on one specific identity (such as race), intersectionality focuses on the multiplicity of identity and the many and varied ways that people within different cultural groups experience the world. We present details of our findings in the full report and integrate intersectional thinking throughout the presentation.

## **INTRODUCTION**

For more than two decades, bar associations and legal scholars across the United States have called for greater diversity within the legal profession. The WSBA recognizes the importance of enhancing opportunity in the field and it actively supports the retention and leadership of its members from historically underrepresented backgrounds. The WSBA is a regulatory agency whose mission is to serve the public and the members of the Bar, ensure the integrity of the legal profession, and to champion justice. The WSBA both regulates lawyers under the authority of the Supreme Court and serves its 37,000 plus members as a professional association. In 2003, the WSBA formally established diversity as one of its nine strategic goals. In 2006, the Board of Governors formed its own Diversity Committee to help improve diversity within the elected leadership. The guiding principle of promoting **diversity, equality, and cultural understanding throughout the legal community** was supported by the 2011- 2013 Strategic Goal: **Conduct a detailed study of the composition of the legal profession and retention rates within the profession in the state of Washington.** In 2011, the WSBA launched this groundbreaking study. The

purpose was to create a statistically reliable study of the membership's demographics and trends. Study results were released in 2012.

This paper is part of the WSBA's larger research effort to better understand the experience of lawyers from underrepresented populations with the goal of advancing diversity and inclusion within the profession. This report also aims to contribute to a wider conversation about the barriers people from underrepresented backgrounds face in the legal profession and the potential strategies to remove these barriers.

## Previous Research

In 2011, the WSBA, in collaboration with TrueBearing Consulting, conducted a survey of its membership focused on demographics, professional satisfaction, and barriers to advancement. Luma Consulting recently reviewed the findings from the TrueBearing survey in light of current scholarly literature and bar association reports on diversity and inclusion. Our goal was to prepare for a new and refined analysis of WSBA membership data.

Our review of the scholarship revealed that, thus far, the general strategy for promoting equity among underrepresented populations within the legal profession has been to increase the number of people from these groups who enter law school. Compared to the profession's earlier history, the focus on diversity has created a larger "pipeline" of diverse law students entering the field. For example, today approximately 25% of law students are people of color (Wald, 2011, p. 1108). And while women have gained significant ground compared to a generation or two ago – at times approaching parity in men's enrollment in law school – today, they are actually applying to law school at increasingly lower rates than men (Farmer, 2010). With these trends in mind, the WSBA strongly believes that being diverse, inclusive, and representative is essential to serving the public, ensuring the integrity of the legal profession, and championing justice.

## Moving Toward an Intersectional Approach

The clear challenge ahead for the legal profession is to ensure that attorneys from underrepresented groups succeed in practice over the long term. These individuals must also have meaningful opportunities for leadership both at their workplaces and within the profession. Our research on diversity within the law, as well as on issues related to oppression and privilege, indicates that one way to reach this goal is for the legal profession to expand its understanding of diversity and inclusion.

Based upon our research, as well as what we learned through previous surveys of the WSBA's membership, the time seems right for the WSBA to develop richer ways of thinking about issues of diversity and equity. The profession needs more expansive approaches to understanding the complex relationships among identity, privilege, and oppression. Too often, conversations in the field ignore the varied experiences of people within underrepresented groups, whether these experiences are based on race, gender, sexuality, disability, or other dimensions of diversity. In short, the profession must attend to diversity *within* underrepresented groups as well as *between* these groups.

One way to develop this richer understanding is to utilize an intersectional approach. Kimberlé Crenshaw, an African-American law professor at Columbia University and UCLA, has played a leading role in developing this approach, including coining the term in the late 1980s (Crenshaw, 1991). At its most basic level, intersectionality — which originated from insight into the experiences of black women — is focused on understanding and articulating the interrelated experiences of gender, race, and class (Phoenix & Pattynama, 2006; Mehrotra, 2010, p. 419). In recent years, it has been broadened to include oppressions related to colonialism, sexuality, class, religion, age, and ability (Mehrotra, 2010, p. 424).

