

WELCOME

A vibrant photograph of the Boston skyline as seen from a waterfront pier. The foreground shows a stone pier with a heavy metal chain and a dark bollard. The water is a clear, light blue-green. In the background, a dense cluster of skyscrapers and buildings rises against a bright blue sky with scattered white clouds. Notable buildings include the cylindrical Prudential Tower and the brick City Hall.

NALP 2024
ANNUAL EDUCATION
CONFERENCE
APRIL 16 - 19

Boston, MA Hynes Convention Center



Disparate Outcomes in Legal Employment: A Research Perspective on Closing the Gaps

Tiffane Cochran, Vice President, Research, AccessLex Institute

Jeremy Fogel, Executive Director, Berkeley Judicial Institute

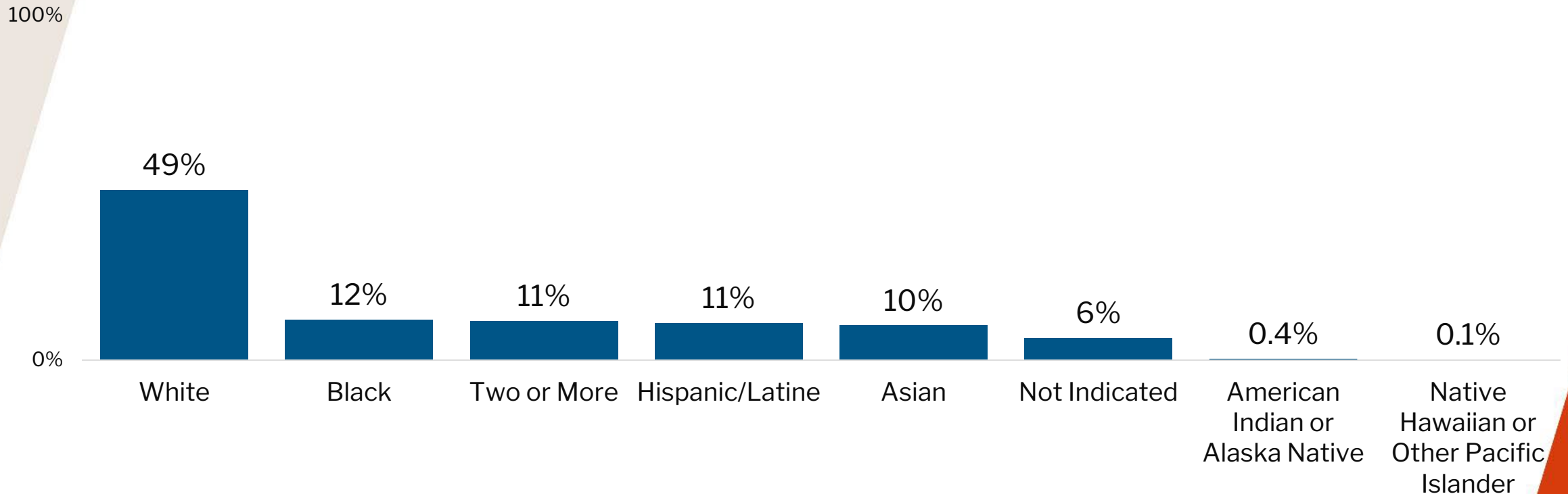
Alyssa Jarvis, Director of Mansfield & Strategic Innovations,
Diversity Lab

Danielle Taylor, Director of Research & Chief Data Strategist,
NALP

Pre-Employment Disparities: Admissions to Bar Licensure

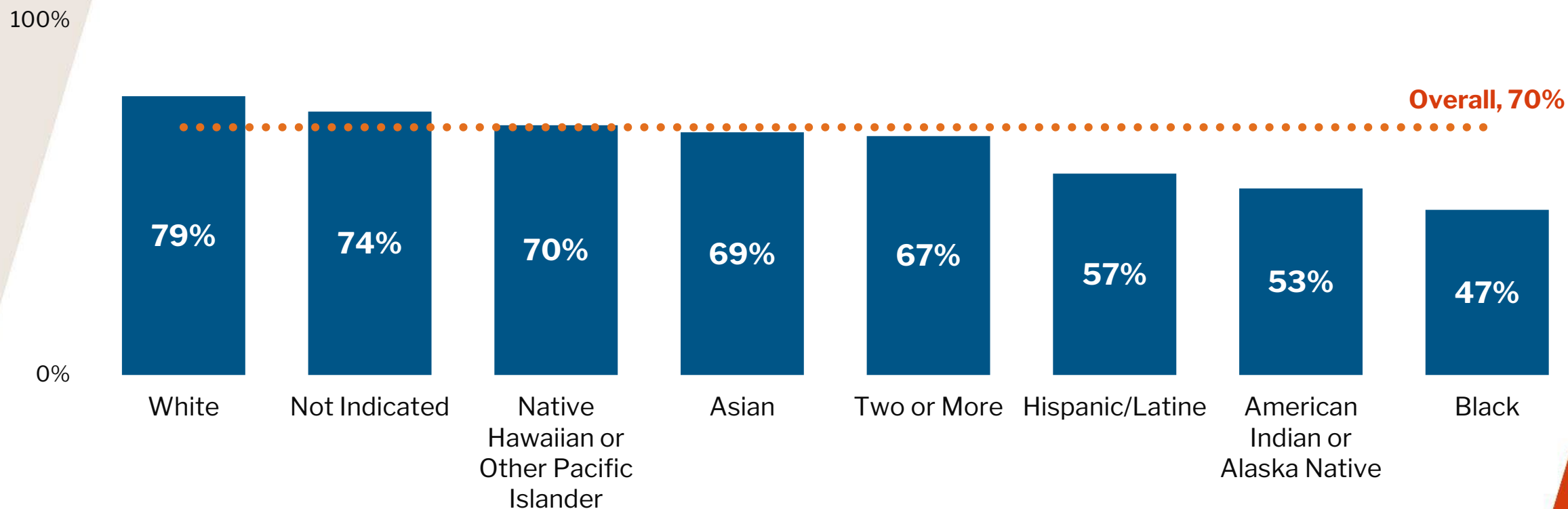
Black and Hispanic applicants comprise 12% and 11% of the aspirant pool, respectively

Racial/Ethnic Diversity of 2023 Law School Applicants



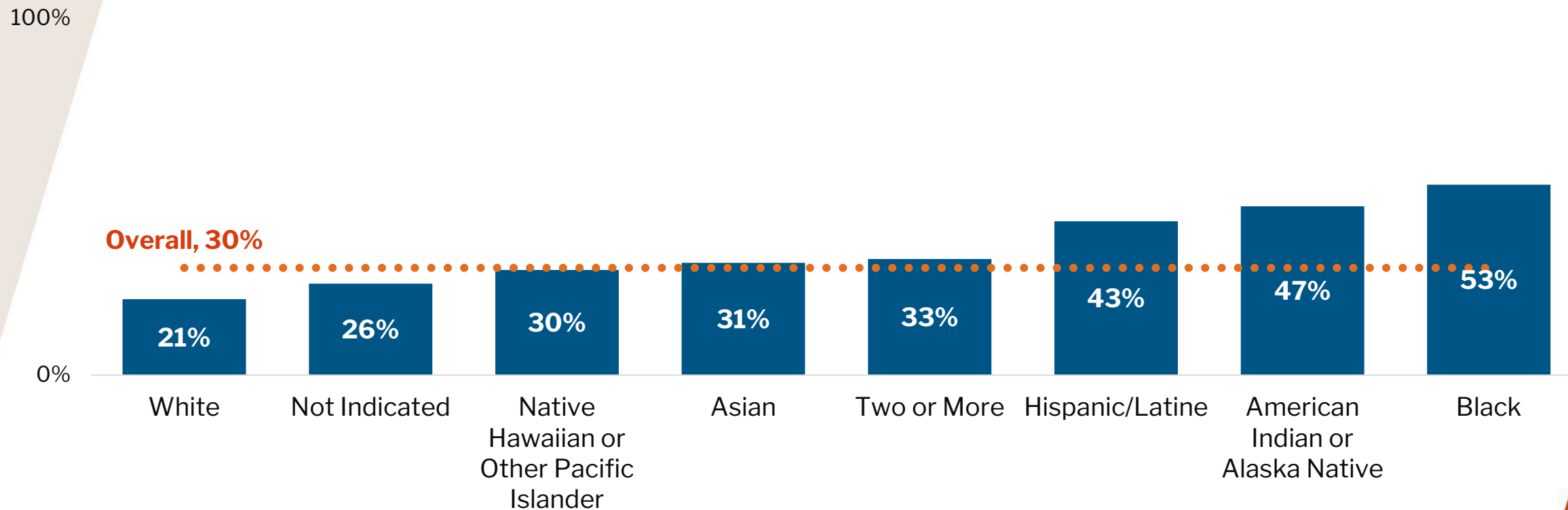
But are admitted at the lowest rates compared to other racial/ethnic groups

Admission Rates by Race/Ethnicity and Overall, 2023



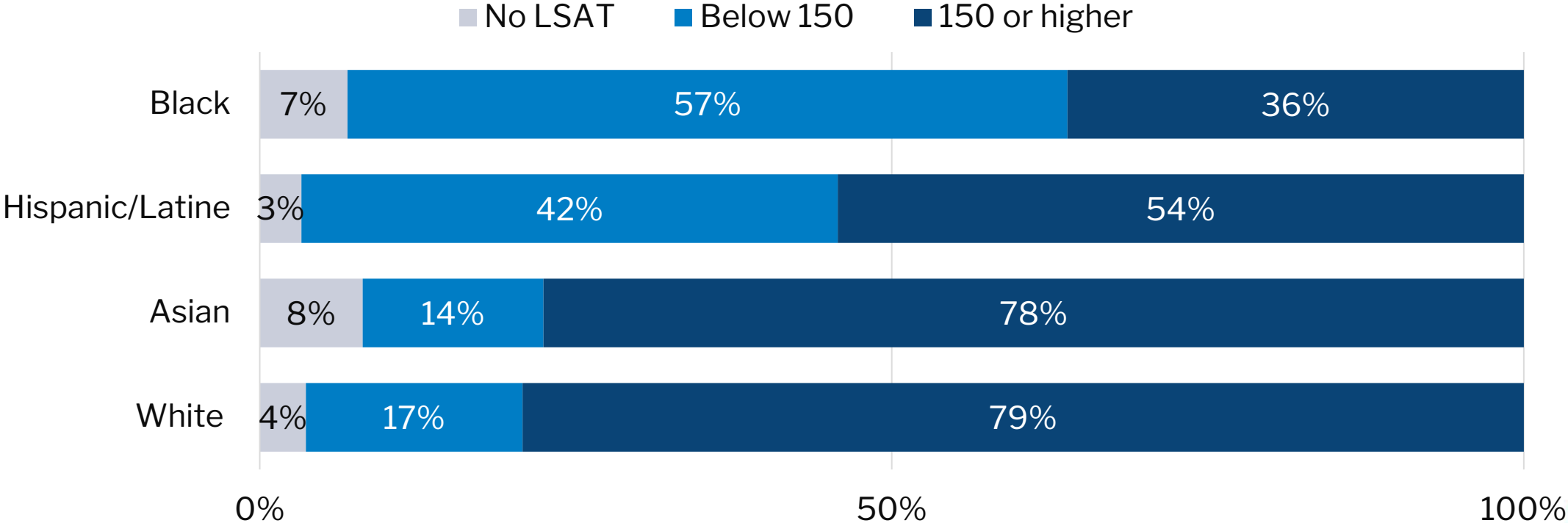
More than half of Black applicants were not admitted to any law school in 2023

Law School Shut-Out Rates by Race/Ethnicity and Overall, 2023



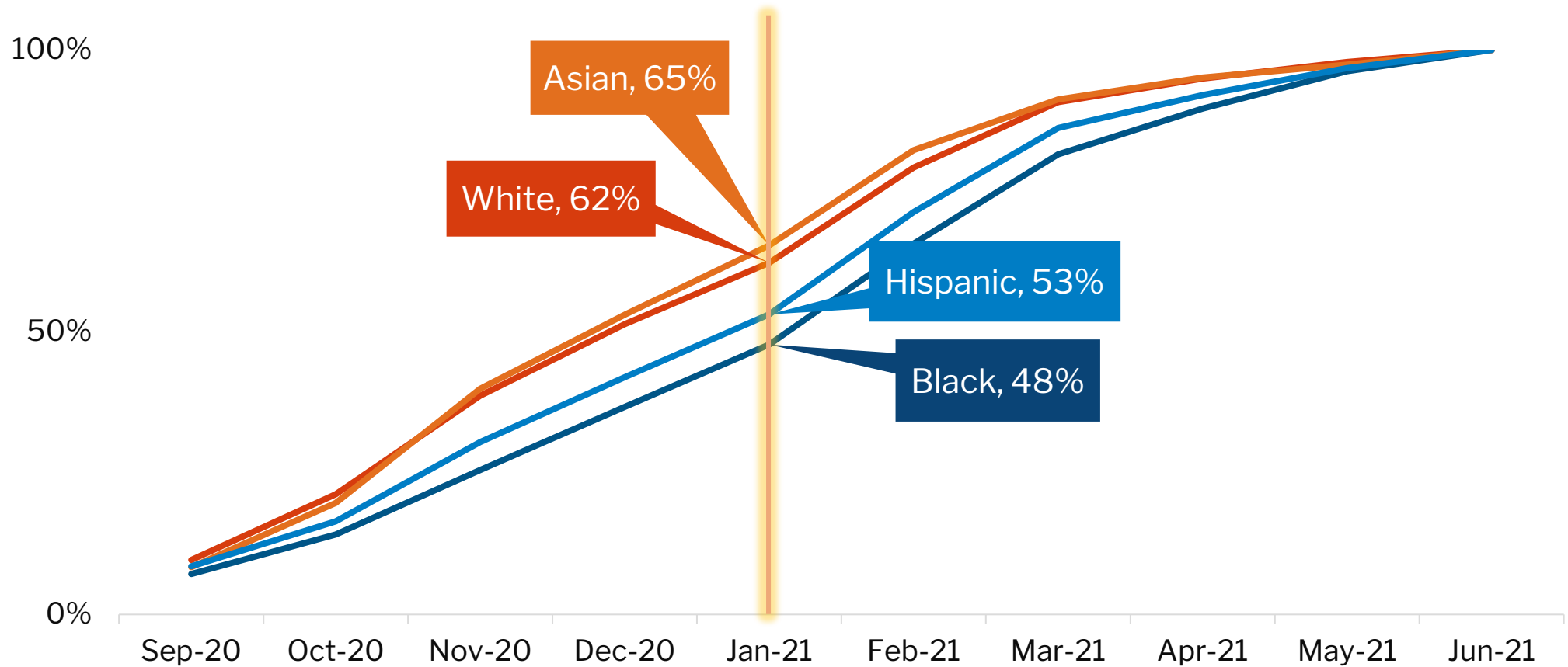
Black and Hispanic applicants score lower on the LSAT. Only 36% of Black applicants scored at least 150

LSAT Performance by Race/Ethnicity, 2022-2023



Source: LSAC, 2024. Analysis by AccessLex Institute. LSAT scores for other racial/ethnic groups is not on file.

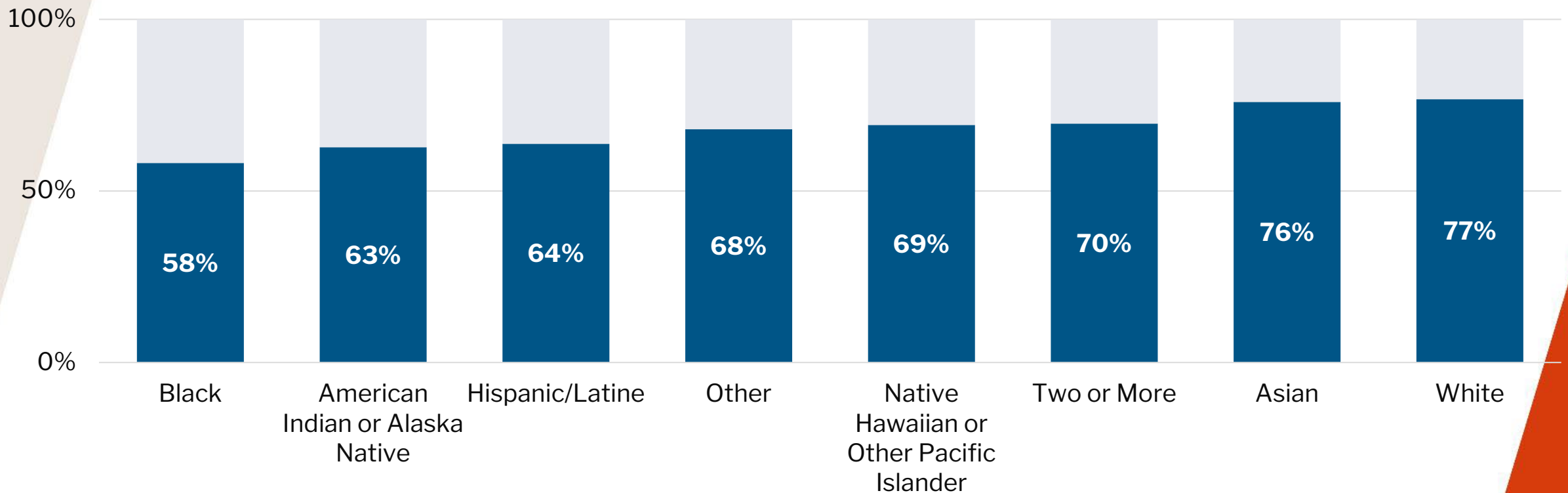
Black and Hispanic applicants tend to apply later in the admission cycle. Fewer than half of Black applicants applied before February



