



The State Bar
of California

FIRST ANNUAL

Report Card on the Diversity of California's Legal Profession





About the State Bar

Created by the California Legislature in 1927, the State Bar of California is an administrative arm of the California Supreme Court. Its mission is to protect the public and includes the primary functions of licensing, regulation and discipline of attorneys; the advancement of the ethical and competent practice of law; and the support of efforts for greater access to, and inclusion in, the legal system. For more information, please visit [here](#).

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Acknowledgments

We would like to thank everyone who dedicated countless hours to this project. This report is the culmination of an effort that included the valuable contribution of the Council on Access and Fairness; 2018 and 2019 Diversity Summit participants; 2019 Diversity Focus Group participants; the many organizations and individuals who helped inform survey questions for the 2019 California Attorney Census; and all licensees who completed the survey.

Having a diverse legal profession positively impacts the administration of justice, ensures fairness, and promotes the rule of law. The mandate to promote a diverse and inclusive legal profession is central to the State Bar's mission of public protection. The State Bar advances this aspect of its mission in part by collecting, analyzing, and presenting data on California's licensed attorneys through an annual attorney census. This first annual report card uses census data to provide a clear picture of the state of the profession from a diversity and inclusion standpoint.

As the report card reflects, the profession has become increasingly diverse in recent decades, with newly licensed attorneys better reflecting California's rich and varied demographics. However, much work remains. The analyses below highlight areas of the legal profession where the greatest opportunities for improvement exist. A Call to Action follows to encourage employers and attorneys to influence and advance an inclusive workplace that supports a more diverse workforce.



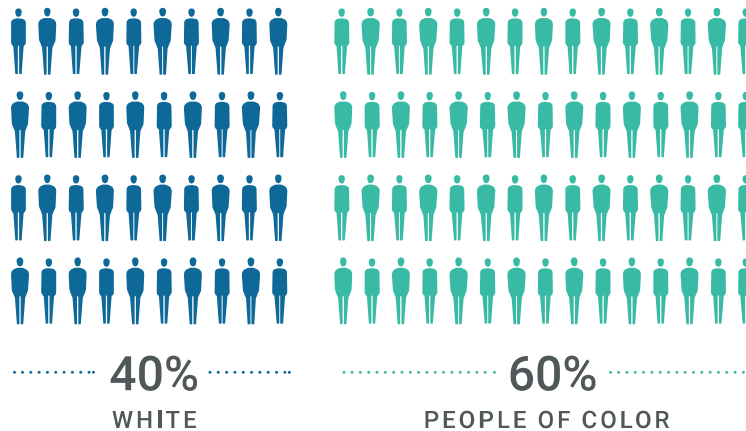
The state's attorney population does not reflect its diversity.

Between 5,000 and 6,000 attorneys are admitted to the State Bar of California annually. The number of active licensed attorneys has nearly doubled since 1980, reaching over 190,000 as of December 2019.

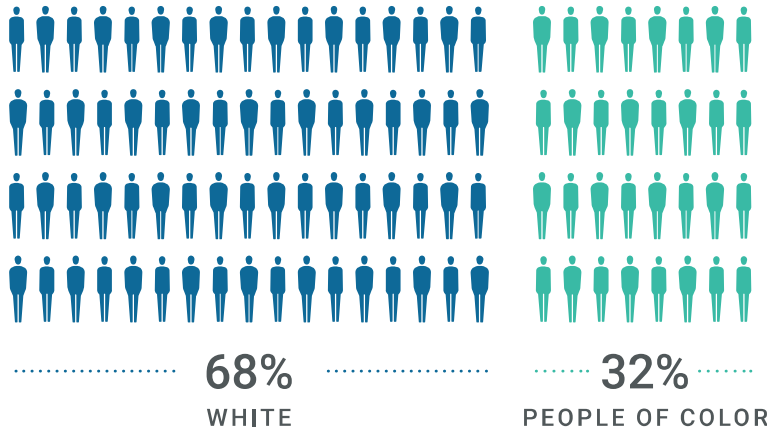
White attorneys account for nearly 70 percent of California's active licensed attorney population, while people of color constitute 60 percent of the state's population. Latinos, in particular, are underrepresented among California attorneys in comparison to their representation statewide: this group comprises 36 percent of the state's population yet accounts for a mere 7 percent of all of California's licensed active attorneys.

Figure 1
California's Adult Population
Compared with California's
2019 Attorney Population

California
Population
Age 18+
Years



2019
California
Attorneys



Note: See Table 1 in the Appendix for data disaggregated by race/ethnicity.

RACIAL/ETHNIC GROUP

American Indian/
Alaska Native

Asian

Black/African American

Hispanic/Latino

Middle Eastern/
North African

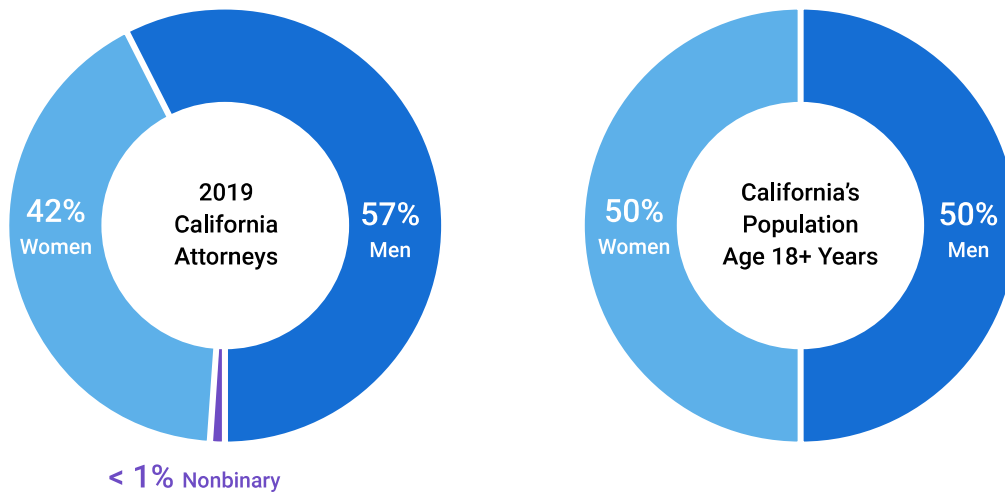
Multiracial

Native Hawaiian/
Other Pacific Islander

Other Race, Ethnicity, or
Origin

Gender

Women comprise half of California's adult population, but they account for only 42 percent of California attorneys. Slightly less than one percent of the attorney population identifies with more than one gender category. Comparable data for the statewide population is not available although a 2016 study found that .76 percent of adults in California identify as transgender.



LGBTQIA+

Seven percent of the attorney population identifies their orientation as a category other than heterosexual which, is slightly higher than the estimates of the LGBTQIA+ population in California.

California Population Age 18+ Years

5%

2019 California Attorneys

7%

People with Disabilities

More than one-in-five Californians report having at least one form of disability that limits activities and self-care. These include mobility issues, cognitive impairments, and vision and hearing impairments. In contrast, only 5 percent of attorney respondents report living with a disability.

California Population Age 18+ Years

22%

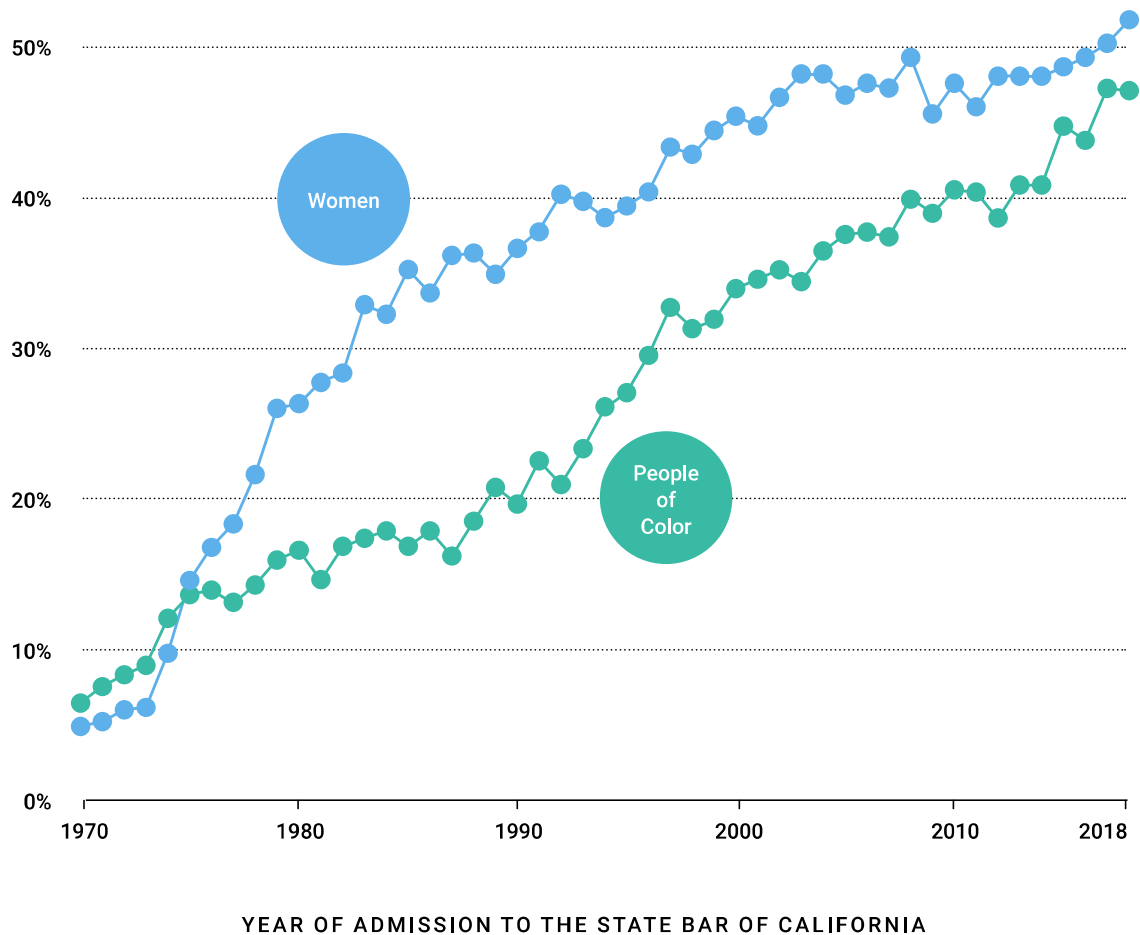
2019 California Attorneys

5%

The share of attorneys newly licensed by the State Bar who identifies as a woman and/or a person of color has increased substantially since 1970.

The newest cohorts in the profession, represented by the dots in Figure 2, are far more diverse than those who have been in the profession for decades, with more than half identifying as women and nearly half identifying as people of color.

Figure 2
Percent of California Attorneys Who Identify as a Woman or a Person of Color by Year Licensed by the State Bar of California



EMPLOYERS

How do the demographics of your most recently hired entry-level attorneys compare to the data presented in Figures 2 and 3? For example, is over 50 percent of your hiring class female? How does the racial/ethnic composition of your newly hired attorneys line up with Figure 3?

If the demographics of your new hires don't match the diversity of new State Bar licensees, what can you do to address the gap? If they do, what successful strategies are you using that might be shared with other organizations?

The State Bar's new licensees have become more racially and ethnically diverse, but the rate of change has varied by racial/ethnic group.

The proportion of Latino attorneys has doubled from 5 to 10 percent over the last three decades. Likewise, the proportion of new licensees who are Asian or multiracial more than tripled. The rapid growth in the number of Asian attorneys, which began in the 1990s, has since leveled off. Over the same period the proportion of newly licensed Black attorneys has remained stagnant.

