



## WSBASections

### Sections Diversity Demographics

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?" Last year, we provided section demographic counts (with a comparison to the previous year) for all 28 sections and the comparative data from the WSBA membership database. This year, **we have added the 2017 numbers and indicated how each section compares to WSBA overall as well as trends of increases or decreases since 2016.** 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.

This year, **slightly less than half (43%) of the sections have racial diversity that meets or exceeds the diversity in WSBA's overall membership.** Another **25%** are close to reaching the WSBA membership's percentage of attorneys of color. **Over half the sections (57%) meet or exceed the percentage of women in WSBA's overall membership.**

During the 2016 licensing process, WSBA improved our data collection method for the questions relating to LGBT identity and persons with disabilities. This resulted in a large increase of the percentage of people both providing the information and answering yes to holding that identity. This makes any trends between 2016 and 2017 difficult to interpret. Nonetheless, **nearly all of the sections meet or exceed the percentage of LGBT identified and those with disabilities in the WSBA membership.**

Nearly three quarters (**71%**) 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 2016 and 2017 indicating whether there was an increase, decrease or no change using color coded arrows. The two years of comparative data should help you **identify where you might focus your diversity and inclusion efforts.**

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

You might also want to consider whether your section's executive committee reflects its membership. Focusing on your inclusiveness so that underrepresented attorneys know they are valued in your section and ensuring

that your leadership matches your membership are great ways to continue to expand your section's membership and enrich the effectiveness of your section programming.

**If the data indicates that your section does not fully represent the diversity of our WSBA membership** we encourage you to also consider your section's culture, and whether or not it feels welcoming to people from underrepresented communities as one factor that might be contributing to this result. Some ideas might be to build a program calendar that considers different audiences, including hosting receptions or events outside of Seattle, connecting with minority, specialty, and county bar associations to coordinate joint networking events, ensuring event space is accessible for all attendees, and recruiting underrepresented attorneys to serve as faculty for your CLEs, as examples. **We are here to work with you to develop approaches that serve to further support the inclusive culture you are trying to create within your section.**

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

## Section Diversity Counts

	2017 Total Count	Race/Ethnicity <sup>1</sup>			Gender		
		2016 % Of Color	2017 % Of Color	2017 % Responded	2016 Female	% 2017 % Female	2017 % Responded
<b>WSBA</b>	<b>38525</b>	<b>11.6%</b>	<b>14.1%</b>	<b>72.7%</b>	<b>38.9%</b>	<b>40.7%</b>	<b>76.4%</b>
Administrative Law	281	14.2%	12.4%	80.4%	45.8%	50.7%	81.5%
Alternative Dispute Resolution	388	9.6%	8.9%	84.0%	45.7%	46.9%	87.4%
Animal Law	118	7.8%	8.7%	78.0%	67.5%	64.9%	82.2%
Antitrust, Consumer Protection and Unfair Business Practices	219	18.0%	17.1%	77.6%	34.0%	33.3%	83.6%
Business Law	1395	10.3%	14.3%	73.6%	29.9%	32.1%	78.9%
Civil Rights Law	211	26.7%	24.8%	78.2%	53.4%	66.1%	82.5%
Construction Law	531	8.1%	10.6%	70.8%	18.7%	21.1%	75.9%
Corporate Counsel	1169	17.2%	18.5%	75.0%	45.8%	46.2%	80.5%
Creditor Debtor Rights	558	8.8%	9.9%	77.6%	29.5%	30.0%	81.9%
Criminal Law	545	14.2%	14.6%	77.8%	30.2%	34.2%	81.7%
Elder Law	720	5.9%	6.3%	85.6%	46.6%	48.3%	87.6%
Environmental and Land Use Law	840	7.3%	7.7%	78.5%	34.9%	38.0%	80.2%
Family Law	1303	12.6%	12.9%	83.8%	56.9%	59.6%	86.3%
Health Law	416	8.4%	11.8%	77.6%	51.7%	57.3%	81.0%
Indian Law	339	36.8%	38.8%	80.5%	47.5%	51.2%	83.5%
Intellectual Property	986	18.6%	22.3%	71.9%	33.0%	35.0%	77.2%
International Practice	280	30.4%	32.7%	78.6%	40.7%	46.5%	80.7%
Juvenile Law	221	13.4%	18.0%	85.5%	67.1%	74.7%	89.6%
Labor and Employment Law	1053	13.5%	14.5%	77.5%	53.5%	54.1%	81.5%
Legal Assistance to Military Personnel	104	15.4%	20.2%	80.8%	26.1%	31.8%	81.7%
Lesbian, Gay, Bisexual, Transgender (LGBT) Law	140	8.6%	10.8%	92.9%	55.6%	58.0%	93.6%
Litigation	1195	9.7%	10.0%	74.8%	29.9%	32.8%	79.1%
Low Bono	128	16.1%	11.7%	80.5%	62.7%	69.5%	82.0%
Real Property Probate and Trust	2408	6.8%	7.8%	78.7%	32.4%	35.3%	82.8%
Senior Lawyers	309	4.7%	5.8%	89.6%	17.4%	21.9%	93.2%
Solo and Small Practice	1020	13.0%	14.0%	81.5%	43.9%	44.4%	85.9%
Taxation	674	12.1%	14.5%	72.7%	32.5%	35.0%	75.5%
World Peace Through Law	122	10.5%	8.4%	87.7%	52.8%	57.5%	92.6%

