



PULSE SURVEY RESULTS

Survey on Member Diversity, Equity, & Inclusion
Efforts and Initiatives

AUGUST 2020

National Association for Law Placement
1220 19th Street NW | Suite 401 | Washington, DC 20036
(202) 835-1001 | info@nalp.org

Introduction

In May of 2020 NALP began conducting a series of short “pulse” surveys to learn more about the impact of current events on U.S. law schools and legal employers. While the first two surveys focused on items related to the COVID-19 pandemic, this third survey was centered on racial justice and DEI initiatives at schools and employers, and in particular, changes that have occurred due to the events that have transpired over the past few months, beginning with the murder of George Floyd.

The results from the third round of surveys, conducted from July 23 – August 6, 2020, are included within this report. In total, 240 offices completed the legal employer survey and 89 schools completed the law school survey. Data from both surveys have been summarized in the following tables. The total number of schools or offices included in each table may vary because some offices or schools did not complete every question and some questions were only applicable to offices or schools that met certain criteria.



Efforts and initiatives related to racial justice and diversity, equity, and inclusion (DEI)

LAW SCHOOL HIGHLIGHTS



Nearly 90% of law schools implemented new anti-racism and/or DEI efforts and initiatives since the murder of George Floyd.

TRAINING



49%

increasing the amount of anti-racism and/or DEI training for faculty and staff

39%

increasing the amount of anti-racism and/or DEI training for students

48%

require mandatory anti-bias training* for faculty, staff, or students

*Of those schools that do require anti-bias training, most mandated training for all three groups; however, students were the group most likely to have the requirement (70%).

TOWN HALLS



64%

hosting town halls

DEI COMMITTEES



97%

have at least one DEI staff member or governance group.

DEI committees were the most commonly reported (74%), followed by a dedicated DEI professional within the law school (60%).

COMPLAINT PROCEDURES



58%

have a formal complaint procedure if students experience bias or discrimination in the recruiting/interviewing process.

The likelihood of having a complaint procedure in place increased with the number of enrolled JD students within the school.



Efforts and initiatives related to racial justice and diversity, equity, and inclusion (DEI)

LEGAL EMPLOYER HIGHLIGHTS



99% have implemented new anti-racism and/or DEI efforts and initiatives since the murder of George Floyd

TRAINING



96% provide professional staff with at least some of the same DEI training and resources as lawyers within the office

While most legal employers invite both staff and lawyers to affinity network events, this was the DEI opportunity most likely to be limited to lawyers only (35%)

57% require mandatory anti-bias training for lawyers and/or staff

63% implementing new or increasing existing anti-racism and/or DEI training for lawyers and staff

Of those offices with 2020 summer associates, 57% have planned new anti-racism and/or DEI training for summer associates in response to the events of the past few months.



3% implemented new law student diversity scholarships (independent of diversity fellowships) since June 1, 2020

55% offered law student diversity fellowships prior to June 1, 2020
Of those that already offered fellowships, only 5% have increased the number of and/or the total funding for these fellowships since June 1



64% designated Juneteenth as a paid holiday in 2020, but only 16% have made it a permanent holiday beyond this year



76% issued a policy statement related to racial justice



69% increased racial justice related pro bono commitments



93% have at least one DEI staff member or committee/task force
DEI committees were the most frequently reported (87%), followed by a DEI senior leader (65%)

LAW SCHOOL SURVEY QUESTIONS AND RESULTS

Question 1. What types of anti-racism and/or diversity, equity, and inclusion (DEI) efforts or initiatives has your law school implemented in response to the events of the past two months, beginning with the murder of George Floyd? (Select all that apply.)

(All law schools)

% of law schools implementing the following:								
Law Schools Subset	Held one or more town halls to facilitate dialogue between administrators, faculty, and students	Increased the amount of anti-racism and/or DEI training provided to faculty and/or staff	Increased the amount of anti-racism and/or DEI training provided to students	Added an elective or mandatory course on racial justice or related topics	Added a clinic related to discrimination, racial justice, or other related topics	Other*	School has not yet implemented any new efforts or initiatives	Number of schools
All Schools	64.0%	49.4%	39.3%	18.0%	4.5%	38.2%	10.1%	89
By Type of Institution								
Public	51.4	40.0	22.9	17.1	5.7	40.0	20.0	35
Private	71.7	54.7	50.9	18.9	3.8	37.7	3.8	53
By Region								
Northeast	84.6	46.2	46.2	23.1	0.0	30.8	7.7	13
Mid-Atlantic	50.0	58.3	33.3	0.0	8.3	33.3	8.3	12
Southeast	61.1	44.4	44.4	22.2	5.6	50.0	11.1	18
Midwest	63.0	59.3	37.0	14.8	7.4	25.9	18.5	27
West/Rocky Mountain	61.1	38.9	33.3	27.8	0.0	55.6	0.0	18
By Fall 2019 JD Enrollment Size								
Fewer than 350 students	55.0	30.0	30.0	20.0	0.0	30.0	30.0	20
350-549 students	62.1	58.6	41.4	13.8	3.4	27.6	10.3	29
550-750 students	66.7	42.9	28.6	14.3	14.3	57.1	0.0	21
751+ students	73.7	63.2	57.9	26.3	0.0	42.1	0.0	19

Note: Percentages add up to more than 100% because respondents could select multiple response options.

* Examples of “other” include the following: mandatory ally skills training, new orientation programming for students from underrepresented backgrounds, adding new scholarships, faculty reviewing curriculum to focus on the impact of racism on court case decisions, hosting teach-ins, summer check-ins with diverse 1L students on their summer work experiences, adding a Black Lives Matter webpage, compiling resource lists, implementing a civil rights law review publication, hosting a year-long series of community discussions, creating a criminal justice center, hosting book discussions and film series, creating task forces, and organizing protest events.

Question 2. Does your law school or university require mandatory anti-bias training for any of the following groups? (Select all that apply.)

