

WASHINGTON STATE BAR ASSOCIATION

Sections Diversity Demographics 2018

The WSBA Board of Governors adopted the organization's first comprehensive [Diversity and Inclusion Plan](#) in May 2013. This Plan was built on the foundation of our "Inside Out" philosophy, meaning that our commitment begins with our own diversity and culture of inclusion among board, staff, entities, and volunteers. In talking with section leaders since adoption of the Plan, one request we frequently hear is, "How can we know how our section is doing in terms of diversity?" For the last 3 years we have provided [section demographic counts](#) (with a comparison to the previous year) for all sections and the comparative data from the WSBA membership database. This year, **we have added the 2018 numbers and indicated how each section compares to WSBA overall as well as trends since 2017**. The diversity demographics included are race/ethnicity, gender, sexual orientation, people with disabilities, and new/young lawyers as percentages of those who responded to each question. We have focused on these dimensions of diversity because the [2012 Membership Study](#) suggested that these were groups facing the greatest barriers in the legal profession. We hope that sections will use this info to evaluate their diversity and make progress on inclusion efforts.

This year, we continue to show progress! **45% of the sections have racial diversity that meets or exceeds the diversity in WSBA's overall membership** (up from 42% in 2017). Another 28% are close to reaching the WSBA membership's percentage of attorneys of color. **Over half the sections (59%) meet or exceed the percentage of women in WSBA's overall membership** (up from 57% in 2017). **Nearly all of the sections meet or exceed the percentage of LGBT identified and those with disabilities in the WSBA membership**. Three quarters (**76%**) **of the sections meet or exceeds percentage of new/young lawyers in WSBA's overall membership**.

In the attached document, we have provided numbers from 2017 and 2018 indicating whether there was an increase, decrease or no change using color coded arrows. The two years of comparative data should help **identify where diversity and inclusion efforts might be focused**.

If the data indicates that a section does not fully represent the diversity of WSBA's membership here are some questions to think about: What might be contributing to low numbers of a particular group? Is it the culture of the section or is it that fewer people from an underrepresented group seem interested in the section focus or practice area?¹ If the latter, how can interest be generated or people encouraged to explore a section's focus or practice area? What has been done to ensure an inclusive environment for all members of the section? Are meetings accessible to all potential attendees? How can coordination with minority, specialty, and county bar associations be enhanced to host joint networking events? Are the faculty selected for CLE presentations diverse? **We are here to work with each section to develop approaches that serve to**

¹ Note that member practice area information does not directly align with the areas of focus for sections, that members are able to select multiple practice areas and the information is provided on a voluntary basis. Therefore it would be difficult to draw any meaningful conclusions from our data about the demographic make-up of individual practice areas.

further support the creation of an inclusive culture within the section. In the last year, a [guide for WSBA entities](#) was created that may be helpful.

For those **sections whose percentages closely match or exceed the membership data**, this is an exciting opportunity to focus on a culture of inclusion, ensuring that underrepresented attorneys continue to feel fully welcomed and engaged in the section. Diversity and inclusion efforts are more than just numbers—these efforts are also about creating an inclusive environment where differences are embraced and varying perspectives are sought out and valued to enrich decision making.

Considering how the section's executive committee reflects its membership is another important tool. Focusing on inclusiveness so that underrepresented attorneys know they are valued in the section and ensuring that leadership matches membership are great ways to continue to expand a section's membership and enrich the effectiveness of section programming.