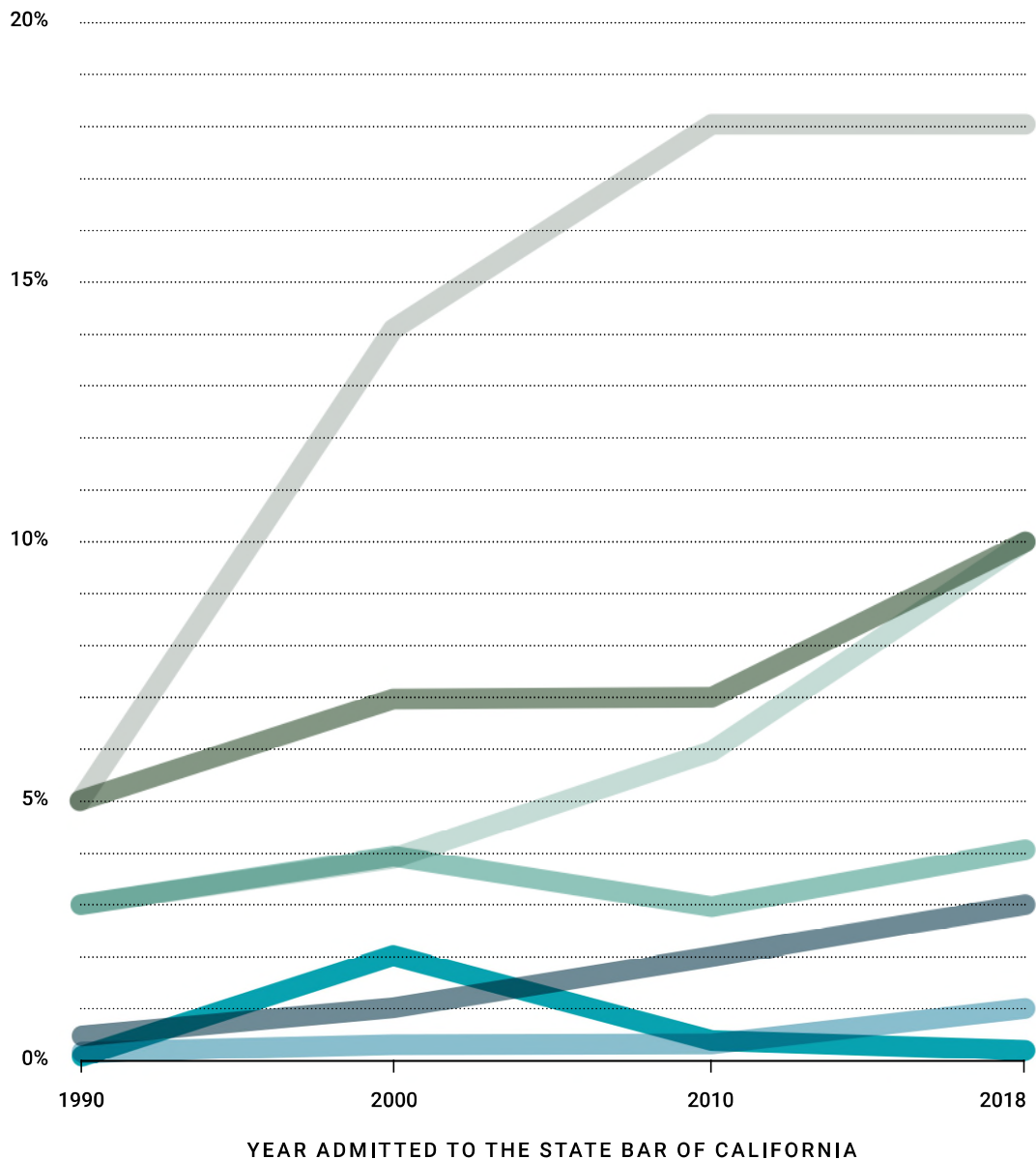
Figure 3
Race/Ethnicity of
State Bar New
Licensees Who
are People of
Color

- Asian
- Hispanic/Latino
- Multiracial
- Black/
African American
- Middle Eastern/
North African
- American Indian/
Alaska Native
- Native Hawaiian/
Other Pacific
Islander

**NONPROFIT AND
GOVERNMENT
EMPLOYERS**

How do the
demographics
of your attorney
staff align with the
demographics of the
people you serve?

Note: See Table 2
in the Appendix for
data in this figure.



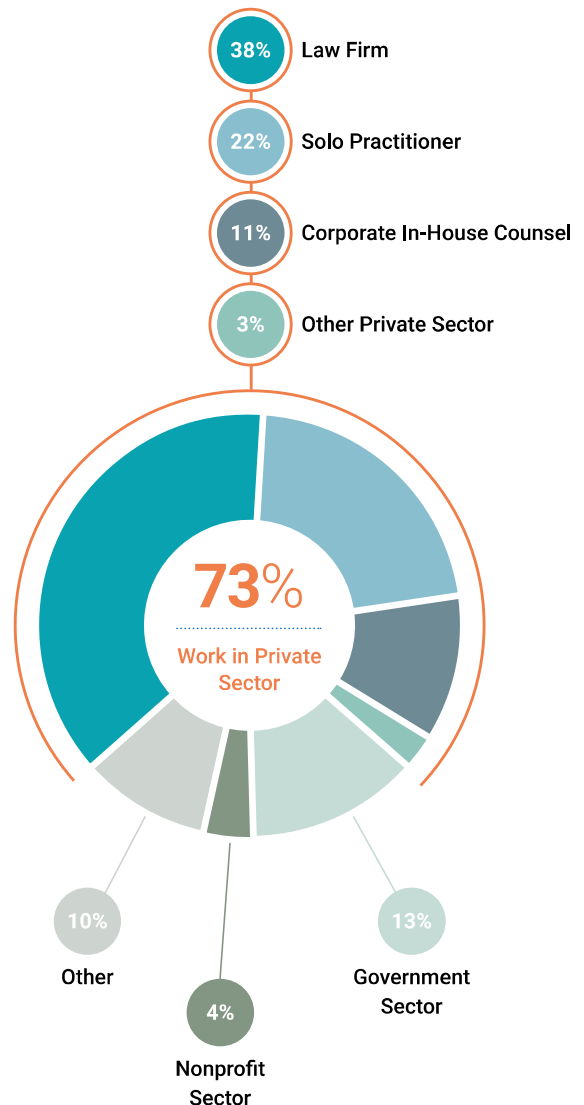
The majority of attorneys work in the private sector and more than one-in-three work in law firms of two or more attorneys.

Nearly three-quarters of California attorneys work in the private sector. The largest share of attorneys work in law firms of two or more attorneys (38 percent) while over one-in-five are solo practitioners and 11 percent work in corporate settings. Government sector employment is a distant third (13 percent), while 4 percent of attorneys work in nonprofit settings. One-in-ten attorneys is a consultant or works in an academic or unknown setting (labeled as "Other").

Figure 5 explores attorneys' primary employment setting by race/ethnicity, gender, and for LGBTQIA+, and people with disabilities. Highlights include the following:

- Men are more likely than women to work in the private sector, while women are more likely to work in the government and nonprofit sectors.
- Although the majority of attorneys, both white and of color, work in the private sector, white, Asian, Middle Eastern/North African, and attorneys categorized as "Other" are more likely to do so than Black/African American and Hispanic/Latino attorneys. Black/African American attorneys are less likely to work in law firms than all other racial/ethnic groups.
- Attorneys who identify as LGBTQIA+ are also less likely to work in the private sector and are two times more likely to work in the nonprofit sector, compared to the overall attorney population.
- Attorneys with a disability are less likely to work in the private sector, compared to the overall attorney population. Nearly one-third work as solo practitioners, the largest among all subgroups analyzed.

Figure 4
Primary Employment Sector for California Attorneys

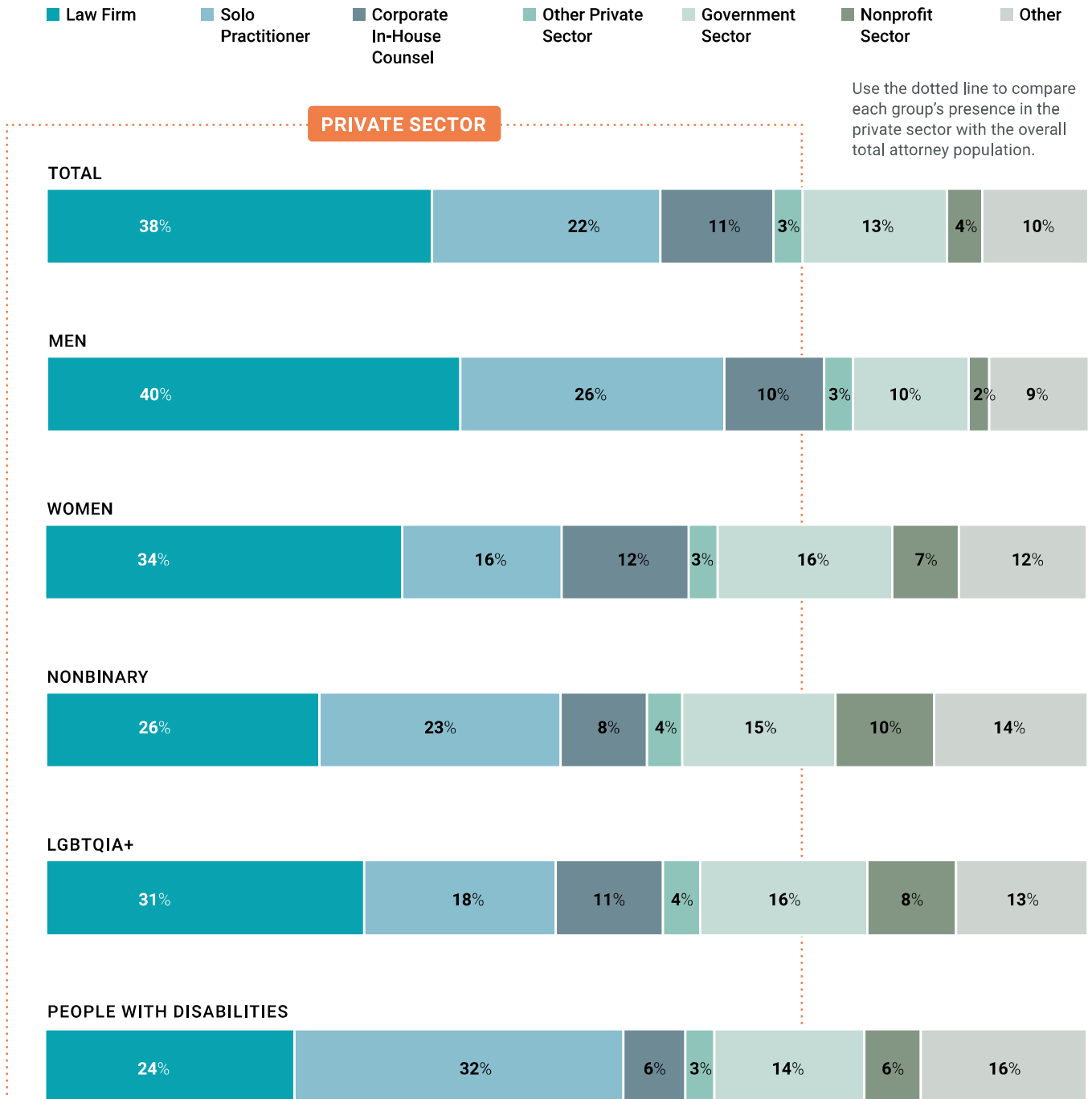


PRIVATE SECTOR

Given the overwhelming proportion of attorneys working in the private sector, this sector presents the greatest opportunities and responsibilities for recruiting, hiring, retaining, and advancing attorneys reflective of California's diversity.

Note: Due to rounding, numbers presented throughout this report may not add up precisely to subtotals and totals.

Figure 5
Primary Employment Sector by Gender, LGBTQIA+, People with Disabilities, and Race/Ethnicity



Note: See Table 3 in the Appendix for gender data disaggregated by race/ethnicity.

Figure 5 (Continued)

■ Law Firm
 ■ Solo Practitioner
 ■ Corporate In-House Counsel
 ■ Other Private Sector
 ■ Government Sector
 ■ Nonprofit Sector
 ■ Other

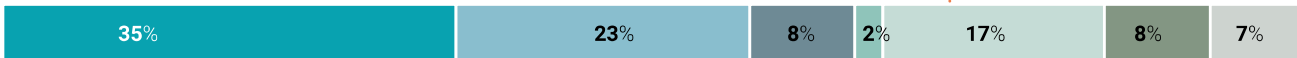
PRIVATE SECTOR

Use the dotted line to compare each group's presence in the private sector with the overall total attorney population.