(All law schools)

Law School Subset	% of all schools requiring anti-bias training	Of those schools with mandatory training, the % of schools reporting the following groups must participate in required training:			Number of schools
		Faculty	Staff	Students	
All Schools	48.3%	62.8%	65.1%	69.8%	89
By Type of Institution					
Public	42.9	60.0	73.3	60.0	35
Private	50.9	63.0	59.3	77.8	53
By Region					
Northeast	69.2	55.6	66.7	77.8	13
Mid-Atlantic	25.0	—	—	—	12
Southeast	55.6	50.0	50.0	80.0	18
Midwest	48.1	84.6	76.9	69.2	27
West/Rocky Mountain	44.4	50.0	62.5	50.0	18
By Fall 2019 JD Enrollment Size					
Fewer than 350 students	50.0	70.0	60.0	80.0	20
350-549 students	51.7	80.0	80.0	60.0	29
550-750 students	38.1	25.0	25.0	75.0	21
751+ students	52.6	60.0	80.0	70.0	19

Note: Percentages add up to more than 100% because respondents could select multiple response options.

Question 3. Which of the following DEI staff members and/or governance groups does your law school have? (Select all that apply.)

(All law schools)

% of law schools with the following DEI staff/governance groups:						
Law Schools Subset	DEI committee	Dedicated DEI professional within the law school	DEI student advisory group	Other*	School does not have any DEI staff or governance groups	Number of schools
All Schools	74.2%	59.6%	36.0%	16.9%	3.3%	89
By Type of Institution						
Public	71.4	54.3	34.3	25.7	5.7	35
Private	75.5	64.2	35.8	11.3	1.9	53
By Region						
Northeast	76.9	61.5	30.8	23.1	0.0	13
Mid-Atlantic	75.0	58.3	58.3	16.7	0.0	12
Southeast	72.2	44.4	33.3	16.7	5.6	18
Midwest	77.8	59.3	33.3	14.8	3.7	27
West/Rocky Mountain	72.2	72.2	33.3	16.7	5.6	18
By Fall 2019 JD Enrollment Size						
Fewer than 350 students	70.0	25.0	20.0	20.0	10.0	20
350-549 students	82.8	58.6	48.3	10.3	0.0	29
550-750 students	76.2	71.4	42.9	9.5	0.0	21
751+ students	63.2	84.2	26.3	31.6	5.3	19

Note: Percentages add up to more than 100% because respondents could select multiple response options.

*Examples of “other” include the following: staff inclusion team, alumni advisory board, university-wide DEI department or office, pipeline programs committee, CSO designated diversity lead, diversity and educational engagement committee, and DEI committee specifically for the career center.

Question 4. Does your law school have a formal complaint procedure if students experience bias or discrimination in the recruiting/interviewing process?

(All law schools)

Law School Subset	Yes (%)	No (%)	Number of schools
All Schools	58.0%	42.0%	88
By Type of Institution			
Public	58.8	41.2	34
Private	58.5	41.5	53
By Region			
Northeast	50.0	50.0	12
Mid-Atlantic	66.7	33.3	12
Southeast	72.2	27.8	18
Midwest	37.0	63.0	27
West/Rocky Mountain	72.2	27.8	18
By Fall 2019 JD Enrollment Size			
Fewer than 350 students	45.0	55.0	20
350-549 students	53.6	46.4	28
550-750 students	61.9	38.1	21
751+ students	73.7	26.3	19

Question 5. What is your law school CSO (as a department or in coordination with your student affairs, student bar leaders, Black Law Students Association leaders, or other stakeholders) doing to support students of color in response to recent events?

(All law schools)

A selection of responses are listed below. Common themes include: individual student outreach, supporting and attending affinity group meetings, hosting anti-bias and DEI training and programming, employer outreach and training, updating employer policies and procedures, creating a new CSO DEI staff position or incorporating DEI responsibilities within an existing CSO staff position, and re-evaluating all programming and resources to ensure inclusivity.

We are continuing the efforts that we began last year around focusing on enhancing supporting students through programs relating to student programs and services, staff professional development, and relationship building. This includes the following: 1) offered program for diversity fellowships and enhanced access to resources regarding these opportunities; 2) offered programming for diverse students relating to navigating the clerkship process, and judicial careers for lawyers of color, surveyed alumni clerks to establish mentoring contacts for clerking; 3) supported/attended affinity group meetings regarding careers, as well as affinity group conference career fairs; 4) staff development; 5) designated a member of the team as the liaison/champion for Diversity and Inclusion; 6) attended professional development programs; 6) engaged a consultant who conducted implicit bias training with our team; 7) multiple meetings with affinity group leaders to hear how we can address their needs and took that feedback to develop these responses.

1) Collaborated with student affairs and admissions to develop and facilitate DEI training during 1L Orientation; 2) as the Externship program is a part of the CSO, Fall 2020 implements class sessions on imposter syndrome and addressing bias in the workplace and in attorney-client relationships; 3) received training to conduct an Antiracism Audit of the Externship Program curriculum to structure program to better serve students and ensure recruitment of students of color.

1) Creating a student advisory group; 2) greater outreach to students regarding biases in the recruiting process and how to use our office in supporting them; 3) survey to students on their needs from OCS.

Our team has a designated diversity coordinator who identifies and ensures that students are aware of educational and career opportunities for students of color. We partner with bar affinity groups and other groups in the legal community to create, share, and promote events/programming for our students of color. As a team, we share and discuss anti-racism resources and training and provide one-on-one support to students.

Increased outreach to student affinity organizations to provide support on mental health and balancing social justice commitments while pursuing academic and career success. Having discussions with employers that have contacted the law school seeking to increase recruitment of students of color.

Meeting with individual students to discuss and formulate a strategy that reflects their concerns and goals.

(continued)

Question 5. What is your law school CSO (as a department or in coordination with your student affairs, student bar leaders, Black Law Students Association leaders, or other stakeholders) doing to support students of color in response to recent events?

(continued from page 10)

- 1) Increased training for our staff; 2) increased communication from a career perspective with diversity-related student groups and individual students of color; 3) formed two committees in the office: (a) DEI Training Committee; (b) DEI Resources and outreach committee (to compile DEI-related resources and to build relationships with employers owned and/or operated by lawyers of color and lawyers from other diverse backgrounds). 4) Diversity-focused programs; ensuring that we increase the representation of attorneys and students of color in our panels and other programs.