Although intersectionality has been frequently used in academic scholarship, it has been less explicitly incorporated into practical thinking about the law and other professions. Nevertheless, it has significant relevance to the field. At its core, intersectionality takes an expansive view of what it means to be human within the context of intersecting oppressions. While much diversity discussion focuses on a single type of difference (such as race), intersectionality emphasizes the multiplicity of identity. It embraces the complexity of people’s experience and how their opportunities are shaped by different oppressions simultaneously. The WSBA believes that intersectional thinking is a useful lens for considering equity and inclusion within the legal profession.

## **MEMBERSHIP STUDY**

In late 2015, Luma Consulting, in collaboration with the WSBA, undertook a study of the WSBA’s membership with a view toward understanding how members’ multiple identities might interact to shape their career trajectories. We approached this project with the TrueBearing results in mind, as well as the literature on intersectionality and our own review of other relevant research.<sup>1</sup> Specifically, we wondered whether there might be connections between attorneys’ WSBA active license status and their membership in multiple marginalized populations. Our study was guided by two questions:

1. How much diversity exists among lawyers who are members of the four underrepresented groups?
2. To what degree does diversity within the WSBA vary by age and career stage?

To complete the study, we used existing WSBA licensing data for all 37,000 plus members—stripped of all identifiers – to look deeply at attorneys from four groups that have been highly underrepresented in the legal profession: women, people of color, LGBT people, and people with a disability. Table 1 presents the number of members who self-report membership in one of these four groups. It is important to note that members voluntarily provided the information in Table 1 and that the WSBA believes the frequencies in Table 1 very likely underestimate actual size of group membership.

**Table 1. Numbers of Individuals Reporting Membership in Underrepresented Groups\***

<b>Group</b>	<b>Number of Members</b>
<b>Women Attorneys</b>	10,546
<b>Attorneys of Color</b>	2,760
<b>LGBT Attorneys</b>	489
<b>Attorneys with Disabilities</b>	501

*\*Total WSBA membership is 37,000+.*

Our assumption at the start of that study was that each of the groups in Table 1 comprised considerable diversity within itself and that there would be overlap among people within the four groups. One of our research goals was to better understand the extent of this overlap. To add further richness to our understanding, we also integrated data from several different “secondary” variables. This data is gathered from the WSBA during the licensing process. All records used in the analysis were stripped of identifiers. These secondary variables are:

- Year of admission to the bar
- Age
- Congressional district
- Firm size
- Area of practice

We used a statistical technique called latent class analysis to complete the research.<sup>2</sup>

## **KEY FINDINGS**

In general, we found a number of important differences among attorneys who are also members of the four underrepresented groups (women, people of color, LGBT people, and people with a disability). Perhaps the most critical finding from our analysis is the fact that there is significant diversity *within* the four underrepresented groups we focused on and, thus, our findings underscore the applicability of intersectional thinking for the legal profession. We organize our findings into two sections. The first concerns intersectional identities and the second addresses generational differences within the WSBA membership.

### **Intersectional Identities**

Within our study sample, 2,760 attorneys reported that their **race** was not white. Our analysis reveals that this is a highly varied group of lawyers who cannot be easily put together into a homogenous category. When we looked at the characteristics of these several thousand individuals, we found that race, gender, and disability interact with one another to create several dynamic sub-groups of individuals.

Specifically, we found that just over one-fourth of the attorneys of color are younger than 40 years old and that they are most likely to be women and Asian-American. In contrast, the sub-group of attorneys of color who are between 41 and 50 years old are more likely to be African-American. This older group also includes a more even mix of men and women. Among the oldest attorneys of color (those over 60), we found an additional sub-group that is predominantly comprised of African-American men, some of whom have a disability. Less than two-thirds of these attorneys are active WSBA members. The characteristics of the four major sub-groups of attorneys of color are presented in Table 2.

