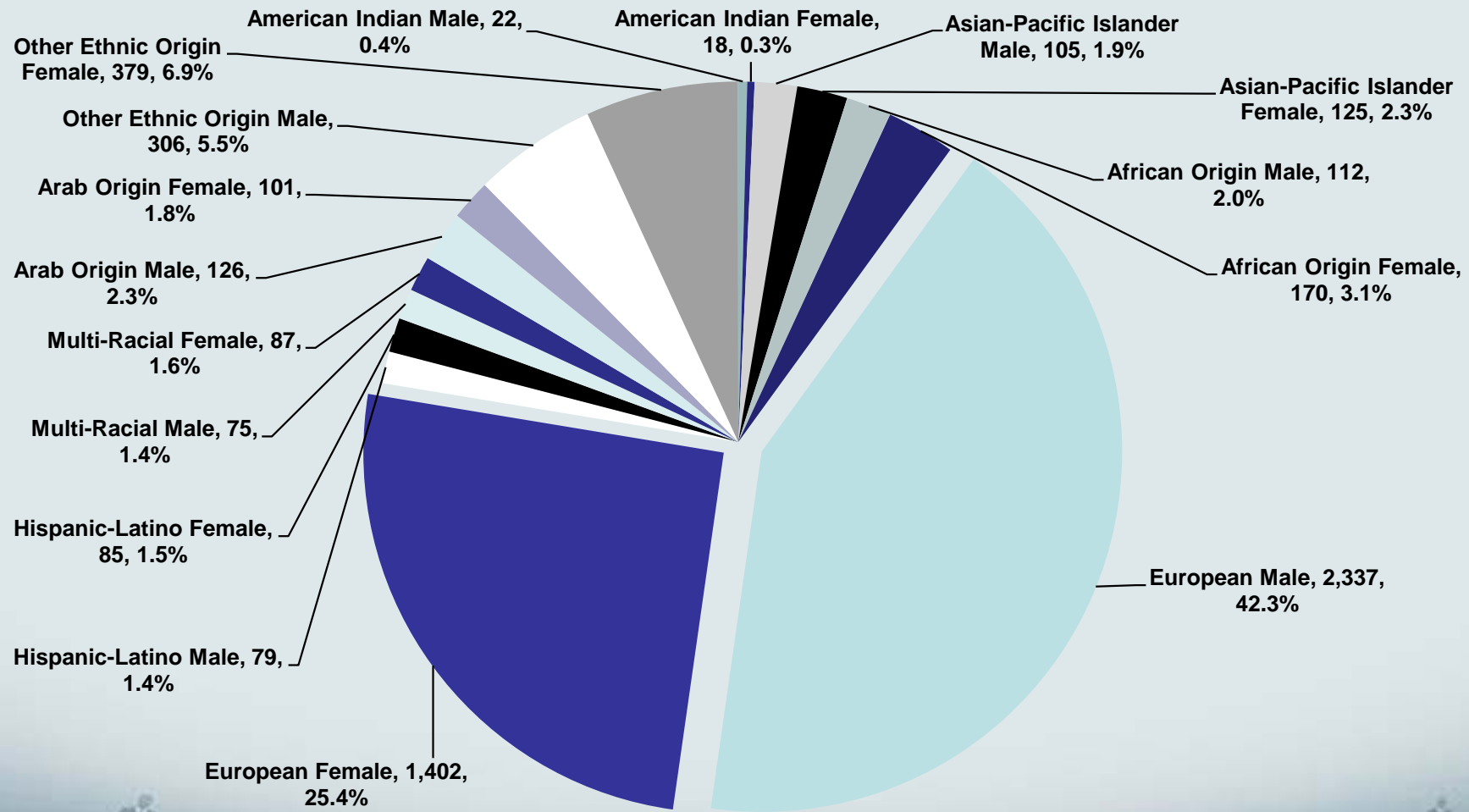


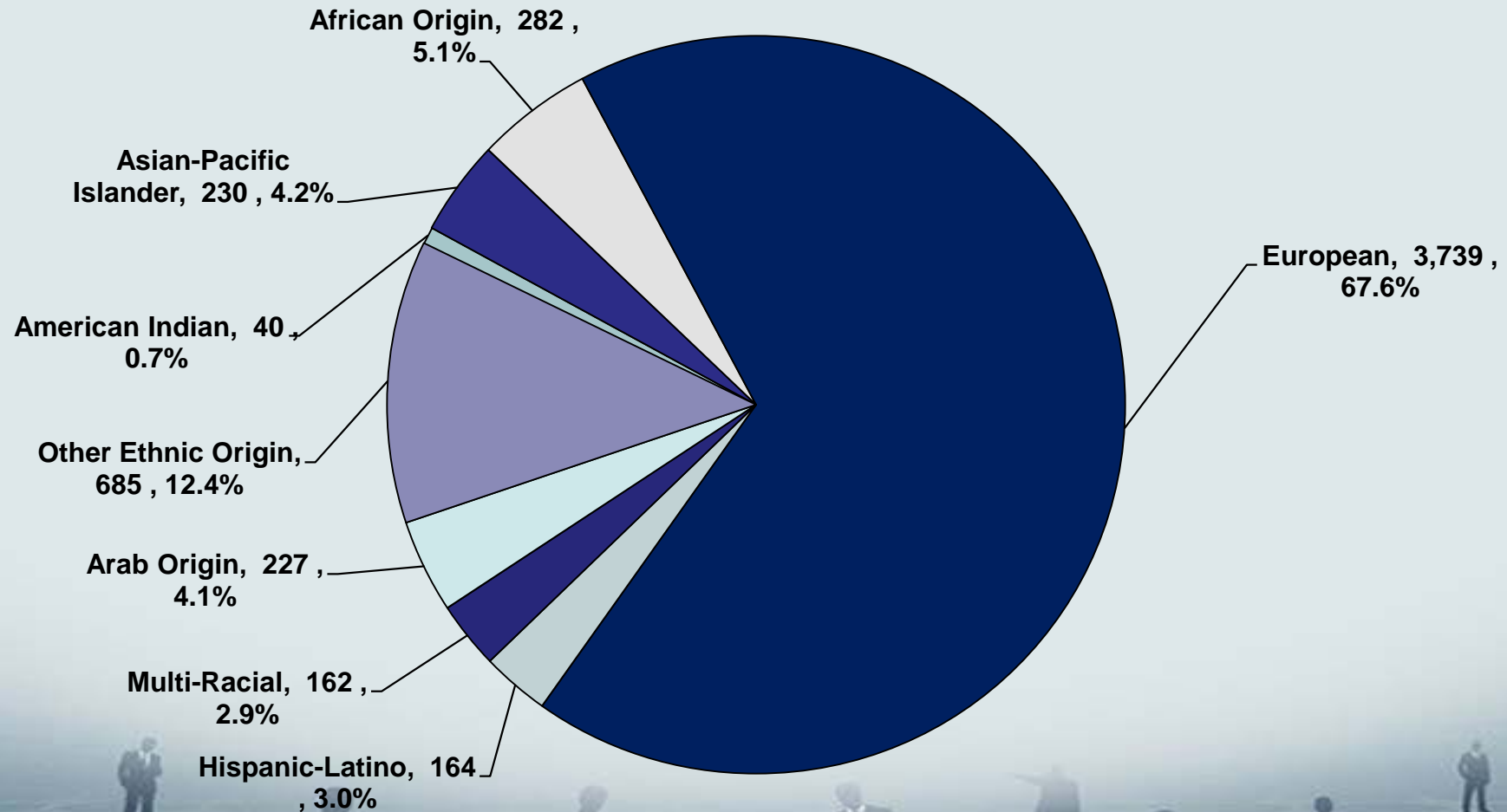
The Big Picture



