



Center for Litigation and Courts
UC Hastings Law



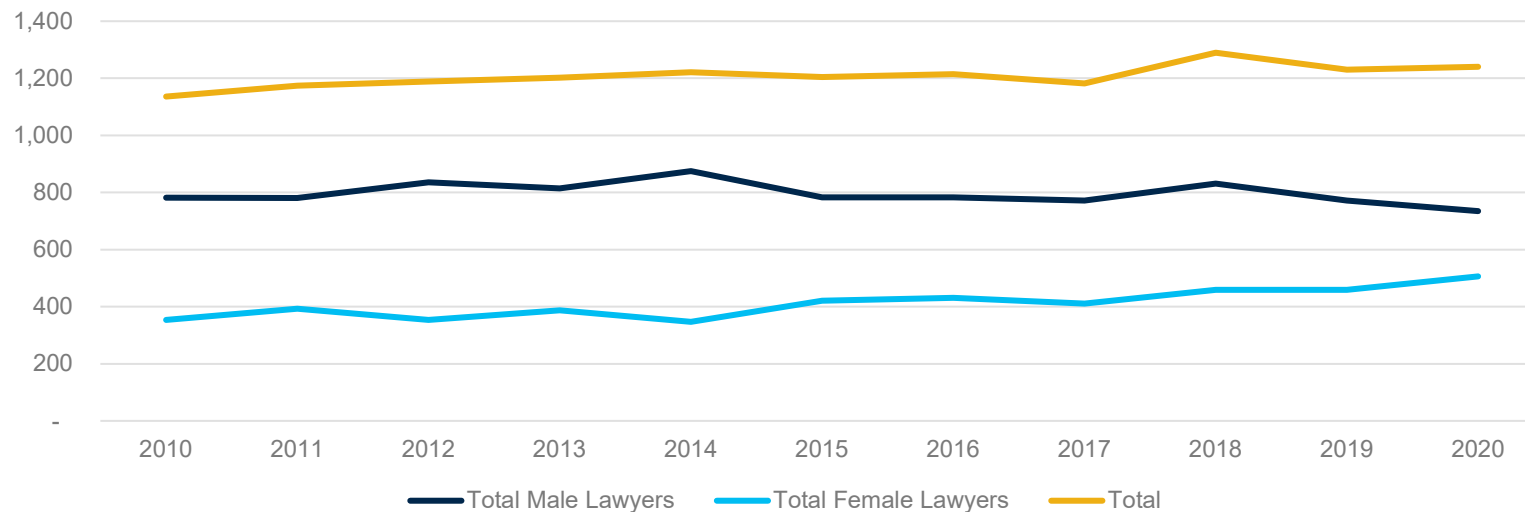
**COMPLEX
LITIGATION** 
ETHICS CONFERENCE SM

UC Hastings College of the Law
San Francisco, CA
October 22, 2022

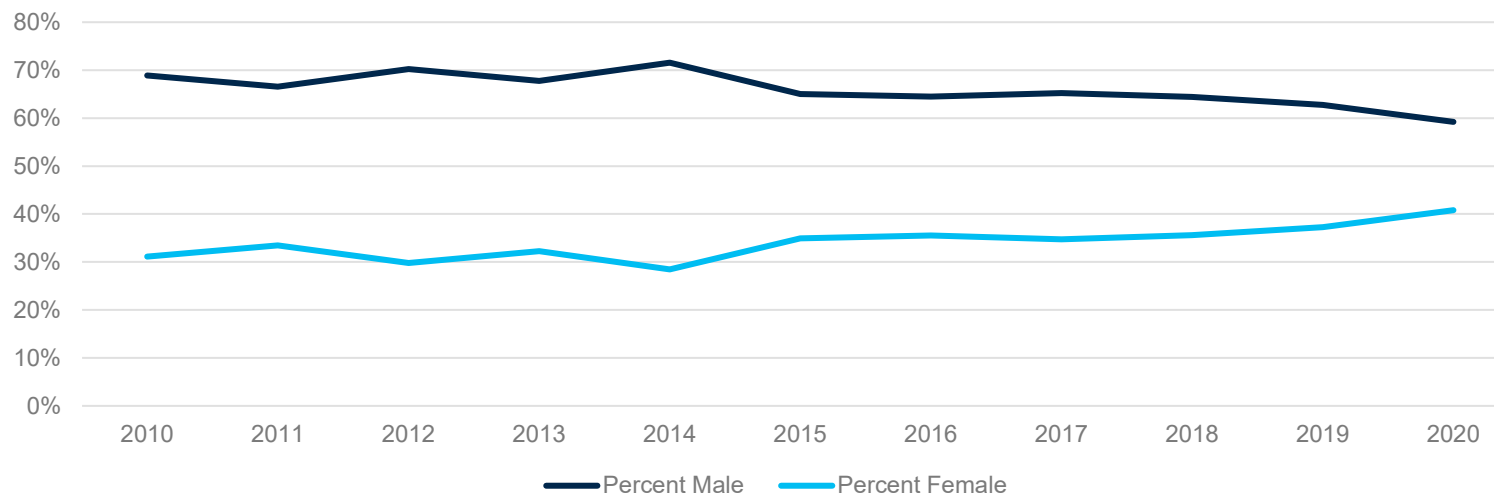
Panel 3: Diversity, Equity, and Inclusivity in Complex Litigation