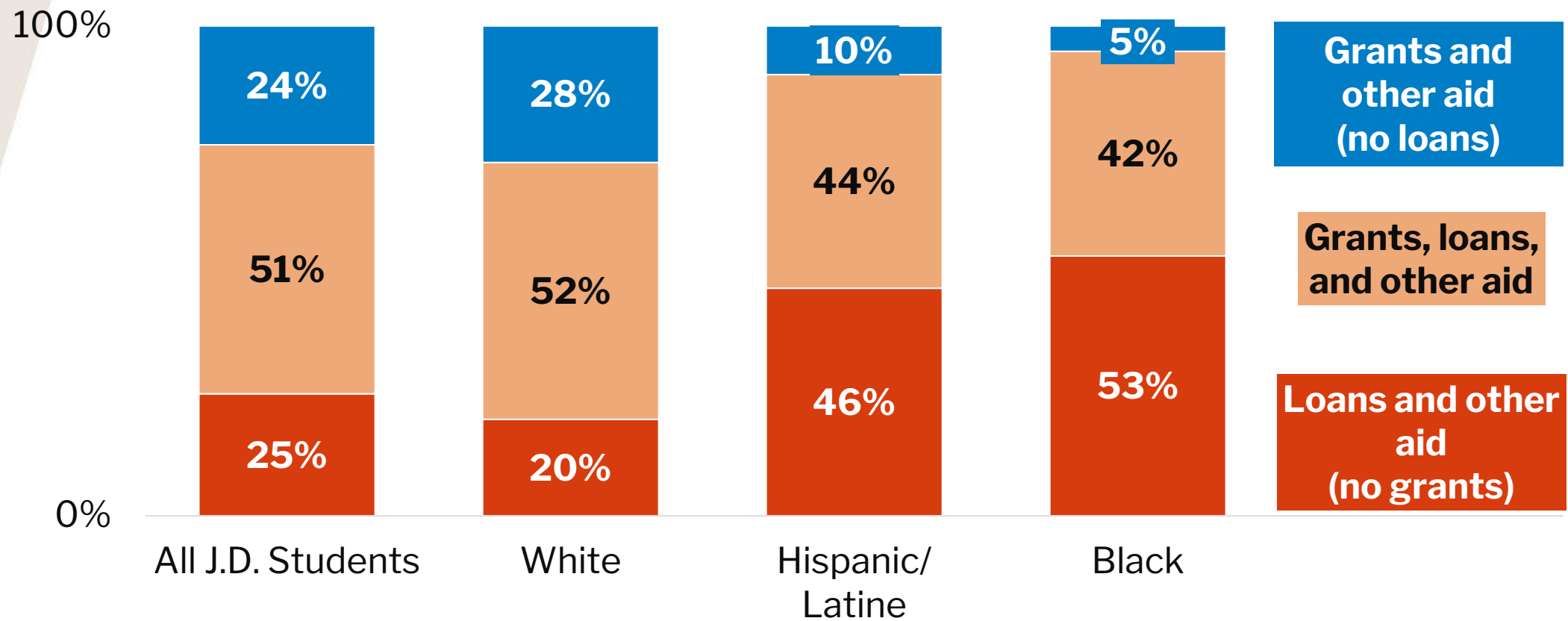
Source: LSAC, 2021. Analysis by AccessLex Institute. Application timing for other racial/ethnic groups is not on file for the year shown.

Low LSAT scores and late applications lead to fewer merit aid awards for students of color

Percent of LSSSE Respondents Reporting Merit Scholarship Receipt, 2023



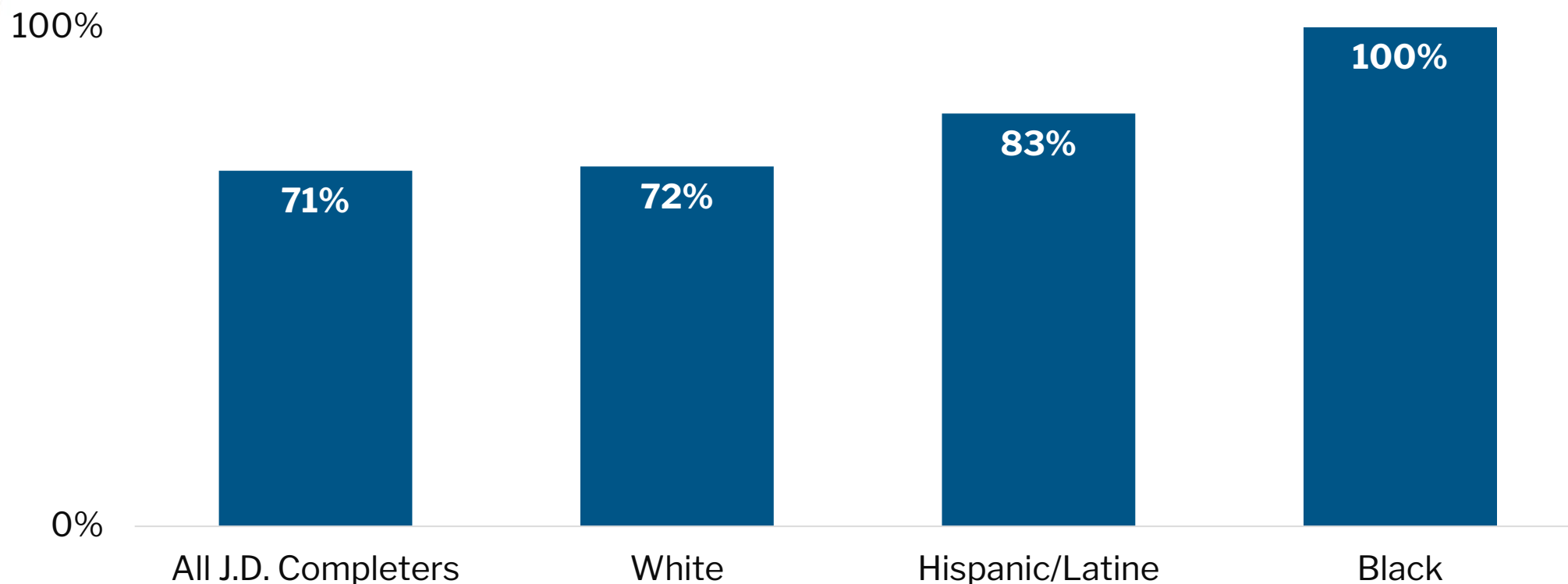
Black and Hispanic law students are more likely to receive aid packages that do not include grants



Source: U.S. Department of Education, National Center for Education Statistics, National Postsecondary Student Aid Study: 2020 Graduate Students (NPSAS:GR). Computation by NCEES PowerStats. Reporting standards for other racial/ethnic groups were not met.

As a result, they are more likely to finance their education...

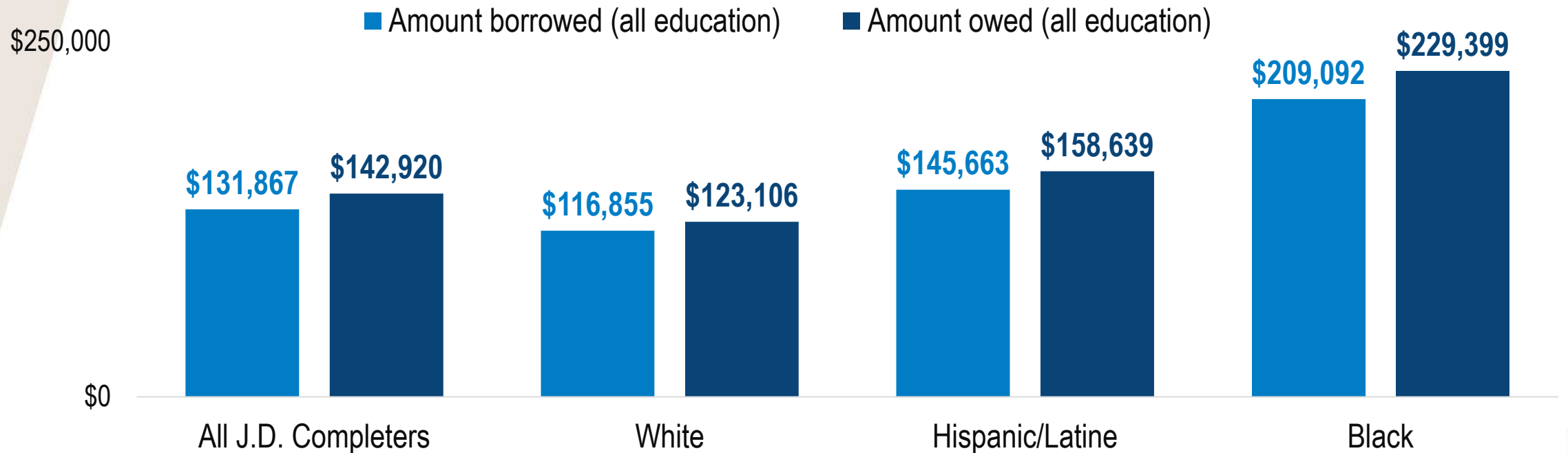
Percent of J.D. Completers who Borrowed, 2015-16



Source: U.S. Department of Education, National Center for Education Statistics, National Postsecondary Student Aid Study: 2016 Graduate Students (NPSAS:GR). Computation by NCES PowerStats. Reporting standards for other racial/ethnic groups were not met.

...and also borrow at higher amounts.

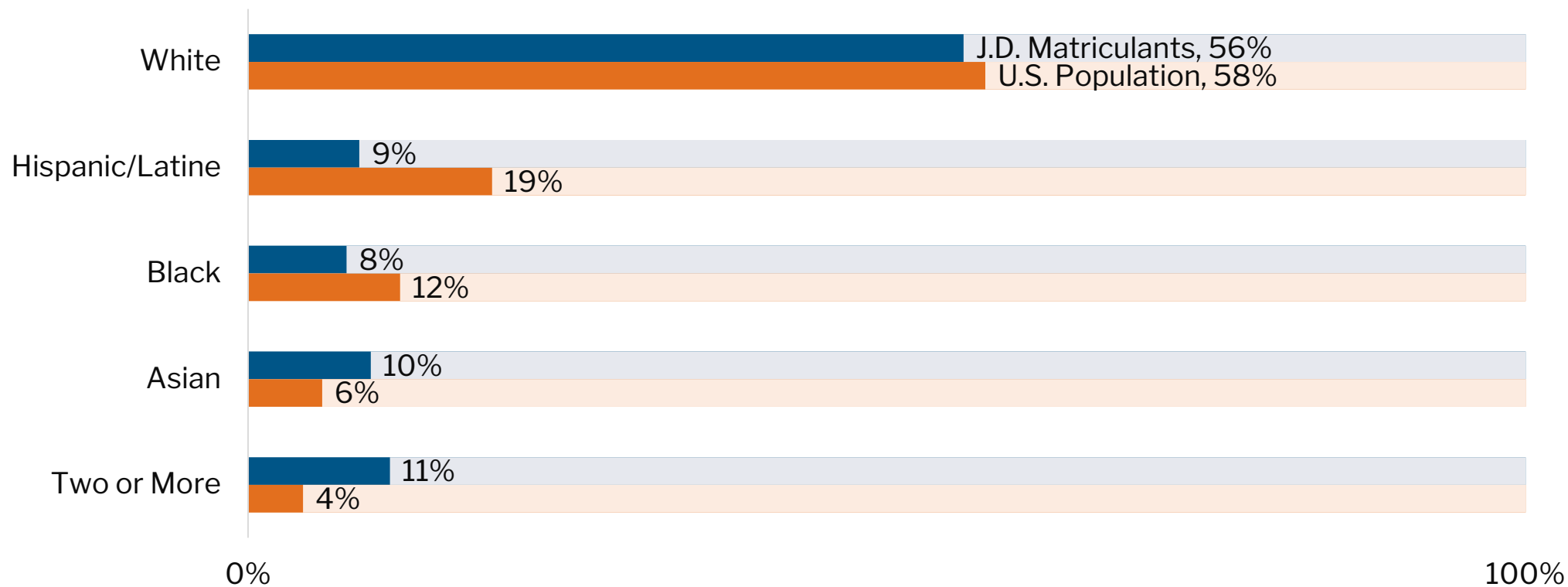
Amounts borrowed and owed on all education debt by race/ethnicity among J.D. completers, 2015-16



Source: U.S. Department of Education, National Center for Education Statistics, National Postsecondary Student Aid Study: 2016 Graduate Students (NPSAS:GR). Computation by NCES PowerStats. Reporting standards for other racial/ethnic groups were not met.

Inequities in the admission process lead to underrepresentation in law schools...

J.D. Matriculants Compared to the U.S. Population

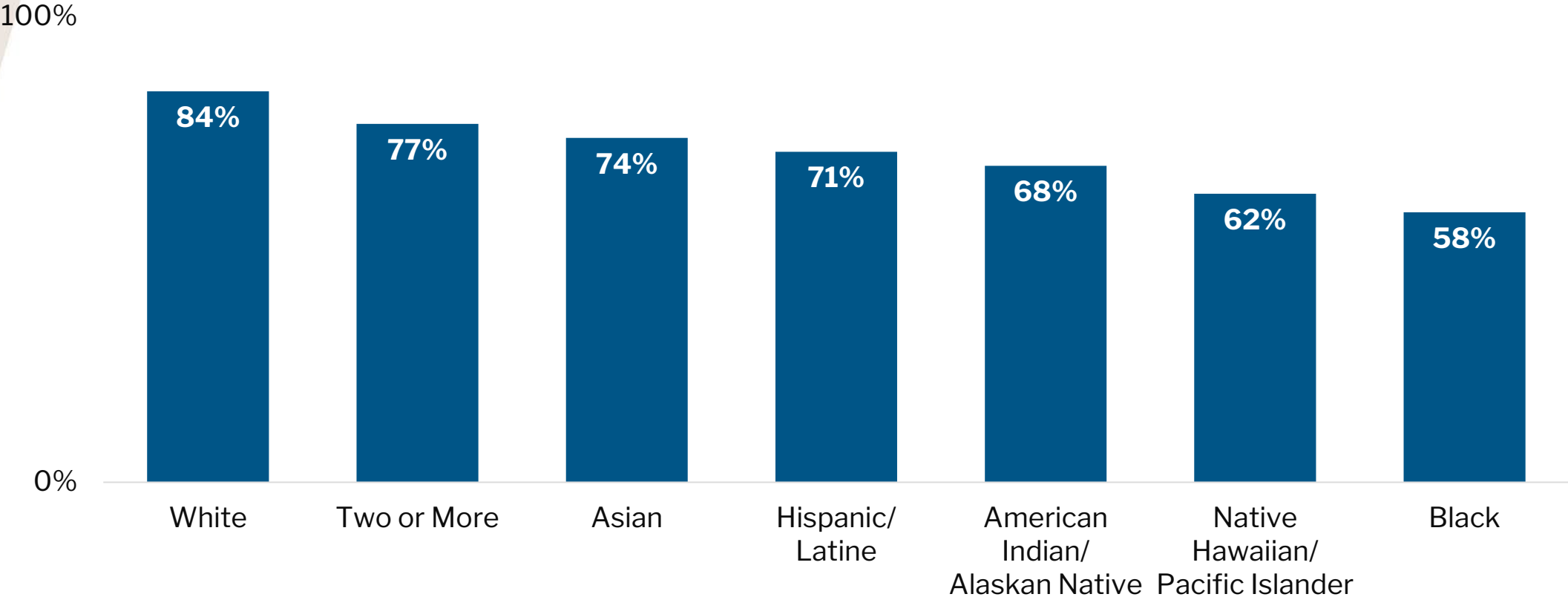


Sources: U.S. Census American Community Survey, 2022 and LSAC, 2023

Note: Proportions for Indigenous peoples are too small to display.

and lead to inequities in the legal profession when coupled with racial disparities in bar exam passage.

First-Time Bar Passage Rates by Race/Ethnicity








Source: ABA, 2024.