**Table 2. Subgroups of Attorneys of Color (n=2760)<sup>3</sup>**

<b>Indicator</b>	<b>Younger Attorneys</b>	<b>Middle Attorneys</b>	<b>Senior Attorneys</b>	<b>Elder Attorneys</b>
<b>Primary Ages</b>	31-40	51-50	51-60	>60
<b>% of Sub-Group</b>	26%	31%	28%	8%
<b>Active Bar Status</b>	86%	84%	81%	62%
<b>Women</b>	59%	56%	44%	23%
<b>Men</b>	41%	44%	56%	77%
<b>African-American</b>	12%	19%	24%	24%
<b>Asian-American</b>	38%	29%	17%	14%
<b>Hawaiian/PI</b>	2%	2%	1%	1%
<b>Latino</b>	18%	19%	19%	15%
<b>Native American</b>	3%	7%	11%	14%
<b>Disability</b>	0%	2%	5%	5%

Altogether, our findings underscore the intersectional nature of identity among attorneys from a traditionally underrepresented group and they challenge the idea that “attorneys of color” is a homogenous category. In fact, this group actually comprises multiple subgroups of individuals, ranging from young, Asian-American women to older, African-American men with disabilities. Because of these various identities – and their multiple intersections – the professional experiences of these sub-groups likely differ markedly from one another, as do the barriers they face and the ways they are excluded from professional advancement and leadership. As a result, this heterogeneous experience should be kept forefront in mind when considering programs and policies to promote equity and inclusion in the profession.

We next turn to **LGBT attorneys**, where we find further evidence of the relevance of an intersectional framework. There were 489 attorneys in the licensing data reporting a lesbian, gay, or bisexual orientation or who are transgender (LGBT). Again, we found that these individuals differ markedly from one another by age and race and cannot be easily aggregated into a single category.

Specifically, our analysis revealed that younger attorneys make up about one-third of LGBT attorneys, 21% of them are people of color, and that they include an even mix of men and women. This sub-group is contrasted with the sub-group comprised of individuals between 41 and 60 years of age, where the attorneys are more likely to be women and where there are fewer attorneys of color. Interestingly, this is the only group in our analysis that is also distinguished by practice area. For the middle-aged attorneys, some have government-oriented practices while a larger number are focused on business issues in practice. As the group of LGBT attorneys age, there are even fewer women and far less people of color. These findings are summarized in Table 3.

**Table 3. Subgroups of LGBT Attorneys** (*n=489*)

Indicator	Younger Attorneys	Middle Government Attorneys	Middle Business Attorneys	Elder Attorneys
Primary Ages	<40	41-60	41-60	>60
% of Sub-Group	34%	17%	39%	10%
Active Bar Status	91%	98%	79%	63%
Women	50%	59%	56%	43%
Men	50%	41%	44%	57%
Person of Color	21%	13%	11%	0%

Again, our findings demonstrate that there is significant diversity within social groups, such as “LGBT attorneys,” and that these individuals have multiple identities and standpoints that are only partially informed by their sexual orientation and gender. These results also reinforce the need for caution when discussing seemingly homogenous groups like “LGBT attorneys.” We recognize that this group is comprised of individuals who vary considerably across a variety of identities related to race, class, sexuality, religion, age, ability, and colonialism. We are also keenly aware that the professional barriers faced by transgender attorneys differ from those faced by lesbian, gay and bisexual attorneys. While we do not know their exact number, earlier research has shown that there are transgender lawyers who are active members of the WSBA. Consequently, we are cautious in our use of category labels to describe this and other underrepresented groups.

In short, the results in Table 3 emphasize that one’s personal identity as a LGBT attorney is a complex phenomenon and likely has significant and unique implications for the ways that inclusion, exclusion, domination, and subordination manifest themselves in one’s career.

## Generational differences

In recent years, bar associations across the country have described the ways that **women** attorneys are challenged, oppressed, and excluded from positions of power and leadership within the profession. Our research extends these previous findings and suggests that women face unique challenges to creating a long-standing, vital legal practice. We use the lens of generational difference and intersectionality to help organize our analysis of licensing data pertaining to women attorneys.