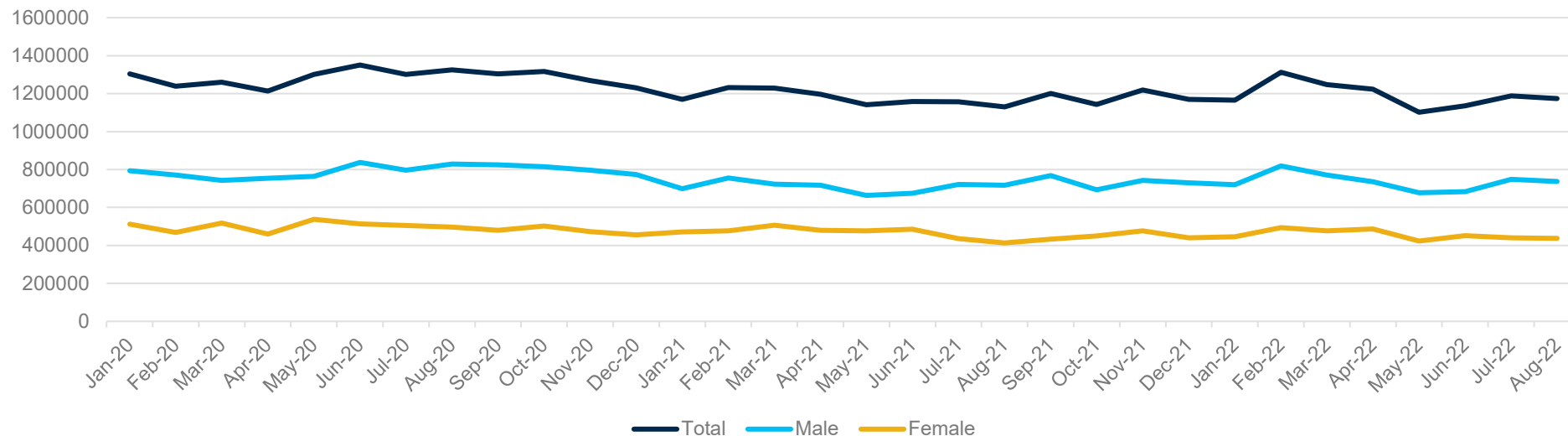
Between 2014 and 2020, the Number of Female Attorneys Has Been Steadily Increasing



Between 2014 and 2020, the Percent of Female Attorneys Has Also Been Steadily Increasing