We are collaborating with our DEI office to support a symposium for the spring term for our great community including students. In addition, we are looking at programming to ensure diversity among panelists and perspectives. We have collaborated with student leaders to offer presentations and collaborative programming to address the issues students may face.

-
- 1) Created a CSO DEI Officer position which will act as CSO liaison to DEI committees within the law school and outside of it; 2) increased networking opportunities, job opportunities, job fairs; 3) connect diverse students to employers seeking to make a diverse hire; 4) disseminate information to CSO staff and students pertaining to DEI issues.

We have provided our affinity group leaders and the SBA president with a wealth of anti-racism resources that will be shared with the student body after the semester begins. I continue to reach out individually to our students of color and share with them training and other opportunities that are available both within and outside of the law school.

We have prioritized highlighting Black voices and the BIPOC experience in the profession and in America in our weekly Career Center newsletters. We do this primarily through linking to articles, professional development events, and other resources for students and alumni. Our team has also worked with affinity bar leaders and the state bar to cultivate a mentor list for diverse students. It includes diverse lawyers and judges from around the state. In addition, our Admissions team has provided incoming students with explicit messaging about anti-racism education and action steps. Our Director of Diversity, Inclusion & Leadership Development has outreached to our racial affinity groups to provide direct support and advocacy. Our student affairs team has circulated and attended additional trainings (professional development) in response to events (e.g. Bystander Intervention for Asian/American and Xenophobic Harassment; Ibram Kendi on How to Be an Antiracist; Panel on Engaging Virtual Conversations on Race & Racism; Panel on Incorporating Anti-Racism Frameworks into Core Law School Classes, etc.). Lastly, the Dean's Leadership Team has discussed hosting a town hall on how we work to build an anti-racist law school. Planning is ongoing for the final initiative.

We are hosting programming specific to students of color, revising our programming surrounding diversity hiring programs, and hosting listening sessions.

CSO staff are required to attend all NALP diversity town halls and webinars and were required to complete implicit bias training. We are increasing our programming to encourage students of color to consider certain career paths.

Reevaluating all of our programs, policies, and practices through an anti-racism lens.

We plan to work with our affinity groups and employers to expand our cultural diversity initiative OCI program.

Planning an initiative to support and promote diversity and inclusion with local bar associations

(continued)

Question 5. What is your law school CSO (as a department or in coordination with your student affairs, student bar leaders, Black Law Students Association leaders, or other stakeholders) doing to support students of color in response to recent events?

(continued from page 11)

We are: 1) formalizing a rapid response protocol (minority student town hall, community support meetings) to follow traumatic events; 2) providing accommodations for students experiencing trauma as a result of racial violence; 3) continuing programming/education regarding anti-racism, implicit bias, and cultural competence; 4) removing from public areas of images of perpetrators of racism or inequity; 5) creating common area reflecting diversity of the law school; 6) continuing prioritization of diversity in faculty and staff hiring processes; 7) creating D/E/I staff position (to be shared with university's other graduate programs); 8) working to create attorney mentorship opportunities for students based on affinity group membership; and 9) continuing our focused diversification of speakers at law school-sponsored programs and events.

Created ongoing programs for the law school community including town halls on anti-racism and writing contests on anti-racism.

We plan to update our policies and procedures in terms of what the law school stands for and what it will accept (or, more importantly, not accept) from employers wishing to interview or hire our students. We are also working on messaging that will go out to current and prospective employers. As always, we are here to listen to any concerns students have with regard to their interview or placement experiences. And we plan to offer training in the Fall to assist students in responding to micro- and macro-aggressions in the workplace.

We initially reached out to our student affinity organizations to indicate our support and have set up meetings with leadership to come up with action items that we as a CSO can do to support students of color.

We have engaged with employers in our outreach and in response to employer questions about how to create better diversity pipelines to their firms and how to provide better experiences for diverse law students in their firms.

Held Zoom meetings to discuss their feelings and concerns, organized some book/movie discussions around DEI topics, offered ally trainings, hosted an alumni panel for students on careers in social justice.

The CSO assistant dean now co-chairs the DEI advisory committee, which is working on a process for adding students to the group. In bi-weekly e-mails to students, the CSO continues to reference the ongoing racial injustice and invites students to connect with CSO staff on any and all issues of concern. Not in response to recent events, but the CSO continues to promote the diversity job fair in closest proximity to the school.

We are examining all of our resources, materials and our office space in order to make sure they are inclusive and supporting of all students. We have increased internal DEI trainings. We intend to further improve our engagement with affinity groups as we engage in all of these efforts.

Planning to coordinate with these groups to bring back more CDO programming support. Building employer resource guide for employers who work with us.

Question 6. What is your law school CSO (as a department or in coordination with your student affairs, student bar leaders, Black Law Students Association leaders, or other stakeholders) doing to specifically support Black students in response to recent events?

(All law schools)

A selection of responses are listed below. Common themes include individual student outreach, addressing student mental health and well-being, increased outreach to student affinity groups, CSO staff attending training/educational opportunities, employer outreach to increase recruitment of Black students, hosting community meetings and training opportunities for students, and ensuring Black voices are represented in CSO programming.

Supported BLSA's town hall in response to the death of George Floyd; received training to conduct an Antiracism Audit of the Externship Program curriculum to structure program to better serve students and ensure recruitment of Black students.

Office receiving training on how we can best support our Black students; survey asking for their input.

Team members are engaging in training/educational opportunities specific to anti-Black racism. We are also working to identify and share additional opportunities for our students to engage in pro bono and other activities that address anti-Black racism. Our law school has also created (and the CSO has contributed to) a webpage devoted to racial justice resources for students.

Working on an alumni affinity group.

Increased outreach to student affinity organizations to provide support on mental health and balancing social justice commitments while pursuing academic and career success. Having discussions with employers that have contacted the law school seeking to increase recruitment of Black student candidates specifically.

Having one-on-one conversations with our Black students about their law school and recruitment experience. We are also talking more with our employers about their DEI efforts.

Our office co-hosts bi-monthly community meetings open for all Black students, staff, and faculty with our BLSA chapter.