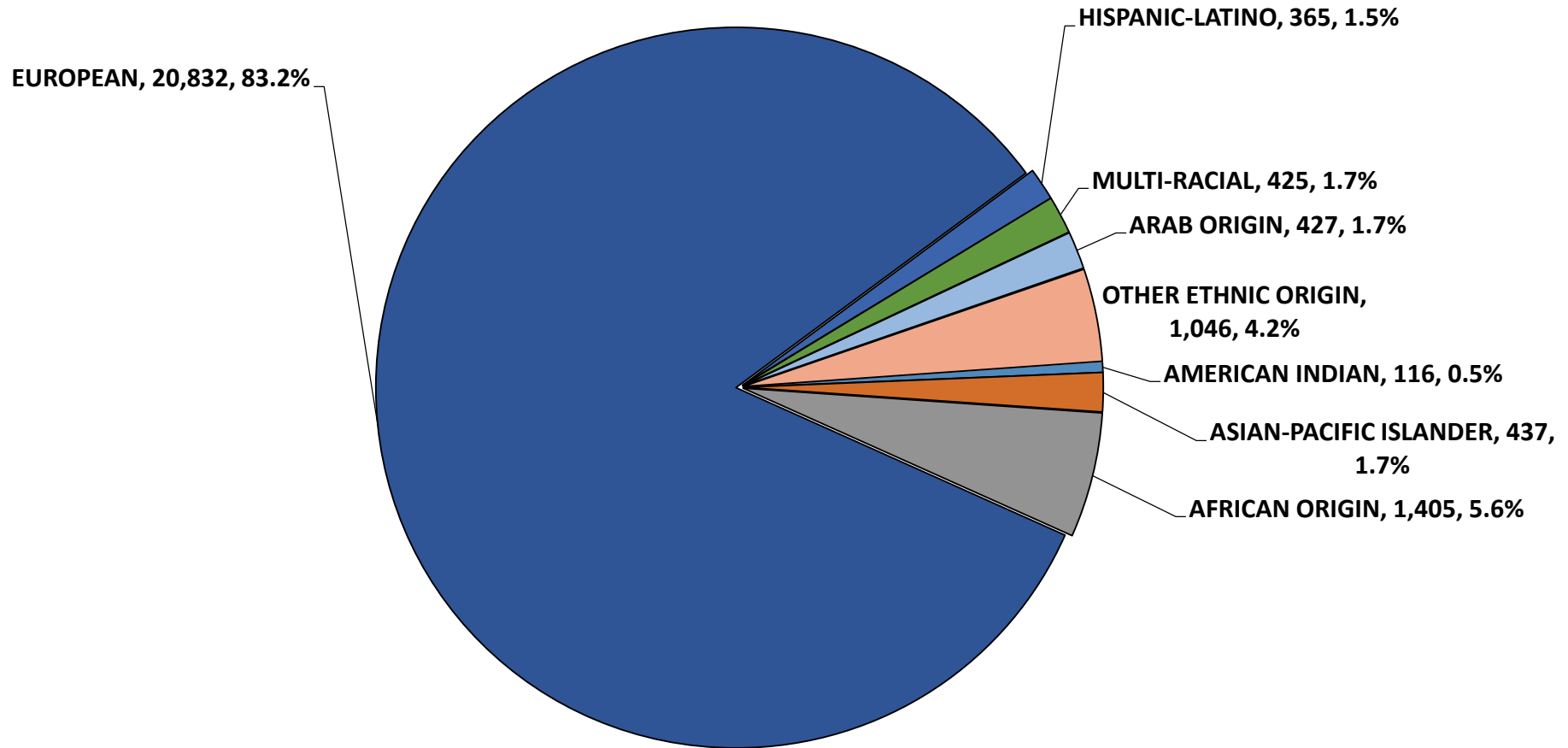
Active Michigan Members by Race/Ethnicity and Gender Joining the Bar 2005-2015



