

### **A. Overview:**

Despite the well-established efforts of today's law firms and organizations making a strong commitment to the recruitment, development, support and retention of more diverse lawyers, few measurable strides are being made.

The Boston Bar Association has long made it a priority to engage leaders in the legal profession to share strategies and best practices to address specific challenges associated with race, ethnicity, gender, and sexual orientation.

Increasing diversity is a major objective of the BBA's board, committees and staff.

It is so important, in fact, that we have delegated an **entire committee of the organization** to focus exclusively on issues related to Diversity & Inclusion.

There is comprehensive work being done pursuant to the BBA's efforts to create **a pipeline** of diverse law students, **mentor** young lawyers, **retain diverse talent**, and to work with said talent to **offer support and instill skills essential to career advancement**.

Various annual programs and events sponsored by the BBA seek to increase engagement and connections among Boston's diverse law student and attorney population and with the BBA's six affinity bar partners.

### **B. Judicial Progress despite stagnant attorney statistics:**

**Despite strides being made in Massachusetts that we can be proud of**, specifically Governor Deval Patrick's diverse judicial appointments, which the BBA will recognize with our 2014 award for Diversity & Inclusion, **there is significant work to be done to address the lack of progress being made in developing and retaining diverse legal talent in the Commonwealth.**

More on the Governor - if needed:

- Governor Patrick appointed the first African American Chief Justice, African American female Justice, Asian American Justice, and openly gay Justice on the Supreme Judicial Court; the first Native American District Court Judge; and the first South Asian Superior Court Justice.
- To date, the Governor has filled 164 judicial openings during his two terms in office, which represents 40% of the judiciary. Nearly half of those judges were female, and one fifth represented a minority group.

### **C. Boston Statistics:**

In 2008, only 3.4% of law firm partners in Boston were minorities, compared to 5.9% nationwide, according to the National Association for Law Placement (NALP).

**By 2013, scant progress was shown in Boston - only 3.8% of Boston partners were minorities, versus an average of 7.1% across the country.**

Blacks in particular, fell behind in Boston: Just 0.9% of law firm partners were African-American last year, compared to 1% in 2008.

**Minority associates represented 16% of law firm associates in Boston last year compared to 21% nationwide.**

This represents a small improvement to the 2008 statistics when just 14% of Boston's associates were minorities, versus 19% nationwide.

These numbers are entirely non-representative of the diversity of the city's population, and the BBA is dedicated to making strides to foster improvement.

#### **D. National Equity Partner Statistics:**

As reported in its April 2014 Bulletin, the National Association for Law Placement, Inc (NALP) has found that equity partners in multi-tier law firms continue to be disproportionately white men.

**A new analysis of recent equity partner data by NALP shows that in 2013, only 16.5% of equity partners are women and only 5.4% are minority.**

#### **E. Affinity Bar Support & Development:**

In 2010 the BBA opened up its 16 Beacon Street headquarters to provide a permanent home, including office space and mailboxes, for six affinity bar associations.

The BBA works closely with these associations to plan and develop social events, educational programming, and to enhance the overall operational structure of these bar associations.

**The six Massachusetts affinity bar associations working with the BBA:**

- o The Asian American Lawyers Association of Massachusetts,**
- o Massachusetts Association of Hispanic Attorneys,**
- o Massachusetts Black Lawyers Association,**
- o Massachusetts Black Women Attorneys,**
- o Massachusetts LGBTQ Bar Association,**
- o and South Asian Bar Association of Greater Boston.**

#### **F. The BBA's Diversity Statement:**

As is set forth in its diversity statement, adopted in 2003 by Renee Landers, its first black female president, the BBA is “committed to working to achieve true diversity in all aspects of the legal community by striving to:

- be inclusive of all people regardless of gender, race, ethnic origin and heritage, religion, class, sexual preference, age, or disability in all BBA activities and as BBA members and staff
- involve lawyers in community projects and partner with professional lawyers' organizations that share the BBA's commitment to eliminating barriers and increasing diversity in the Boston legal community.”