



# DIVERSIFYING THE LEGAL PROFESSION IN PENNSYLVANIA

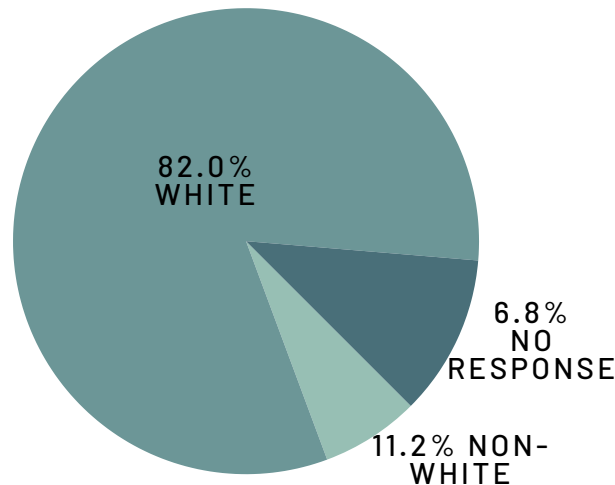
## VOLUNTARY DEMOGRAPHIC CHECK-OFF BOXES ON PA LAW LICENSE APPLICATIONS- 2024-25

After recommendations from the Pennsylvania Commission for Fairness & Justice, the Pennsylvania Bar Association, and other groups in the legal community, the Disciplinary Board of the Supreme Court of Pennsylvania included a voluntary race/ethnicity self-identification question on attorney registration forms beginning in 2018. On October 25, 2024, the Board reported the following results. Of 71,423 attorney registrants, 93.2 percent answered information regarding their race/ethnicity (the highest percentage to date). 99.95 percent of attorneys provided information regarding their gender.

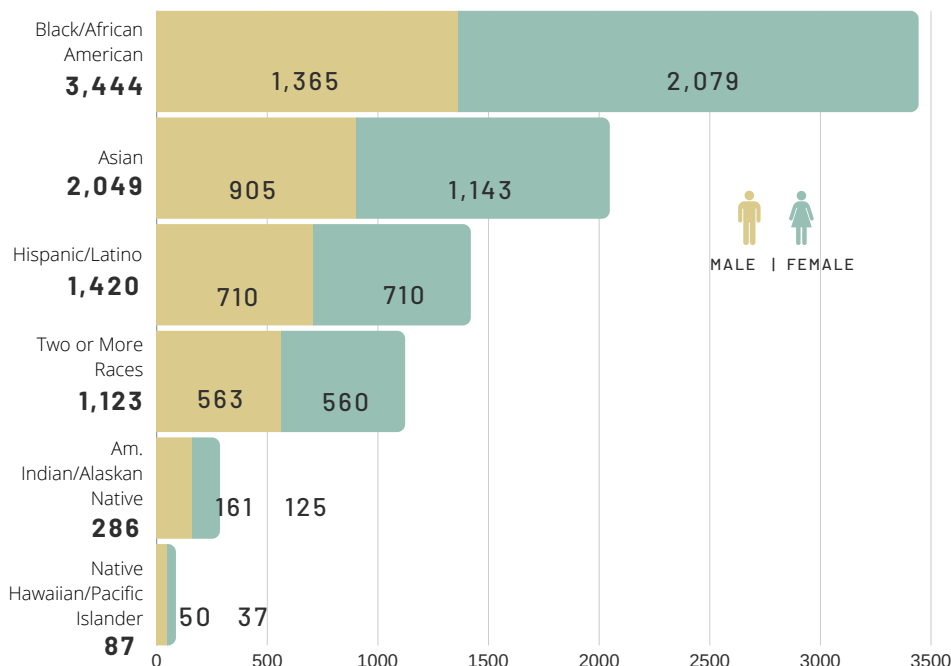
**93.2%**  
Race/Ethnicity

**99.95%**  
Gender

## CURRENT DIVERSITY MAKE UP



## RACE/ETHNICITY OF NON-WHITE ATTORNEYS



## PURPOSES:

- To establish a demographic baseline of all applicants for Pennsylvania law licenses
- To track changes in demographics of the profession for purposes of measuring progress in diversifying the profession
- To provide data to help inform appointing authorities of the availability of diverse attorneys for career-enhancing appointments

## BENEFITS



ENHANCED FUNCTIONING AND COMPETITIVENESS OF THE PROFESSION



INCREASED OPPORTUNITY TO ATTRACT QUALIFIED INDIVIDUALS



INCREASED PUBLIC TRUST AND CONFIDENCE IN THE JUSTICE SYSTEM



INCREASED ACCESS FOR HISTORICALLY MARGINALIZED GROUPS