Disparities in Outcomes in the Entry-Level Employment Market for New Law Graduates





Key Employment Metrics for the Class of 2022

All Graduates:

 Number of Graduates with Known Employment Status:	35,078
 Total Employed (%):	92.1%
 % Employed in a Bar Admission Required/Anticipated Job:	79.9%
 Median Salary	\$85,000
 Top 3 Employer Types for Employed Grads:	
1. Private Practice	58.0%
2. Government	11.4%
3. Judicial Clerkships	10.1%

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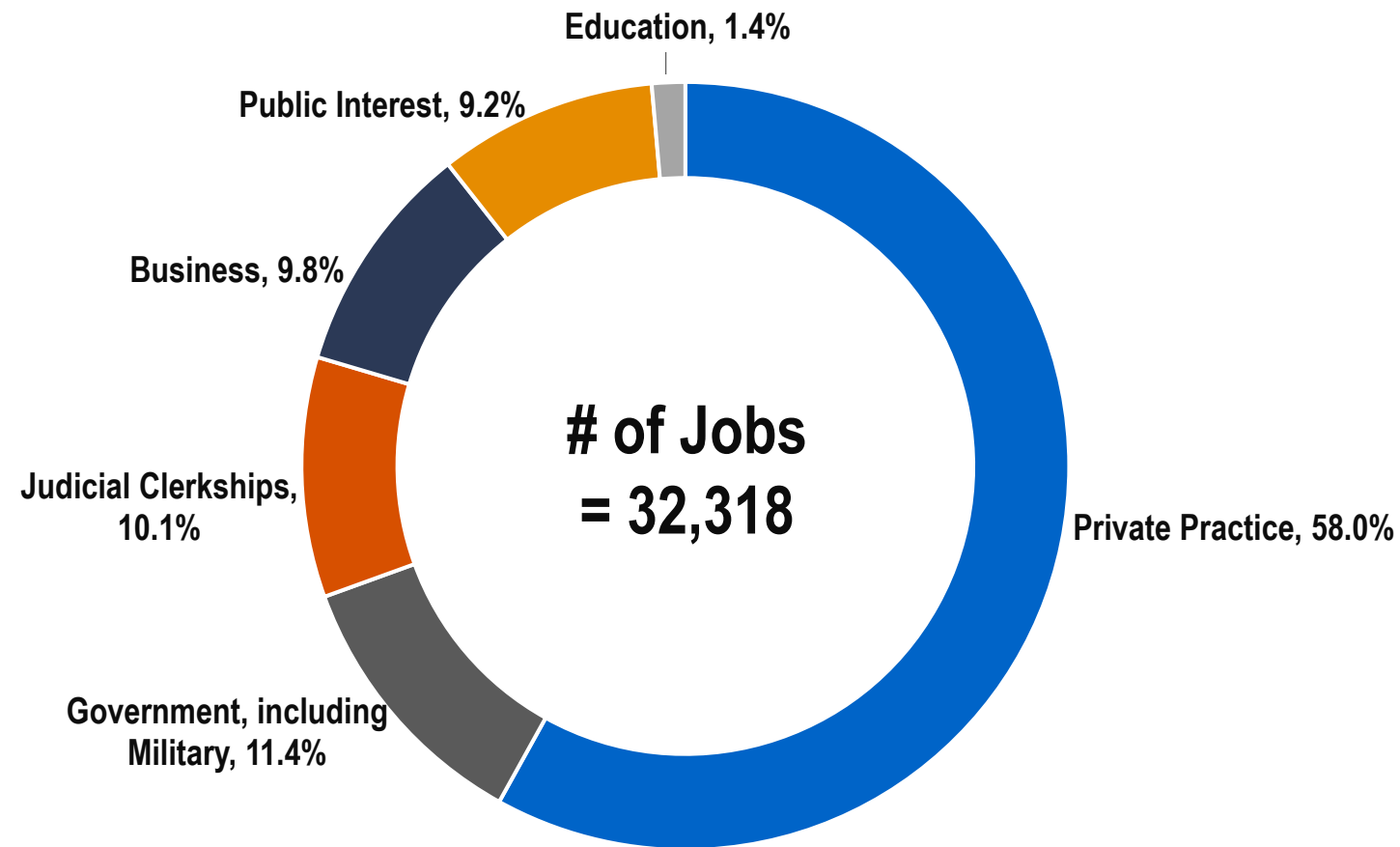
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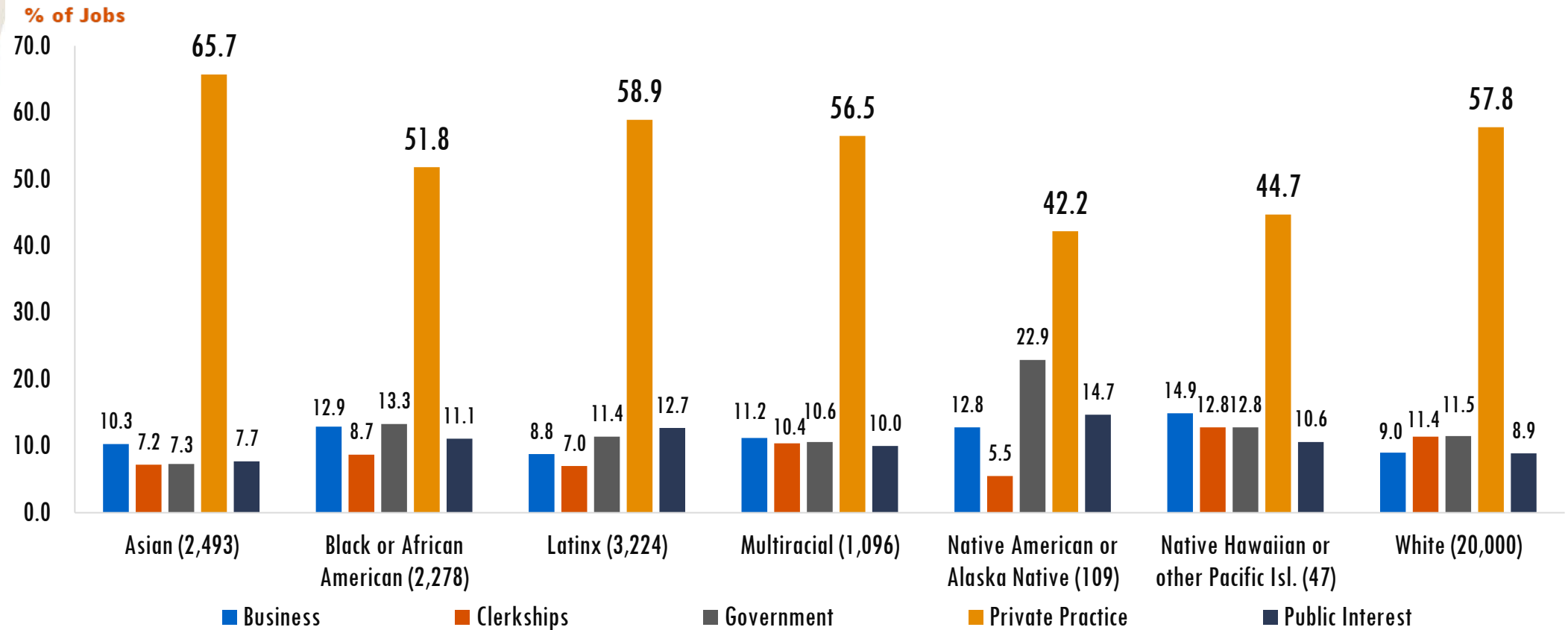
Employer Types for the Class of 2022



Note: Figures in this chart reflect all job types – both legal and other. For clarity, the category for unknown employer type, representing 0.11% of jobs, is not shown. Overall, 97.5% of jobs were reported as full-time.

Source: NALP's *Jobs & JDs*, Class of 2022

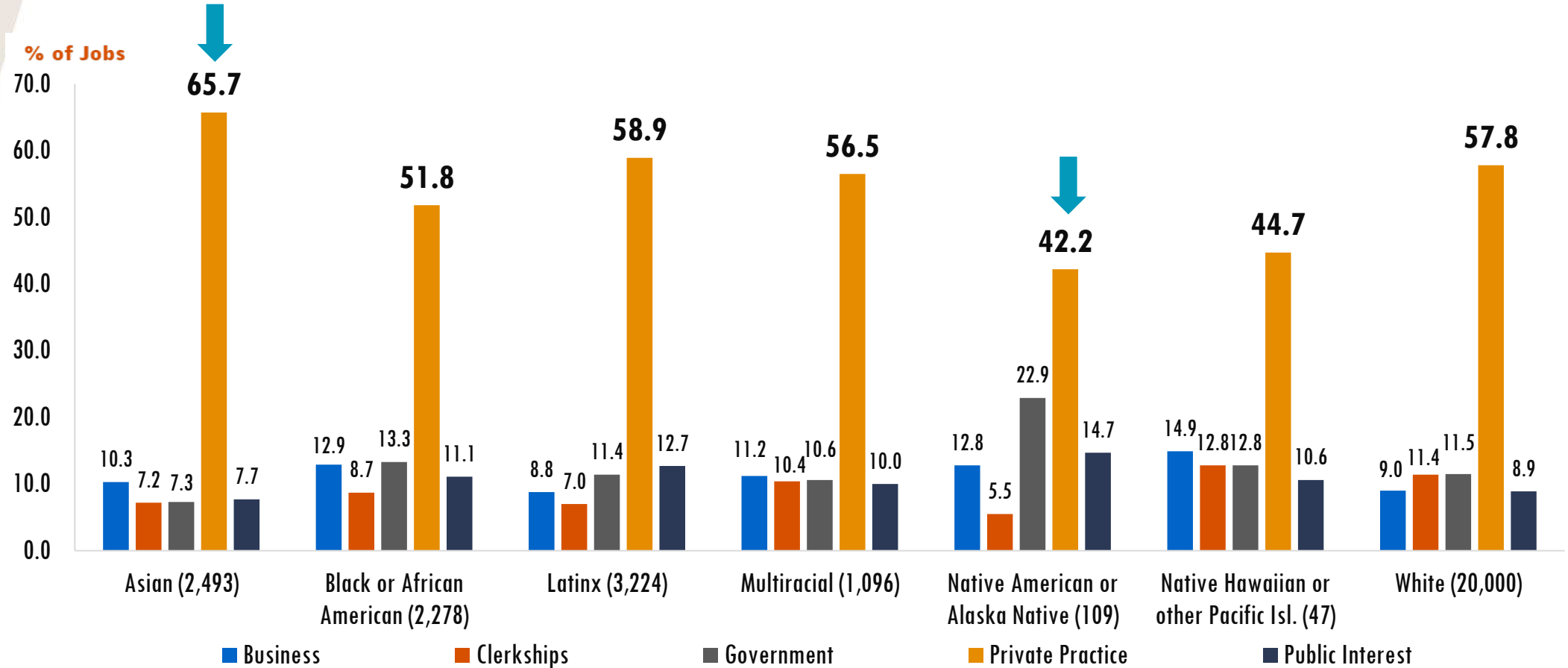
Employment in **Private Practice** varies widely by Race/Ethnicity



Note: Figures are based on all jobs. Figures in parentheses indicate the number of graduates represented. For clarity, not all employer types are shown on the graph.

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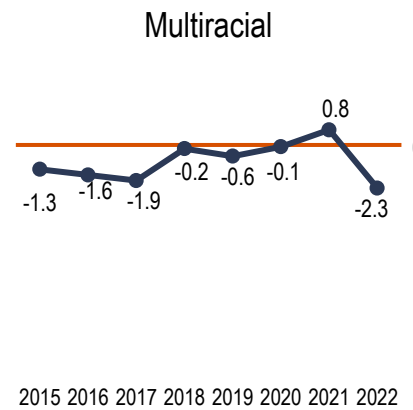
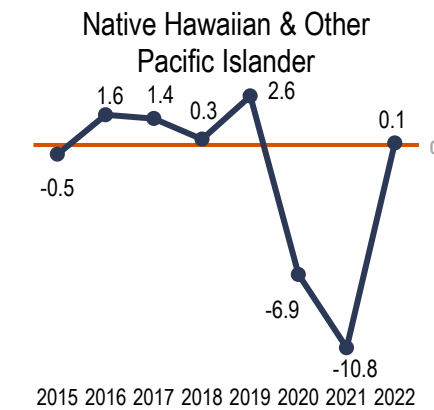
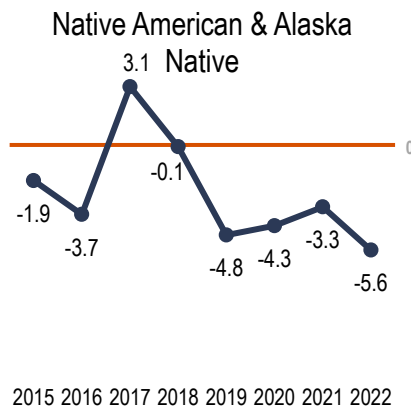
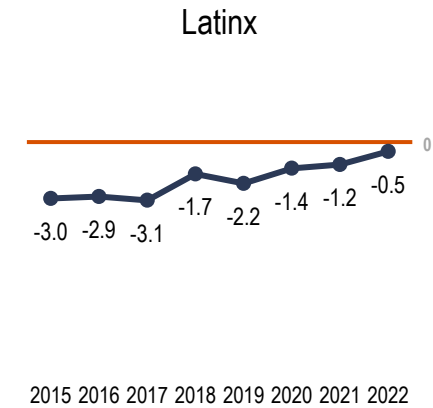
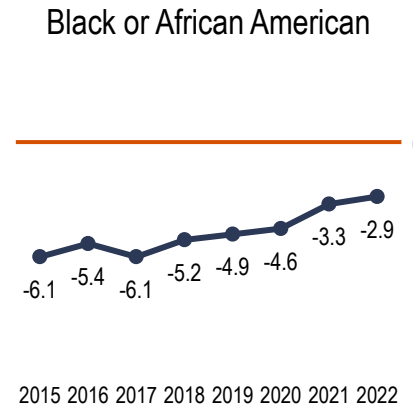
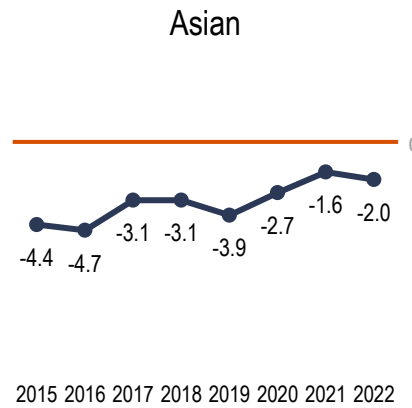
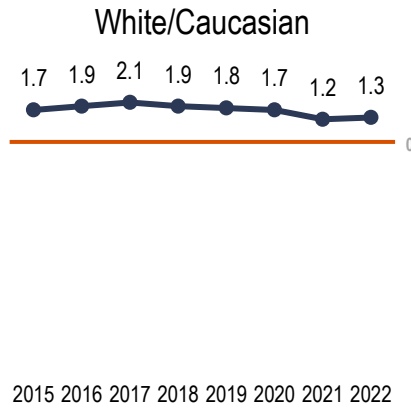
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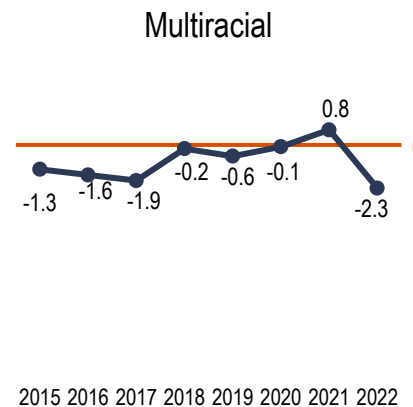
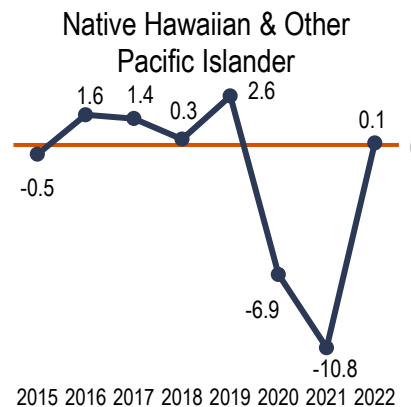
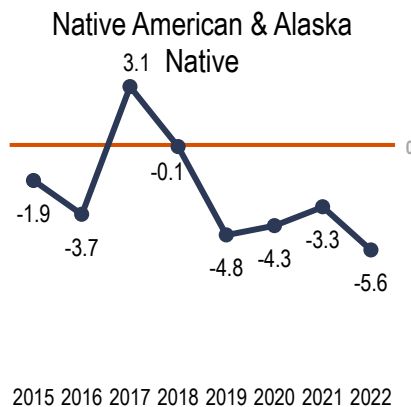
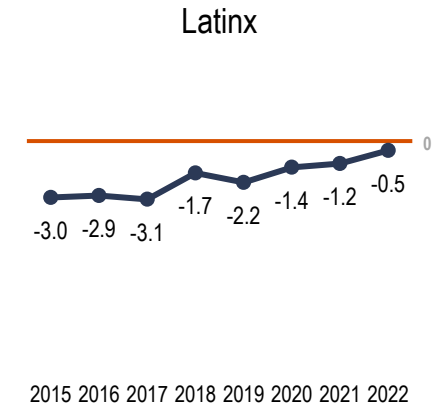
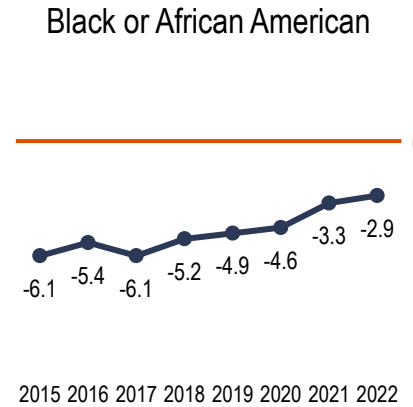
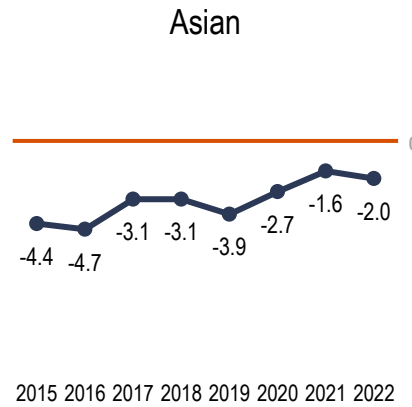
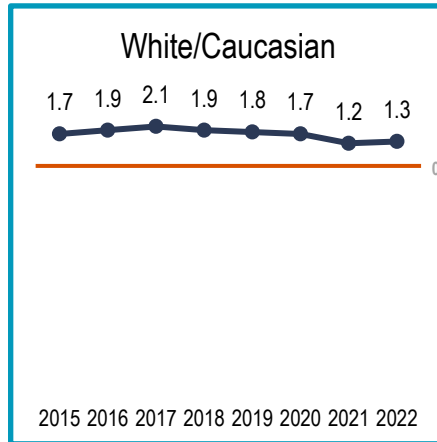
Differences in **Employment Rates** by **Race/Ethnicity** as Compared to All Grads, 2015-2022 (in percentage points)



Note: A positive number indicates that the employment rate was higher as compared to graduates overall and a negative number indicates that the employment rate was lower as compared to graduates overall.