WHITE



HISPANIC/LATINO



ASIAN



BLACK/AFRICAN AMERICAN



MULTIRACIAL



AMERICAN INDIAN/ALASKA NATIVE



NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER



MIDDLE EASTERN/NORTH AFRICAN



OTHER RACE, ETHNICITY, OR ORIGIN

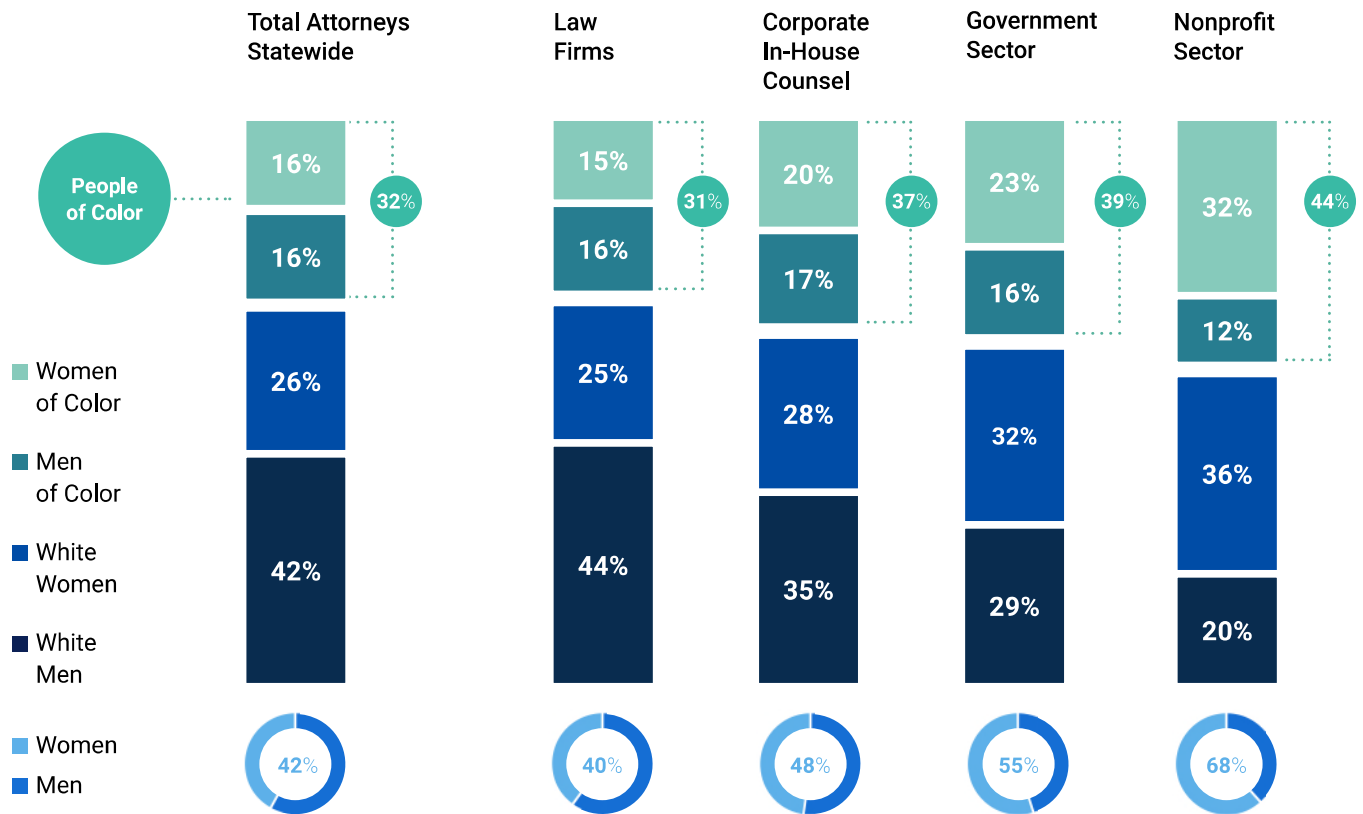


The government and nonprofit sectors are the most diverse, while law firms are the least.

Women comprise 42 percent of all attorneys, yet account for more than half of attorneys who work in the government sector and 68 percent of attorneys who work in the nonprofit sector, an employment setting where attorney salaries are among the lowest. This pattern is also true for attorneys of color, though this statistic is largely driven by women of color who comprise just 16 percent of the attorney population overall, yet 23 and 32 percent of the government and nonprofit sectors, respectively.

Figure 6 compares the racial/ethnic and gender composition of attorneys who work in law firms, corporations, government, and nonprofit sectors with the racial/ethnic and gender composition of the statewide attorney population. The composition of law firms is most similar to the statewide attorney population, which is two-thirds white and dominated by men. In contrast, the government and nonprofit sectors are more diverse.

Figure 6
Racial/Ethnic and Gender Composition of Employment Settings Compared with Statewide Attorney Population



INTERSECTION OF RACE/ETHNICITY AND GENDER Latinas and multiracial women are three times more likely to work in nonprofit settings and Black women are twice as likely.

This intersectional analysis as well as those that follow do not include nonbinary attorneys as this group comprises a small percentage of attorneys overall. See Table 4 in the Appendix for the data on men and women of color disaggregated by race/ethnicity and data for LGBTQIA+ and people with disabilities.

Workplace Leadership

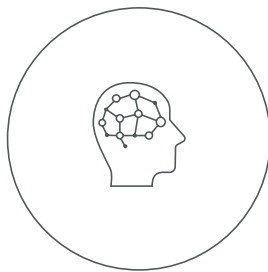
Diversity in top leadership has a positive correlation with higher financial performance and innovation. Beyond simply being a smart business decision, a diverse organizational leadership structure demonstrates an entity's values to its workforce, clients, stakeholders, and community. Regardless of the sector, attorney leaders mentor, advise, and provide access to information and opportunity. When these leaders are diverse and demonstrate a commitment to inclusion and diversity, they can drive a workplace culture that supports the recruitment, retention, and advancement of a diverse workforce.

The analyses below focus on four sectors: (1) law firms, (2) corporations, (3) government, and (4) nonprofits. The highest leadership level was analyzed in each of these settings. In the case of law firms, the highest leadership level was partner, and for the latter three, executives. The analyses examine leadership levels by race/ethnicity, gender, and the intersection of both.



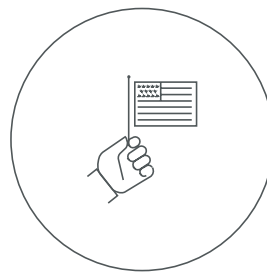
Law Firms

PAGE 13



Corporations

PAGE 14



Government

PAGE 15



Nonprofits

PAGE 16



Law Firms

Law firm partners have varying titles and degrees of responsibility depending on the structure and organization of the firm. In general a partner at a law firm will have managerial and/or supervisory responsibilities, including the authority to hire, fire, promote, and set compensation for employees. Partners are gatekeepers to challenging and interesting work assignments and provide the mentorship, guidance, and feedback that are crucial to advancement.

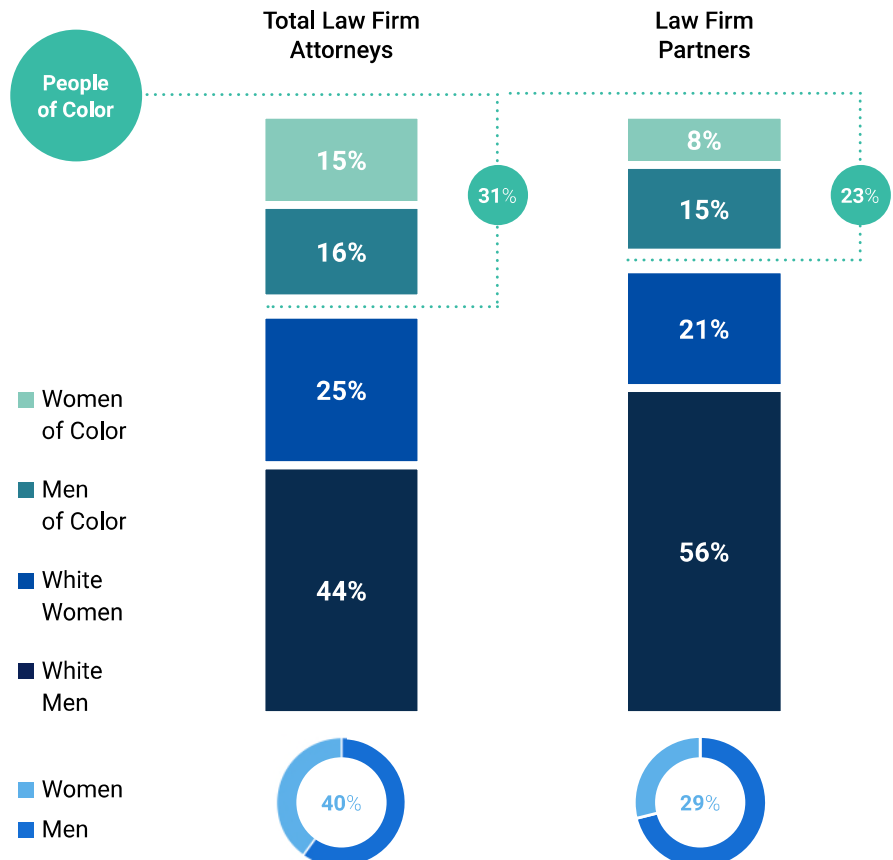
People of color comprise nearly one-third of all attorneys who work in law firms. However, they comprise just 23 percent of law firm partners. Women are also underrepresented among law firm partners, as they comprise 40 percent of all attorneys employed by law firms, but only 29 percent of partners at those same firms. These racial and gender disparities are largely driven by disparities between white men and women of color. White men comprise 44 percent of all attorneys who work in law firms yet are 56 percent of law firm partners, while women of color are 15 percent of law firm attorneys, yet comprise just 8 percent of law firm partners. This pattern does not vary meaningfully by firm size.

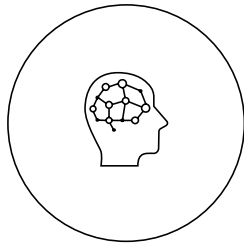
Figure 7
Racial/Ethnic and Gender
Representation among Law
Firm Attorneys and Partners

INTERSECTION OF RACE/ETHNICITY AND GENDER

The underrepresentation of women of color among law firm partners is largely driven by the underrepresentation of Asian women, who are 6 percent of attorneys employed in law firms but only 3 percent of law firm partners. This pattern is found in law firms of all sizes.

Note: See Table 5 in the Appendix for the data on men and women of color disaggregated by race/ethnicity as well as by firm size.





Corporate In-House Attorneys

Like their law firm counterparts, leaders in corporate in-house legal departments are responsible for hiring, firing, promoting, and setting compensation. Additionally, in-house leaders control both internal work allocation and relationships with law firms whose services they procure. In recent years, in-house leaders have leveraged their power over work with outside counsel to require law firms to meaningfully staff corporate work with diverse attorneys.

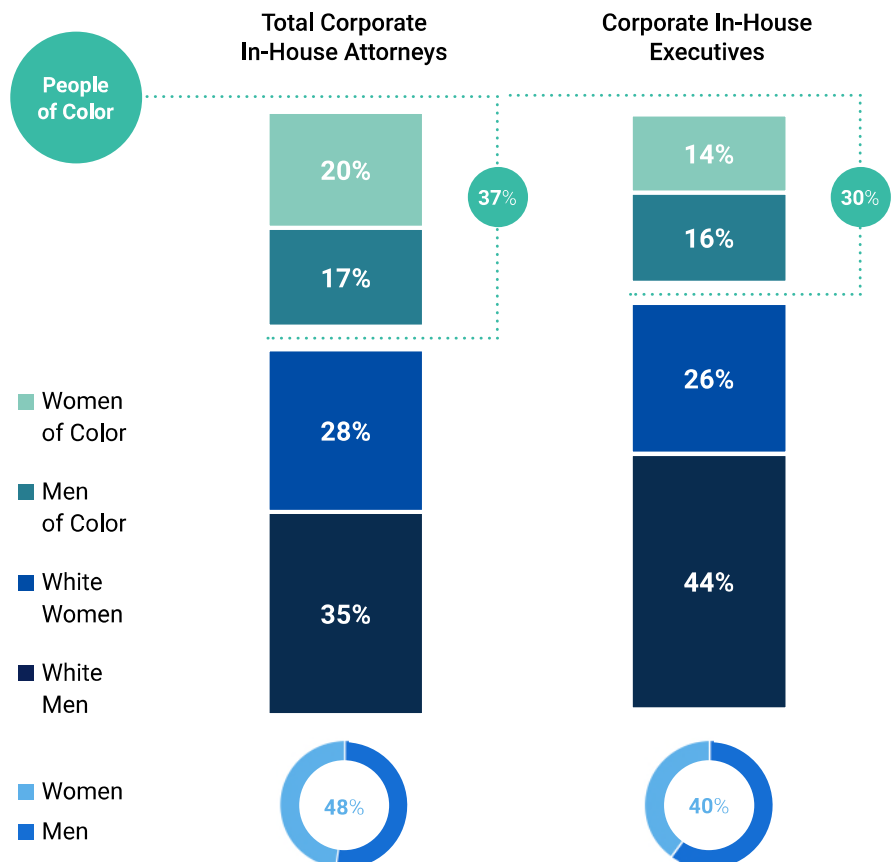
Racial/ethnic and gender representation among corporate in-house legal executives follows the same pattern seen in law firms, with people of color and women underrepresented among these leaders. This is largely driven by the underrepresentation of women of color and overrepresentation of white men at the executive level.