As chair of our D&I Committee, I assisted BLSA with making a statement to the university. The Black faculty/staff members sent a statement of support to BLSA members and offered to have a Zoom session with them to discuss their concerns. As chair of the D&I committee and in my CSO role, I continue to reach out to Black students individually and as a group. I continue to reach out individually to our Black students and share with them training and other opportunities that are available both within and outside of the law school.

(continued)

Question 6. **What is your law school CSO (as a department or in coordination with your student affairs, student bar leaders, Black Law Students Association leaders, or other stakeholders) doing to specifically support Black students in response to recent events?**

(continued from page 13)

There has been direct communication from our Student Success Team (CSO, Admissions, Dir. of Diversity, Inclusion & Leadership Development) with our Black Law Student Association leaders (e.g. direct outreach; meeting with the Dean) and the law school recently hosted a panel on Black Mental Health Matters. As students have largely been engaged in summer activities, we expect to continue the conversation about ongoing supportive programs and outreach when classes resume in a few weeks.

We are in communication with BLSA, who have not identified any specific areas where the CSO can improve. In coordination with other departments we are planning a talk about the importance of law school/the legal system in addressing current issues and creating change — to provide support and encouragement to Black students to remain in law school.

We actively reached out to BLSA to let them know that we stand in solidarity with them. We also sent a survey to BLSA members to ask how Career Development could better support them.

Our CSO supports BLSA members in many ways, throughout the school year, including programming, networking and mentoring opportunities. In response to the recent events, a CSO member sits on the newly created BLSA Advisory Council, which focuses on BLSA having access to additional knowledge and resources, having their voices further amplified, and having the ability to do more to improve the law school experience for Black students currently enrolled. In addition, the Dean's Suite is taking the lead in communication with a group of student leaders about actions that the law school is committed to addressing around racism and bias and how to best support students of color.

The law school has held multiple remote events concerning race issues through the Center for Social Justice. The CSO is critically examining the speakers and programs we plan, and making sure to cast a wide net and include diverse voices and experiences. The CSO will work with BLSA to plan a professional development week this year as well.

Discussing particular programs to partner with BLSA for mock interviews, etc. Looking to identify black graduates in particular geographic areas for networking and career development purposes.

As an HBCU school focused on social justice, our CSO is constantly focused on supporting black students and other students of colors. It is part of our DNA. We did not need to change priorities or focus in response to recent events.

Supporting a scholarship for Black students.

The CSO has adopted new expectations that all career-related programming will include Black attorneys to the greatest extent possible.

LEGAL EMPLOYER SURVEY QUESTIONS AND RESULTS

Question 1. What types of anti-racism and/or diversity, equity, and inclusion (DEI) efforts or initiatives has your office implemented in response to the events of the last two months, beginning with the murder of George Floyd? (Select all that apply.)

(All offices)

Legal Employers Subset	% of offices doing the following:							Number of offices
	Issued a policy statement related to racial justice	Increased pro bono commitments related to racial justice	Implemented new or increased existing anti-racism or DEI training provided to lawyers and/or staff	Made donations to racial justice related organizations	Developed new partnerships w/ clients or external orgs. related to racial justice and/or DEI	Other*	Have not yet implemented any new efforts or initiatives	
All Offices	76.2%	69.0%	63.2%	58.6%	51.5%	35.6%	0.8%	239
By Firm Size (Number of Attorneys)								
100 or Fewer	41.7	41.7	66.7	50.0	25.0	25.0	8.3	12
101-250	74.4	64.1	64.1	48.7	38.5	23.1	2.6	39
251-500	88.7	73.6	56.6	50.9	64.2	18.9	0.0	53
501-700	85.7	78.6	85.7	92.9	57.1	28.6	0.0	14
701+	72.6	70.1	62.4	62.4	51.3	48.7	0.0	117
By Office Size (Number of Attorneys)								
25 or Fewer	66.7	59.0	46.2	33.3	46.2	53.8	0.0	39
26-50	75.9	65.5	55.2	48.3	51.7	41.4	0.0	29
51-100	76.9	69.2	65.4	63.5	48.1	23.1	1.9	52
101-250	72.8	70.4	66.7	64.2	49.4	35.8	1.2	81
251+	92.3	84.6	80.8	84.6	61.5	26.9	0.0	26
By Region and City								
Northeast	79.6	75.9	72.2	74.1	61.1	27.8	0.0	54
Boston, MA	72.7	72.7	72.7	81.8	54.5	27.3	0.0	11
New York, NY	79.4	82.4	76.5	76.5	70.6	29.4	0.0	34
Mid-Atlantic	63.6	65.9	45.5	52.3	34.1	38.6	0.0	44
Philadelphia, PA	71.4	57.1	28.6	57.1	14.3	42.9	0.0	7
Washington, DC/ Northern VA	82.6	82.6	60.9	69.6	56.5	21.7	0.0	23

(continued)

Question 1. What types of anti-racism and/or diversity, equity, and inclusion (DEI) efforts or initiatives has your office implemented in response to the events of the last two months, beginning with the murder of George Floyd? (Select all that apply.)

(continued from page 16)

Legal Employers Subset	% of offices doing the following:						Have not yet implemented any new efforts or initiatives	Number of offices
	Issued a policy statement related to racial justice	Increased pro bono commitments related to racial justice	Implemented new or increased existing anti-racism or DEI training provided to lawyers and/or staff	Made donations to racial justice related organizations	Developed new partnerships w/ clients or external orgs. related to racial justice and/or DEI	Other*		
Southeast	84.8	69.7	54.5	45.5	57.6	39.4	0.0	33
Atlanta, GA	71.4	57.1	71.4	57.1	57.1	42.9	0.0	7
Midwest	79.6	61.2	61.2	46.9	53.1	32.7	4.1	49
Chicago, IL	75.0	50.0	56.3	50.0	37.5	31.3	6.3	16
Minneapolis/ St. Paul, MN	69.2	76.9	76.9	61.5	53.8	30.8	7.7	13
West/Rocky Mountain	73.7	70.2	73.7	64.9	49.1	42.1	0.0	57
Los Angeles, CA	58.3	83.3	75.0	83.3	50.0	25.0	0.0	12
San Francisco, CA	77.8	66.7	55.6	66.7	22.2	44.4	0.0	9
Silicon Valley, CA	88.9	66.7	77.8	66.7	44.4	33.3	0.0	9

Note: Percentages add up to more than 100% because respondents could select multiple response options.

