

Trends in Diversity, Equity and Inclusion

June 16, 2021

CLE Seminar for In-House Counsel Webinar Series
2021

Diversity, Equity, Inclusion and Belonging

Diversity: the presence of difference in a group or setting

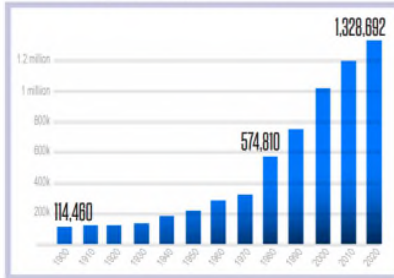
Equity: ensuring everyone access to the same opportunities

Inclusion: individuals feel welcome

Belonging: individuals feel their contributions are valued and feel psychological safety

The Legal Profession is Growing ...

▶ Lawyer Growth: 1900 - 2020



Sources: ABA National Lawyer Population Survey

- The number of lawyers in the US has grown at a faster rate than the nation's population since 2010.
- According to the US Census Bureau, the population grew by 6.3% from 2010 to 2020.
- During that period, the number of active lawyers in the US grew 1,203,097 to 1,328,692, an increase of 10.4%.

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... But Still Not Enough Diversity

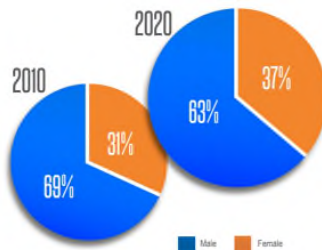
- For the past 5 years, law schools have enrolled more women than men. In 2020, ABA-approved law schools enrolled 54.09% women and 45.70% men.
 - "Other" increased from 149 students (0.13%) in 2019 to 232 (0.20%) in 2020.
- Men still outnumber women in the legal profession.

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... But Still Not Enough Diversity

- The percentage of women lawyers grew from 31% in 2010 to 37% in 2020.

► Lawyer Gender: 2010 / 2020

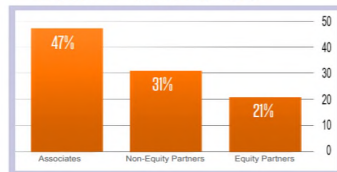


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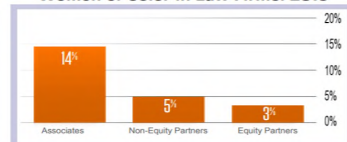
... But Still Not Enough Diversity

- It is worse for women of color.

► Women in Law Firms: 2019



► Women of Color in Law Firms: 2019

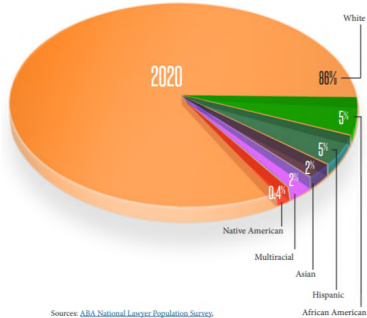


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... But Still Not Enough Diversity

- The percentage of lawyers of color grew slowly over the past decade, from 11.4% of all lawyers in 2010 to 14.1% of all lawyers in 2020
- Non-Hispanic whites in population (60%) and in legal profession (86%)
- Hispanics in population (18.5%) and in legal profession (5%)
- Asians in population (5.9%) and in legal profession (2%)
- Blacks in population (13.4%) and in legal profession (5%)
- Native Americans in population (1.3%) and in legal profession (0.4%)

► 2020 Race and Ethnicity

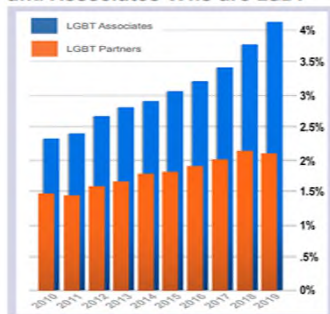


Source: ABA National Lawyer Population Survey, U.S. Census Bureau, BlackPast.org

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... But Still Not Enough Diversity

► Percentage of Law Firm Partners and Associates Who are LGBT



Source: National Association for Law Placement 2019, Report on Diversity in U.S. Law Firms

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... But Still Not Enough Diversity

► Percentage of Law Firm Partners and Associates With Disabilities



Source: [National Association for Law Placement 2019 Report on Diversity in U.S. Law Firms](#)

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Responses to Current Climate | Trends

• Pressure from Clients

- To determine if their law firms are inclusive and equitable, clients are also asking more targeted questions about recruiting, attrition, and origination credit.
 - request diverse client teams and/or
 - cut fees and bonuses and/or
 - award bonuses and/or
 - surveys, awards and recognitions and/or
 - partnering with outside counsel on advancement and pipeline programs

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Responses to Current Climate | Trends

- **Increased Pressure from Clients**

- At Dentons, we have received over 50% more client surveys than we did at this time last year
- Diversity of Timekeepers
- Questions related to anti-racism policy and initiatives
- More questions about recruiting and retention of diverse talent
- Supplier Diversity

Responses to Current Climate | Trends

- **Coming from Third Party Organizations**

- American Bar Association's Model Diversity Survey
- Mansfield Rule
- Vault
- MCCA
- Human Rights Campaign Foundation
- WILEF

Responses to Current Climate | Trends

- **Pressure from within the Legal Profession**
- Bold new actions and re-purposed initiatives to address issues arising from our current environment
 - Anti-Racism
 - Anti-Asian Hate
 - Anti-Semitism
 - Remote Environment and Return to the Office

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Responses to Current Climate | Trends

- **More Client–Outside Counsel Collaborations**
- Client/Lawyer Mentorship Program
- Diversity and Inclusion CLE Program
- Signature Development Programs
- Diversity and Inclusion Speaker Series

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What You Can Do | Core Actions

- Put DEI on the agenda for team meetings
- Make it personal – why does it matter to you?
- Be alert to bias, notice patterns and act on these – team outings, work allocation, social time
- Consider diversity when forming teams
- Challenge bad behavior – it undermines us all
- The more we get to know people as individuals, the less we rely on stereotypes

What You Can Do | Developmental Actions

- Participate in reverse mentoring to build your DEI acumen
- Mentor someone different from you to build a diverse talent pipeline
- Sponsor diverse talent to success
- Map out your network and diversify it
- Always ask for diverse perspectives
- Be an ally

Questions