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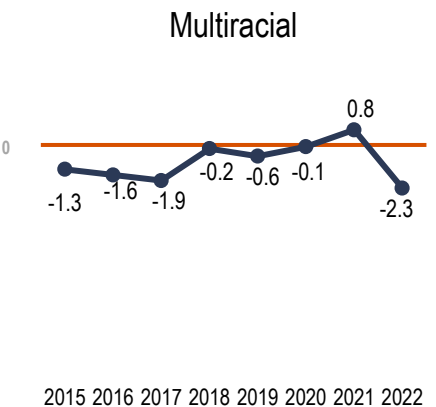
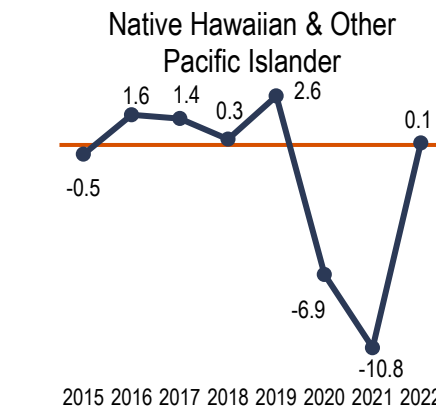
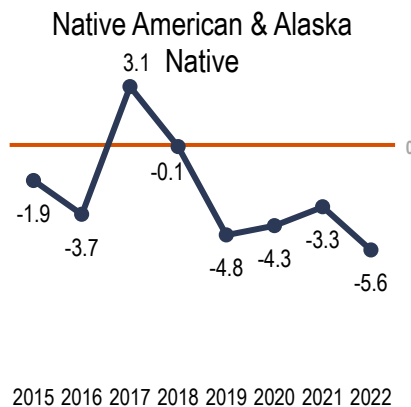
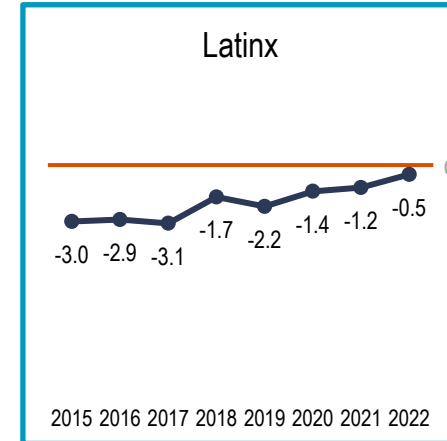
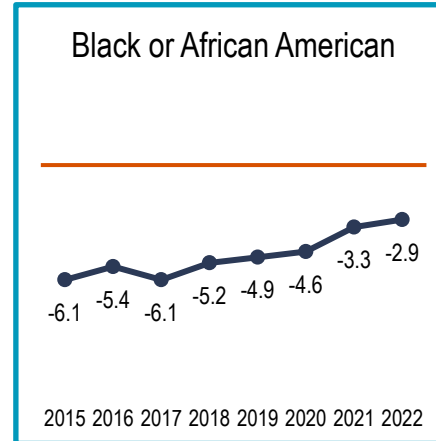
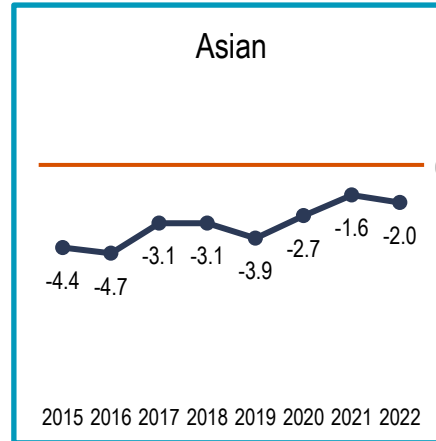
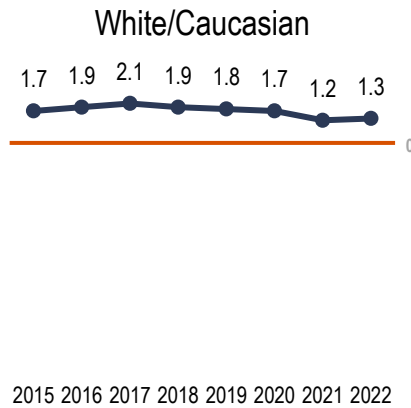
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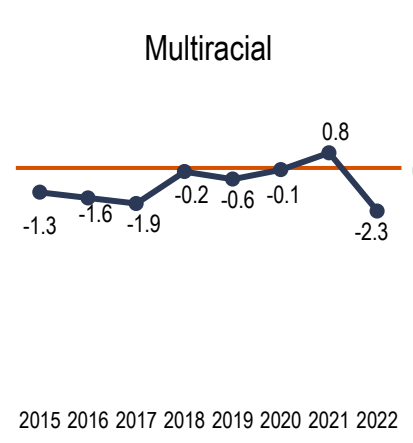
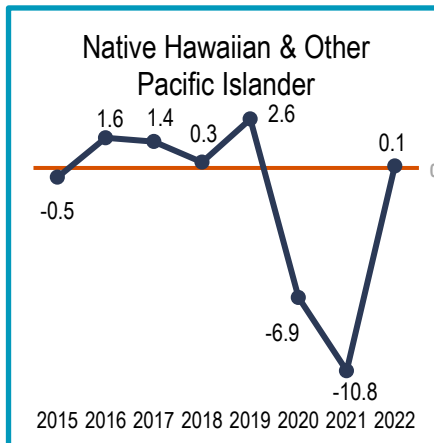
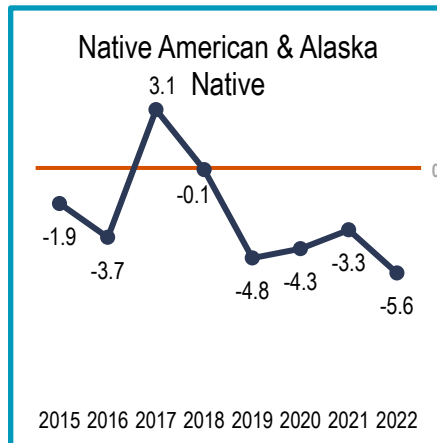
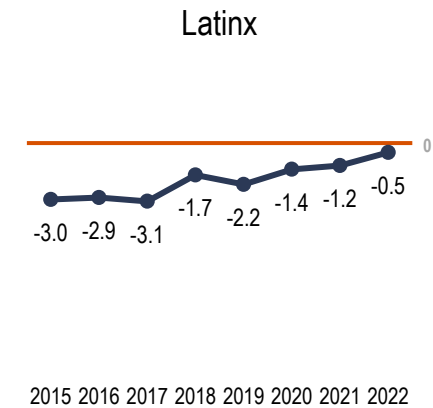
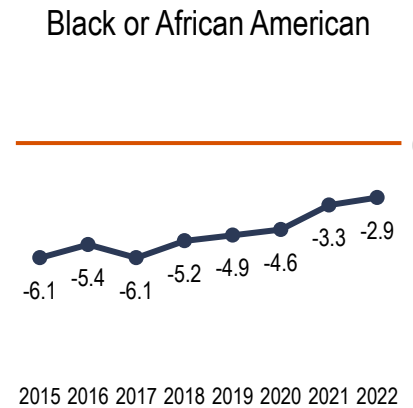
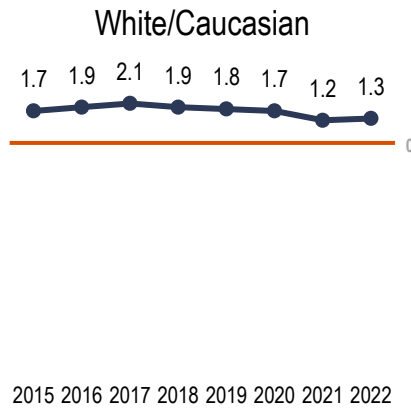
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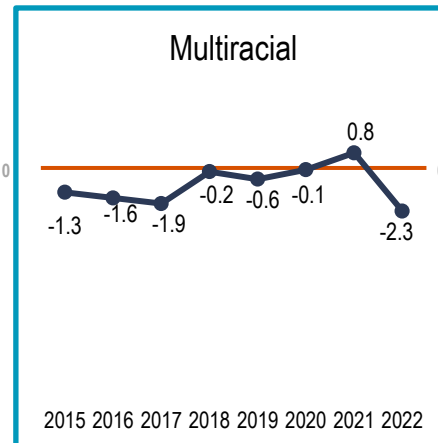
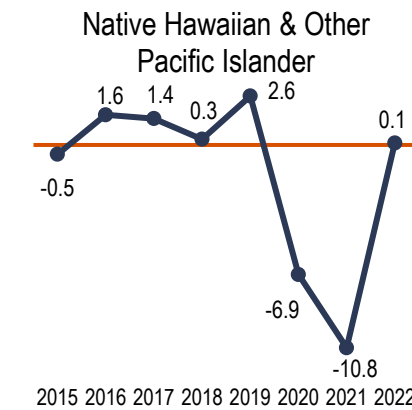
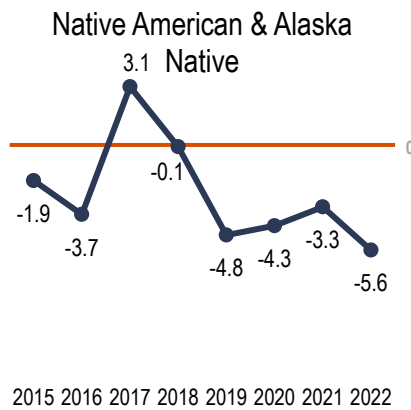
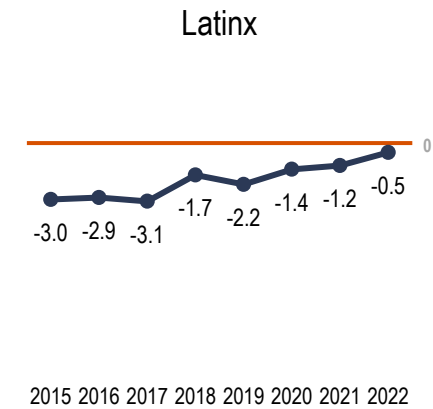
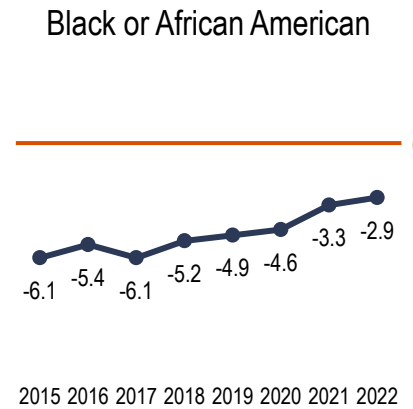
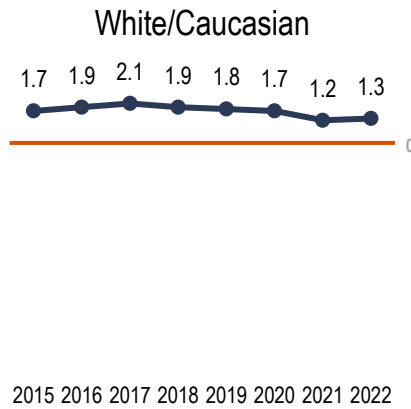
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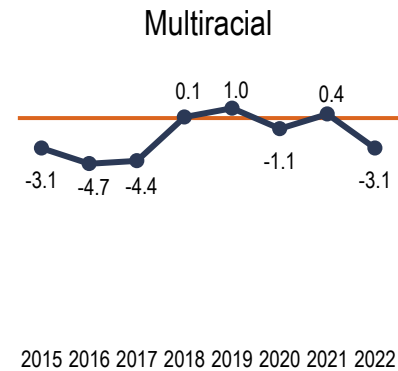
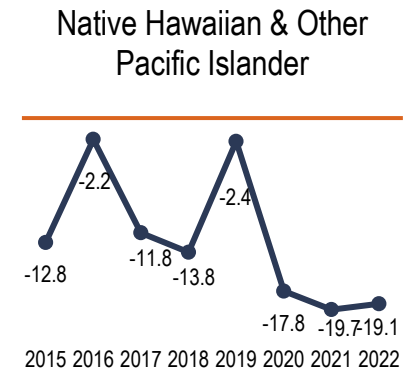
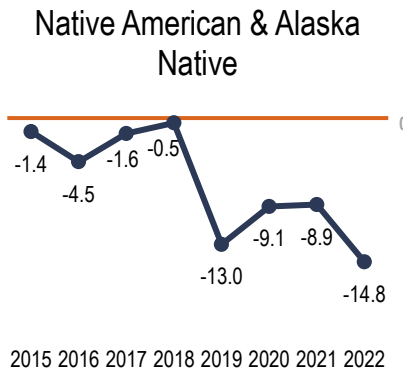
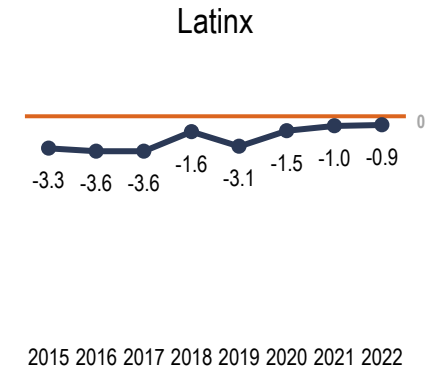
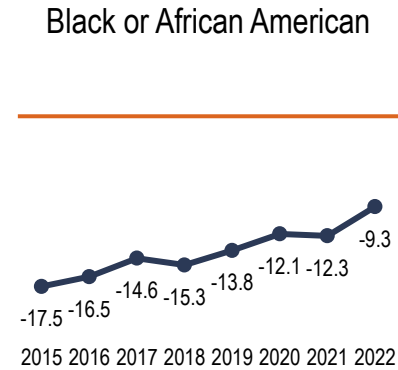
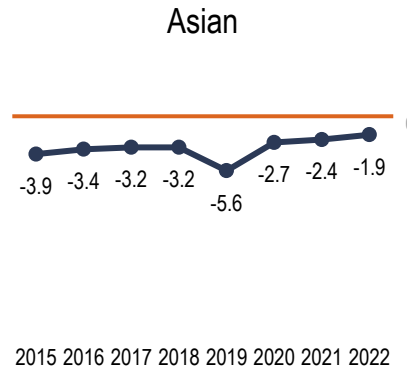
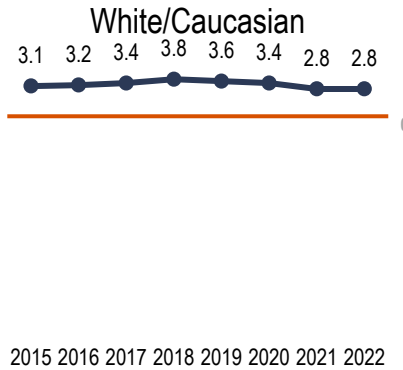
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Differences in Employment in **Bar Passage Jobs** by **Race/Ethnicity** as Compared to All Grads, 2015-2022 (in percentage points)

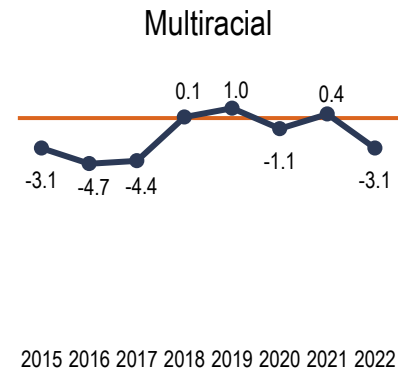
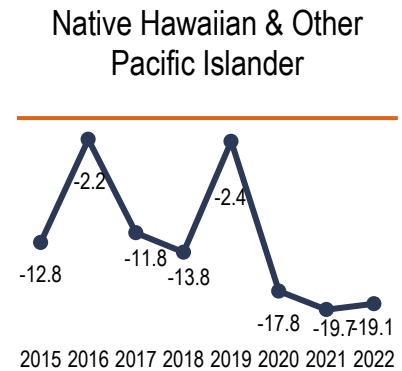
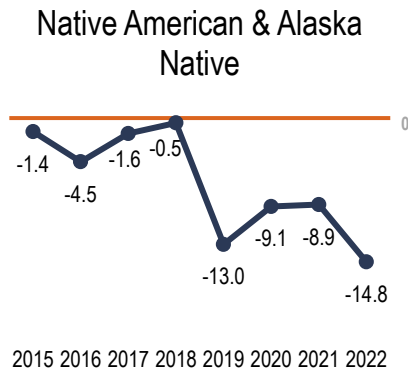
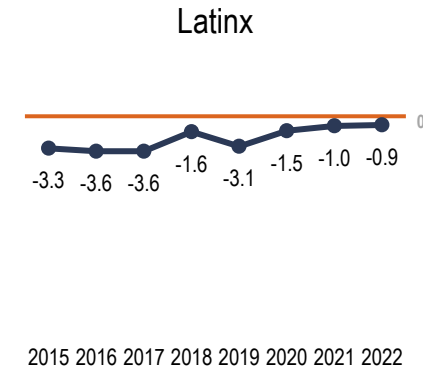
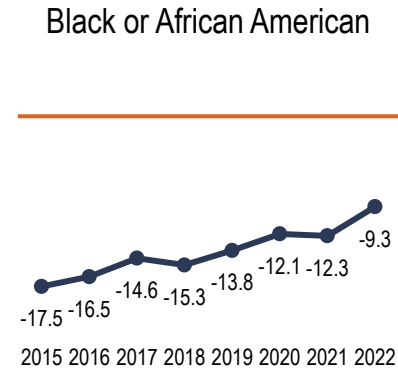
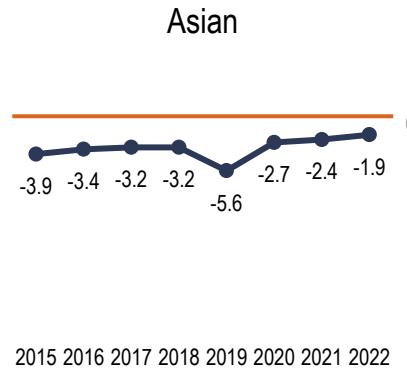
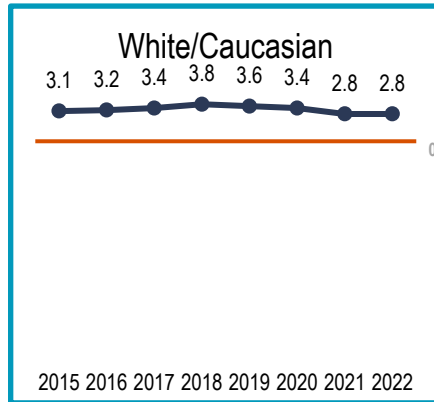