*Examples of “other” include the following: staff surveys, launching new engagement committees or task forces focused on anti-racism and DEI efforts, hosting webinars regarding how to talk with children about race, launching a DEI focused podcast, establishing or expanding DEI and/or racial justice committees, instituting a day of service for all employees, adding new wellness/mental health resources, hosting town halls, individual and group conversations to support Black colleagues, safe space dialogues, Juneteenth celebrations, firm-wide changes to billable I&D hours, joined Mansfield 4.0, created anti-racism resource center, implemented a 30 day challenge to raise awareness on anti-racism and racial justice issues, developed office hours for employees to talk to DEI committee members, implemented a volunteer time-off policy, created new initiatives related to voting and youth outreach, created a new affinity group for Black firm members, established a non-profit foundation to combat racism, expanded grant awards to organizations focused on racial justice via the firm’s foundation, and starting a book club focused on DEI readings.

Question 2. Are professional staff invited to or provided with some or all of the same DEI training opportunities and resources as lawyers in your office?

(All offices)

Legal Employers Subset	Yes (%)	No (%)	Number of offices
All Offices	95.8%	4.2%	239
By Firm Size (Number of Attorneys)			
100 or Fewer	100.0	0.0	12
101-250	92.3	7.7	39
251-500	92.5	7.5	53
501-700	92.9	7.1	14
701+	98.3	1.7	117
By Office Size (Number of Attorneys)			
25 or Fewer	100.0	0.0	39
26-50	96.6	3.4	29
51-100	98.1	1.9	52
101-250	92.6	7.4	81
251+	96.2	3.8	26
By Region and City			
Northeast	90.7	9.3	54
Boston, MA	90.9	9.1	11
New York, NY	88.2	11.8	34
Mid-Atlantic	95.5	4.5	44
Philadelphia, PA	85.7	14.3	7
Washington, DC/Northern VA	95.7	4.3	23
Southeast	97.0	3.0	33
Atlanta, GA	100.0	0.0	7
Midwest	95.9	4.1	49
Chicago, IL	93.8	6.3	16
Minneapolis/St. Paul, MN	100.0	0.0	13
West/Rocky Mountain	100.0	0.0	57
Los Angeles, CA	100.0	0.0	12
San Francisco, CA	100.0	0.0	9
Silicon Valley, CA	100.0	0.0	9

Question 3. If yes in Question 2, which of the following DEI training and resources are available to staff and/or lawyers in your office?

(For those offices offering at least some DEI training and resources to both staff and lawyers)

Response options included: training, support services, invitations to affinity network events, and other. Data for each response option are reported under their individual subheading in the table below.

Legal Employers Subset	Available to lawyers only (%)	Available to professional staff only (%)	Available to both professional staff and lawyers (%)	Not offered to professional staff or lawyers (%)	Number of offices
TRAINING					
All Offices	11.5%	0.4%	87.7%	0.4%	227
By Firm Size (Number of Attorneys)					
100 or Fewer	0.0	0.0	100.0	0.0	12
101-250	2.8	0.0	97.2	0.0	36
251-500	0.0	0.0	100.0	0.0	49
501-700	0.0	0.0	100.0	0.0	12
701+	21.9	0.9	77.2	0.0	114
By Office Size (Number of Attorneys)					
25 or Fewer	30.8	0.0	69.2	0.0	39
26-50	21.4	0.0	78.6	0.0	28
51-100	4.1	0.0	95.9	0.0	49
101-250	8.0	0.0	92.0	0.0	75
251+	0.0	4.0	96.0	0.0	25
By Region and City					
Northeast	8.2	0.0	91.8	0.0	49
Boston, MA	10.0	0.0	90.0	0.0	10
New York, NY	6.7	0.0	93.3	0.0	30
Mid-Atlantic	23.8	0.0	73.8	2.4	42
Philadelphia, PA	16.7	0.0	83.3	0.0	6
Washington, DC/Northern VA	4.5	0.0	90.9	4.5	22
Southeast	9.4	0.0	90.6	0.0	32
Atlanta, GA	14.3	0.0	85.7	0.0	7
Midwest	4.4	2.2	93.3	0.0	45
Chicago, IL	7.7	0.0	92.3	0.0	13
Minneapolis/St. Paul, MN	0.0	7.7	92.3	0.0	13

(continued)

Question 3. If yes in Question 2, which of the following DEI training and resources are available to staff and/or lawyers in your office?

(For those offices offering at least some DEI training and resources to both staff and lawyers)

(continued from page 19)

Legal Employers Subset	Available to lawyers only (%)	Available to professional staff only (%)	Available to both professional staff and lawyers (%)	Not offered to professional staff or lawyers (%)	Number of offices
West/Rocky Mountain	12.3	0.0	87.7	0.0	57
Los Angeles, CA	8.3	0.0	91.7	0.0	12
San Francisco, CA	11.1	0.0	88.9	0.0	9
Silicon Valley, CA	11.1	0.0	88.9	0.0	9
SUPPORT SERVICES					
All Offices	0.9	0.0	96.3	2.7	219
By Firm Size (Number of Attorneys)					
100 or Fewer	0.0	0.0	80.0	20.0	10
101-250	3.1	0.0	87.5	9.4	32
251-500	0.0	0.0	100.0	0.0	49
501-700	0.0	0.0	100.0	0.0	11
701+	0.9	0.0	98.2	0.9	113
By Office Size (Number of Attorneys)					
25 or Fewer	0.0	0.0	100.0	0.0	38
26-50	0.0	0.0	96.3	3.7	27
51-100	2.1	0.0	89.4	8.5	47
101-250	0.0	0.0	98.6	1.4	73
251+	4.2	0.0	95.8	0.0	24
By Region and City					
Northeast	0.0	0.0	97.8	2.2	46
Boston, MA	0.0	0.0	100.0	0.0	10
New York, NY	0.0	0.0	96.4	3.6	28
Mid-Atlantic	0.0	0.0	100.0	0.0	42
Philadelphia, PA	0.0	0.0	100.0	0.0	6
Washington, DC/Northern VA	0.0	0.0	100.0	0.0	22
Southeast	0.0	0.0	100.0	0.0	31
Atlanta, GA	0.0	0.0	100.0	0.0	6

(continued)

Question 3. If yes in Question 2, which of the following DEI training and resources are available to staff and/or lawyers in your office?