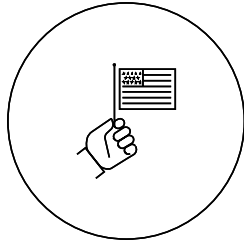
Figure 8
Racial/Ethnic
and Gender Representation
among Corporate In-House
Attorneys and Executives

INTERSECTION OF RACE/ETHNICITY AND GENDER

The underrepresentation of women of color among corporate in-house executives is largely driven by the underrepresentation of Asian women, who comprise 10 percent of attorneys employed in these settings but only 6 percent of executives. Asians as a group also experience underrepresentation in leadership in this setting: they are 18 percent of all corporate in-house attorneys but only 12 percent of executives.

Note: See Table 6 in the Appendix for data on men and women of color disaggregated by race/ethnicity and data for LGBTQIA+ and people with disabilities.





Government Sector

While the titles, roles, and responsibilities of leaders in government settings can vary considerably, government sector legal executives provide guidance, feedback, and access to challenging and high-profile work.

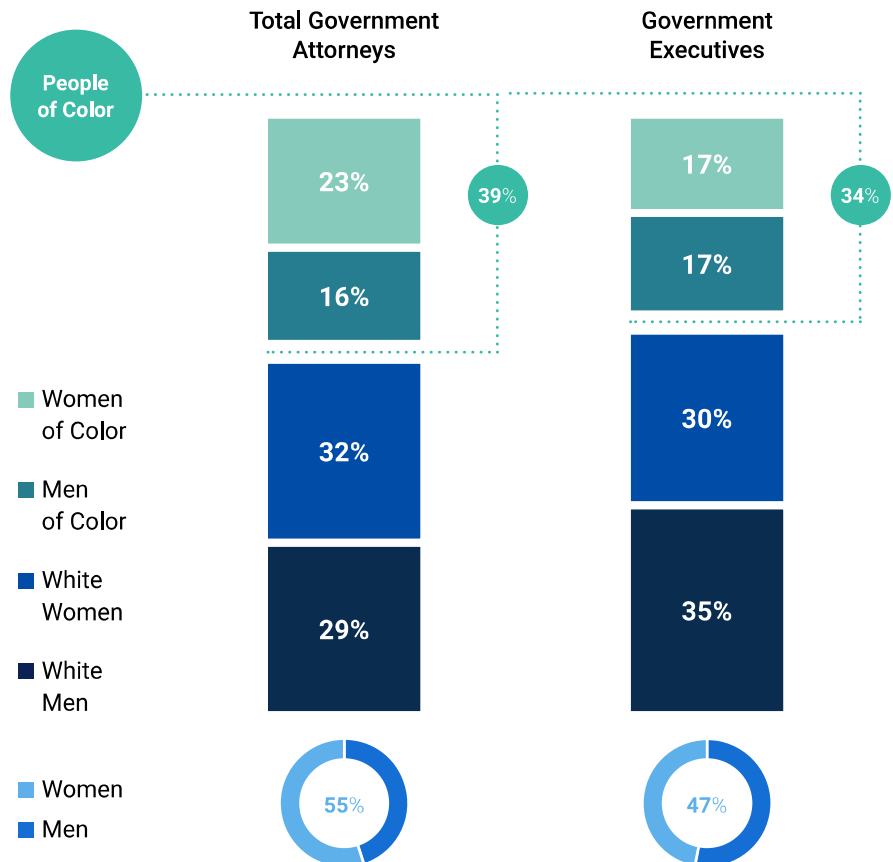
Racial/ethnic and gender representation among government executives follows the same pattern seen in law firms and among corporate in-house counsel, with people of color and women underrepresented among these leaders in comparison to their representation among all attorneys working in the sector, although the gap is less pronounced.

Figure 9
Racial/Ethnic and Gender
Representation among
Government Attorneys and
Executives

INTERSECTION OF RACE/ETHNICITY AND GENDER

The underrepresentation of women of color among government executives is largely driven by the underrepresentation of Asian women who are 8 percent of attorneys employed in these settings but only 4 percent of executives.

Note: See Table 6 in the Appendix for data on men and women of color disaggregated by race/ethnicity and data for LGBTQIA+ and people with disabilities.





Nonprofit Sector

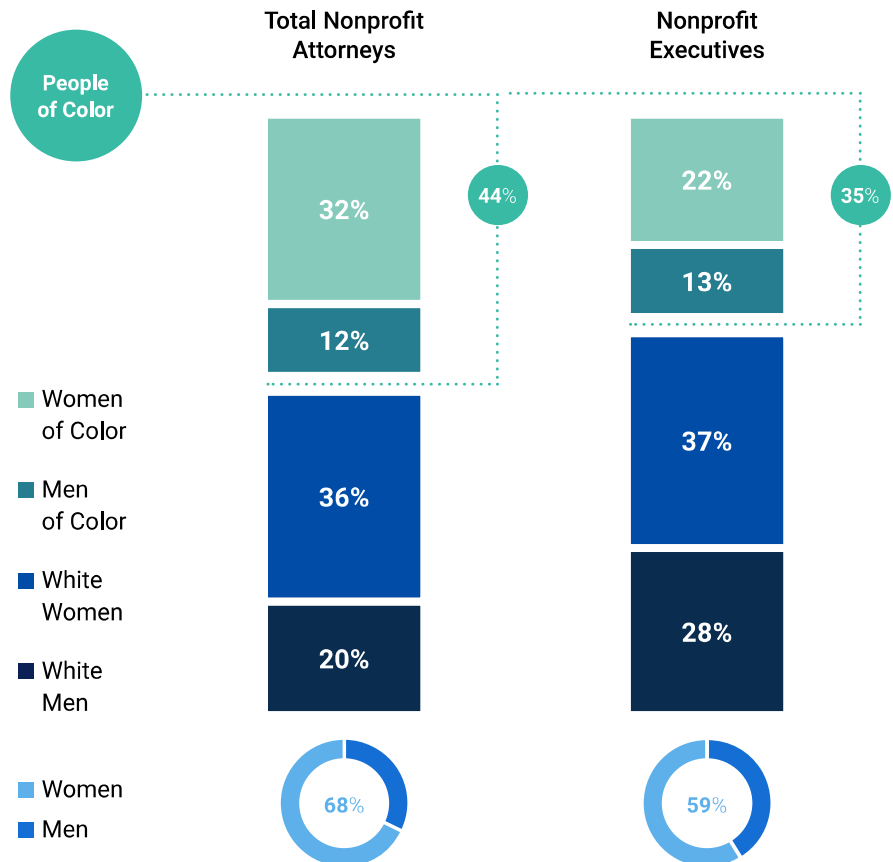
Nonprofit leaders must be responsive to the legal needs of the communities they serve, as well as work with Boards of Directors, funders, and other stakeholders to develop and execute strategic goals to fulfill their mission. The nonprofit sector is the most diverse, with women comprising 68 percent and people of color accounting for 44 percent. However, both groups are underrepresented among nonprofit leaders, a fact that is largely driven by the underrepresentation of women of color. White men comprise 20 percent of all attorneys who work in nonprofit settings, yet are 28 percent of nonprofit executive staff. In contrast, nearly one-in-three attorneys who work in nonprofit settings is a woman of color, yet this population comprises just over one-in-five executive staff members in this sector.

Figure 10
Racial/Ethnic and Gender
Representation among
Nonprofit Attorneys and
Executives

INTERSECTION OF RACE/ETHNICITY AND GENDER

The underrepresentation of women of color among nonprofit executives is largely driven by the underrepresentation of Latina, Asian, and multiracial women.

Note: See Table 6 in the Appendix for data on men and women of color disaggregated by race/ethnicity and data for LGBTQIA+ and people with disabilities.



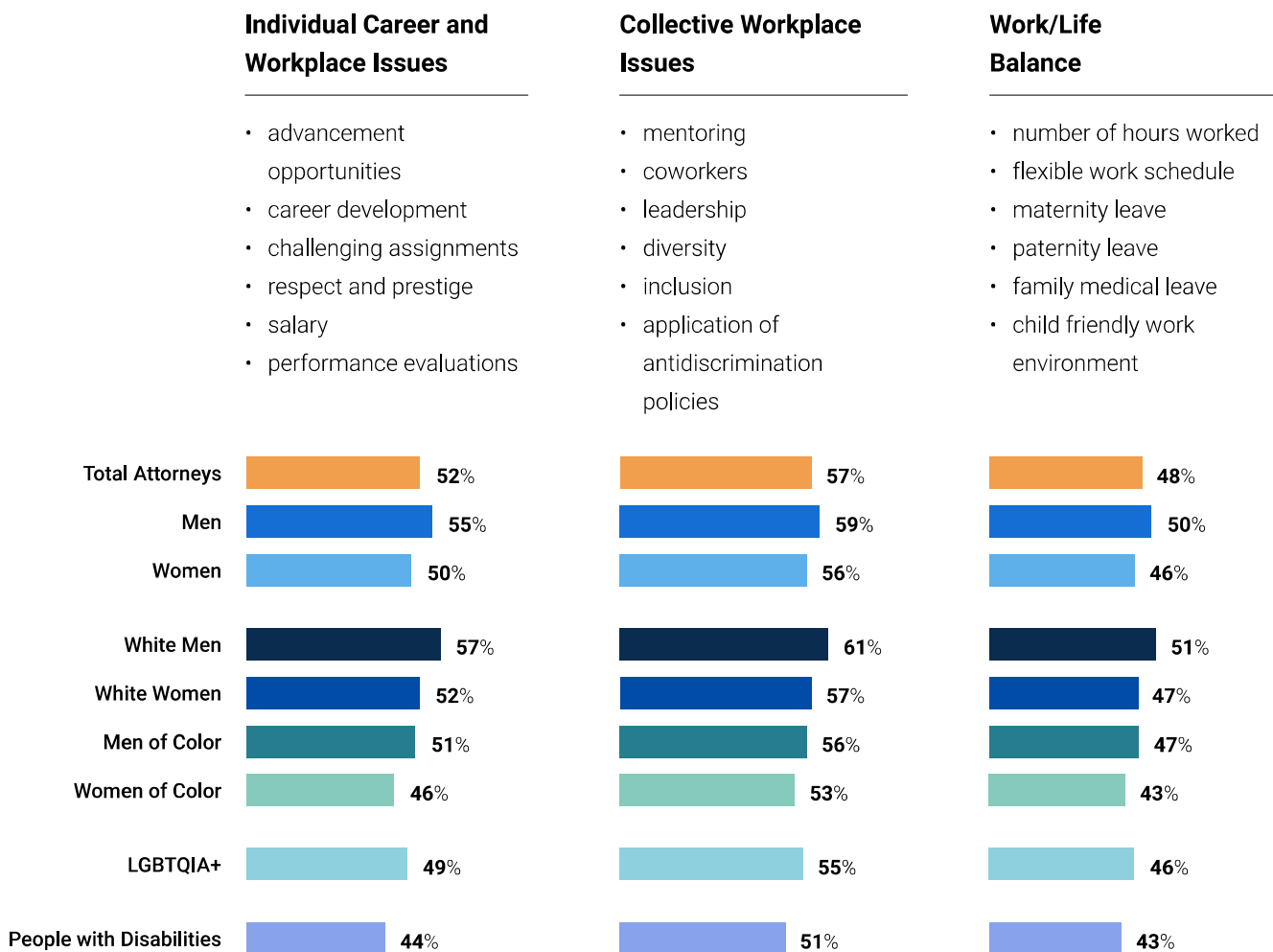
Workplace Experiences

Satisfaction with career development opportunities and workplace experiences is an important indicator of whether a workplace has high rates of retention. The State Bar's 2019 Attorney Census asked attorneys if they were satisfied with various aspects of work life, including issues pertaining to their individual careers and workplace experiences, issues relating to the collective workplace experience, and work/life balance. The results below are based on composites of each derived from six survey questions within each of these workplace domains. See the Appendix for a description of how these composites were constructed.

Women, people of color, LGBTQIA+ and people with disabilities consistently report lower levels of satisfaction with workplace experiences than white men.