For further strategies and assistance in your inclusion efforts, we encourage you to **contact the Inclusion & Equity Specialist, Robin Nussbaum at robinn@wsba.org.**

Section Diversity Demographic Counts¹

	2018 ² Total Count	Race/Ethnicity ³			Gender		
		2017 % Of Color	2018 % Of Color	2018 % Responded	2017 % Female	2018 % Female	2018 % Responded
WSBA	40020	14.1%	14.5%	70.3%	40.7%	41.5%	73.7%
Administrative Law	274	12.4%	14.9%	75.9%	50.7%	49.3%	77.7%
Alternative Dispute Resolution	343	8.9%	9.0%	84.0%	46.9%	48.8%	86.6%
Animal Law	104	8.7%	13.9%	76.0%	64.9%	61.9%	80.8%
Antitrust, Consumer Protection and Unfair Business Practices	213	17.1%	15.1%	74.6%	33.3%	34.5%	80.3%
Business Law	1256	14.3%	14.5%	70.7%	32.1%	32.6%	75.5%
Cannabis Law	57	--	23.5%	59.6%	--	55.6%	63.2%
Civil Rights Law	166	24.8%	25.0%	77.1%	66.1%	64.2%	80.7%
Construction Law	502	10.6%	10.9%	71.3%	21.1%	22.9%	76.7%
Corporate Counsel	1068	18.5%	18.8%	72.6%	46.2%	47.5%	78.1%
Creditor Debtor Rights	506	9.9%	9.7%	77.3%	30.0%	28.4%	81.4%
Criminal Law	408	14.6%	13.5%	79.7%	34.2%	34.7%	83.3%
Elder Law	649	6.3%	5.3%	84.1%	48.3%	48.9%	86.3%
Environmental and Land Use Law	782	7.7%	8.4%	76.2%	38.0%	36.8%	78.1%
Family Law	1115	12.9%	13.6%	82.9%	59.6%	61.0%	85.7%
Health Law	379	11.8%	14.2%	76.0%	57.3%	55.7%	80.5%
Indian Law	308	38.8%	43.4%	81.5%	51.2%	53.3%	83.4%
Intellectual Property	870	22.3%	22.2%	70.5%	35.0%	33.5%	75.2%
International Practice	223	32.7%	35.3%	77.6%	46.5%	43.8%	79.8%
Juvenile Law	195	18.0%	18.9%	81.5%	74.7%	73.1%	85.6%
Labor and Employment Law	979	14.5%	14.8%	75.4%	54.1%	53.9%	78.9%
Legal Assistance to Military Personnel	92	20.2%	22.2%	78.3%	31.8%	32.9%	79.3%
Lesbian, Gay, Bisexual, Transgender (LGBT) Law	112	10.8%	9.7%	92.0%	58.0%	57.1%	93.8%
Litigation	1029	10.0%	10.7%	72.0%	32.8%	32.5%	76.3%
Low Bono	92	11.7%	15.6%	83.7%	69.5%	68.4%	85.9%
Real Property Probate and Trust	2326	7.8%	8.6%	77.7%	35.3%	35.6%	81.1%
Senior Lawyers	265	5.8%	7.3%	93.6%	21.9%	16.9%	96.2%
Solo and Small Practice	925	14.0%	12.8%	82.2%	44.4%	43.5%	85.8%
Taxation	640	14.5%	13.6%	73.3%	35.0%	35.3%	76.6%
World Peace Through Law	96	8.4%	11.0%	85.4%	57.5%	51.7%	90.6%

1 Limited licenses are included for the first time in this report.

2 All data is from the WSBA membership database, May 2018

3 Unless otherwise noted, percentages are calculated based on the number who responded to that question.

LEGEND:

Light blue box = equal to or above WSBA percentage

Medium blue box = within 75% of WSBA percentage

Dark blue box = at or below 75% of WSBA percentage

Yellow arrows = increase from last years' percentages

Orange arrows = decrease from last years' percentages

-- Dashes = no change from last years' percentages

Section Diversity Counts

	2018 Total Count	LGBT			People with Disabilities			New/Young Lawyers ⁴					
		2017 Yes	%	2018 % Yes	2018 % Responded	2017 % Yes	2018 % Yes	2018 % Responded	2017 %	2018 %			
WSBA	40020		2.6%	--	2.6%	48.1%	2.4%	--	2.4%	48.4%	17.9%	↓	16.9%
Administrative Law	274		7.9%	↓	7.4%	59.5%	9.9%	↓	9.3%	59.1%	22.1%	↓	21.2%
Alternative Dispute Resolution	343		6.9%	↓	6.3%	60.1%	4.7%	↑	5.3%	60.1%	8.0%	↓	5.8%
Animal Law	104		10.6%	↓	10.5%	54.8%	7.6%	↑	10.0%	57.7%	18.6%	↓	16.3%
Antitrust, Consumer Protection and Unfair Business Practices	213		6.9%	↑	7.5%	49.8%	4.3%	↓	3.8%	49.3%	19.6%	↓	18.8%
Business Law	1256		2.6%	--	2.6%	49.2%	3.0%	↑	3.2%	49.3%	25.3%	↓	23.2%
Cannabis Law	57	--			9.4%	56.1%	--		9.7%	54.4%	--		49.1%
Civil Rights Law	166		13.4%	↓	11.5%	68.1%	11.2%	↓	7.0%	69.3%	30.8%	↓	30.1%
Construction Law	502		2.2%	--	2.2%	45.4%	2.1%	↓	1.7%	45.8%	17.9%	↓	16.9%
Corporate Counsel	1068		5.4%	↓	4.7%	57.5%	2.7%	↑	3.4%	57.2%	22.0%	↓	20.0%
Creditor Debtor Rights	506		4.1%	↑	5.4%	55.3%	5.6%	↓	5.0%	55.1%	15.8%	↓	15.4%
Criminal Law	408		7.3%	↓	6.3%	61.8%	6.2%	↓	5.1%	62.5%	27.3%	↓	25.0%
Elder Law	649		6.2%	↑	7.1%	58.6%	5.2%	↑	6.3%	59.0%	11.9%	--	11.9%
Environmental and Land Use Law	782		5.1%	↓	5.0%	51.3%	4.1%	↓	3.5%	51.0%	16.1%	↑	16.8%
Family Law	1115		7.6%	↑	8.1%	61.1%	5.6%	↓	5.5%	61.4%	21.0%	↓	18.5%
Health Law	379		8.4%	↓	6.2%	55.7%	4.8%	↑	6.1%	56.5%	22.1%	↓	18.2%
Indian Law	308		4.4%	↓	4.1%	62.7%	5.4%	↑	8.2%	63.0%	20.9%	↓	20.5%
Intellectual Property	870		3.4%	↑	4.1%	53.0%	2.8%	↑	3.9%	53.2%	21.8%	↓	21.6%
International Practice	223		2.0%	↑	2.5%	53.8%	4.7%	↑	5.8%	53.8%	22.9%	↓	19.7%
Juvenile Law	195		10.3%	↑	11.8%	69.7%	3.2%	↑	5.2%	69.2%	20.4%	↑	20.5%
Labor and Employment Law	979		6.3%	↑	6.9%	50.3%	4.5%	--	4.5%	49.9%	21.0%	↓	19.7%
Legal Assistance to Military Personnel	92		2.9%	↓	1.7%	65.2%	15.7%	↑	20.0%	65.2%	23.1%	↓	21.7%
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Litigation	1029		4.3%	--	4.3%	44.9%	3.3%	↓	1.3%	44.2%	23.1%	↑	23.3%
Low Bono	92		7.5%	--	7.5%	72.8%	2.2%	↑	9.0%	72.8%	43.0%	↓	37.0%
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Senior Lawyers	265		1.7%	↓	1.3%	60.4%	6.7%	↑	7.5%	60.4%	1.0%	↓	0.4%
Solo and Small Practice	925		6.4%	↑	6.7%	63.1%	5.4%	↑	5.5%	62.9%	20.6%	↓	17.8%
Taxation	640		3.7%	↑	4.6%	50.5%	2.1%	↑	2.8%	50.8%	27.0%	↓	22.0%
World Peace Through Law	96		2.3%	↑	2.9%	71.9%	6.8%	↑	10.0%	72.9%	9.0%	↑	9.4%

4 New/Young Lawyers numbers are based on a system calculation done for all members

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