(For those offices offering at least some DEI training and resources to both staff and lawyers)

(continued from page 20)

Legal Employers Subset	Available to lawyers only (%)	Available to professional staff only (%)	Available to both professional staff and lawyers (%)	Not offered to professional staff or lawyers (%)	Number of offices
Midwest	2.3	0.0	95.5	2.3	44
Chicago, IL	0.0	0.0	100.0	0.0	13
Minneapolis/St. Paul, MN	8.3	0.0	91.7	0.0	12
West/Rocky Mountain	1.9	0.0	90.7	7.4	54
Los Angeles, CA	0.0	0.0	90.0	10.0	10
San Francisco, CA	0.0	0.0	100.0	0.0	9
Silicon Valley, CA	0.0	0.0	100.0	0.0	9
INVITATIONS TO AFFINITY NETWORK EVENTS					
All Offices	35.0	0.0	62.3	2.7	223
By Firm Size (Number of Attorneys)					
100 or Fewer	63.6	0.0	27.3	9.1	11
101-250	42.4	0.0	48.5	9.1	33
251-500	51.0	0.0	46.9	2.0	49
501-700	16.7	0.0	83.3	0.0	12
701+	26.3	0.0	73.7	0.0	114
By Office Size (Number of Attorneys)					
25 or Fewer	23.1	0.0	76.9	0.0	39
26-50	28.6	0.0	71.4	0.0	28
51-100	37.0	0.0	56.5	6.5	46
101-250	37.8	0.0	62.2	0.0	74
251+	44.0	0.0	52.0	4.0	25
By Region and City					
Northeast	44.7	0.0	51.1	4.3	47
Boston, MA	33.3	0.0	66.7	0.0	9
New York, NY	43.3	0.0	53.3	3.3	30
Mid-Atlantic	26.8	0.0	70.7	2.4	41
Philadelphia, PA	33.3	0.0	66.7	0.0	6
Washington, DC/Northern VA	28.6	0.0	66.7	4.8	21
Southeast	34.4	0.0	65.6	0.0	32
Atlanta, GA	42.9	0.0	57.1	0.0	7

(continued)

Question 3. If yes in Question 2, which of the following DEI training and resources are available to staff and/or lawyers in your office?

(For those offices offering at least some DEI training and resources to both staff and lawyers)

(continued from page 21)

Legal Employers Subset	Available to lawyers only (%)	Available to professional staff only (%)	Available to both professional staff and lawyers (%)	Not offered to professional staff or lawyers (%)	Number of offices
Midwest	43.5	0.0	54.3	2.2	46
Chicago, IL	50.0	0.0	50.0	0.0	14
Minneapolis/St. Paul, MN	46.2	0.0	53.8	0.0	13
West/Rocky Mountain	25.5	0.0	70.9	3.6	55
Los Angeles, CA	27.3	0.0	72.7	0.0	11
San Francisco, CA	33.3	0.0	66.7	0.0	9
Silicon Valley, CA	33.3	0.0	66.7	0.0	9
OTHER*					
All Offices	0.0	0.0	100.0	0.0	35
By Firm Size (Number of Attorneys)					
251-500	0.0	0.0	100.0	0.0	9
701+	0.0	0.0	100.0	0.0	20
By Office Size (Number of Attorneys)					
25 or Fewer	0.0	0.0	100.0	0.0	6
26-50	0.0	0.0	100.0	0.0	5
51-100	0.0	0.0	100.0	0.0	10
101-250	0.0	0.0	100.0	0.0	10
By Region and City					
Northeast	0.0	0.0	100.0	0.0	7
New York, NY	0.0	0.0	100.0	0.0	5
Southeast	0.0	0.0	100.0	0.0	5
Midwest	0.0	0.0	100.0	0.0	7
West/Rocky Mountain	0.0	0.0	100.0	0.0	12

Note: Data are only reported for a subset if at least five legal employers reported data.

* Examples of "other" include podcast series on DEI issues, the opportunity to serve on national and local diversity committees and task forces, town hall meetings, article and book clubs, hosting a Diversity & Inclusion Week, pro bono, and racial justice projects.

Question 4. Does your office require mandatory anti-bias training for lawyers and/or staff?

(All offices)

Legal Employers Subset	Yes, for both lawyers and staff (%)	Yes, for lawyers only (%)	No (%)	Number of offices
All Offices	41.3%	16.1%	42.6%	230
By Firm Size (Number of Attorneys)				
100 or Fewer	50.0	8.3	41.7	12
101-250	46.2	7.7	46.2	39
251-500	63.5	5.8	30.8	52
501-700	61.5	15.4	23.1	13
701+	27.3	25.5	47.3	110
By Office Size (Number of Attorneys)				
25 or Fewer	51.3	5.1	43.6	39
26-50	48.3	10.3	41.4	29
51-100	37.5	14.6	47.9	48
101-250	36.4	20.8	42.9	77
251+	52.0	28.0	20.0	25
By Region and City				
Northeast	44.2	21.2	34.6	52
Boston, MA	45.5	18.2	36.4	11
New York, NY	50.0	25.0	25.0	32
Mid-Atlantic	25.6	20.9	53.5	43
Philadelphia, PA	14.3	57.1	28.6	7
Washington, DC/Northern VA	36.4	13.6	50.0	22
Southeast	36.4	6.1	57.6	33
Atlanta, GA	0.0	0.0	100.0	7
Midwest	50.0	6.3	43.8	48
Chicago, IL	46.7	13.3	40.0	15
Minneapolis/St. Paul, MN	53.8	7.7	38.5	13
West/Rocky Mountain	46.2	23.1	30.8	52
Los Angeles, CA	55.6	22.2	22.2	9
San Francisco, CA	37.5	25.0	37.5	8
Silicon Valley, CA	55.6	33.3	11.1	9

Note: There were no offices that indicated that anti-bias training was required for staff only.