Figure 11

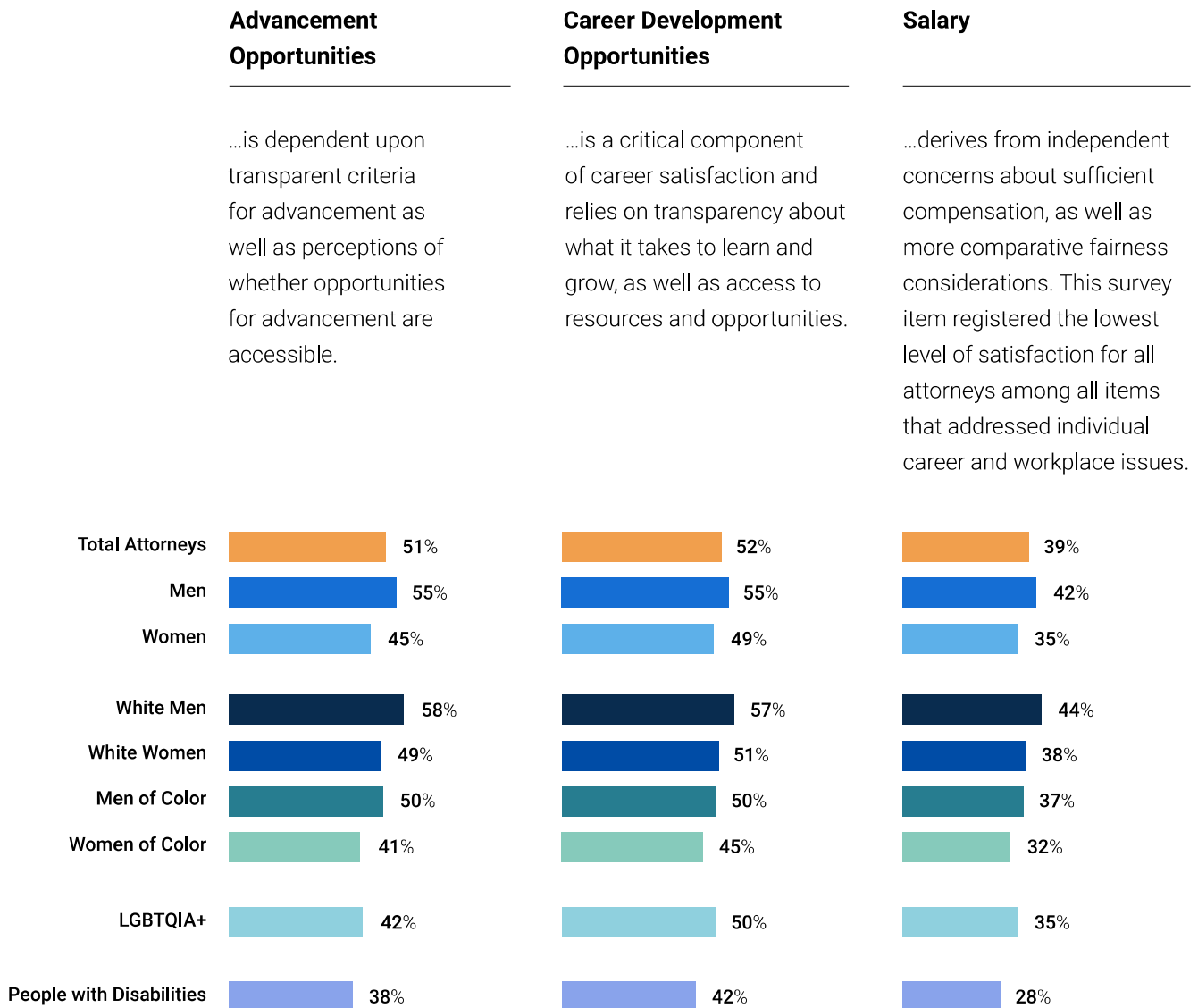
Satisfaction with:



Note: See Table 7 in the Appendix for data on each of the individual survey items disaggregated by all demographic groups.

Highlighted below are three survey items with the largest variance in satisfaction particularly between women of color and white men. Overall, women, people of color, LGBTQIA+, and people with disabilities report the lowest levels of satisfaction with each of these workplace experiences.

Figure 12 Satisfaction with:

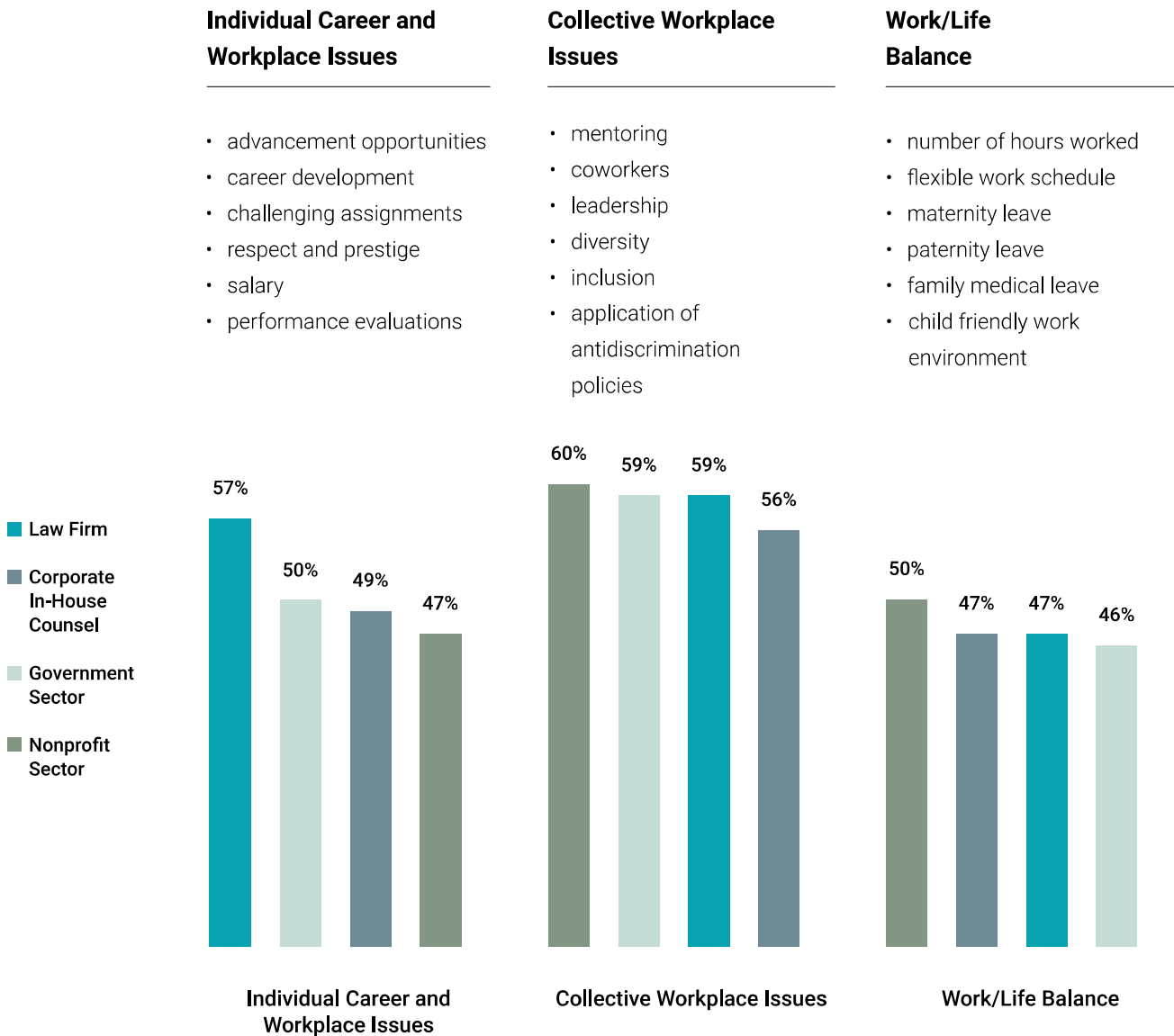


Note: See Table 7 in the Appendix for data on each of the individual survey items disaggregated by all demographic groups.

Attorneys employed by law firms are more satisfied with individual career and workplace issues than corporate counsel and attorneys in government and nonprofit sectors. There is little variation in satisfaction with collective workplace and work/life balance issues across all employment settings.

Figure 13

Satisfaction by Employment Sector:



Note: See Table 8, 9, 10, and 11 in the Appendix for data disaggregated by all demographic groups.

To summarize:

This Report Card provides baseline data on the diversity and workplace satisfaction of California's attorney population across multiple demographic groups and employment sectors.

- Despite significant growth in the proportion of attorneys who are women and people of color over the past 30 years, California's attorney population does not reflect the state's diversity, with Latinos being particularly underrepresented.
- Nearly three-quarters of California attorneys work in the private sector. Increasing the diversity of this sector alone will have a transformative impact on the profession.
- Attorney salaries are among the lowest in the government and nonprofit sectors, and women are overrepresented in these sectors, comprising 55 percent of the government sector and 68 percent of nonprofit sector.
- Women of color are underrepresented among leadership positions in all employment settings with Asian women being particularly underrepresented.
- Women, people of color, LGBTQIA+, and people with disabilities consistently report low levels of satisfaction with workplace experiences.

Measuring and reporting this data is designed to ensure that the State Bar's commitment to diversity will translate to results. To that end, employers and attorneys are encouraged to ask the questions and take the steps outlined in the Call to Action below. These prompts and recommendations are derived from a review of best practices in inclusion and diversity that the State Bar has engaged in over the course of the development of the attorney census and this Report Card.

Workplace Leadership

Employers

Collect demographic data on recruitment, hiring, promotion, and attrition. The staff reviewing demographic data should have the authority to recommend policy changes.

- What is your process for collecting demographic data on promotion and other career advancement opportunities in your organization? How does this data inform your promotion and career advancement efforts?

Be mindful of the increasing diversity of new State Bar licensees and strive to ensure that new entry-level hires reflect this diversity.

- Do you solicit demographic information from employees and prospective candidates?
- Do you share demographic data with employees and prospective candidates?

Set measurable and visible diversity and inclusion goals, and regularly report and discuss progress.

- Do you offer workshops and training on effective ways to discuss inclusion and diversity?

Attorneys

Take an active role in advancing inclusion and diversity by participating in goal-setting efforts and holding employers accountable for results.

- Ask about plans for workshops and training on inclusion and diversity.
- Meet with staff who are responsible for managing diversity and inclusion and seek opportunities to provide feedback or support.
- Join a local affinity group to seek input regarding how others are collaborating and promoting diversity and inclusion in the workplace, and assess how your organization compares.

Workplace Satisfaction

Employers

A diverse workplace isn't necessarily an inclusive workplace. Employers must demonstrate a commitment to increasing opportunities and improving the workplace culture for women, people of color, LGBTQIA+, and people with disabilities.

Do you have:

- Established and clearly communicated criteria for advancement within your organization?
- Institutionalized processes to ensure that all attorneys have equal access to the resources and experiences needed to satisfy those criteria?
- Career/professional development programs that align with advancement criteria?
- Executive coaching or leadership training opportunities available to your attorneys to develop and expand their skills?
- A mechanism to solicit feedback from attorneys as to the types of career development opportunities they would be interested in receiving?

Work allocation should reflect the priorities of your organization's retention and advancement goals.

Do you have:

- Regular reviews of: (1) how work is assigned; (2) the effectiveness of mentoring and staff evaluations; and (3) whether you are giving your junior and mid-level staff the opportunities they require to succeed and advance into leadership positions?

Call to Action

- A 360-degree feedback process designed to generate insights into how people of different backgrounds are experiencing the workplace and how these experiences may lead to disparities in advancement?

Visit your salary and compensation tables regularly to ensure you are keeping pace with the labor market.

Do you have:

- Methods for individuals within your organization to provide leaders with feedback regarding how they feel about their salaries and compensation?
- An internal salary review to determine whether there are disparities among people who are in similar roles, and if so, why?

Think comprehensively about your compensation. Consider automatic bonuses, discretionary bonuses, equity share opportunities, and health care benefits.

- How can you improve nonmonetary compensation in order to help your staff meet their personal and professional goals?
- Do you offer: flexible work schedules, retirement plan contribution matching, mentorship programs, loan repayment assistance programs, child care, etc.?

Attorneys

Learn what it takes to advance in your workplace. Find someone in your organization to whom you can reach out for this information.

- Do you have access to the resources and experiences necessary for advancement?
- Have you inquired about mentorship programs, work allocation processes, and training opportunities?
- Are there resources outside of your organization with which you can

Call to Action

connect in order to build your professional network? How can external professional networks, such as a local or affinity bar association, help you navigate advancement inside your organization?