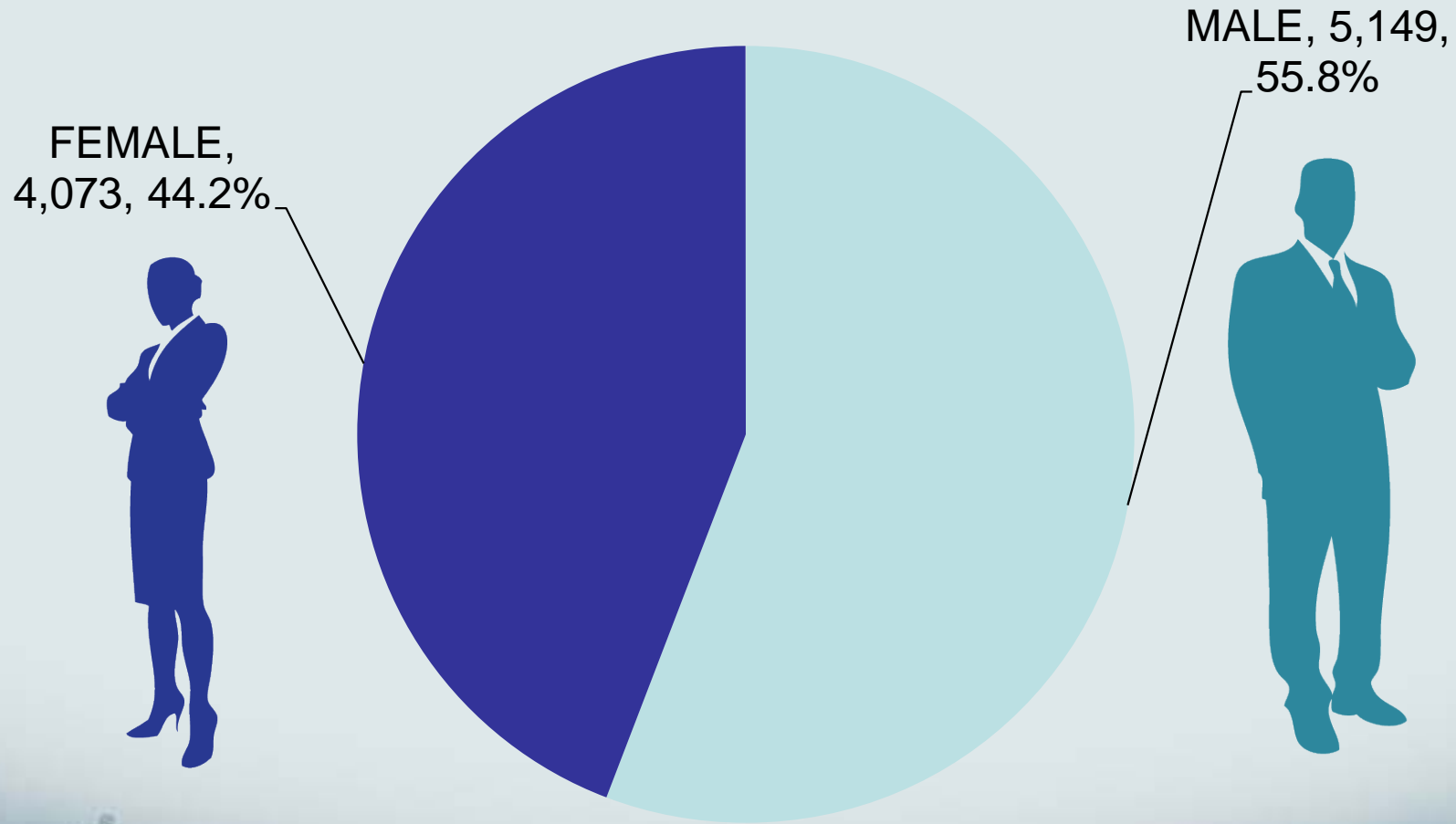
Active Michigan Members by Race/Ethnicity Joining the Bar 2005-2015 (total excluding no answer and prefer not to answer)



Race/Ethnicity of Active Michigan Members 2015 (Excludes No Answer and Prefer Not to Answer)