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

### LEGEND:

Green box = equal to or above WSBA percentage

Yellow box = within 75% of WSBA percentage

Red box = at or below 75% of WSBA percentage

Blue arrows = increase from last years' percentages

Brown arrows = decrease from last years' percentages

-- Dashes = no change from last years' percentages

## Section Diversity Counts

		LGBT <sup>2</sup>			People with Disabilities <sup>2</sup>			New/Young Lawyers <sup>3</sup>	
	2017 Total Count	2016 % Yes	2017 % Yes	2017 % Responded	2016 % Yes	2017 % Yes	2017 % Responded	2016 %	2017 %
WSBA	38508	1.2%	⬆️ 2.6%	45.4%	1.1%	⬆️ 2.4%	45.7%	18.1%	⬇️ 17.9%
Administrative Law	281	4.7%	⬆️ 7.9%	54.1%	3.4%	⬆️ 9.9%	53.7%	17.9%	⬆️ 22.1%
Alternative Dispute Resolution	387	2.2%	⬆️ 6.9%	59.8%	<1%	⬆️ 4.7%	60.1%	6.1%	⬆️ 8.0%
Animal Law	118	2.6%	⬆️ 10.6%	55.9%	0.9%	⬆️ 7.6%	55.9%	20.2%	⬇️ 18.6%
Antitrust, Consumer Protection and Unfair Business Practices	219	3.3%	⬆️ 6.9%	53.0%	1.9%	⬆️ 4.3%	52.5%	15.1%	⬆️ 19.6%
Business Law	1392	0.7%	⬆️ 2.6%	47.3%	0.5%	⬆️ 3.0%	47.8%	24.4%	⬆️ 25.3%
Civil Rights Law	211	4.9%	⬆️ 13.4%	63.5%	2.8%	⬆️ 11.2%	63.5%	28.0%	⬆️ 30.8%
Construction Law	531	<1%	⬆️ 2.2%	43.3%	<1%	⬆️ 2.1%	43.9%	16.4%	⬆️ 17.9%
Corporate Counsel	1167	1.4%	⬆️ 5.4%	56.8%	0.7%	⬆️ 2.7%	56.5%	21.1%	⬆️ 22.0%
Creditor Debtor Rights	558	0.8%	⬆️ 4.1%	52.0%	1.2%	⬆️ 5.6%	51.6%	15.8%	-- 15.8%
Criminal Law	542	2.0%	⬆️ 7.3%	57.6%	2.0%	⬆️ 6.2%	58.9%	27.6%	⬇️ 27.3%
Elder Law	719	1.7%	⬆️ 6.2%	55.7%	1.6%	⬆️ 5.2%	56.4%	13.0%	⬇️ 11.9%
Environmental and Land Use Law	839	1.2%	⬆️ 5.1%	49.4%	0.8%	⬆️ 4.1%	49.2%	16.5%	⬇️ 16.1%
Family Law	1296	2.0%	⬆️ 7.6%	58.4%	1.5%	⬆️ 5.6%	59.0%	19.9%	⬆️ 21.0%
Health Law	416	2.3%	⬆️ 8.4%	54.1%	1.3%	⬆️ 4.8%	54.8%	20.6%	⬆️ 22.1%
Indian Law	338	2.4%	⬆️ 4.4%	59.9%	1.8%	⬆️ 5.4%	60.2%	20.2%	⬆️ 20.9%
Intellectual Property	984	0.6%	⬆️ 3.4%	50.6%	0.5%	⬆️ 2.8%	50.5%	22.6%	⬇️ 21.8%
International Practice	279	1.4%	⬆️ 2.0%	54.3%	1.0%	⬆️ 4.7%	53.6%	22.5%	⬆️ 22.9%
Juvenile Law	220	2.9%	⬆️ 10.3%	70.1%	2.9%	⬆️ 3.2%	69.7%	20.9%	⬇️ 20.4%
Labor and Employment Law	1051	1.4%	⬆️ 6.3%	48.3%	1.5%	⬆️ 4.5%	48.2%	21.2%	⬇️ 21.0%
Legal Assistance to Military Personnel	101	<1%	⬆️ 2.9%	67.3%	2.8%	⬆️ 15.7%	67.3%	19.3%	⬆️ 23.1%
Lesbian, Gay, Bisexual, Transgender (LGBT) Law	140	31.9%	⬆️ 72.4%	82.9%	1.8%	⬆️ 10.0%	78.6%	22.1%	⬆️ 24.3%
Litigation	1194	1.1%	⬆️ 4.3%	42.6%	0.8%	⬆️ 3.3%	42.6%	25.9%	⬇️ 23.1%
Low Bono	128	1.6%	⬆️ 7.5%	72.7%	0.8%	⬆️ 2.2%	71.9%	42.9%	⬆️ 43.0%
Real Property Probate and Trust	2404	1.3%	⬆️ 4.4%	48.5%	1.4%	⬆️ 3.8%	49.1%	14.5%	⬇️ 14.4%
Senior Lawyers	309	0.7%	⬆️ 1.7%	57.6%	3.3%	⬆️ 6.7%	57.9%	1.0%	-- 1.0%
Solo and Small Practice	1013	2.1%	⬆️ 6.4%	61.2%	1.7%	⬆️ 5.4%	61.4%	22.6%	⬇️ 20.6%
Taxation	674	0.9%	⬆️ 3.7%	47.9%	0.6%	⬆️ 2.1%	48.5%	25.0%	⬆️ 27.0%
World Peace Through Law	121	0.9%	⬆️ 2.3%	71.3%	2.7%	⬆️ 6.8%	72.1%	6.4%	⬆️ 9.0%

2 The sudden increase in LGBT and Disability percentages reflects an artifact of WSBA's new more accurate collection of this data


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


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