Think comprehensively about your compensation.

- Which metrics are you using to decide how you feel about your salary and compensation?
- Which aspects of your overall compensation are you considering in your analysis?
- Are there ways in which your overall compensation could be structured that would increase your satisfaction with your salary, including nonmonetary benefits?

Call to Action

Everyone

Commit to Inclusion and Diversity

Attorneys, and even more so leaders in the profession, have the opportunity and responsibility to influence and advance an inclusive workplace culture that supports the recruitment, retention, and advancement of a diverse workforce.

To support this initiative, the State Bar will continue to collect and report attorney census data, share innovative and effective practices in inclusion and diversity, and provide technical assistance to help employers establish baselines for their organizations. Moreover, the State Bar will continue to seek feedback from and engage with leaders in the legal profession, as well as other stakeholders at convenings such as the annual Diversity Summit, which highlights current data, emerging issues, and promising practices by sector.

The State Bar is available to provide employers and other leaders in the profession with technical assistance. Send requests to surveydata@calbar.ca.gov.

Appendix

Data Source and Methodology

The primary source of data for this report is the 2019 California Attorney Census. This voluntary annual survey captures key demographic information as well as information on employment, workplace environment, and issues key to recruitment, advancement, and retention. Participants are allowed to skip questions. While approximately 130,000 active attorneys filled out at least one survey question, the analyses presented in this report are limited to the approximately 95,000 attorneys who met the following conditions: (1) their status was active, (2) they were employed, (3) they answered the survey questions on gender and employment sector, and (4) they answered the race/ethnicity survey question or had previously self-reported their race/ethnicity to the State Bar during the admissions process.

For the purpose of understanding the diversity of California's attorney population, the survey contained demographic questions (see below). Attorneys were given the option to select all that apply and to decline to answer. The State Bar will continuously review these categories to ensure data collection methods align with best practices and represent shifts in how people self identify.

Race/Ethnicity

- White
- Hispanic/Latino
- Black/African American
- Asian
- Middle Eastern/North African
- American Indian/Alaska Native
- Native Hawaiian/Other Pacific Islander
- Other Race, Ethnicity, or Origin (please specify)

Gender

- Female
- Male
- Transgender
- Gender Variant/Nonconforming Nonbinary
- Two Spirit
- Not listed (please specify)

Sexual Orientation

- Lesbian or Gay
- Bisexual
- Heterosexual
- Pansexual
- Asexual
- Not listed (please specify)

Disability

- Yes
 - No
- Select all that apply**
- A vision impairment
 - A hearing impairment
 - A mobility impairment
 - A learning disability
 - A disability or impairment not listed above

Demographic categories were combined to facilitate the analysis. Attorneys who selected more than one racial/ethnic group were categorized as "Multiracial." "People of color" include those who selected at least one of the following categories: Hispanic/Hispanic, Black/African American, Asian, Middle Eastern/North African, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, or other race, ethnicity, or origin. Attorneys who select more than one gender category are categorized as "Nonbinary." Attorneys who identify their sexual orientation as any category other than heterosexual are categorized "LGBTQIA+." Approximately one-third of attorney census respondents declined to answer the survey question about sexual orientation.

The statistics on the 2019 California statewide adult population by race/ethnicity and gender are derived from the Annie E. Casey Foundation's [Kids Count Data Center](#). Estimates of California's [transgender](#) and [LGBTQIA+](#) adult populations were drawn from reports by Williams Institute, University of California, Los Angeles Law School. Data on the percent of California adults living with disabilities was drawn from the [Centers for Disease Control and Prevention](#).

Attorneys were asked to rate their level of satisfaction with eighteen workplace factors according to the following scale: satisfied, neutral, or dissatisfied. Participants were also given the option of selecting "not applicable." The analyses in the body of the report are based on composites calculated by taking the average "percent satisfied" for the six factors that comprise each of the three workplace experience domains: individual career and workplace issues, collective workplace issues, and work/life balance.

Supplementary Data Tables

The following tables provide detailed race/ethnicity data by gender for all analyses of "people of color" in this report. Some tables do not report detailed data for attorneys who identified as Middle Eastern/North African, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, or other race, ethnicity, or origin due to the small number of respondents available for those particular analyses. These groups, however, are included in "people of color" figures.

Table 1
2019 California Adult Population and Attorneys by Race/Ethnicity

	Statewide Population Age 18+ Years	California Attorneys
White	40%	68%
Hispanic/Latino	36%	7%
Asian	16%	13%
Black/African American	6%	4%
American Indian/Alaska Native	0.4%	0.4%
Native Hawaiian/Other Pacific Islander	0.4%	0.3%
Middle Eastern/North African	—	1.5%
Multiracial	2%	5%
Other Race, Ethnicity, or Origin	—	2%
Total	100%	100%

— Data not available

Table 2
Race/Ethnicity of State Bar New Licensees

	1990	2000	2010	2018
White	80%	66%	59%	53%
Hispanic/Latino	5%	7%	7%	10%
Asian	5%	14%	18%	18%
Black/African American	3%	4%	3%	4%
American Indian/Alaska Native	0.2%	0.3%	0.3%	1%
Native Hawaiian/Other Pacific Islander	0.1%	1%	0.4%	0.2%
Middle Eastern/North African	0.5%	1%	2%	3%
Multiracial	3%	4%	6%	10%
Other Race, Ethnicity, or Origin	2%	3%	3%	2%
Total	100%	100%	100%	100%

Table 3
Primary Employment Sector by Gender and Race/Ethnicity

	Law Firm	Solo Practitioner	Corporate In-House Counsel	Other Private Sector	Government Sector	Nonprofit Sector	Other	Total
Men								
White	41%	27%	10%	3%	10%	2%	8%	100%
Hispanic/Latino	36%	28%	8%	2%	15%	4%	6%	100%
Asian	38%	18%	16%	3%	13%	3%	8%	100%
Black/African American	26%	31%	12%	3%	16%	4%	9%	100%
Multiracial	41%	19%	11%	3%	14%	4%	8%	100%
American Indian/Alaska Native	33%	32%	8%	2%	13%	2%	11%	100%
Native Hawaiian/Other Pacific Islander	31%	27%	11%	2%	19%	2%	8%	100%
Middle Eastern/North African	43%	30%	9%	2%	7%	2%	6%	100%
Other Race, Ethnicity, or Origin	38%	30%	7%	4%	9%	2%	8%	100%
Women								
White	36%	17%	12%	3%	16%	6%	11%	100%
Hispanic/Latino	34%	17%	7%	2%	20%	12%	7%	100%
Asian	35%	11%	17%	4%	16%	6%	11%	100%
Black/African American	22%	17%	13%	3%	24%	8%	12%	100%
Multiracial	35%	13%	11%	3%	18%	9%	12%	100%
American Indian/Alaska Native	35%	14%	4%	2%	27%	6%	12%	100%
Native Hawaiian/Other Pacific Islander	31%	27%	11%	2%	19%	2%	8%	100%
Middle Eastern/North African	43%	30%	9%	2%	7%	2%	6%	100%
Other Race, Ethnicity, or Origin	38%	30%	7%	4%	9%	2%	8%	100%

Table 4
Racial/Ethnic, Gender, LGBTQIA+, and People with Disabilities Representation by Employment Settings Compared with Statewide Attorney Population

	Attorneys Statewide	Law Firm	Corporate In-House Counsel	Government Sector	Nonprofit Sector
Race/Ethnicity					
White	68%	69%	63%	61%	56%
Hispanic/Latino	7%	6%	5%	9%	13%
Asian	13%	11%	18%	13%	13%
Black/African American	4%	2%	4%	6%	5%
American Indian/Alaska Native	0.3%	0.2%	0.1%	0.3%	0.2%
Native Hawaiian/Other Pacific Islander	0.3%	0.3%	0.5%	1%	0.3%
Middle Eastern/North African	1.5%	2%	2%	1%	1%
Multiracial	5%	6%	6%	7%	9%
Other Race, Ethnicity, or Origin	2%	2%	2%	2%	2%
Total	100%	100%	100%	100%	100%
Men					
White	42%	44%	35%	29%	20%
Hispanic/Latino	4%	3%	3%	4%	3%
Asian	6%	6%	8%	5%	3%
Black/African American	2%	1%	2%	2%	1%
American Indian/Alaska Native	0.1%	0.1%	0.1%	0.1%	0.1%
Native Hawaiian/Other Pacific Islander	0.2%	0.1%	0.2%	0.3%	0.1%
Middle Eastern/North African	1%	1%	1%	1%	0.4%
Multiracial	2%	3%	3%	3%	3%
Other Race, Ethnicity, or Origin	1%	1%	1%	1%	1%
Women					
White	26%	25%	28%	32%	36%
Hispanic/Latino	3%	3%	2%	5%	9%
Asian	7%	6%	10%	8%	9%
Black/African American	2%	1%	2%	4%	4%
American Indian/Alaska Native	0.1%	0.1%	0.03%	0.2%	0.2%
Native Hawaiian/Other Pacific Islander	0.2%	0.2%	0.3%	0.3%	0.2%
Middle Eastern/North African	1%	1%	1%	1%	1%
Multiracial	2%	3%	3%	4%	6%
Other Race, Ethnicity, or Origin	1%	1%	1%	1%	2%
Total	100%	100%	100%	100%	100%
LGBTQIA+	7%	6%	7%	9%	14%
People with Disabilities	5%	3%	2%	4%	5%

Table 5
Racial/Ethnic, Gender, LGBTQIA+, and People with Disabilities Representation among Law Firm Attorneys and Partners by Law Firm Size

Law Firm Size	Total Law Firms		2-10		11-50		51-100		101-200		201+	
	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners
Gender												
Men	60%	71%	62%	72%	59%	71%	59%	70%	60%	72%	57%	71%
Women	40%	29%	38%	28%	41%	29%	41%	30%	40%	28%	43%	29%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Race/Ethnicity												
White	69%	77%	70%	76%	69%	78%	71%	83%	70%	77%	66%	77%
Hispanic/Latino	6%	5%	7%	6%	7%	5%	5%	4%	6%	5%	5%	4%
Asian	11%	8%	10%	7%	10%	7%	11%	6%	12%	8%	15%	10%
Black/African American	2%	2%	2%	2%	2%	2%	2%	1%	2%	2%	3%	2%
American Indian/Alaska Native	0.2%	0.2%	0.2%	0.2%	0.3%	0.2%	0.05%	0%	0.1%	0.1%	0.2%	0.2%
Native Hawaiian/Other Pacific Islander	0.3%	0.3%	0.3%	0.3%	0.4%	0.3%	1%	0.4%	0.1%	0.1%	0.3%	0.3%
Middle Eastern/North African	2%	2%	2%	2%	2%	1%	2%	1%	2%	1%	2%	1%
Multiracial	2%	2%	6%	5%	6%	4%	6%	3%	5%	4%	6%	3%
Other Race, Ethnicity, or Origin	6%	4%	3%	3%	2%	2%	2%	2%	2%	3%	2%	2%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Table 5 (Continued)

Law Firm Size	Total Law Firms		2-10		11-50		51-100		101-200		201+	
	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners	Total Attorneys	Partners
Men												
White	44%	56%	46%	56%	44%	58%	45%	60%	44%	57%	41%	56%
Hispanic/Latino	3%	3%	4%	4%	3%	3%	3%	2%	3%	4%	3%	3%
Asian	6%	5%	5%	5%	5%	4%	5%	4%	6%	5%	7%	6%
Black/African American	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
American Indian/Alaska Native	0.1%	0.1%	0.1%	0.1%	0.2%	0.2%	0%	0%	0.1%	0.1%	0.1%	0.2%
Native Hawaiian/Other Pacific Islander	0.1%	0.1%	0.2%	0.2%	0.2%	0.1%	0.2%	0%	0%	0%	0.1%	0.2%
Middle Eastern/North African	1%	1%	1%	1%	1%	1%	1%	0.4%	1%	1%	1%	1%
Multiracial	1%	2%	3%	3%	3%	2%	3%	2%	3%	2%	3%	2%
Other Race, Ethnicity, or Origin	3%	3%	2%	2%	1%	1%	1%	1%	1%	2%	1%	1%
Women												
White	25%	21%	24%	20%	26%	21%	26%	23%	25%	21%	26%	20%
Hispanic/Latino	3%	2%	3%	2%	3%	1%	3%	2%	3%	1%	2%	1%
Asian	6%	3%	5%	3%	5%	3%	6%	3%	6%	3%	8%	4%
Black/African American	1%	1%	1%	1%	1%	1%	1%	0.4%	2%	1%	2%	1%
American Indian/Alaska Native	0.1%	0.1%	0.1%	0.1%	0.1%	0%	0%	0%	0.1%	0%	0.1%	0.1%
Native Hawaiian/Other Pacific Islander	0.2%	0.1%	0.1%	0.2%	0.2%	0.2%	0.3%	0.4%	0.1%	0.1%	0.2%	0.1%
Middle Eastern/North African	1%	0%	1%	0.4%	1%	0.4%	1%	0.4%	1%	0.3%	1%	1%
Multiracial	1%	1%	3%	1%	3%	2%	3%	1%	2%	1%	3%	1%
Other Race, Ethnicity, or Origin	3%	1%	1%	1%	1%	1%	1%	0.4%	1%	1%	1%	0.3%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
LGBTQIA+	6%	5%	6%	5%	6%	5%	5%	4%	5%	5%	6%	5%
People with Disabilities	3%	2%	3%	3%	2%	2%	3%	2%	2%	2%	2%	1%