Question 5. Has your office planned any new anti-racism and/or DEI training for your 2020 summer associates in response to the events of the last two months?

(For those offices with 2020 summer associates)

Legal Employers Subset	Yes (%)	No (%)	Number of offices
All Offices	56.9%	43.1%	167
By Firm Size (Number of Attorneys)			
100 or Fewer	22.2	77.8	9
101-250	44.8	55.2	29
251-500	56.7	43.3	30
501-700	71.4	28.6	14
701+	62.7	37.3	83
By Office Size (Number of Attorneys)			
25 or Fewer	60.0	40.0	15
26-50	44.4	55.6	18
51-100	58.5	41.5	41
101-250	57.6	42.4	59
251+	57.7	42.3	26
By Region and City			
Northeast	63.2	36.8	38
Boston, MA	80.0	20.0	5
New York, NY	67.9	32.1	28
Mid-Atlantic	57.7	42.3	26
Washington, DC/Northern VA	64.7	35.3	17
Southeast	45.8	54.2	24
Midwest	53.1	46.9	32
Chicago, IL	36.4	63.6	11
Minneapolis/St. Paul, MN	60.0	40.0	10
West/Rocky Mountain	60.0	40.0	45
Los Angeles, CA	50.0	50.0	8
San Francisco, CA	50.0	50.0	8
Silicon Valley, CA	62.5	37.5	8

Note: Nearly 30% (29.5%) of responding offices indicated that this question was not applicable because they did not have any 2020 summer associates.

Question 6. Does your office have any of the following staff and/or committees whose primary responsibilities are devoted to DEI? (Select all that apply.)

(All offices)

% of offices doing the following:							
Legal Employers Subset	DEI committee	DEI senior leader (e.g., VP, Chief, Director)	DEI manager	DEI coordinator/assistant	Other DEI staff member or governance group*	None of the above	Number of offices
All Offices	87.2%	64.7%	37.9%	42.1%	21.7%	6.8%	235
By Firm Size (Number of Attorneys)							
100 or Fewer	66.7	16.7	16.7	25.0	0.0	16.7	12
101-250	94.9	61.5	25.6	35.9	12.8	0.0	39
251-500	84.9	64.2	22.6	22.6	17.0	7.5	53
501-700	100.0	64.3	35.7	57.1	14.3	0.0	14
701+	85.8	71.7	53.1	54.0	30.0	8.8	113
By Office Size (Number of Attorneys)							
25 or Fewer	64.1	43.6	15.4	23.1	25.6	23.1	39
26-50	79.1	48.3	24.1	44.8	24.1	17.2	29
51-100	93.9	63.3	34.7	38.8	18.4	2.0	49
101-250	95.0	76.3	43.8	46.3	17.5	5.9	80
251+	88.5	84.6	69.2	73.1	34.6	3.8	26
By Region and City							
Northeast	83.3	74.1	46.3	37.0	29.6	5.6	54
Boston, MA	72.7	81.8	54.5	45.5	9.1	9.1	11
New York, NY	94.1	79.4	50.0	41.2	38.2	0.0	34
Mid-Atlantic	84.1	59.1	38.6	36.4	45.1	9.1	44
Philadelphia, PA	85.7	85.7	42.9	28.6	0.0	0.0	7
Washington, DC/Northern VA	91.3	65.2	47.8	47.8	17.4	4.3	23
Southeast	84.8	63.6	24.2	48.5	15.2	12.1	33
Atlanta, GA	100.0	85.7	42.9	42.9	28.6	0.0	7
Midwest	89.6	58.3	25.0	41.7	16.7	4.2	48
Chicago, IL	86.7	66.7	33.3	60.0	33.3	0.0	15
Minneapolis/St. Paul, MN	84.6	61.5	23.1	46.2	0.0	7.7	13
West/Rocky Mountain	92.6	64.8	46.3	48.1	33.3	3.7	54
Los Angeles, CA	90.9	63.6	54.5	36.4	36.4	9.1	11
San Francisco, CA	100.0	87.5	37.5	62.5	37.5	0.0	8
Silicon Valley, CA	87.5	87.5	62.5	75.0	12.5	12.5	8

Note: Percentages add up to more than 100% because respondents could select multiple response options.

* Examples of "other" include DEI and social justice action and advisory boards, DEI and anti-racism task forces, co-partners for Diversity, DEI partners, DEI specialist, D&I Strategy Council, DEI chairs, and an administrative department that focuses on DEI and talent development.

Question 7. Did your office designate Juneteenth as a paid holiday in 2020?
(All offices)

Legal Employers Subset	Yes (%)	No (%)	Number of offices
All Offices	64.4%	35.6%	239
By Firm Size (Number of Attorneys)			
100 or Fewer	25.0	75.0	12
101-250	43.6	56.4	39
251-500	41.5	58.5	53
501-700	64.3	35.7	14
701+	85.5	14.5	117
By Office Size (Number of Attorneys)			
25 or Fewer	61.5	38.5	39
26-50	69.0	31.0	29
51-100	61.5	38.5	52
101-250	64.2	35.8	81
251+	73.1	26.9	26
By Region and City			
Northeast	77.8	22.2	54
Boston, MA	81.8	18.2	11
New York, NY	82.4	17.6	34
Mid-Atlantic	75.0	25.0	44
Philadelphia, PA	57.1	42.9	7
Washington, DC/Northern VA	87.0	13.0	23
Southeast	48.5	51.5	33
Atlanta, GA	85.7	14.3	7
Midwest	36.7	63.3	49
Chicago, IL	50.0	50.0	16
Minneapolis/St. Paul, MN	30.8	69.2	13
West/Rocky Mountain	77.2	22.8	57
Los Angeles, CA	66.7	33.3	12
San Francisco, CA	100.0	0.0	9
Silicon Valley, CA	66.7	33.3	9

Question 8. Has your office designated Juneteenth as a permanent, annual paid holiday beyond 2020?