There were 10,546 women in our sample. These individuals fell into one of four sub-groups. Overall, 22% of the women were younger than 40. Members of this sub-group were almost all active WSBA members and nearly one-quarter were people of color. Another 30% were in a sub-group of 41- to 50-year-olds and 17% were attorneys of color. The number of active WSBA members drops noticeably to 77% among this older sub-group.

As women age, there is a continuing drop in WSBA membership — so much so that among women over 61, less than half are active WSBA members. This was the steepest downward trend in WSBA membership among all of the groups of people we studied and women over 60 had the lowest active membership rate of any sub-group we identified in our research. These findings are summarized in Table 4.

**Table 4. Subgroups of Women Attorneys** (*n*=10,546)

Indicator	Younger Attorneys	Middle Attorneys	Senior Attorneys	Elder Attorneys
Primary Ages	<40	41-50	51-60	>60
% of Sub-Group	22%	30%	31%	17%
Active Bar Status	89%	77%	75%	43%
Person of Color	23%	17%	8%	5%

If the historical patterns in Table 4 hold into future generations, our findings suggest that Washington will lose half of its current women attorneys while they are in their sixties. This is an interesting finding, particularly in light of the fact that women’s average life expectancy exceeds that of men. This represents a serious loss of professional expertise and acumen acquired through years of practice. We did not find a similarly striking rate of age-related attrition among any other sub-group of the most elder (and, accordingly, most experienced) attorneys.

We ascribe the drop in active bar membership among elder women, at least in part, to employment policies and practices that do not support working women attorneys who also have parenting responsibilities. Our interpretation aligns with results that have been reported in other studies by bar associations that point to an employment cliff that women face mid-career and from which they never seem to recover (Northwest Research Group, 2001; Minnesota State Bar Association, 2011). In particular, these studies point to burdensome role conflicts facing women attorneys as they balance family and professional responsibilities. We suspect these conflicts contribute to the downward rate of active membership in Table 4.

As technology has not only permitted, but expected, high-salary professionals to remain constantly available (and, in the law, compete for clients), lawyers with small children face serious problems. This is especially the case for women attorneys. According to a 2012 study by the Pew Research Center, working women continue to spend more time on household chores and child care than do men (Pew Research Center, 2013). Many women often face a choice between having a balanced life with families, on the one hand, or meeting the onerous criteria for determining “excellence in the profession,” on the other (Epstein, 2000, p. 751-2).

Another area where we found significant generational differences concerns **disability**. There were 501 attorneys with disabilities in our study and they fell into three sub-groups. The youngest subgroup – 16% of the attorneys – were mostly under 40 years old. Nearly all of these individuals (92%) remain active in the bar. Again, understanding these results through an intersectional lens is critical, given that 20% of the youngest attorneys with disabilities are also people of color. This means that these individuals face multiple barriers to inclusion and professional achievement, related to both their disability status as well as their race.

Interestingly, the largest sub-group of attorneys with disabilities were over 61 years old and are much less likely to be active bar members. This older sub-group comprised nearly half of all those with disabilities. The meaning of this finding is unclear, but it could suggest that the majority of disabilities experienced by attorneys in the WSBA are age-related or that their practices were more accessible when they were younger. The results concerning attorneys with disabilities are summarized in Table 5.

**Table 5. Subgroups of Attorneys with Disability (n=501)**

Indicator	Younger Attorneys	Middle Attorneys	Elder Attorneys
Primary Ages	<40	41-60	>60
% of Sub-Group	16%	35%	49%
Active Bar Status	92%	80%	62%
Women	45%	52%	22%
Men	55%	48%	78%
People of Color	20%	16%	11%
LGBT	5%	9%	3%

## **IMPLICATIONS**

Two key themes emerge from our analysis of attorneys who are members of four traditionally underrepresented groups. These themes have important implications for the promotion of equity and inclusion within the profession.

**Diverse and heterogeneous groups:** Our research empirically shows how diverse groups of underrepresented populations actually are within the legal field. In particular, Table 2 clearly shows that young attorneys of color are most likely to be women and Asian-American. This is in distinct contrast from older attorneys of color, who are more likely to be men and African-American. These findings align with Washington state demographics where Asian-Americans, at 7.9 percent of the population, are the largest minority group (U.S. Census Bureau, 2013). In general, younger people of color – those 18 or below – comprise nearly 40% of the state’s population compared to only 19% of people between 45 and 64 years old (University of Washington, 2013).