Table 6

Racial/Ethnic, Gender, LGBTQIA+, and People with Disabilities Representation among Corporate In-House Counsel, Government, and Nonprofit Attorneys and Executives

	Corporate In-House Counsel		Government Sector		Nonprofit Sector	
	Total Attorneys	Executives	Total Attorneys	Executives	Total Attorneys	Executives
Race/Ethnicity						
White	63%	71%	61%	65%	56%	65%
Hispanic/Latino	5%	5%	9%	9%	13%	10%
Asian	18%	12%	13%	9%	13%	8%
Black/African American	4%	3%	6%	7%	5%	7%
American Indian/Alaska Native	0.1%	0.2%	0.3%	1%	0.2%	1%
Native Hawaiian/Other Pacific Islander	0.5%	0.3%	1%	1%	0.3%	0.1%
Middle Eastern/North African	2%	2%	1%	1%	1%	1%
Multiracial	6%	5%	7%	6%	9%	6%
Other Race, Ethnicity, or Origin	2%	3%	2%	2%	2%	3%
Total	100%	100%	100%	100%	100%	100%
Men						
White	35%	44%	29%	35%	20%	28%
Hispanic/Latino	3%	3%	4%	5%	3%	3%
Asian	8%	6%	5%	5%	3%	3%
Black/African American	2%	1%	2%	2%	1%	2%
American Indian/Alaska Native	0.1%	0.1%	0.1%	0.3%	0.1%	0%
Native Hawaiian/Pacific Islander	0.2%	0.1%	0.3%	0.1%	0.1%	0%
Middle Eastern/North African	1%	1%	1%	1%	0.4%	0.4%
Multiracial	3%	3%	3%	3%	3%	2%
Other Race, Ethnicity, or Origin	1%	1%	1%	0.1%	1%	1%
Women						
White	28%	26%	32%	30%	36%	37%
Hispanic/Latino	2%	2%	5%	3%	9%	7%
Asian	10%	6%	8%	4%	9%	5%
Black/African American	2%	2%	4%	5%	4%	5%
American Indian/Alaska Native	0.04%	0.1%	0.2%	1%	0.2%	0.3%
Native Hawaiian/Pacific Islander	0.3%	0.2%	0.3%	0.2%	0.2%	0.1%
Middle Eastern/North African	1%	1%	1%	0.3%	1%	1%
Multiracial	3%	2%	4%	3%	6%	3%
Other Race, Ethnicity, or Origin	1%	1%	1%	1%	2%	1%
Total	100%	100%	100%	100%	100%	100%
LGBTQIA+	7%	6%	9%	10%	14%	13%
People with Disabilities	2%	2%	4%	4%	5%	5%

Table 7

Statewide: Satisfaction with Workplace Experiences by Gender, Race/Ethnicity, LGBTQIA+, and People with Disabilities

INDIVIDUAL CAREER AND WORKPLACE ISSUES						
	Advancement Opportunities	Career Development	Challenging Assignments	Respect and Prestige	Salary	Performance Evaluations
Total	51%	52%	71%	58%	39%	41%
Gender						
Men	55%	55%	71%	60%	42%	44%
Women	45%	49%	71%	55%	35%	39%
Race						
White	54%	54%	73%	59%	41%	43%
Hispanic/Latino	49%	51%	71%	58%	36%	42%
Asian	41%	44%	62%	52%	33%	36%
Black/African American	46%	48%	69%	54%	35%	37%
Multiracial	46%	48%	69%	53%	34%	38%
Men						
White	58%	57%	73%	61%	44%	45%
Hispanic/Latino	53%	54%	72%	62%	40%	43%
Asian	46%	46%	62%	54%	35%	38%
Black/African American	51%	53%	69%	58%	37%	38%
Multiracial	49%	49%	68%	54%	36%	38%
Women						
White	49%	51%	74%	56%	38%	41%
Hispanic/Latino	45%	48%	71%	55%	33%	40%
Asian	37%	42%	62%	51%	32%	34%
Black/African American	41%	44%	68%	51%	32%	36%
Multiracial	43%	47%	70%	53%	32%	38%
LGBTQIA+	42%	50%	72%	55%	35%	40%
People with Disabilities	38%	42%	65%	49%	28%	34%

Table 7 (Continued)

COLLECTIVE WORKPLACE ISSUES						
	Mentoring	Coworkers	Leadership	Diverse Workplace	Inclusive Workplace	Antidiscrimination Policy
Total	45%	74%	60%	54%	57%	56%
Gender						
Men	48%	73%	62%	56%	60%	58%
Women	43%	74%	58%	51%	55%	54%
Race						
White	48%	75%	62%	55%	59%	58%
Hispanic/Latino	43%	72%	61%	57%	58%	57%
Asian	38%	68%	54%	50%	51%	47%
Black/African American	38%	70%	55%	46%	49%	50%
Multiracial	42%	72%	59%	53%	56%	54%
Men						
White	50%	75%	64%	57%	61%	60%
Hispanic/Latino	45%	73%	63%	58%	60%	57%
Asian	40%	68%	56%	52%	53%	49%
Black/African American	42%	70%	58%	48%	52%	50%
Multiracial	45%	70%	58%	54%	57%	54%
Women						
White	45%	76%	60%	51%	57%	56%
Hispanic/Latino	41%	72%	59%	55%	57%	56%
Asian	37%	68%	52%	49%	49%	45%
Black/African American	35%	69%	53%	44%	47%	49%
Multiracial	40%	74%	60%	52%	55%	54%
LGBTQIA+	42%	78%	62%	52%	55%	51%
People with Disabilities	38%	66%	51%	51%	49%	48%

Table 7 (Continued)

	WORK/LIFE BALANCE					
	Hours Worked	Flexible Work Hours	Maternity Leave	Paternity Leave	Family Medical Leave	Child Friendly Work Environment
Total	52%	62%	39%	37%	43%	41%
Gender						
Men	53%	64%	40%	41%	45%	43%
Women	52%	59%	38%	32%	40%	38%
Race						
White	53%	63%	40%	39%	45%	43%
Hispanic/Latino	54%	60%	38%	36%	42%	41%
Asian	49%	56%	34%	30%	35%	34%
Black/African American	53%	61%	38%	36%	44%	39%
Multiracial	51%	58%	37%	33%	40%	38%
Men						
White	53%	65%	42%	42%	46%	45%
Hispanic/Latino	55%	64%	38%	38%	42%	42%
Asian	49%	58%	32%	34%	38%	34%
Black/African American	53%	66%	37%	41%	45%	41%
Multiracial	50%	60%	37%	37%	41%	40%
Women						
White	54%	61%	39%	33%	42%	40%
Hispanic/Latino	52%	56%	39%	33%	41%	40%
Asian	49%	55%	35%	26%	34%	33%
Black/African American	52%	57%	38%	32%	43%	36%
Multiracial	52%	56%	37%	29%	40%	37%
LGBTQIA+	63%	50%	30%	31%	43%	30%
People with Disabilities	47%	60%	32%	30%	37%	36%

Table 8

Law Firms: Satisfaction with Workplace Experiences by Gender, Race/Ethnicity, LGBTQIA+, and People with Disabilities

INDIVIDUAL CAREER AND WORKPLACE ISSUES						
	Advancement Opportunities	Career Development	Challenging Assignments	Respect and Prestige	Salary	Performance Evaluations
Total	51%	52%	71%	58%	39%	41%
Gender						
Men	55%	55%	71%	60%	42%	44%
Women	45%	49%	71%	55%	35%	39%
Race						
White	54%	54%	73%	59%	41%	43%
Hispanic/Latino	49%	51%	71%	58%	36%	42%
Asian	41%	44%	62%	52%	33%	36%
Black/African American	46%	48%	69%	54%	35%	37%
Multiracial	46%	48%	69%	53%	34%	38%
Men						
White	58%	57%	73%	61%	44%	45%
Hispanic/Latino	53%	54%	72%	62%	40%	43%
Asian	46%	46%	62%	54%	35%	38%
Black/African American	51%	53%	69%	58%	37%	38%
Multiracial	49%	49%	68%	54%	36%	38%
Women						
White	49%	51%	74%	56%	38%	41%
Hispanic/Latino	45%	48%	71%	55%	33%	40%
Asian	37%	42%	62%	51%	32%	34%
Black/African American	41%	44%	68%	51%	32%	36%
Multiracial	43%	47%	70%	53%	32%	38%
LGBTQIA+	49%	50%	69%	56%	43%	37%
People with Disabilities	46%	46%	70%	51%	35%	36%

Table 8 (Continued)

COLLECTIVE WORKPLACE ISSUES						
	Mentoring	Coworkers	Leadership	Diverse Workplace	Inclusive Workplace	Antidiscrimination Policy
Total	45%	74%	60%	54%	57%	56%
Gender						
Men	48%	73%	62%	56%	60%	58%
Women	43%	74%	58%	51%	55%	54%
Race						
White	48%	75%	62%	55%	59%	58%
Hispanic/Latino	43%	72%	61%	57%	58%	57%
Asian	38%	68%	54%	50%	51%	47%
Black/African American	38%	70%	55%	46%	49%	50%
Multiracial	42%	72%	59%	53%	56%	54%
Men						
White	50%	75%	64%	57%	61%	60%
Hispanic/Latino	45%	73%	63%	58%	60%	57%
Asian	40%	68%	56%	52%	53%	49%
Black/African American	42%	70%	58%	48%	52%	50%
Multiracial	45%	70%	58%	54%	57%	54%
Women						
White	45%	76%	60%	51%	57%	56%
Hispanic/Latino	41%	72%	59%	55%	57%	56%
Asian	37%	68%	52%	49%	49%	45%
Black/African American	35%	69%	53%	44%	47%	49%
Multiracial	40%	74%	60%	52%	55%	54%
LGBTQIA+	47%	73%	59%	49%	56%	55%
People with Disabilities	46%	69%	57%	49%	52%	51%

Table 8 (Continued)

	WORK/LIFE BALANCE					
	Hours Worked	Flexible Work Hours	Maternity Leave	Paternity Leave	Family Medical Leave	Child Friendly Environment
Total	52%	62%	39%	37%	43%	41%
Gender						
Men	53%	64%	40%	41%	45%	43%
Women	52%	59%	38%	32%	40%	38%
Race						
White	53%	63%	40%	39%	45%	43%
Hispanic/Latino	54%	60%	38%	36%	42%	41%
Asian	49%	56%	34%	30%	35%	34%
Black/African American	53%	61%	38%	36%	44%	39%
Multiracial	51%	58%	37%	33%	40%	38%
Men						
White	53%	65%	42%	42%	46%	45%
Hispanic/Latino	55%	64%	38%	38%	42%	42%
Asian	49%	58%	32%	34%	38%	34%
Black/African American	53%	66%	37%	41%	45%	41%
Multiracial	50%	60%	37%	37%	41%	40%
Women						
White	54%	61%	39%	33%	42%	40%
Hispanic/Latino	52%	56%	39%	33%	41%	40%
Asian	49%	55%	35%	26%	34%	33%
Black/African American	52%	57%	38%	32%	43%	36%
Multiracial	52%	56%	37%	29%	40%	37%
LGBTQIA+	43%	56%	40%	38%	43%	40%
People with Disabilities	40%	56%	36%	35%	39%	40%

Table 9
Corporate In-House Counsel: Satisfaction with Workplace Experiences by Gender, Race/Ethnicity, LGBTQIA+, and People with Disabilities