(All offices)

Legal Employers Subset	Yes (%)	No (%)	Number of offices
All Offices	15.8%	84.2%	234
By Firm Size (Number of Attorneys)			
100 or Fewer	25.0	75.0	12
101-250	7.7	92.3	39
251-500	15.4	84.6	52
501-700	7.7	92.3	13
701+	17.5	82.5	114
By Office Size (Number of Attorneys)			
25 or Fewer	12.8	87.2	39
26-50	13.8	86.2	29
51-100	19.6	80.4	51
101-250	12.7	87.4	79
251+	20.0	80.0	25
By Region and City			
Northeast	26.4	73.6	53
Boston, MA	36.4	63.6	11
New York, NY	18.2	81.8	33
Mid-Atlantic	25.0	75.0	44
Philadelphia, PA	42.9	57.1	7
Washington, DC/Northern VA	30.4	69.6	23
Southeast	9.1	90.9	33
Atlanta, GA	14.3	85.7	7
Midwest	6.4	93.6	47
Chicago, IL	7.1	92.9	14
Minneapolis/St. Paul, MN	15.4	84.6	13
West/Rocky Mountain	10.9	89.1	55
Los Angeles, CA	9.1	90.9	11
San Francisco, CA	22.2	77.8	9
Silicon Valley, CA	11.1	88.9	9

Question 9. Has your office implemented any new law student diversity scholarships (that are independent of diversity fellowships) since June 1, 2020?

(All offices)

Legal Employers Subset	Yes (%)	No (%)	Number of offices
All Offices	3.0%	97.0%	237
By Firm Size (Number of Attorneys)			
100 or Fewer	8.3	91.7	12
101-250	0.0	100.0	39
251-500	0.0	100.0	53
501-700	0.0	100.0	14
701+	5.2	94.8	116
By Office Size (Number of Attorneys)			
25 or Fewer	0.0	100.0	39
26-50	6.9	93.1	29
51-100	1.9	98.1	52
101-250	2.5	97.5	80
251+	7.7	92.3	26
By Region and City			
Northeast	1.9	98.1	54
Boston, MA	0.0	100.0	11
New York, NY	2.9	97.1	34
Mid-Atlantic	2.3	97.7	44
Philadelphia, PA	0.0	100.0	7
Washington, DC/Northern VA	4.3	95.7	23
Southeast	3.0	97.0	33
Atlanta, GA	0.0	100.0	7
Midwest	0.0	100.0	48
Chicago, IL	0.0	100.0	16
Minneapolis/St. Paul, MN	0.0	100.0	12
West/Rocky Mountain	7.1	92.9	56
Los Angeles, CA	9.1	90.9	11
San Francisco, CA	0.0	100.0	9
Silicon Valley, CA	11.1	88.9	9

Question 10. Did your office offer law student diversity fellowships prior to the events of the past two months?

(All offices)

Legal Employers Subset	Yes (%)	No (%)	Number of offices
All Offices	55.0%	45.0%	238
By Firm Size (Number of Attorneys)			
100 or Fewer	33.3	66.7	12
101-250	53.8	46.2	39
251-500	43.4	56.6	53
501-700	78.6	21.4	14
701+	61.2	38.8	116
By Office Size (Number of Attorneys)			
25 or Fewer	30.8	69.2	39
26-50	51.7	48.3	29
51-100	60.8	39.2	51
101-250	65.4	35.6	81
251+	50.0	50.0	26
By Region and City			
Northeast	51.9	48.1	54
Boston, MA	45.5	54.5	11
New York, NY	52.9	47.1	34
Mid-Atlantic	56.8	43.2	44
Philadelphia, PA	57.1	42.9	7
Washington, DC/Northern VA	60.9	39.1	23
Southeast	45.5	54.5	33
Atlanta, GA	28.6	71.4	7
Midwest	50.0	50.0	48
Chicago, IL	60.0	40.0	15
Minneapolis/St. Paul, MN	46.2	53.8	13
West/Rocky Mountain	66.7	33.3	57
Los Angeles, CA	66.7	33.3	12
San Francisco, CA	77.8	22.2	9
Silicon Valley, CA	55.6	44.4	9

Question 11. If “yes” in Question 10, has your office done any of the following since June 1, 2020? (Select all that apply.)

(For offices that offered law student diversity fellowships prior to June 1, 2020)

Legal Employers Subset	% of offices doing the following:			Number of offices
	Increased the number of law student diversity fellowships	Increased the total funding devoted to law student diversity fellowships	None of the above	
All Offices	3.2%	2.4%	95.2%	125
By Firm Size (Number of Attorneys)				
101-250	10.0	0.0	90.0	20
251-500	0.0	0.0	100.0	22
501-700	0.0	0.0	100.0	11
701+	3.0	4.5	94.0	67
By Office Size (Number of Attorneys)				
25 or Fewer	0.0	0.0	100.0	12
26-50	6.7	0.0	93.3	15
51-100	3.2	0.0	96.8	31
101-250	2.1	6.3	93.8	48
251+	8.3	0.0	91.7	12
By Region and City				
Northeast	4.0	4.0	92.0	25
Boston, MA	0.0	0.0	100.0	5
New York, NY	6.7	6.7	86.7	15
Mid-Atlantic	4.0	4.0	92.0	25
Washington, DC/Northern VA	7.1	7.1	85.7	14
Southeast	0.0	0.0	100.0	15
Midwest	4.2	4.2	95.8	24
Chicago, IL	11.1	11.1	88.9	9
Minneapolis/St. Paul, MN	0.0	0.0	100.0	6
West/Rocky Mountain	2.9	0.0	97.1	35
Los Angeles, CA	0.0	0.0	100.0	7
San Francisco, CA	0.0	0.0	100.0	7

Note: Percentages may add up to more than 100% because respondents could select multiple response options.

Question 12. If “no” in Question 10, has your office begun offering law student diversity fellowships since June 1, 2020?

(For offices that did not offer law student diversity fellowships prior to June 1, 2020)

Legal Employers Subset	Yes (%)	No (%)	Number of offices
All Offices	0.9%	99.1%	108

Note: These data are not further broken down by firm size, office size, or region and city due to the small number of offices overall (1) indicating that they have begun offering law student diversity fellowships since June 1.