With these results in mind, it’s important to understand that many groups of Asian-Americans – though viewed as minorities in the U.S. – do not face the same barriers to higher education that Latinos, Native Americans, and African-Americans have historically experienced. Thus, the relative underrepresentation of other racial groups in our results may actually reflect long-standing and persistent barriers to both academic and professional inclusion for people of color.

We are also aware that grouping diverse people together under the label “Asian-American” is, in and of itself, problematic. It is important to note that this label obscures very real and significant differences within and between Asian-American communities. In fact, the label tells us little about the actual diversity of this group, especially in relation to class, migration history, refugee and

immigrant status, and religion. These differences have a bearing on one's professional career and the experience of inclusion and exclusion within the law.

Our research also points to the fact that attorneys from underrepresented groups face simultaneous, interlocking, and interdependent oppressions (Mehrotra, 2010, p. 410; Hill-Collins, 1990; hooks, 1984). This is perhaps most visible among the Middle Attorneys in Table 5, which focuses on individuals living with a disability. This is a highly heterogeneous sub-group that includes women, people of color, and LGBT attorneys. In short, our research suggests that some members of this sub-group must simultaneously contend with ableism, racism, sexism, and heterosexism.

One of our intentions in this report is to make visible the diversity within underrepresented groups. In the process, we hope to help the profession steer clear of the common tendency to reduce heterogeneous groups into broad categories of people seemingly defined by a sole or "essential" characteristic, such as "person of color" or "woman." In short, to be successful, programs and supports for underrepresented attorneys must take into account their varied and complex personal identities and the potential implications this has for their career trajectory.

**Barriers to retention and advancement:** The results of law schools' focus on increasing diversity within the profession are apparent in our findings. Consistently, we found larger percentages of people of color in younger sub-groups, especially for those under 40 years of age. This finding is clearly encouraging and points to a growing emphasis on racial diversity in the profession. At the same time, we are also aware of the potential tenuousness of the trend.

Overall, 89% of the WSBA's members are white, compared to 72% of the state's population. Thus, the field must be actively engaged not only in recruiting people of color, but keeping them in the profession. Yet, bar association reports suggest that legal practice is a challenging and difficult environment for attorneys of color (as well other members of underrepresented groups). For example, bar associations have reported that attorneys of color are less satisfied with their work than white attorneys (Illinois State Bar Association, 2009) and that they and attorneys from other underrepresented groups experience a variety of micro-aggressions in the workplace, such as statements about their appearance, jokes, and invalidating comments (Minnesota State Bar Association, 2011).

Micro-aggressions have a real and cumulative impact on the people who experience them (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal & Esquilin, 2007). As Margaret Russell (1996, p. 769) writes, "Attorneys of color often find their everyday professional and personal encounters peppered with reminders of their minority status within the legal profession." The implication is that while people of color may be more prominent in younger sub-groups of WSBA membership, there is no certainty that they will remain in the field as they age and advance to positions of leadership and influence within the profession.

As we think about retention in the field, we must also consider the financial position of new lawyers and whether they can sustain themselves, economically, over the long term. A recent survey of new attorneys by the WSBA showed that recently graduated lawyers need help in navigating their challenging economic prospects. Many new attorneys contend with large amounts of student loan debt and it is a barrier to starting their careers. Research on student loans in general underscores the racialized nature of this debt: according to the Urban Institute, African-American and Latino students are nearly twice as likely as white students to carry student debt (Ratcliffe & McKernan, 2013). Such debt serves as yet another barrier to inclusion within the profession.



## **CONCLUSION & RECOMMENDATIONS**

The WSBA strongly believes that having a diverse, inclusive and representative bar is essential to serving the public, ensuring the integrity of the legal profession, and championing justice. Our analysis of the WSBA's licensing data contributes to this goal by expanding our knowledge of diversity within the WSBA. With this deeper understanding in place, the association is better able to work toward its vision of a more inclusive profession.