Active Michigan Residents by Gender Joining the Bar 2005-2015

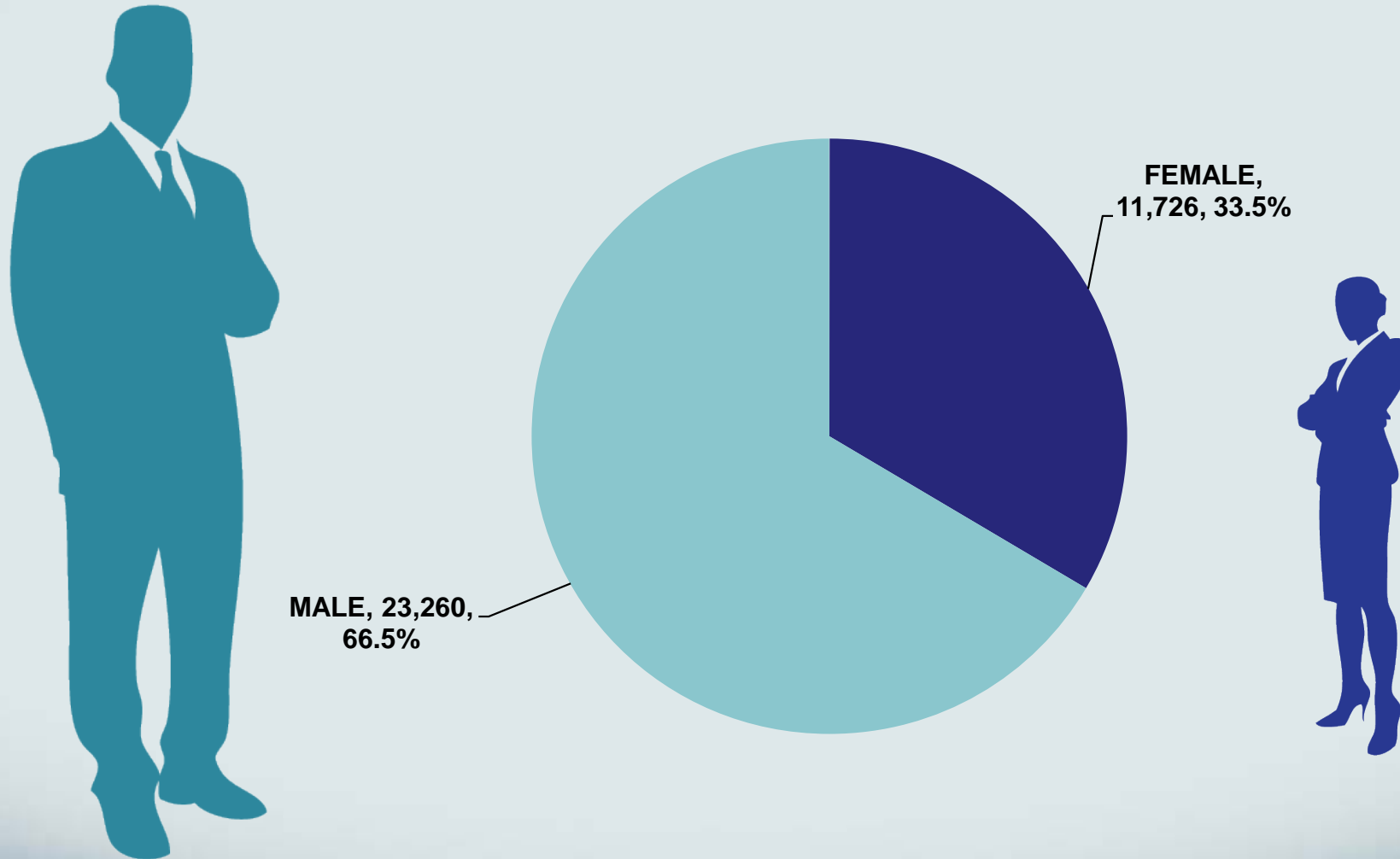


FEMALE,
4,073, 44.2%

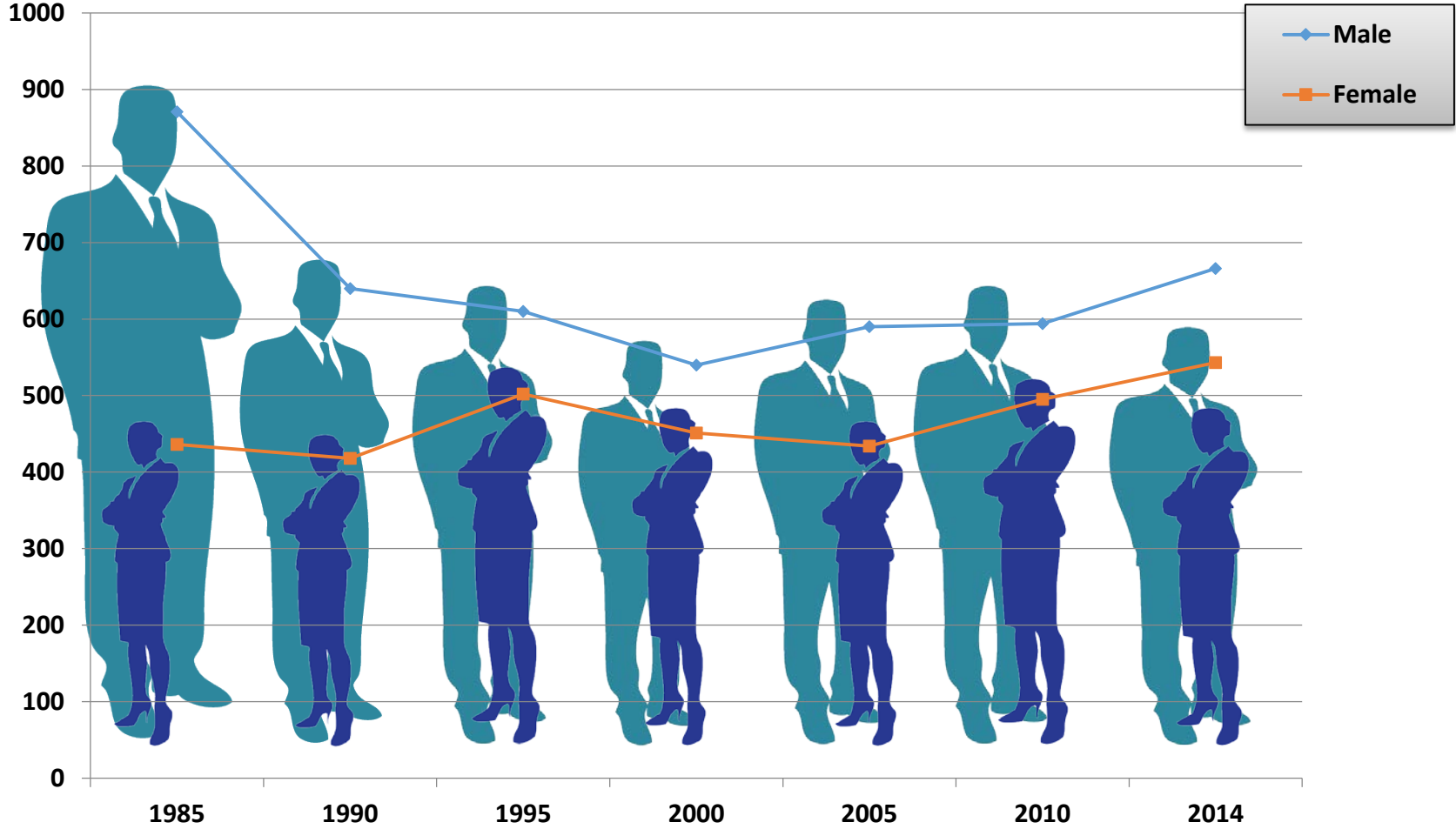
MALE, 5,149,
55.8%



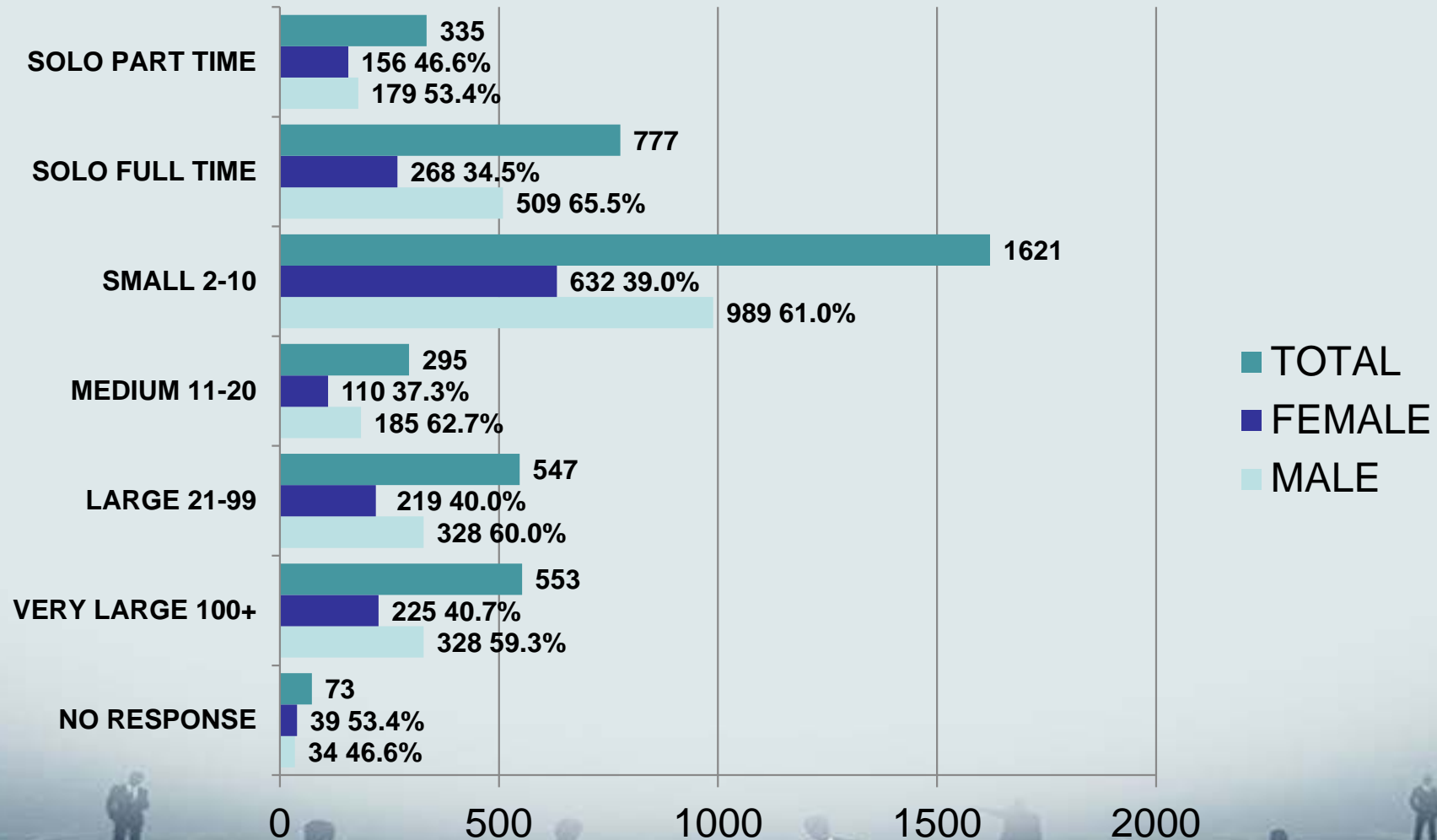
ACTIVE MICHIGAN RESIDENTS BY GENDER, 2015



All Members Joining the Bar by Gender 1985-2014

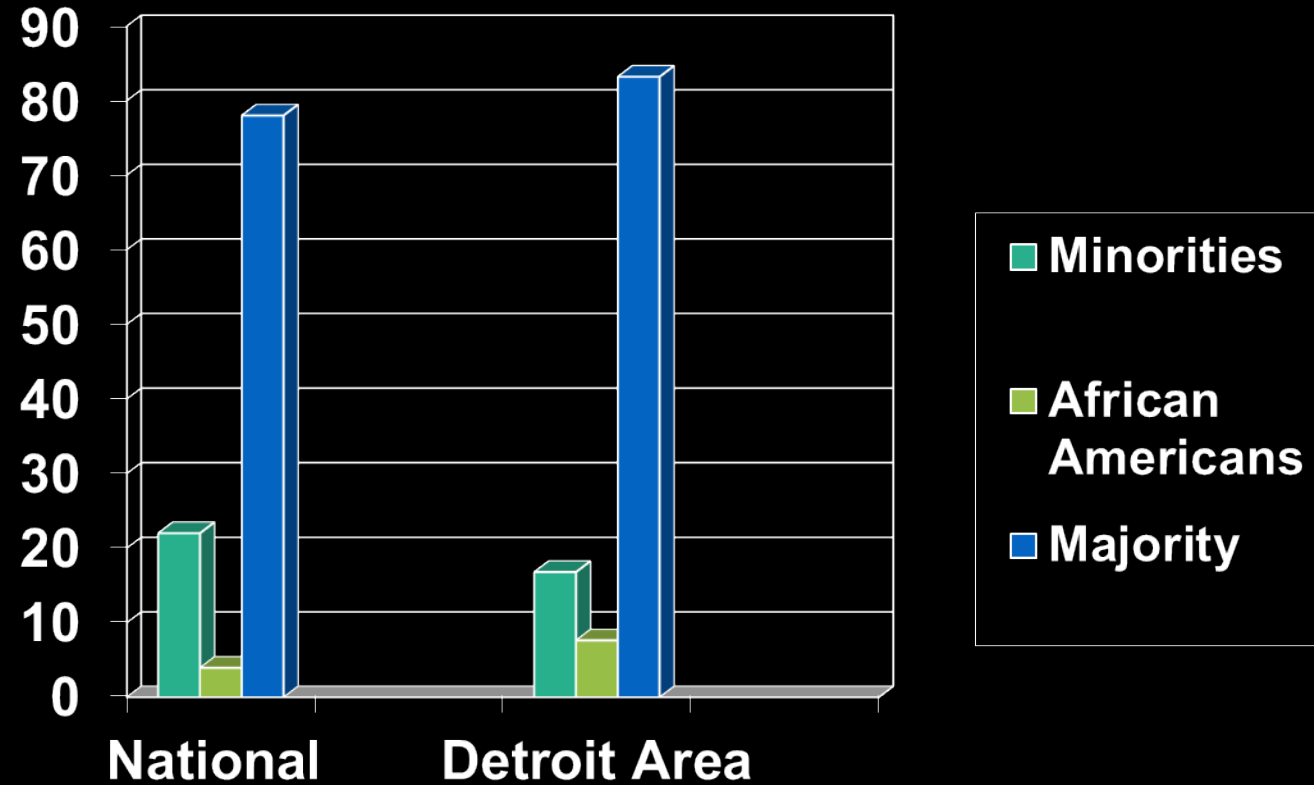


Active Michigan Members by Firm Size and Gender Joining the Bar 2005-2015



Associate Demographics

NALP Findings, January 2015