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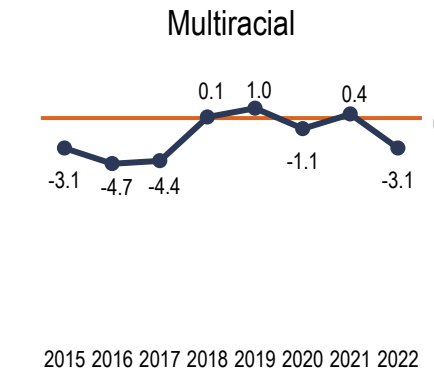
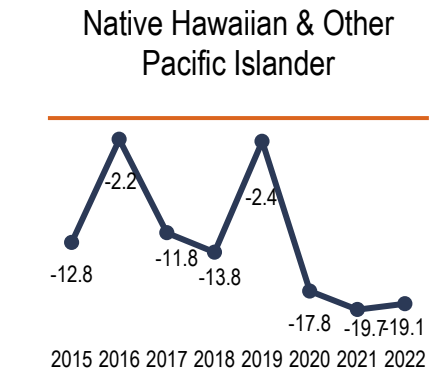
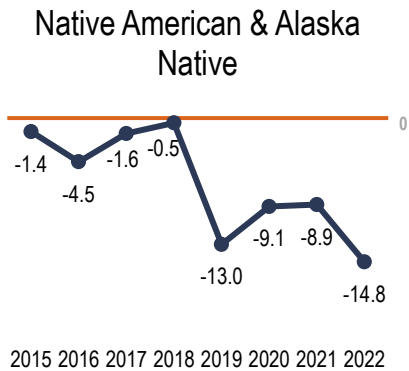
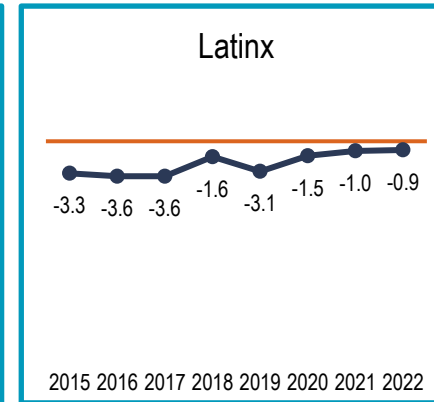
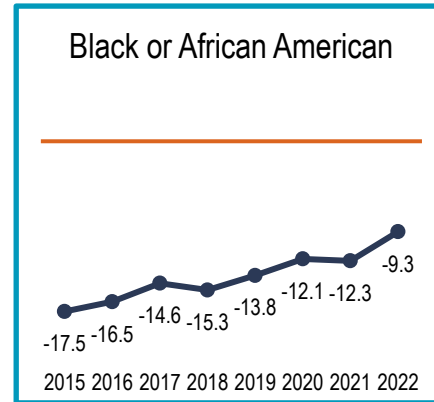
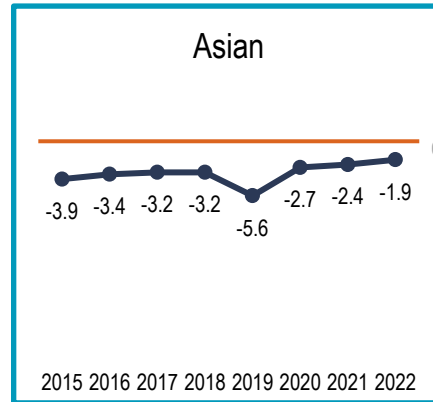
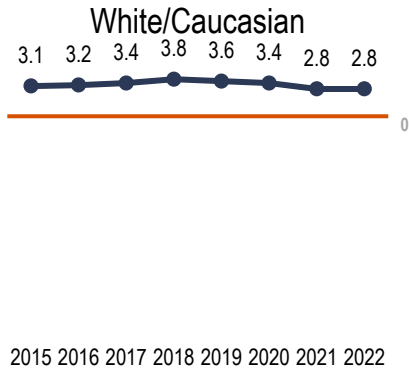
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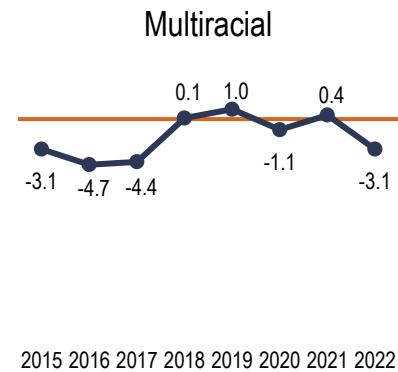
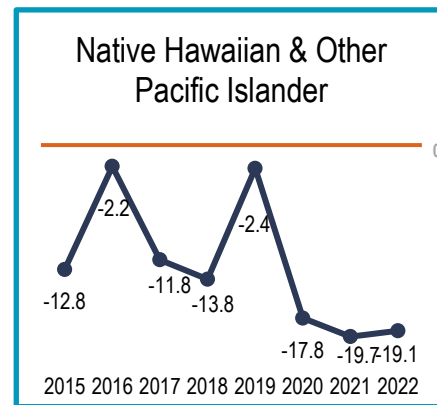
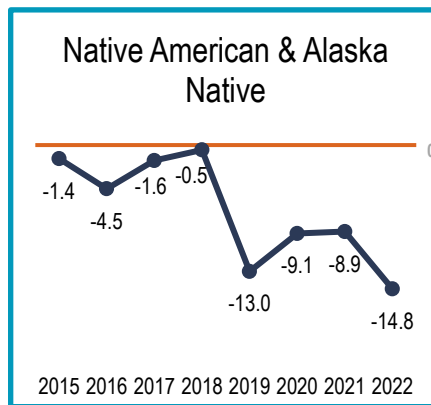
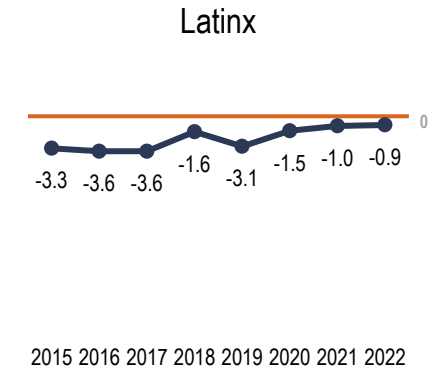
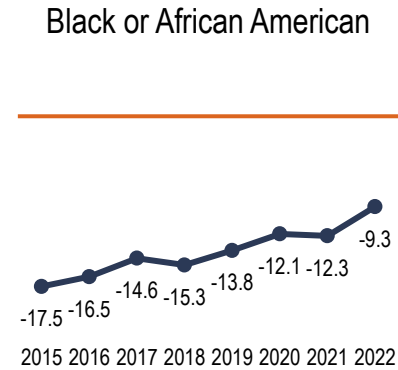
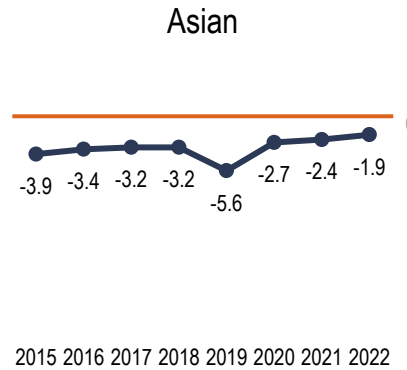
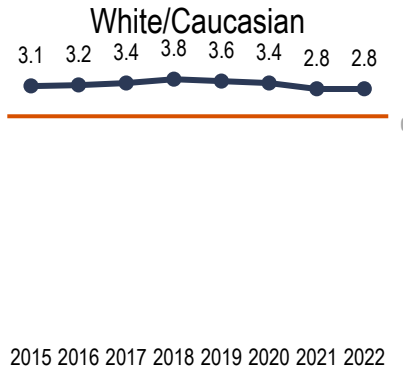
Differences in Employment in **Bar Passage Jobs** by **Race/Ethnicity** as Compared to All Grads, 2015-2022 (in percentage points)



Note: A positive number indicates that the employment rate was higher as compared to graduates overall and a negative number indicates that the employment rate was lower as compared to graduates overall.

Source: NALP *Employment Report & Salary Survey, 2015-2022*

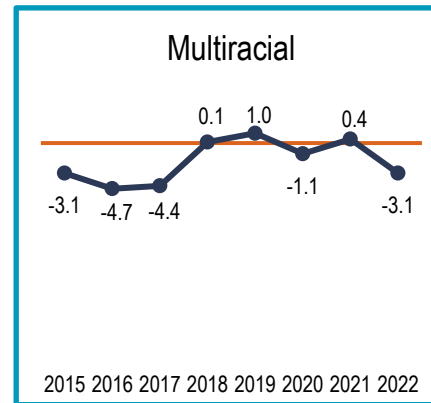
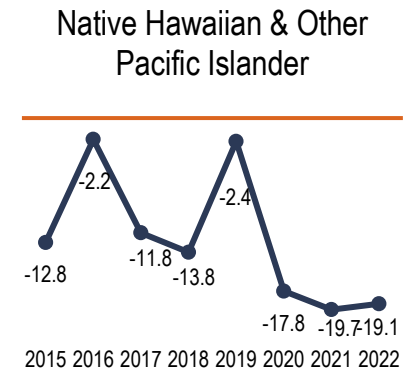
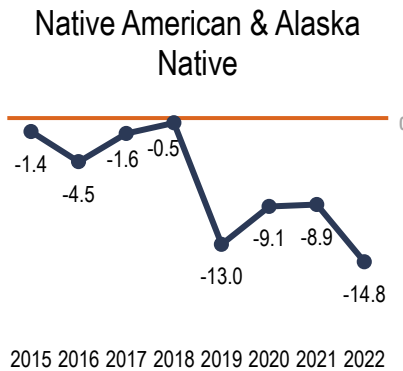
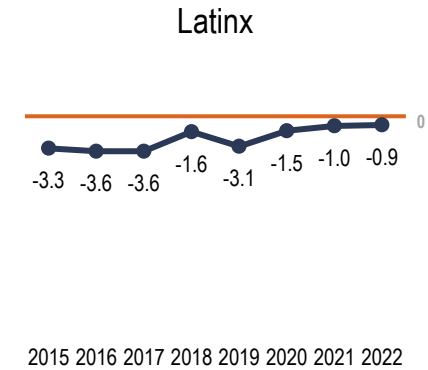
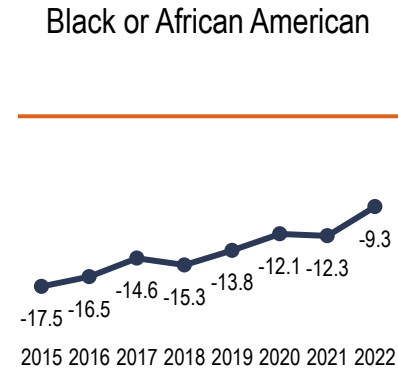
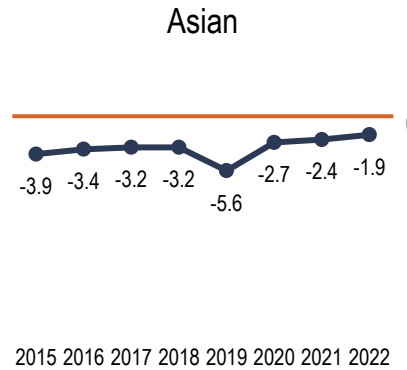
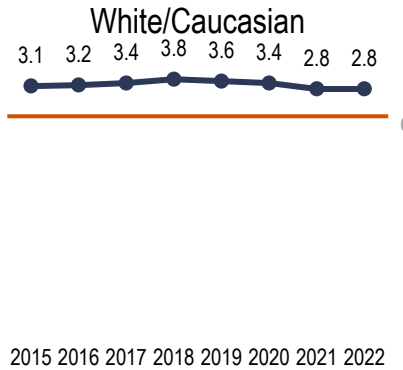
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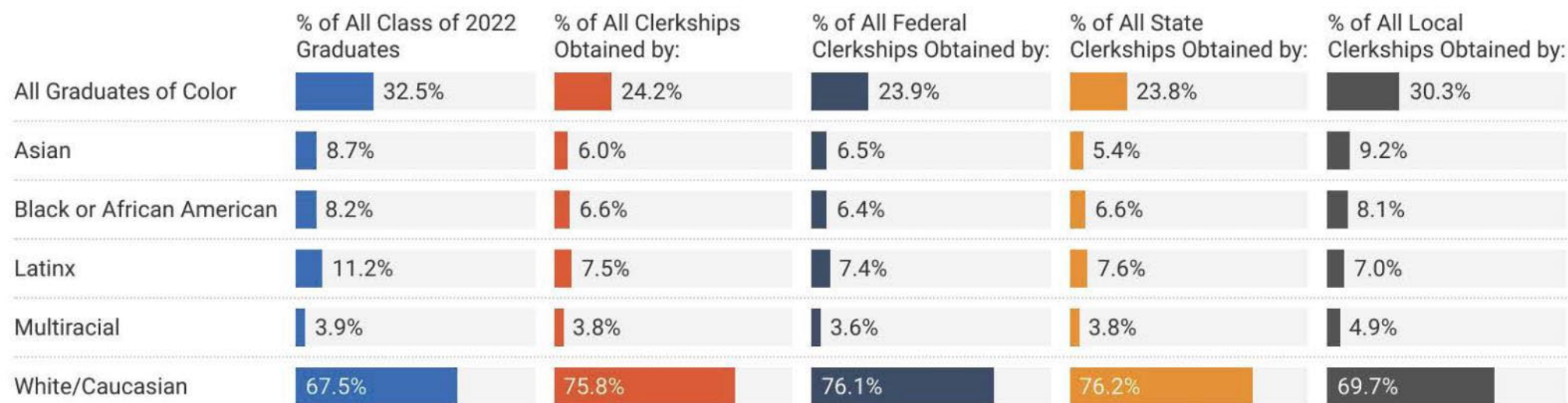
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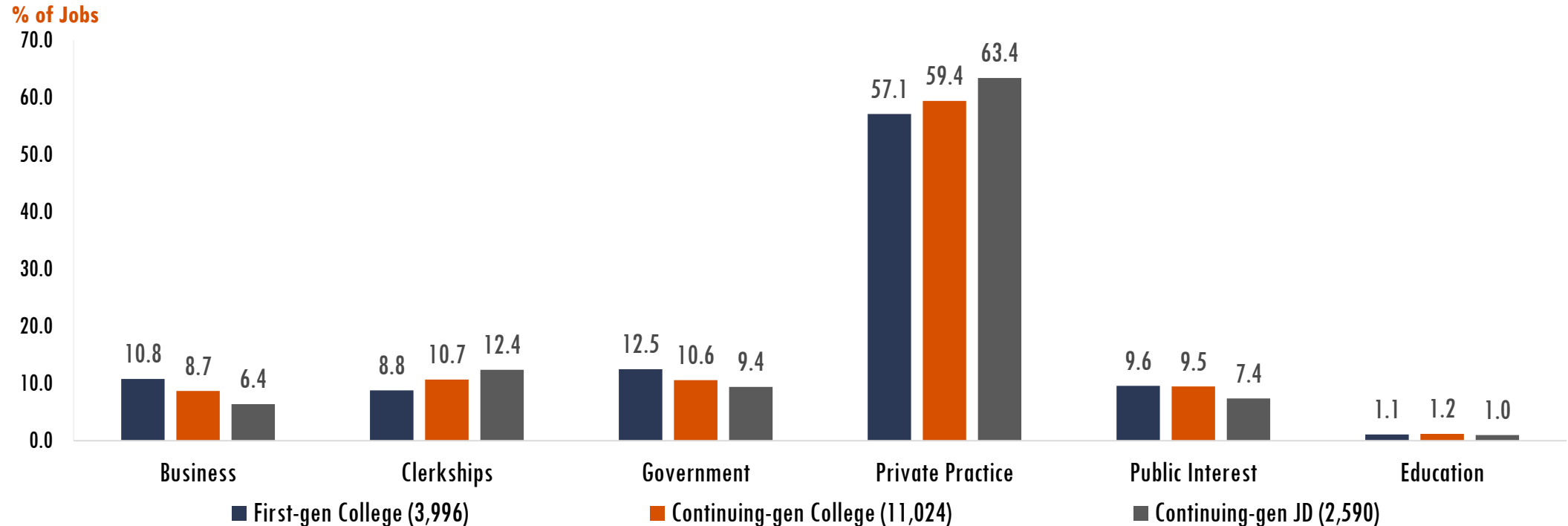
Source: NALP *Employment Report & Salary Survey, 2015-2022*

Graduates of Color are underrepresented within Judicial Clerkships at every court level



Note: Percentages are calculated based upon graduates reporting race/ethnicity. Graduates of color includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial graduates. A small number of tribal, international level court clerkships are not shown separately, but are included in the overall clerkship percentages. Due to the small number of Native American, Alaska Native, Native Hawaiian, and other Pacific Islander graduates employed in judicial clerkships, data are not reported out separately.

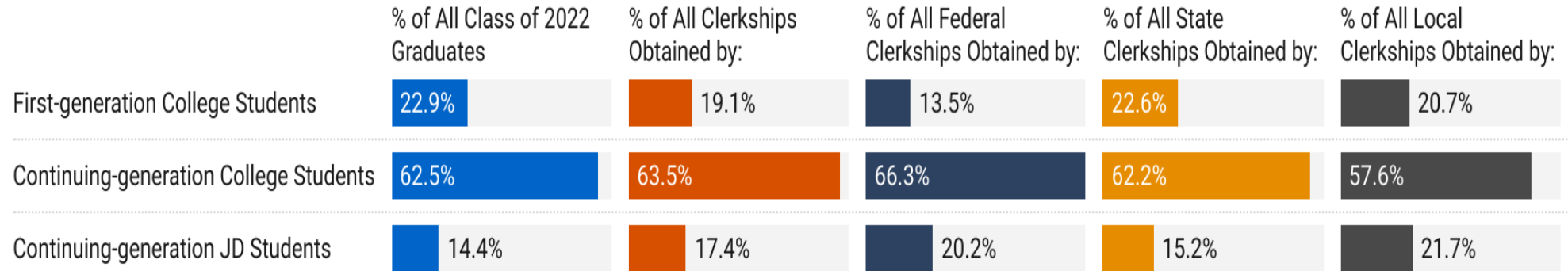
Employment in **Private Practice** and **Clerkships** increases with higher levels of **Parental Education**



Note: Figures are based on all jobs. Figures in parentheses indicate the number of graduates represented. First-generation college students are defined as graduates who do not have at least one parent or guardian with a bachelor's degree or higher degree. Continuing-generation college students are graduates who have at least one parent or guardian with a bachelor's degree or higher, but whose parents/guardians all lack a JD degree. Continuing-generation JD graduates have at least one parent or guardian with a JD degree. The percentages do not add up to 100% by parental education because the unknown employer type is not shown.