Overall, our research finds that Washington's bar – particularly those lawyers under 40 – are a diverse and varied group of people. We consistently found that WSBA members have multiple identities that are only partially informed by membership in a single homogenous, albeit underrepresented, group. To help make sense of this finding, we rely upon an intersectionality approach. This approach shifts the focus away from a single type of difference (such as race) to the multiplicity of identity. Intersectionality's emphasis on the complexity of people's experience, and how their opportunities are shaped by different oppressions simultaneously, is highly relevant to our findings.

Informed by our research and its emphasis on Intersectionality, there are several things that the WSBA can do to help legal employers think about ways to create a more inclusive profession. Based upon the WSBA's Diversity and Inclusion Plan, we offer several recommendations below.

- 1. Integrate intersectionality into programming:** The WSBA should integrate an intersectionality approach into all of its programming concerning inclusion, equity, and cultural understanding. In particular, this means expanding the language it uses to describe its work in this area. It also means a more prominent focus on intersectionality and simultaneous oppression – rather than diversity – in creating barriers to equity within the profession.
- 2. Prioritize retention among legal employers:** Our research suggests that law schools are doing an adequate job recruiting and educating law students who are representative of the larger society. Instead, it appears that the most salient challenge facing the profession is the long-term retention of lawyers who come from traditionally underrepresented groups and who have multiple identities. Our findings concerning women in the profession – and their dramatic attrition as they age – exemplify this conclusion. To address this, the WSBA might consider prioritizing the long-term retention of lawyers with diverse and multiple identities in the profession. Such a retention effort might include several components: educating legal employers about the problem, outlining best practices for creating organizational cultures that promote retention, and regularly collecting data about retention in order to hold the profession accountable for addressing it.
- 3. Educate legal employers about micro-agressions:** Although our research does not explain why attrition increases for older attorneys and why the profession remains predominantly white and male, previous academic scholarship and national bar association research indicates that it may be linked to non-inclusive work environments characterized by microaggressions. In a conflict-oriented profession where lawyers are expected to have “thick skins” and not take the adversarial culture personally, it may be difficult for some attorneys to understand the cumulative and highly negative impact of these subtly assaultive behaviors on people with identities different from their own. As a result, there is an opportunity for the WSBA to educate the field and its leaders about micro-agressions (including the scientific research surrounding them) and to help legal employers develop cultures that have no tolerance for the inequities and prejudices reflected by them.

The WSBA has prioritized equity and inclusion in its programming and within its own operations and leadership. This analysis of licensing data, and other research commissioned by the association, is clear evidence of the WSBA's commitment to this work. With these results in hand, the Bar has an opportunity to strengthen its work on inclusion by broadening its focus to encompass intersectionality.

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<sup>1</sup>These various reports can be found online here: [www.wsba.org/About-WSBA/Diversity](http://www.wsba.org/About-WSBA/Diversity).

<sup>2</sup> Latent class analysis (LCA) is a statistical modeling approach that identifies groups of individuals, referred to as "classes" (Collins & Lanza, 2010). Each class has a unique profile based on responses to a set of variables. LCA uses a latent variable approach that assumes the relationships among the set of indicator variables can be explained by a categorical latent variable. This variable identifies groups of people who are different from those in the other classes and similar to those in their own group. Additional details about the procedure are available from Luma Consulting.

<sup>3</sup> We identified a fifth sub-group of attorneys of color that we labeled as "youngest" attorneys. This group comprised 7% of the total and was very similar to the younger group, with the notable exception that 43% of the people in this group were Asian-American. Because of the small size and similarity to the younger group, we do not include it in our discussion.