INDIVIDUAL CAREER AND WORKPLACE ISSUES						
	Advancement Opportunities	Career Development	Challenging Assignments	Respect and Prestige	Salary	Performance Evaluations
Total	44%	45%	70%	56%	40%	38%
Gender						
Men	46%	46%	70%	57%	41%	39%
Women	42%	44%	71%	55%	39%	37%
Race						
White	46%	46%	42%	72%	57%	40%
Hispanic/Latino	48%	46%	41%	76%	59%	43%
Asian	37%	40%	34%	64%	52%	34%
Black/African American	39%	45%	36%	70%	53%	35%
Multiracial	41%	46%	40%	68%	56%	34%
Men						
White	48%	47%	72%	58%	43%	40%
Hispanic/Latino	50%	47%	76%	61%	41%	43%
Asian	38%	38%	60%	52%	33%	36%
Black/African American	47%	55%	75%	55%	42%	38%
Multiracial	41%	45%	64%	54%	41%	33%
Women						
White	44%	45%	72%	56%	41%	39%
Hispanic/Latino	46%	45%	74%	55%	42%	44%
Asian	37%	42%	66%	52%	35%	32%
Black/African American	34%	39%	67%	52%	32%	34%
Multiracial	41%	47%	72%	57%	40%	35%
LGBTQIA+	41%	44%	73%	55%	40%	35%
People with Disabilities	28%	39%	69%	51%	34%	32%

Table 9 (Continued)

COLLECTIVE WORKPLACE ISSUES						
	Mentoring	Coworkers	Leadership	Diverse Workplace	Inclusive Workplace	Antidiscrimination Policy
Total	37%	74%	60%	52%	55%	57%
Gender						
Men	37%	74%	63%	54%	56%	58%
Women	37%	74%	58%	50%	53%	56%
Race						
White	38%	76%	62%	54%	57%	60%
Hispanic/Latino	41%	75%	64%	55%	59%	62%
Asian	33%	69%	53%	49%	48%	47%
Black/African American	32%	75%	55%	38%	42%	52%
Multiracial	35%	74%	61%	51%	53%	56%
Men						
White	39%	76%	64%	56%	59%	61%
Hispanic/Latino	38%	76%	70%	56%	58%	58%
Asian	31%	69%	55%	47%	47%	45%
Black/African American	33%	76%	58%	42%	47%	56%
Multiracial	35%	71%	62%	51%	52%	57%
Women						
White	38%	76%	60%	51%	54%	58%
Hispanic/Latino	45%	75%	57%	52%	60%	66%
Asian	35%	69%	52%	51%	50%	48%
Black/African American	32%	74%	54%	35%	38%	50%
Multiracial	36%	76%	60%	52%	55%	56%
LGBTQIA+	37%	75%	59%	51%	54%	57%
People with Disabilities	32%	69%	48%	47%	48%	51%

Table 9 (Continued)

	WORK/LIFE BALANCE					
	Hours Worked	Flexible Work Hours	Maternity Leave	Paternity Leave	Family Medical Leave	Child Friendly Work Environment
Total	55%	59%	39%	38%	44%	36%
Gender						
Men	57%	61%	40%	41%	45%	37%
Women	53%	56%	39%	34%	42%	35%
Race						
White	55%	60%	40%	40%	45%	37%
Hispanic/Latino	57%	57%	44%	40%	51%	39%
Asian	53%	54%	34%	31%	37%	34%
Black/African American	55%	58%	39%	36%	47%	35%
Multiracial	59%	60%	38%	39%	46%	34%
Men						
White	57%	62%	42%	42%	47%	38%
Hispanic/Latino	60%	57%	38%	41%	50%	36%
Asian	55%	56%	29%	33%	36%	34%
Black/African American	57%	62%	41%	42%	51%	39%
Multiracial	60%	64%	41%	43%	45%	36%
Women						
White	53%	58%	39%	35%	43%	35%
Hispanic/Latino	52%	57%	48%	39%	52%	42%
Asian	51%	52%	37%	29%	38%	35%
Black/African American	54%	55%	39%	32%	44%	32%
Multiracial	58%	57%	37%	35%	47%	31%
LGBTQIA+	56%	59%	37%	33%	42%	36%
People with Disabilities	51%	55%	36%	34%	40%	31%

Table 10

Government Sector: Satisfaction with Workplace Experiences by Gender, Race/Ethnicity, LGBTQIA+, and People with Disabilities

INDIVIDUAL CAREER AND WORKPLACE ISSUES						
	Advancement Opportunities	Career Development	Challenging Assignments	Respect and Prestige	Salary	Performance Evaluations
Total	43%	52%	73%	56%	33%	43%
Gender						
Men	47%	56%	74%	60%	34%	46%
Women	39%	50%	73%	53%	32%	41%
Race						
White	44%	53%	74%	57%	32%	44%
Hispanic/Latino	42%	55%	74%	57%	35%	44%
Asian	37%	47%	67%	55%	30%	41%
Black/African American	37%	49%	66%	50%	37%	37%
Multiracial	43%	51%	73%	57%	32%	44%
Men						
White	47%	55%	74%	60%	33%	47%
Hispanic/Latino	48%	58%	74%	65%	38%	46%
Asian	43%	51%	68%	58%	30%	43%
Black/African American	43%	53%	68%	55%	41%	35%
Multiracial	49%	54%	74%	59%	27%	46%
Women						
White	41%	51%	74%	54%	32%	41%
Hispanic/Latino	37%	52%	73%	51%	32%	42%
Asian	33%	43%	66%	53%	29%	39%
Black/African American	34%	47%	65%	46%	35%	38%
Multiracial	38%	49%	73%	55%	36%	42%
LGBTQIA+	42%	50%	72%	56%	34%	40%
People with Disabilities	30%	41%	65%	46%	22%	38%

Table 10 (Continued)

COLLECTIVE WORKPLACE ISSUES						
	Mentoring	Coworkers	Leadership	Diverse Workplace	Inclusive Workplace	Antidiscrimination Policy
Total	44%	78%	59%	57%	59%	56%
Gender						
Men	46%	78%	62%	62%	63%	59%
Women	42%	77%	56%	54%	56%	53%
Race						
White	45%	79%	60%	58%	61%	57%
Hispanic/Latino	44%	74%	59%	56%	57%	56%
Asian	39%	74%	55%	57%	55%	52%
Black/African American	37%	72%	49%	45%	46%	47%
Multiracial	41%	79%	58%	56%	57%	56%
Men						
White	47%	79%	63%	62%	65%	60%
Hispanic/Latino	46%	78%	62%	61%	61%	59%
Asian	41%	74%	58%	60%	59%	56%
Black/African American	42%	74%	57%	48%	47%	43%
Multiracial	49%	79%	60%	62%	63%	64%
Women						
White	43%	79%	57%	55%	58%	55%
Hispanic/Latino	41%	72%	56%	51%	53%	54%
Asian	38%	74%	54%	54%	52%	48%
Black/African American	34%	70%	45%	43%	45%	49%
Multiracial	36%	78%	57%	52%	53%	51%
LGBTQIA+	42%	78%	62%	53%	55%	53%
People with Disabilities	35%	70%	51%	53%	46%	48%

Table 10 (Continued)

	WORK/LIFE BALANCE					
	Hours Worked	Flexible Work Hours	Maternity Leave	Paternity Leave	Family Medical Leave	Child Friendly Work Environment
Total	65%	52%	35%	35%	46%	33%
Gender						
Men	66%	57%	39%	42%	51%	37%
Women	63%	48%	33%	27%	43%	30%
Race						
White	66%	53%	35%	34%	49%	34%
Hispanic/Latino	64%	49%	37%	37%	45%	35%
Asian	66%	55%	33%	31%	40%	30%
Black/African American	60%	50%	37%	37%	50%	32%
Multiracial	62%	48%	34%	33%	42%	31%
Men						
White	67%	56%	37%	40%	52%	38%
Hispanic/Latino	67%	58%	38%	43%	48%	36%
Asian	66%	59%	41%	43%	47%	34%
Black/African American	64%	61%	42%	49%	52%	38%
Multiracial	64%	53%	44%	43%	50%	37%
Women						
White	65%	50%	33%	27%	46%	31%
Hispanic/Latino	61%	43%	35%	31%	43%	33%
Asian	66%	52%	29%	19%	34%	27%
Black/African American	59%	44%	35%	29%	49%	29%
Multiracial	61%	44%	29%	24%	36%	26%
LGBTQIA+	65%	50%	31%	32%	43%	31%
People with Disabilities	58%	49%	33%	35%	45%	30%

Table 11
Nonprofit Sector: Satisfaction with Workplace Experiences by Gender, Race/Ethnicity, LGBTQIA+, and People with Disabilities

INDIVIDUAL CAREER AND WORKPLACE ISSUES						
	Advancement Opportunities	Career Development	Challenging Assignments	Respect and Prestige	Salary	Performance Evaluations
Total	41%	49%	72%	54%	23%	37%
Gender						
Men	48%	53%	72%	60%	28%	41%
Women	38%	48%	72%	52%	21%	36%
Race						
White	44%	52%	75%	57%	26%	39%
Hispanic/Latino	41%	47%	74%	54%	20%	38%
Asian	31%	40%	60%	49%	18%	35%
Black/African American	46%	50%	68%	50%	23%	36%
Multiracial	40%	49%	73%	50%	20%	35%
Men						
White	51%	55%	75%	62%	30%	44%
Hispanic/Latino	44%	42%	71%	63%	26%	37%
Asian	35%	47%	62%	51%	24%	38%
Black/African American	58%	54%	59%	61%	17%	24%
Multiracial	46%	51%	74%	49%	26%	36%
Women						
White	40%	51%	75%	55%	24%	36%
Hispanic/Latino	40%	49%	75%	51%	17%	39%
Asian	28%	36%	59%	48%	16%	34%
Black/African American	41%	47%	71%	45%	25%	41%
Multiracial	37%	48%	73%	49%	17%	34%
LGBTQIA+	39%	49%	75%	55%	23%	34%
People with Disabilities	36%	38%	64%	45%	24%	24%

Table 11 (Continued)

COLLECTIVE WORKPLACE ISSUES						
	Mentoring	Coworkers	Leadership	Diverse Workplace	Inclusive Workplace	Antidiscrimination Policy
Total	42%	78%	61%	62%	65%	56%
Gender						
Men	44%	78%	67%	65%	69%	57%
Women	41%	78%	59%	61%	63%	56%
Race						
White	44%	79%	63%	62%	67%	60%
Hispanic/Latino	40%	78%	61%	62%	63%	60%
Asian	37%	75%	53%	60%	57%	42%
Black/African American	35%	72%	57%	60%	60%	55%
Multiracial	43%	81%	63%	64%	68%	53%
Men						
White	44%	78%	69%	66%	72%	61%
Hispanic/Latino	47%	75%	69%	63%	61%	57%
Asian	42%	79%	58%	69%	69%	44%
Black/African American	36%	76%	59%	49%	58%	54%
Multiracial	47%	83%	63%	63%	68%	49%
Women						
White	44%	80%	60%	61%	64%	60%
Hispanic/Latino	38%	80%	59%	62%	65%	61%
Asian	35%	73%	52%	56%	53%	41%
Black/African American	34%	70%	57%	64%	60%	56%
Multiracial	39%	80%	63%	66%	69%	56%
LGBTQIA+	41%	78%	59%	60%	65%	53%
People with Disabilities	28%	66%	45%	61%	55%	46%

Table 11 (Continued)

	WORK/LIFE BALANCE					
	Hours Worked	Flexible Work Hours	Maternity Leave	Paternity Leave	Family Medical Leave	Child Friendly Work Environment
Total	60%	64%	38%	35%	45%	43%
Gender						
Men	63%	65%	38%	43%	50%	45%
Women	59%	63%	38%	32%	43%	43%
Race						
White	62%	65%	40%	39%	49%	46%
Hispanic/Latino	60%	62%	37%	33%	43%	42%
Asian	57%	63%	31%	29%	35%	34%
Black/African American	60%	62%	39%	35%	44%	44%
Multiracial	57%	61%	40%	28%	43%	44%
Men						
White	65%	67%	44%	45%	54%	46%
Hispanic/Latino	64%	67%	27%	35%	45%	48%
Asian	61%	67%	25%	38%	46%	30%
Black/African American	67%	51%	36%	38%	45%	42%
Multiracial	54%	57%	40%	39%	43%	48%
Women						
White	61%	64%	40%	35%	46%	46%
Hispanic/Latino	59%	60%	40%	33%	43%	40%
Asian	56%	62%	33%	26%	32%	36%
Black/African American	58%	66%	40%	34%	44%	44%
Multiracial	59%	62%	40%	22%	44%	43%
LGBTQIA+	60%	63%	32%	29%	45%	43%
People with Disabilities	54%	62%	34%	27%	39%	39%