Source: NALP's *Jobs & JDs*, Class of 2022

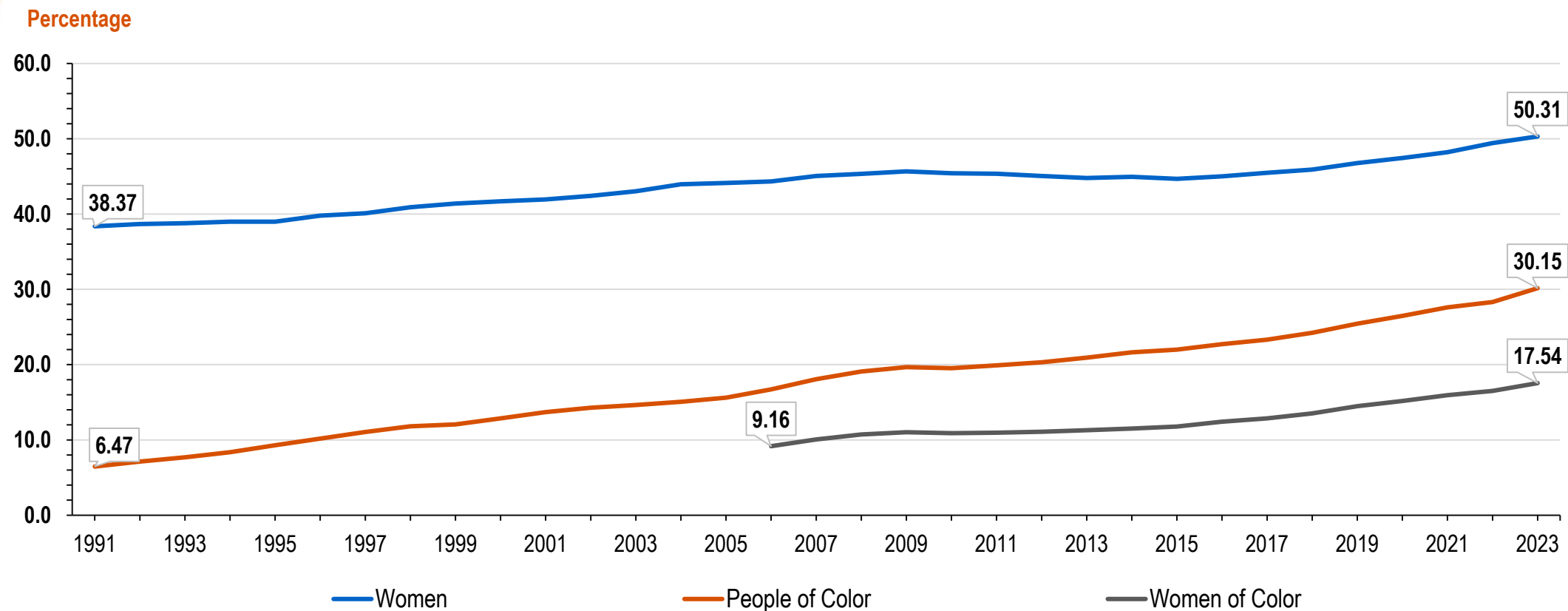
First-gen College Students are underrepresented within Clerkships, particularly **Federal Clerkships**



Note: Percentages are calculated based upon graduates reporting parental education data. Percentages by type of clerkship may not add up to 100% because a small number of graduates reported information for only one of the two parental/guardian education items. A small number of tribal and international level of court clerkships are not shown separately but are included in the overall clerkship percentages.

Diversity in U.S. Law Firms

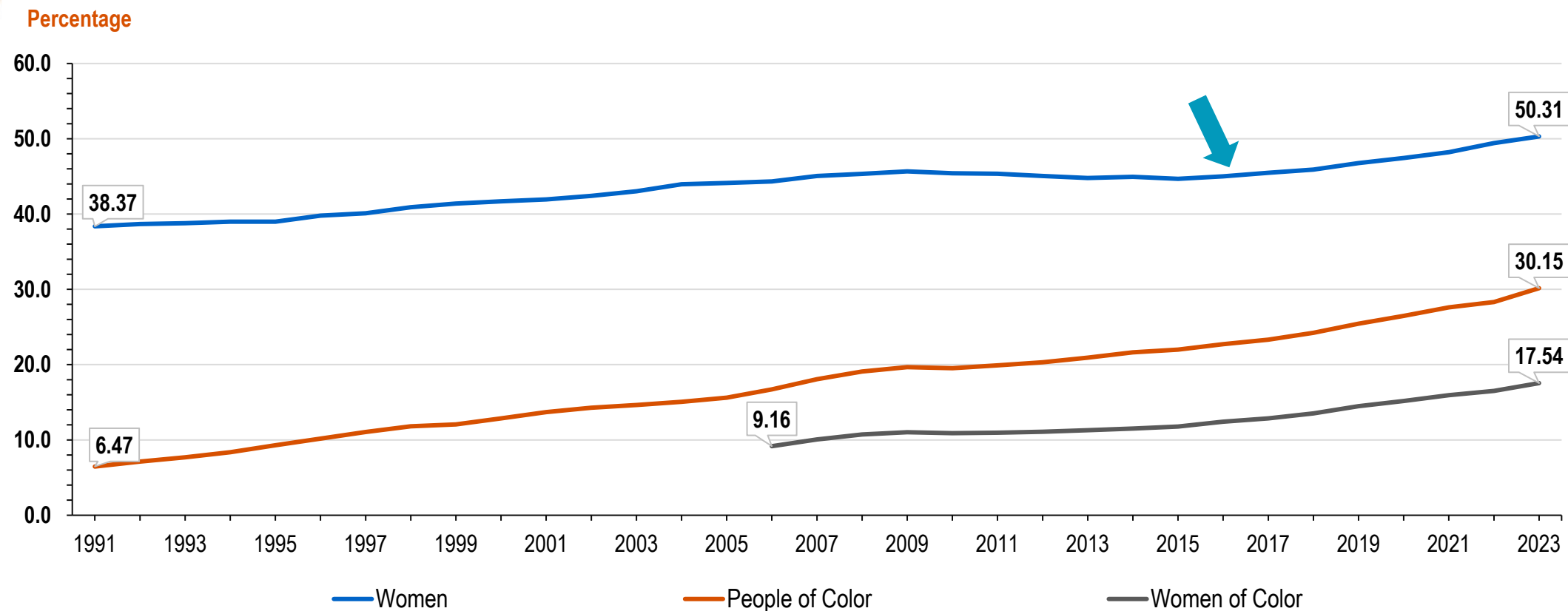
Associates at Law Firms by Women, People of Color, 1991-2023



Note: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. From 1991-2005, associate figures include senior attorneys and staff attorneys.

Source: NALP's 2023 Report on Diversity in U.S. Law Firms.

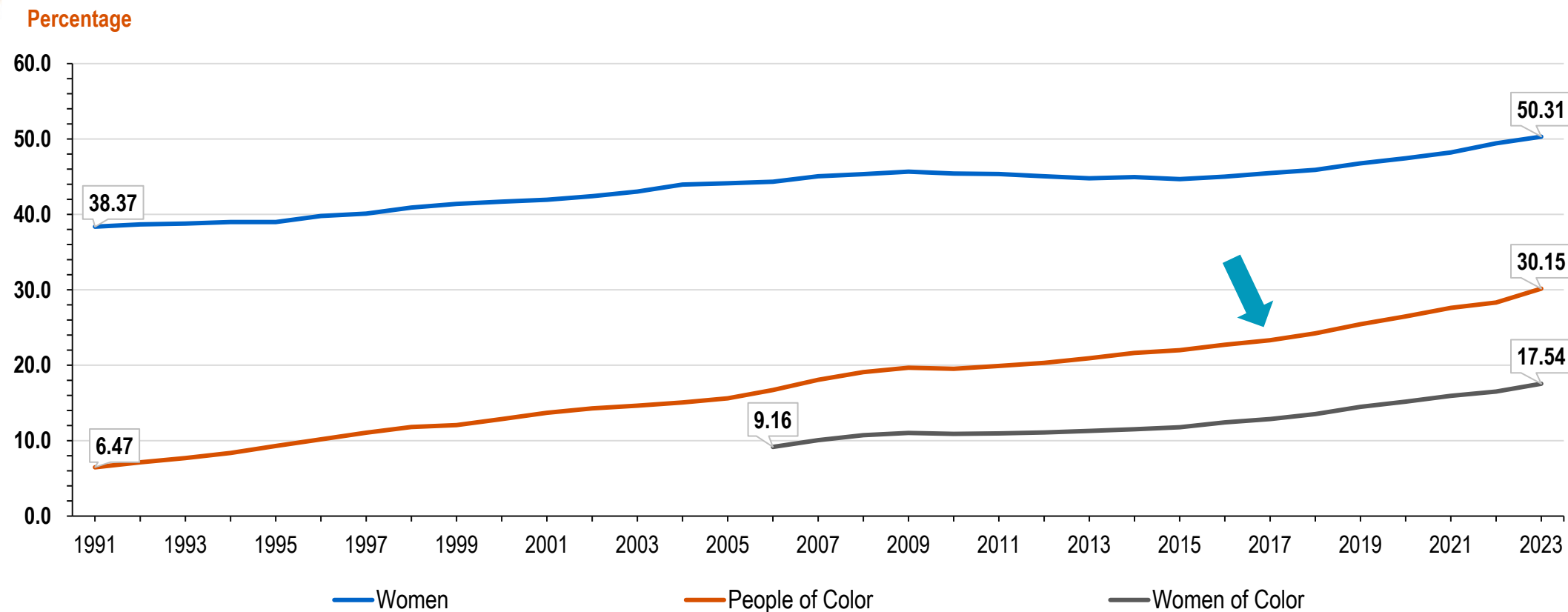
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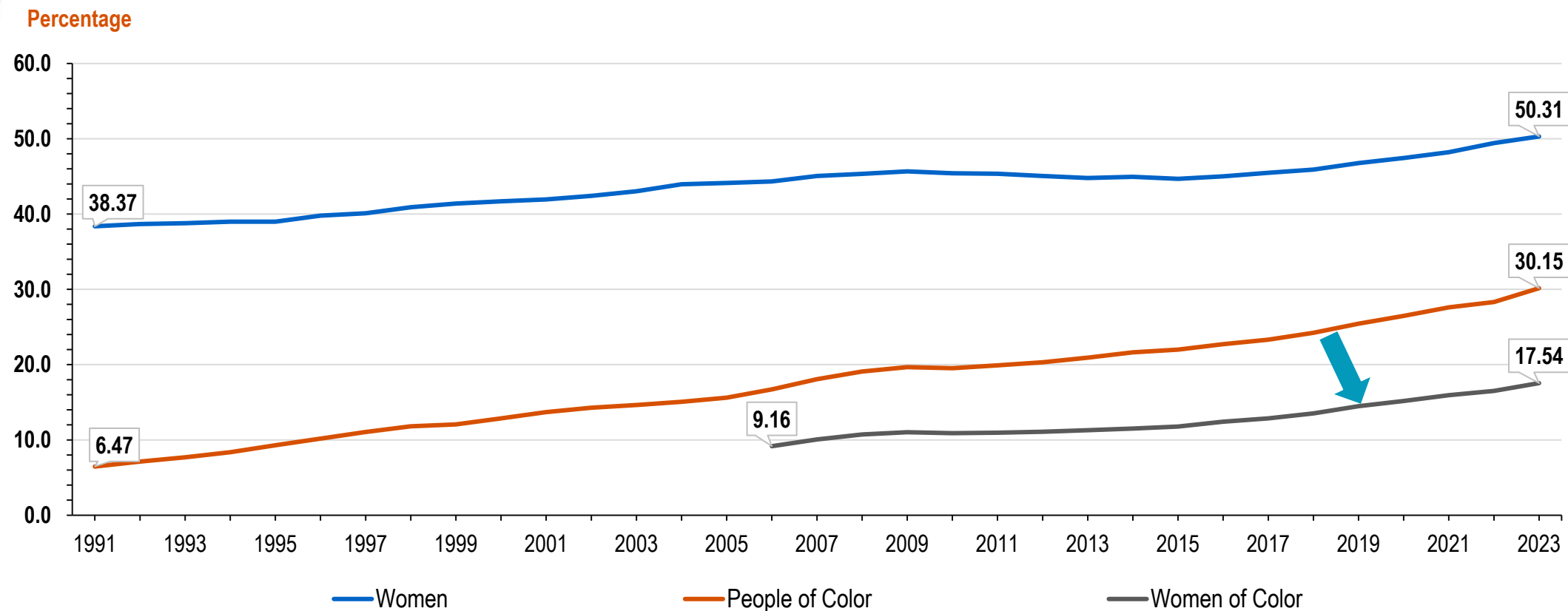
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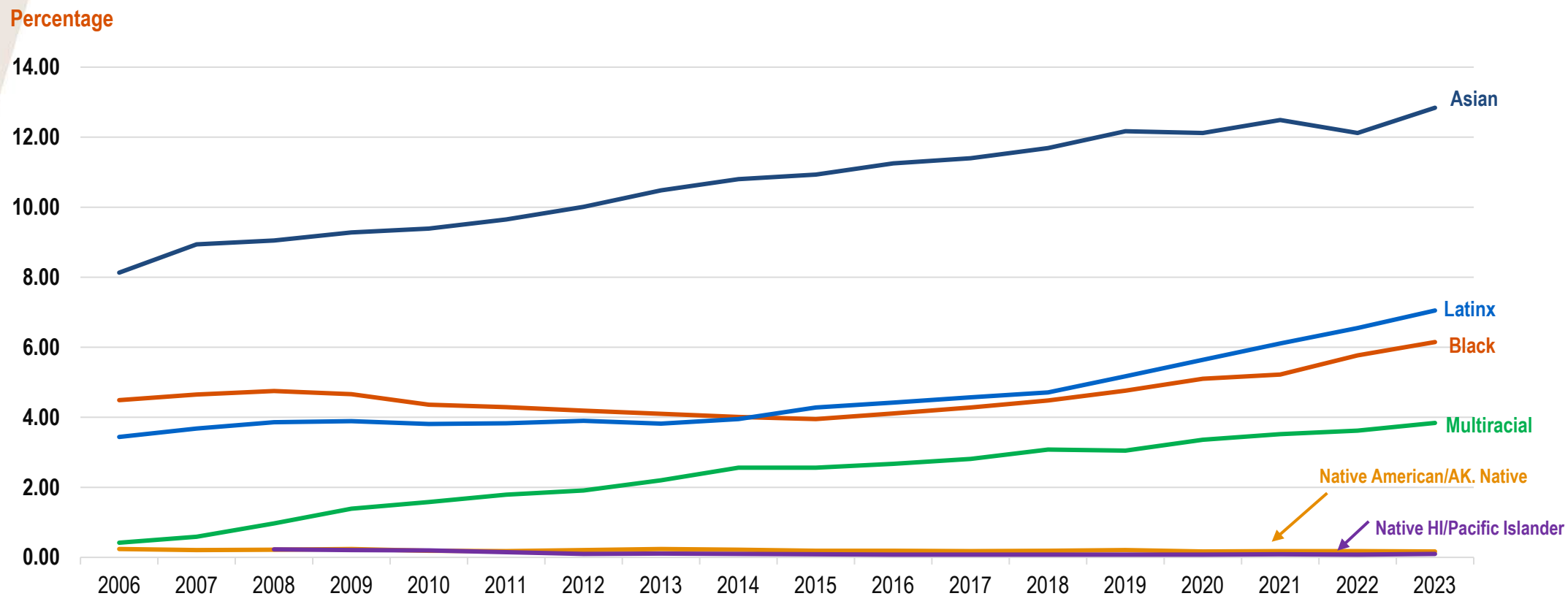
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Associates at Law Firms by Race/Ethnicity, 2006-2023

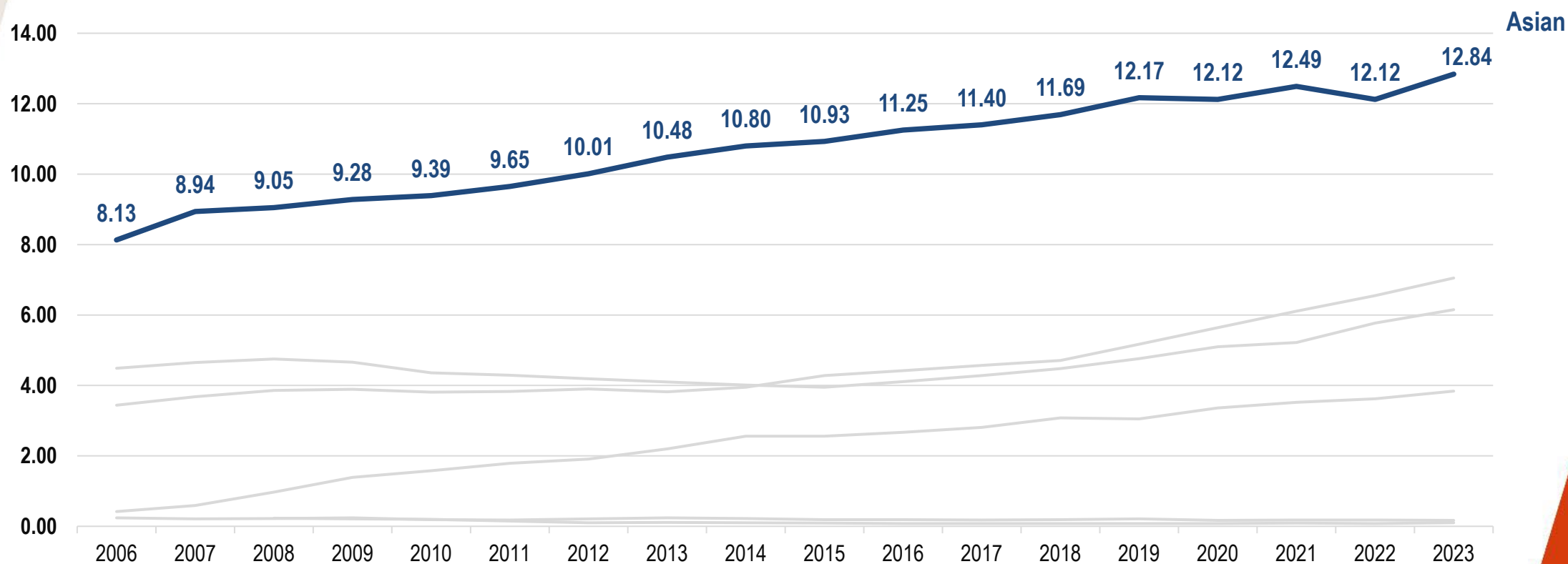


Note: The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander associates were included in the figures for Asian associates.