## Appendix I: Secondary Variables

Table 6. Attorneys of Color and Secondary Variables

Indicator	Younger Attorneys	Middle Attorneys	Senior Attorneys	Elder Attorneys
<b>Firm Size</b>				
Solo/Shared office	16%	22%	38%	56%
2-5 attorneys	18%	15%	15%	9%
6-10 attorneys	7%	7%	5%	8%
11-20 attorneys	5%	4%	2%	2%
21-50 attorneys	3%	4%	4%	3%
51-100 attorneys	4%	3%	2%	2%
100+ attorneys	10%	9%	6%	5%
<b>Government</b>	27%	24%	22%	12%
In-house counsel	11%	12%	6%	3%
<b>First Practice Area</b>				
Business/Commercial	30%	32%	29%	28%
Criminal	16%	11%	13%	4%
General	9%	9%	12%	20%
Government	10%	11%	14%	6%
Litigation	26%	25%	21%	28%
Real Property	3%	2%	2%	6%
Family	5%	5%	4%	5%
Not practicing	1%	6%	6%	3%
<b>Multiple Practice Areas</b>				
Yes	24%	30%	31%	23%
No	76%	70%	69%	77%

Table 7. LGBT Attorneys and Secondary Variables

Indicator	Younger Attorneys	Middle Government Attorneys	Middle Business Attorneys	Elder Attorneys
<b>Firm Size</b>				
Solo/Shared office	17%	--	35%	50%
2-5 attorneys	26%	--	8%	4%
6-10 attorneys	5%	10%	5%	3%
11-20 attorneys	8%	--	2%	3%
21-50 attorneys	6%	--	6%	--
51-100 attorneys	2%	--	5%	--
100+ attorneys	11%	--	10%	--
<b>Government</b>	21%	86%	--	26%
In-house counsel	6%	5%	19%	--
<b>First Practice Area</b>				
Business/Commercial	28%	--	38%	13%
Criminal	28%	--	38%	13%
General	12%	17%	7%	4%
Government	7%	3%	11%	13%
Litigation	14%	36%	5%	14%
Real Property	1%	7%	--	--
Family	4%	1%	3%	14%
Not practicing	3%	9%	4%	14%
<b>Multiple Practice Areas</b>				
Yes	29%	31%	36%	35%
No	71%	69%	64%	65%

Table 8. Women Attorneys and Secondary Variables

Indicator	Younger Attorneys	Middle Attorneys	Senior Attorneys	Elder Attorneys
<b>Firm Size</b>				
Solo/Shared office	13%	22%	32%	49%
2-5 attorneys	21%	15%	16%	13%
6-10 attorneys	8%	7%	5%	6%
11-20 attorneys	5%	5%	2%	5%
21-50 attorneys	6%	7%	4%	3%
51-100 attorneys	3%	4%	2%	2%
100+ attorneys	10%	10%	8%	4%
<b>Government</b>	24%	20%	24%	14%
In-house counsel	9%	10%	6%	3%
<b>First Practice Area</b>				
Business/Commercial	26%	28%	22%	19%
Criminal	16%	9%	9%	7%
General	8%	9%	11%	17%
Government	10%	11%	17%	12%
Litigation	29%	26%	24%	23%
Real Property	3%	3%	3%	2%
Family	6%	6%	6%	11%
Not practicing	3%	8%	8%	10%
<b>Multiple Practice Areas</b>				
Yes	23%	25%	24%	15%
No	77%	75%	76%	85%

Table 9. Attorneys with Disability and Secondary Variables

Indicator	Younger Attorneys	Middle Attorneys	Elder Attorneys
<b>Firm Size</b>			
Solo/Shared office	19%	39%	68%
2-5 attorneys	27%	13%	11%
6-10 attorneys	8%	2%	2%
11-20 attorneys	12%	2%	2%
21-50 attorneys	11%	3%	1%
51-100 attorneys	--	3%	--
100+ attorneys	8%	2%	1%
<b>Government</b>	16%	30%	12%
In-house counsel	--	7%	4%
<b>First Practice Area</b>			
Business/Commercial	31%	20%	24%
Criminal	13%	20%	12%
General	6%	8%	11%
Government	16%	15%	11%
Litigation	29%	25%	31%
Real Property	2%	2%	3%
Family	4%	3%	4%
Not practicing	--	8%	6%
<b>Multiple Practice Areas</b>			
Yes	27%	43%	30%
No	73%	57%	70%