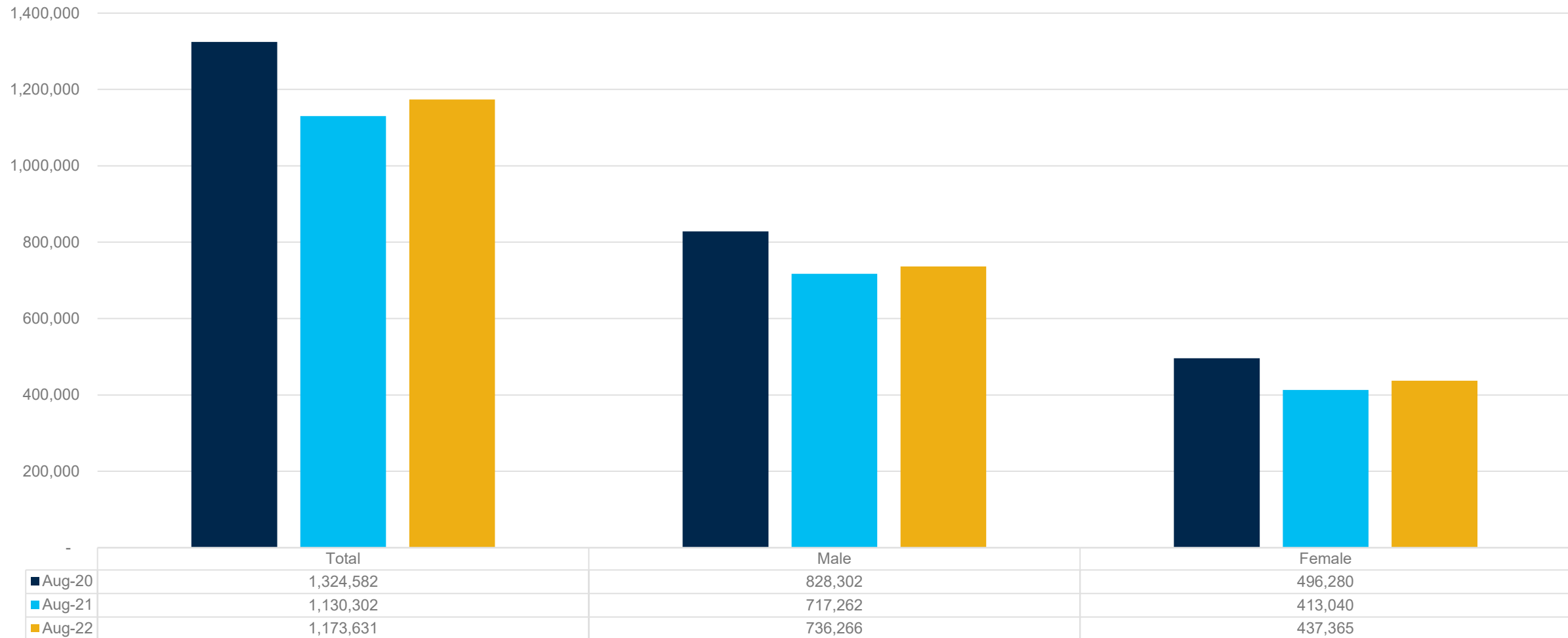
From January 2020 to August 2022, The Number of Attorneys in the Labor Force Has Been Decreasing



Attorneys	Jan-20	Aug-22	Difference	
			Number	%
Total	1,304,378	1,173,631	130,747	-10%
Male	792,857	736,266	56,591	-7%
Female	511,521	437,365	74,156	-14%



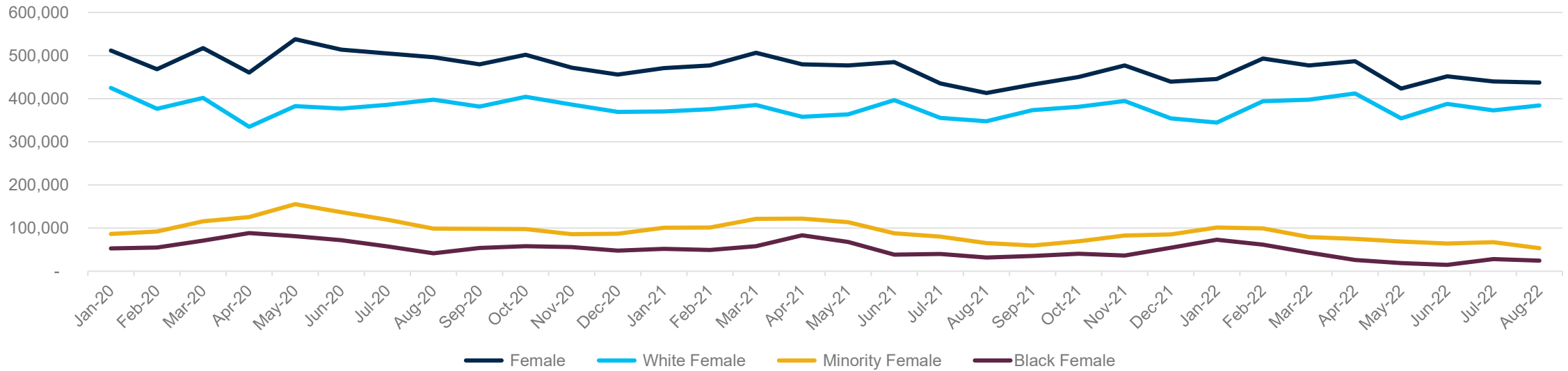
Number of Attorneys Active in Labor Force, By Gender