Source: NALP's 2023 Report on Diversity in U.S. Law Firms.

Associates at Law Firms by Race/Ethnicity, 2006-2023

Percentage

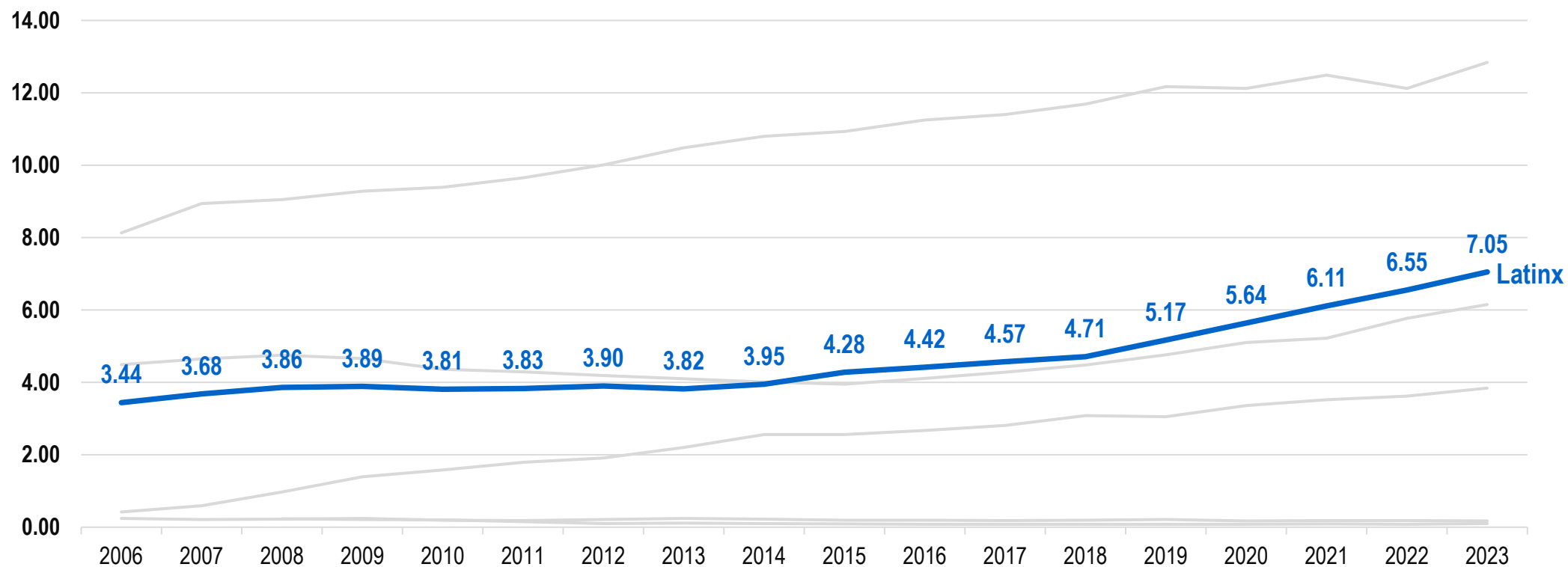


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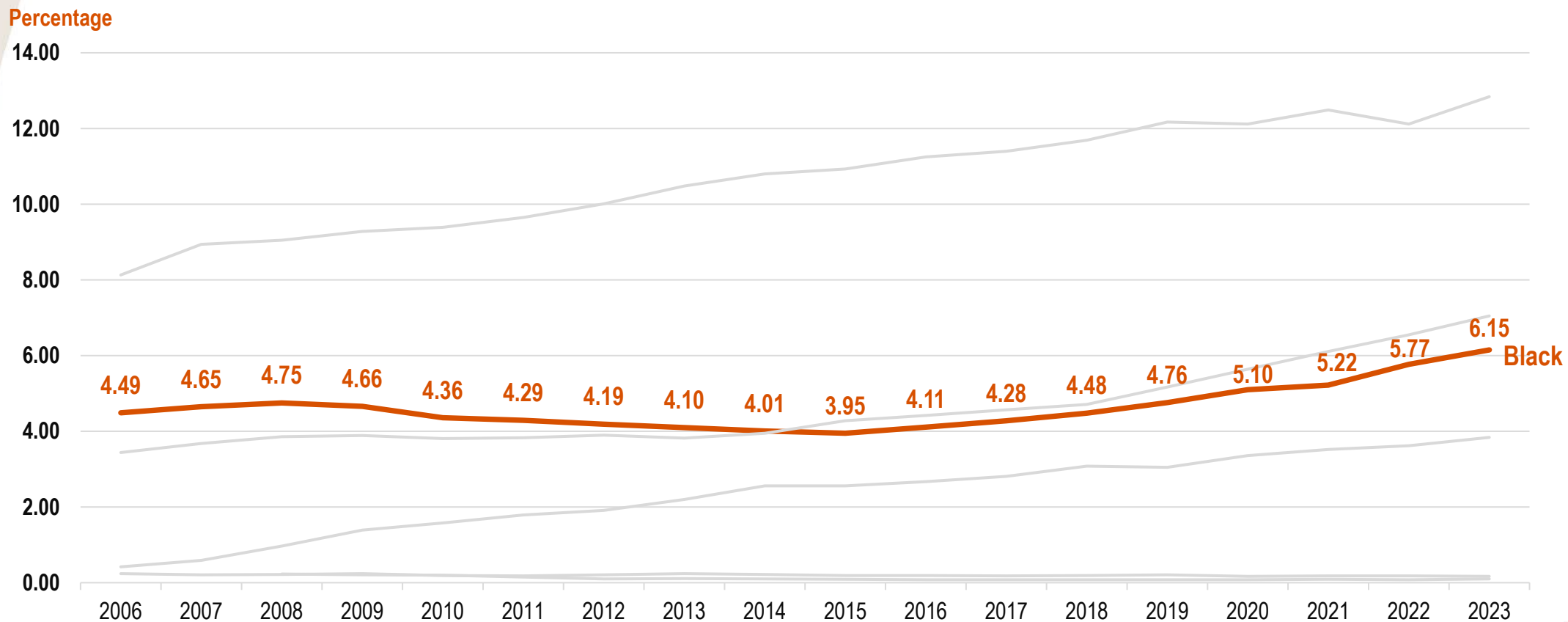
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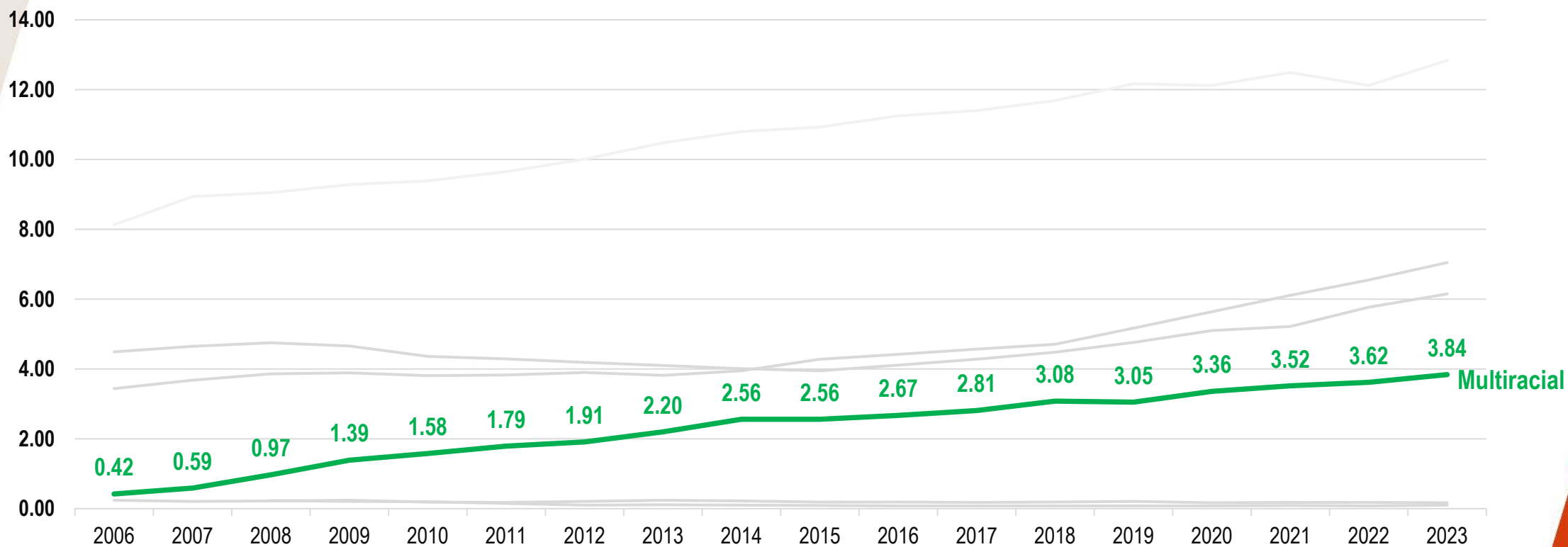


