

Supplementary material

I. Conversation

- A. Being Heard will explore the experiences and challenges sometimes faced by women in the legal profession through the lens of the personal experience of one attorney. The conversation will communications skills involved in addressing them
- B. The conversation will touch on the following topics:
 1. Being ignored, bypassed, or spoken over
 2. Coded language
 3. Issues of reduced expectation or leniency
 4. Pressure to be “one of the guys.”

II. Statistics

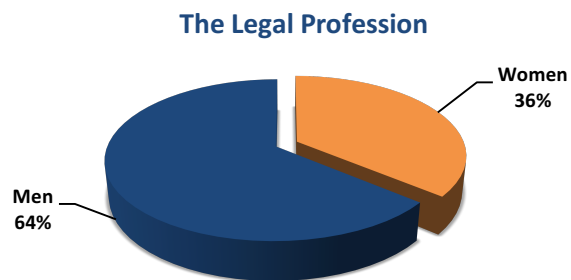
A. Women in the Profession

In law schools:

- Women represent **48.7%**ⁱ of students

Women in the legal profession:

- Women represent **36%**ⁱⁱ of lawyers
- In **law firms**, women represent **45.58%**ⁱⁱⁱ of associates; **22.7%**^{iv} of partners
- In **large corporations** women represent **24.8%**^v of general counsels



Source: ABA Commission on Women in the Profession, A current Glance at Women in the Law January 2017:

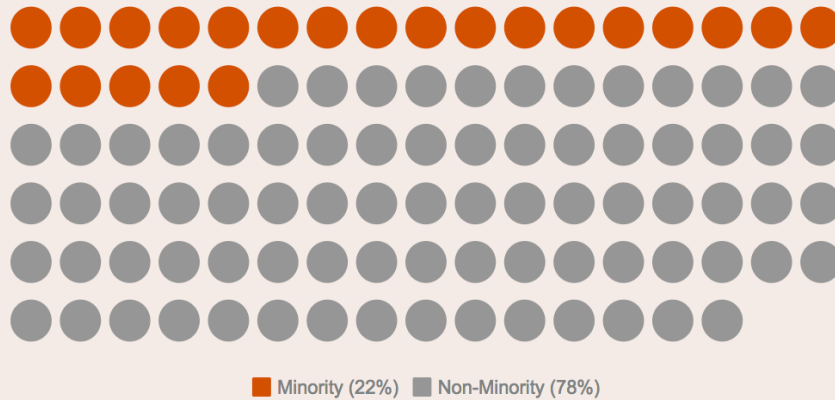
https://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_january2017.authcheckdam.pdf

B. Minorities

Minority Associates



Minorities make up almost 22% of associates in large law firms.



Recent gains in minority representation at the associate level can be largely attributed to an increase in Asian associates who now make up nearly 11% of all associates.

Representation of African-Americans at the associate level has declined every year since 2010.

Hispanics now slightly outnumber African-Americans among associates at 4.28%, however, Hispanic representation has increased only one half of one percent since 2009.

Minority Partners



Minority Partners

Just 7.52% of partners at major law firms are minorities.



■ Minority Women Partners (2.50%) ■ Minority Men Partners (5.02%)
■ Non-Minority Partners (92.48%)

Equity Partners



■ Minority (5.60%) ■ Non-Minority (94.40%)

vs.

Non-Equity Partners



■ Minority (9.40%) ■ Non-Minority (90.60%)

Source: 2015-2016 NALP Directory of Legal Employers
<http://www.nalp.org/minoritieswomen>

III. Additional Resources

- ABA's Young Lawyer Toolkit:
https://www.americanbar.org/groups/young_lawyers/initiatives/young_lawyer_toolkit/diversity_and_inclusion.html
- Council for Diversity in the Educational Pipeline --
https://www.americanbar.org/groups/diversity/diversity_pipeline.html
- Coalition on Racial and Ethnic Justice --
https://www.americanbar.org/groups/diversity/racial_ethnic_justice.html
- Commission on Racial and Ethnic Diversity in the Profession --
https://www.americanbar.org/groups/diversity/commission_on_racial_ethnic_diversity_in_the_profession.html
- Commission on Hispanic Legal Rights and Responsibilities --
https://www.americanbar.org/groups/diversity/commission_on_hispanic_legal_rights_responsibilities.html
- Commission on Women in the Profession --
https://www.americanbar.org/groups/diversity/commission_on_women_in_the_profession.html

ⁱ Enrollment and Degrees Awarded, 2014-2015 Academic Year. American Bar Association Section of Legal Education and Admissions to the Bar:
https://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_january_2017.authcheckdam.pdf

ⁱⁱ Enrollment and Degrees Awarded, 2014-2015 Academic Year. American Bar Association Section of Legal Education and Admissions to the Bar:
https://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_january_2017.authcheckdam.pdf

ⁱⁱⁱ NALP 2017 Report on Diversity in U.S. Law Firm:
<https://www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf>

^{iv} NALP 2017 Report on Diversity in U.S. Law Firm:
<https://www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf>

^v MCCA's 17th Annual General Counsel Survey: Breaking Barriers, One Person at a Time. Minority Corporate Counsel Association, November/ December 2016:
http://www.diversityandthebardigital.com/datb/november_december_2016?pg=21 - pg22