■ Aug-20 ■ Aug-21 ■ Aug-22

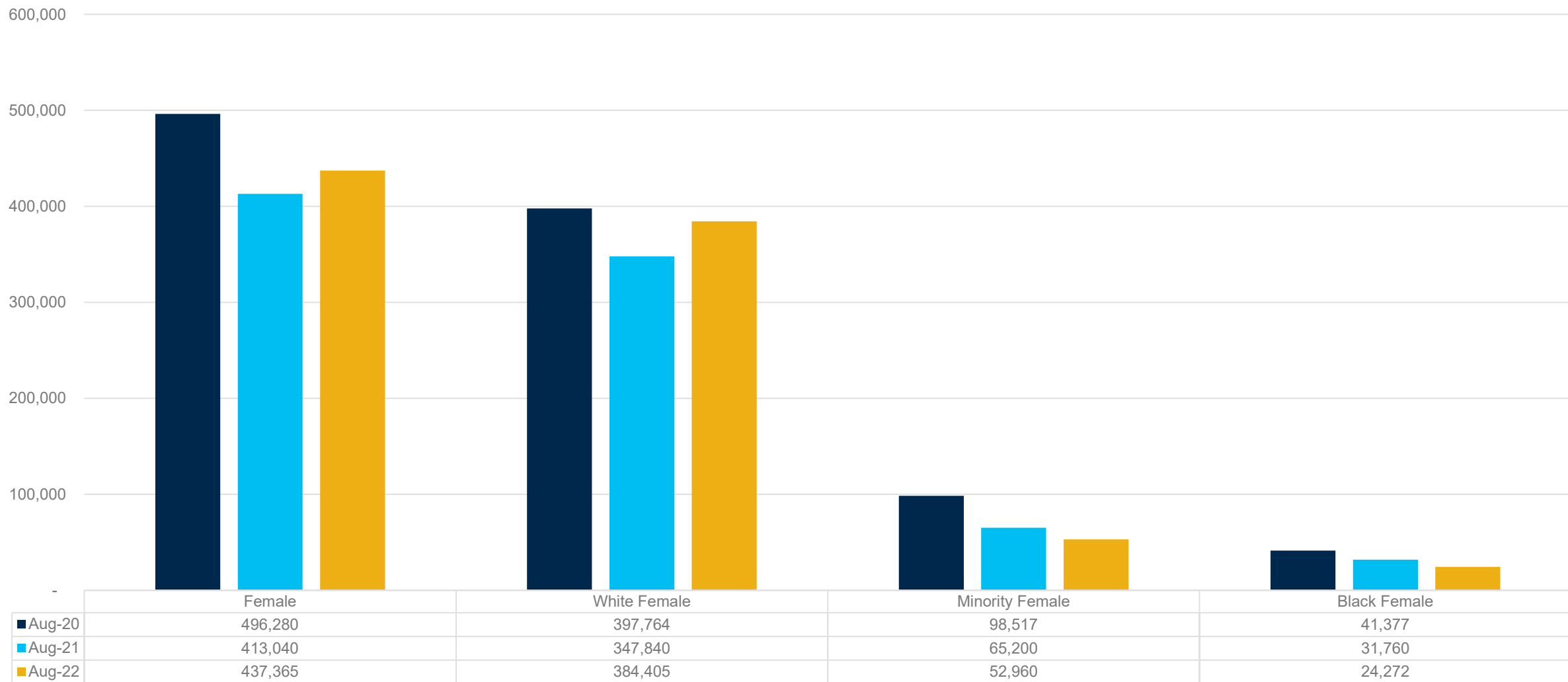


Number of Female Attorneys, By Race January 2020 to August 2022



Attorneys			Difference	
	Jan-20	Aug-22	Number	%
Female	511,521	437,365	74,156	-14%
White Female	425,119	384,405	40,715	-10%
Minority Female	86,402	52,960	33,442	-39%
Black Female	52,733	24,272	28,461	-54%

Minority Female Attorneys Are Not Returning to the Labor Force



■ Aug-20 ■ Aug-21 ■ Aug-22



Percent of Lawyers Who are Women and Women of Color, By Level Year 2021

Level	Percent Women	Percent Women of Color
Summer Associate	55%	25%
Non-Traditional Track/Staff Attorneys	56%	14%
Associate	48%	16%
Counsel	37%	6%
Partner	26%	4%
Non-Equity Partners	33%	N/A
Equity Partner	22%	N/A

N/A indicates data not available.

Source: "2021 Report On Diversity in U.S. Law Firms," The National Association for Law Placement, January 2022, <https://www.nalp.org/uploads/2021NALPReportonDiversity.pdf>



RESULT:

LOWER “SUPPLY” OF DIVERSE ATTORNEYS:

- Fewer attorneys overall,
- Fewer minority female attorneys, especially black female attorneys,
- More female attorneys transferring to in-house positions,
- Low participation in complex matters.

HIGHER “DEMAND” FOR DIVERSE ATTORNEYS FROM:

- The Courts,
- Clients, especially those facing Environmental, Social, and Governance (ESG) reporting,
- Diverse juries,
- The public.