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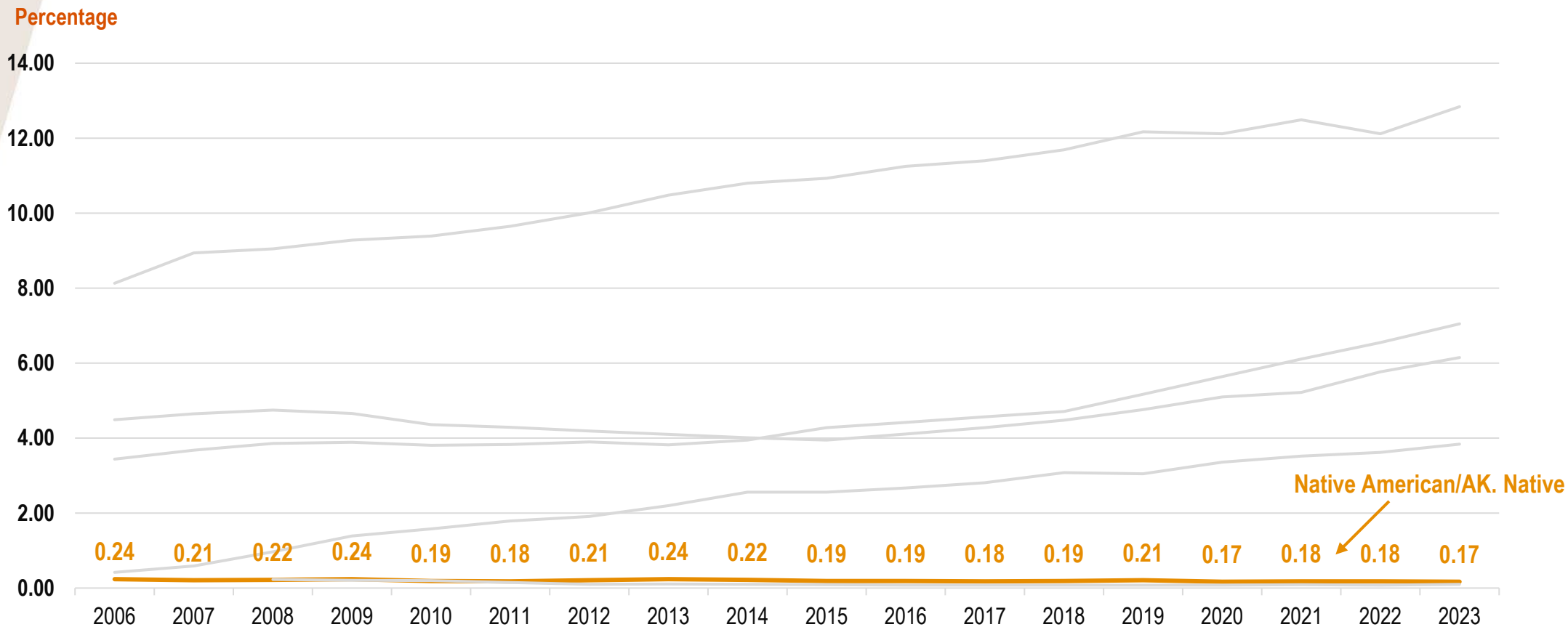
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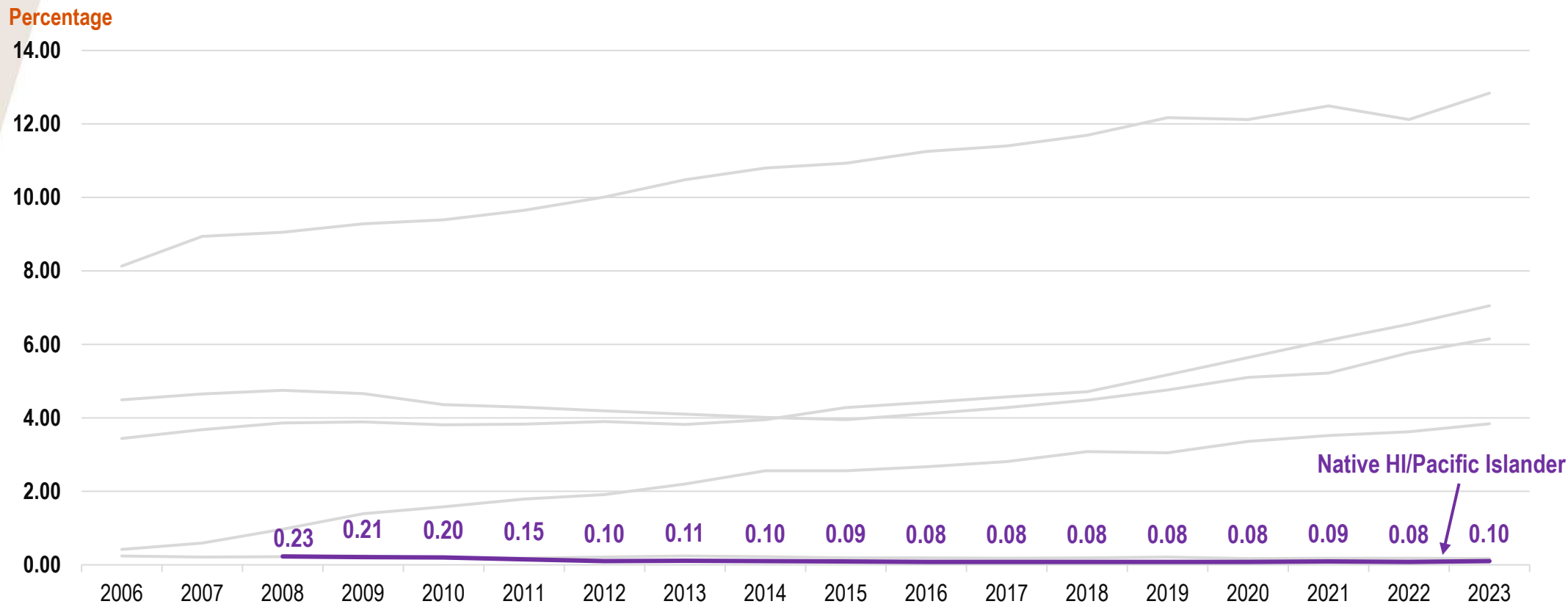
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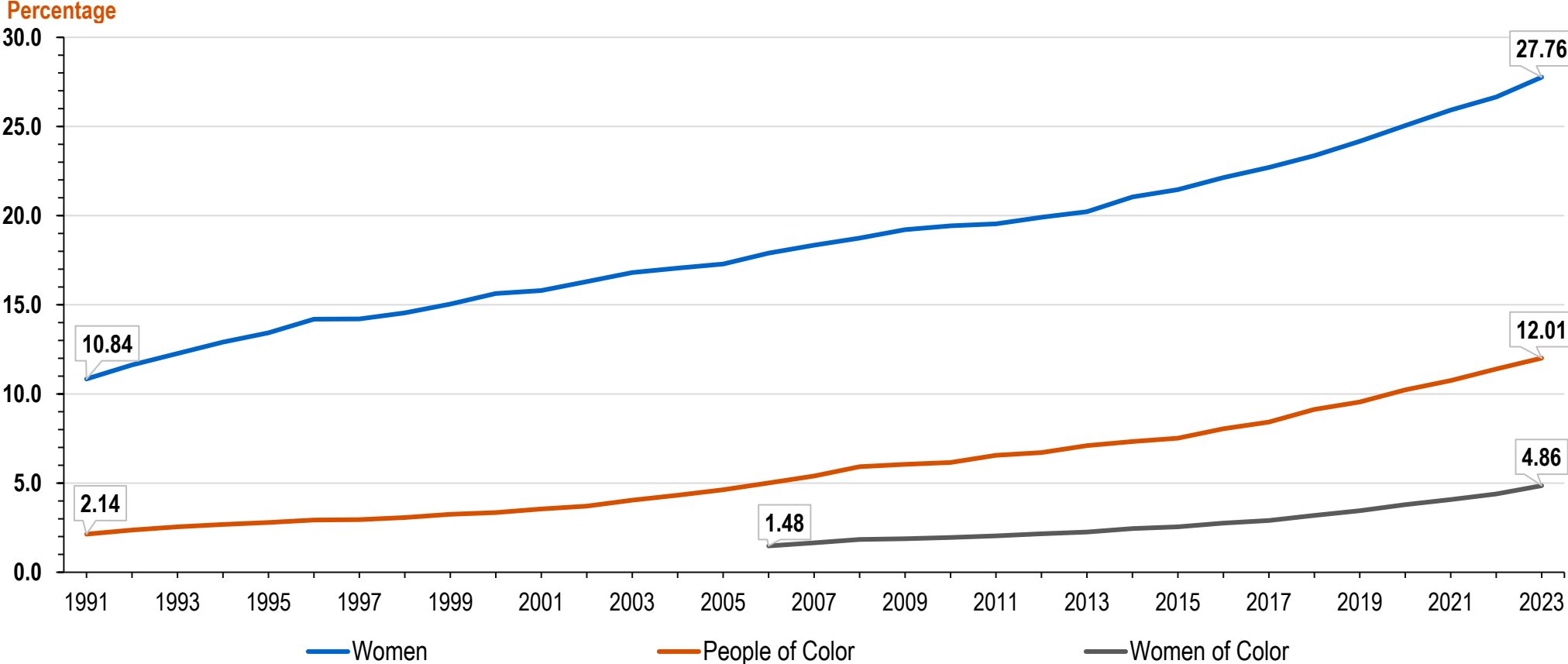
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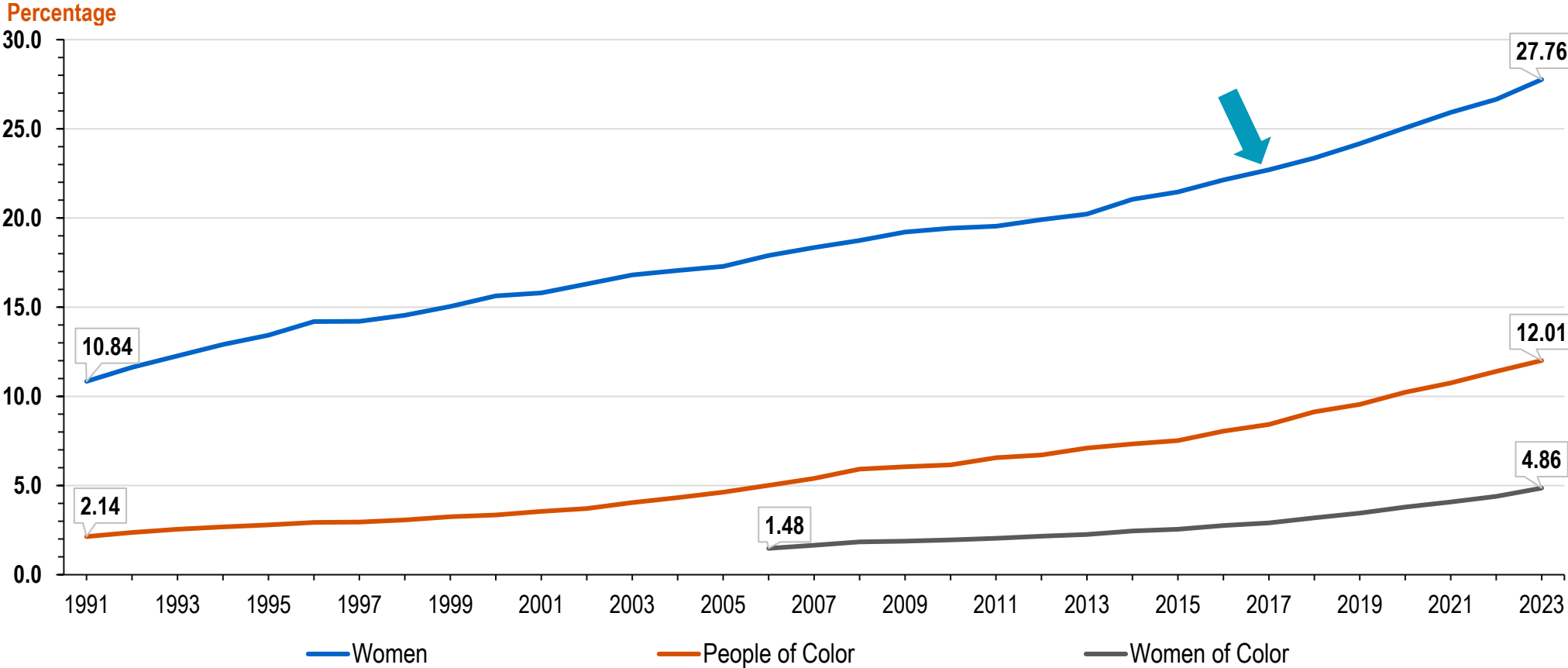
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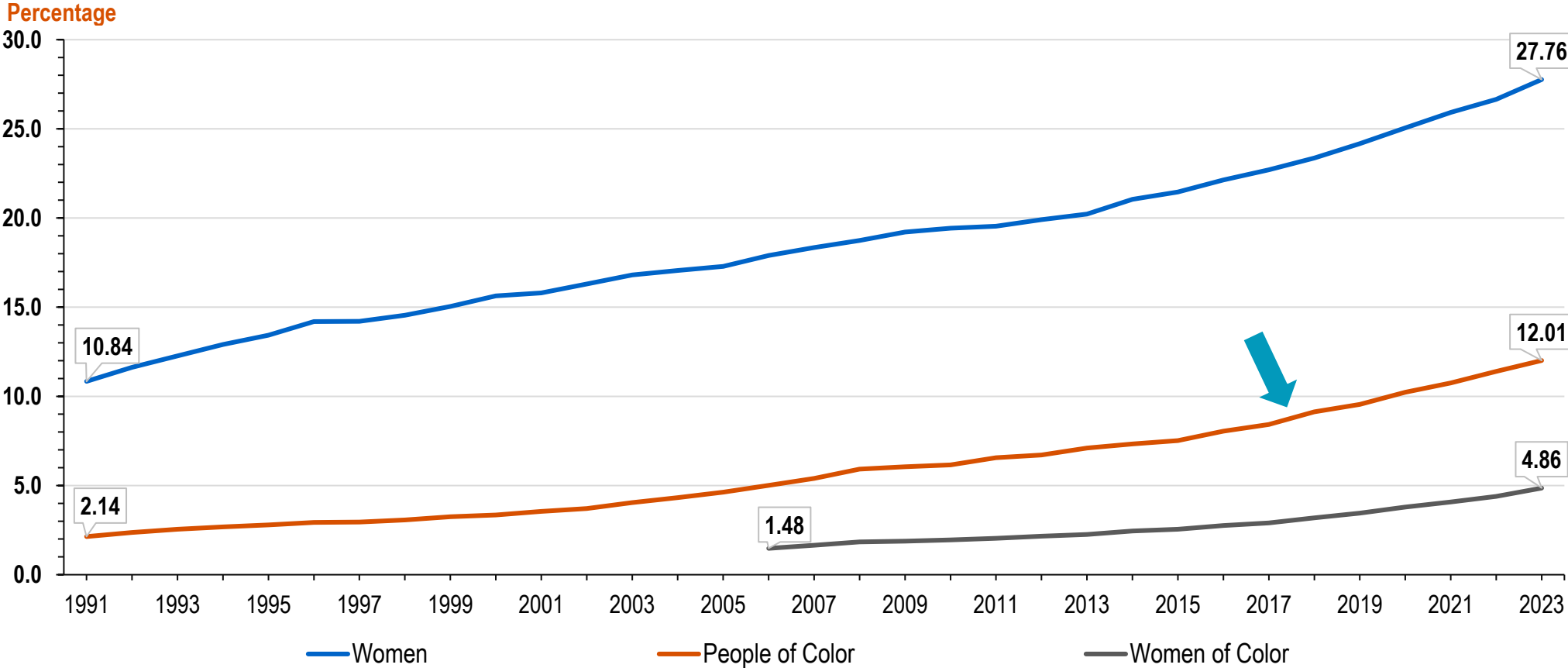
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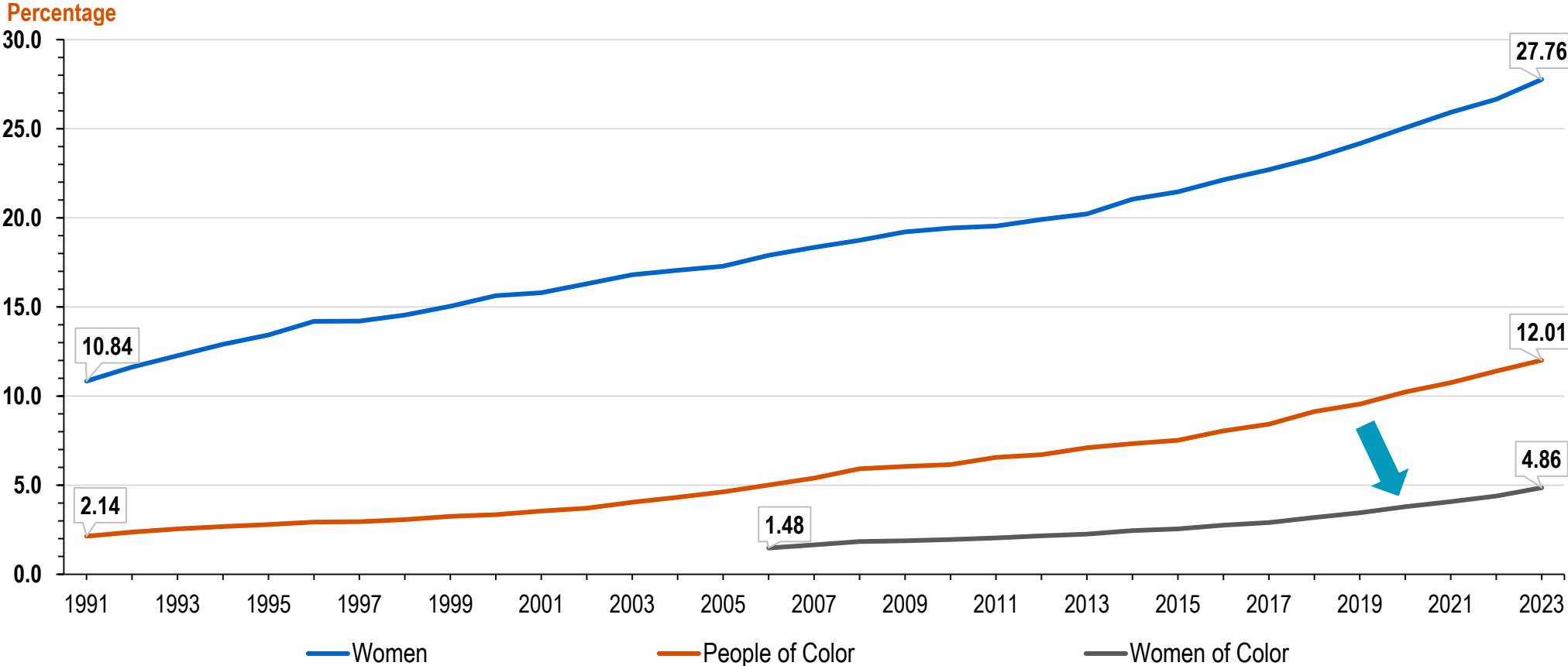
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Partners at Law Firms by Women, People of Color, 1991-2023

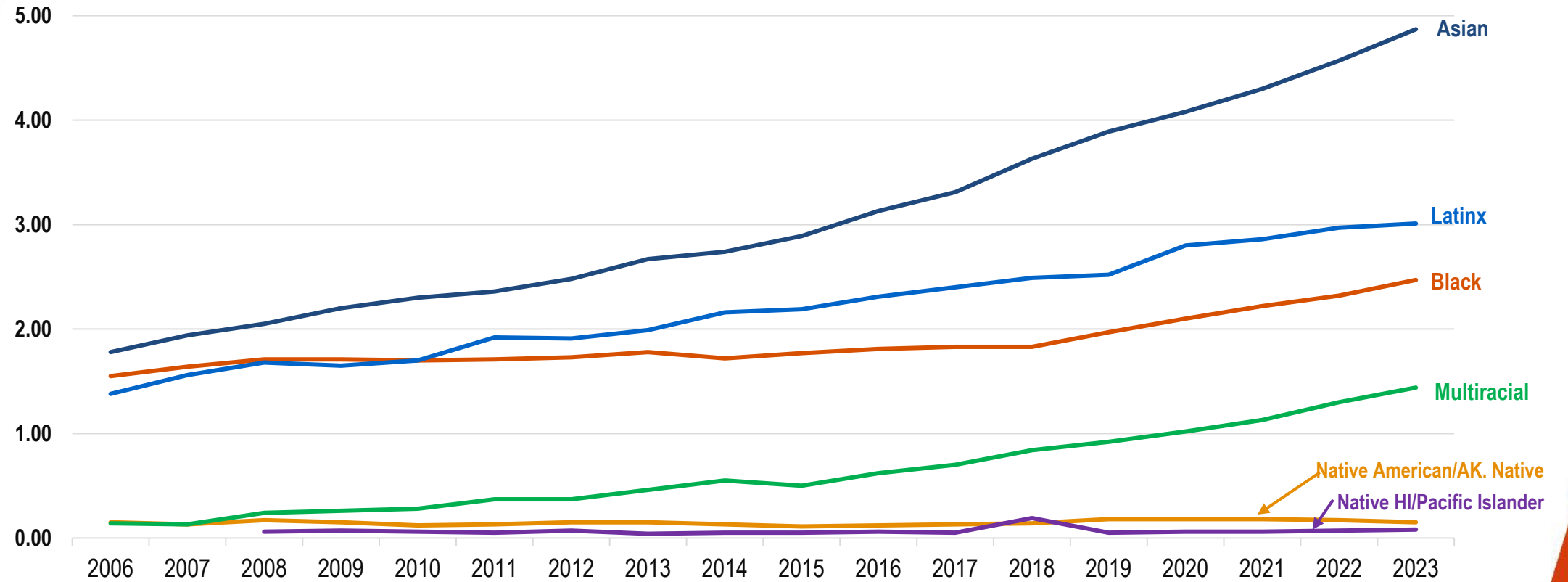


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Source: NALP's 2023 Report on Diversity in U.S. Law Firms.

Partners at Law Firms by Race/Ethnicity, 2006-2023

Percentage



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Source: NALP's 2023 Report on Diversity in U.S. Law Firms.

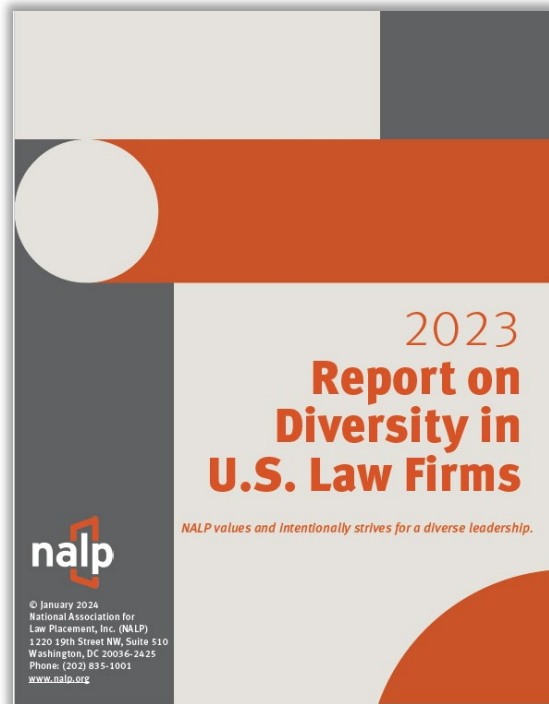
Discussion with our Panelists

Contact Information

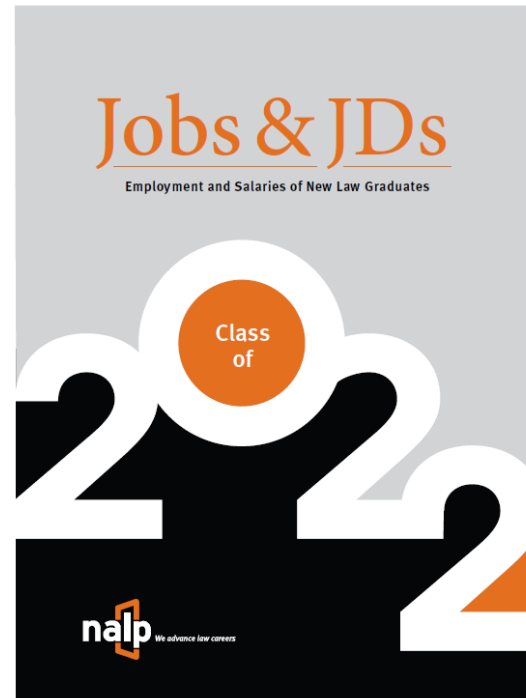
- **Tiffane Cochran**
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Additional NALP Resources

www.nalp.org/report_on_diversity



www.nalp.org/bookstore



www.nalp.org/research

For additional research and analysis on these topics and more, visit the Research section of the NALP website.