National

Minorities= 22%

African Americans= 3.95%

Detroit Area

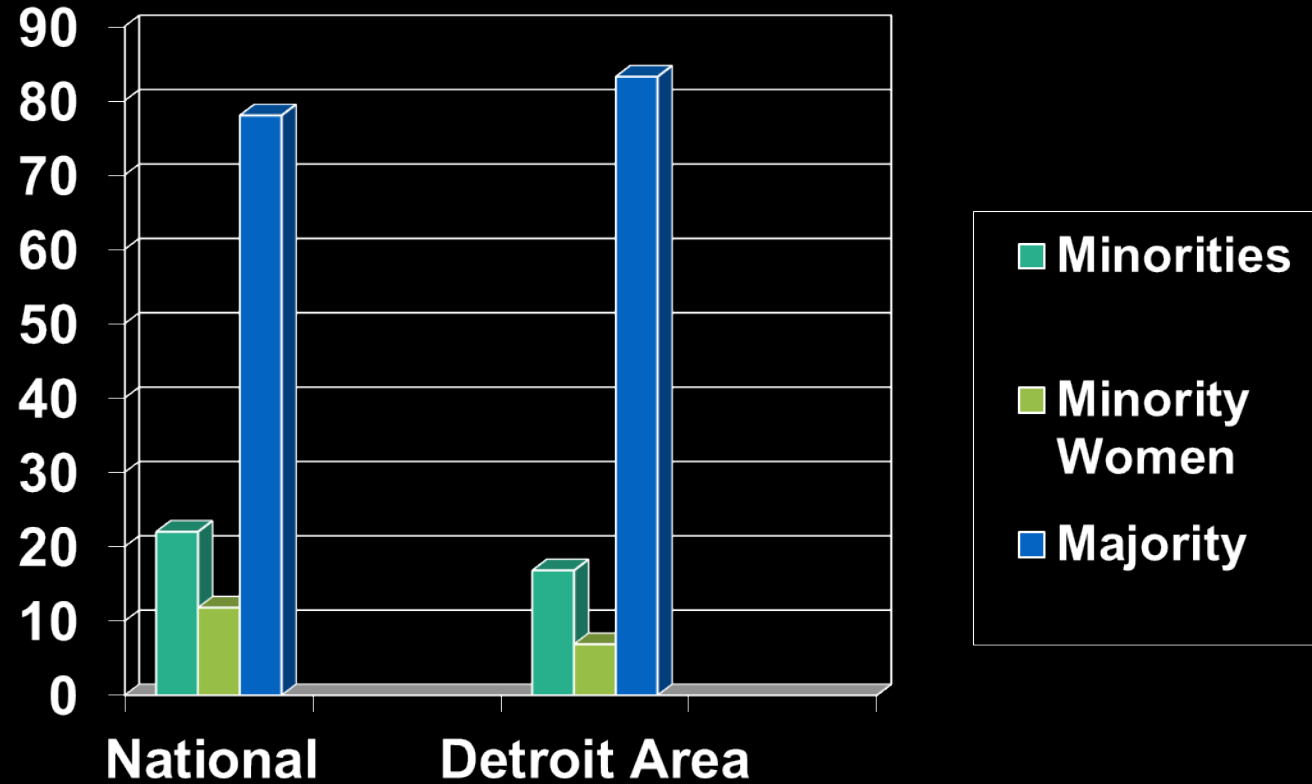
Minorities= 16.79%

African Americans= 7.63%

Associate

Minorities and Minority Women

NALP Findings, 2015



National

Minorities= 22%

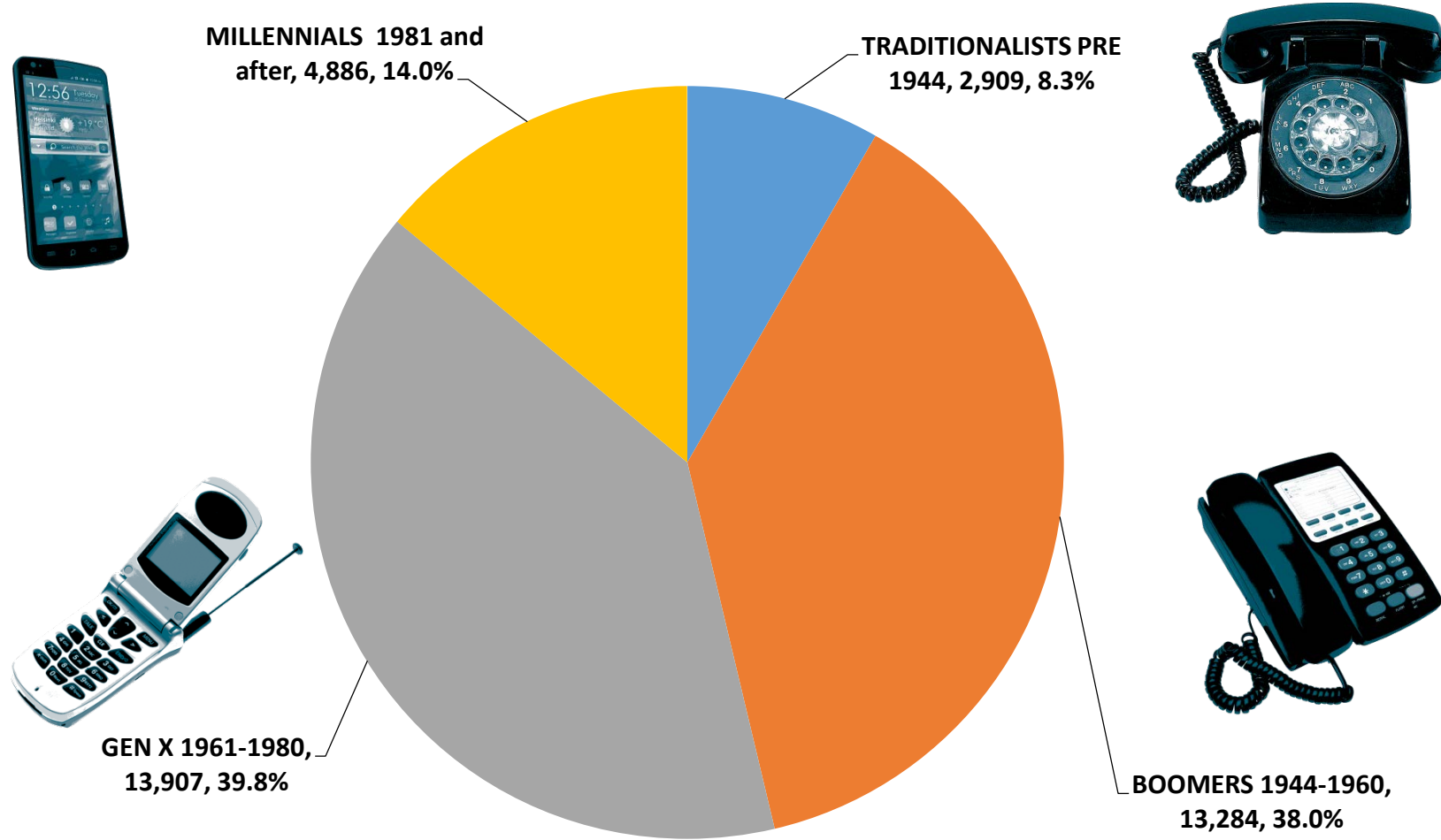
Minority Women= 11.78%

Detroit Area

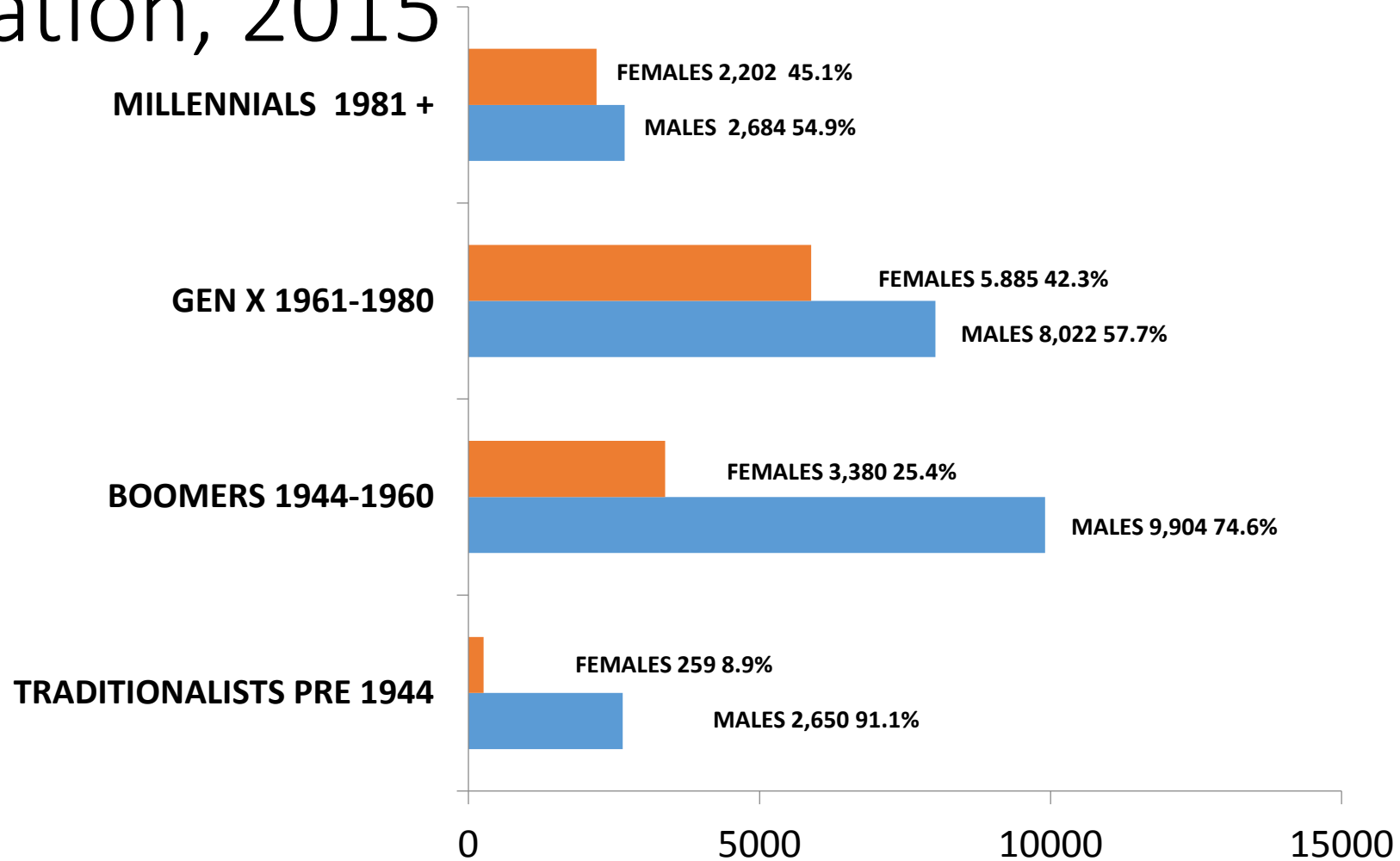
Minorities= 16.79%

Minority Women= 6.87%

Active Michigan Residents by Generation, 2015



Active Michigan Residents By Gender and Generation, 2015





Who Are They and What Do They Want

The Millennial generation is forging a distinctive path into adulthood. Now ranging in age from 18 to 33, they are relatively unattached to organized politics and religion, linked by social media, burdened by debt, distrustful of people in no rush to marry— and optimistic about the future.



Diverse

Millennials are the most racially diverse generation in American history, a trend driven by the large wave of Hispanic and Asian immigrants who have been coming to the U.S. for the past half century, and whose U.S. born children are now aging into adulthood.





Even More Diverse...and Inclusive!

- Fully 50% of Millennials say the trend toward more people of different races marrying each other is good for society.
- By comparison, 38% of Gen Xers, 33% of Boomers and only 19% of Silents say the same. Roughly one-in-five Silents (21%) say this trend is bad for society, compared with just 7% among all younger adults. Among Millennials, whites (49%) and non-whites (50%) are equally likely to view this as a positive trend.
- In contrast, among older adults, non-whites are more likely than whites to see this as a good thing for society (40% vs. 29%).



Growing Larger

- This year, the “Millennial” generation is projected to surpass the outsized Baby Boom generation as the nation’s largest living generation, according to the population projections released by the U.S. Census Bureau last month.
- Millennials (whom we define as between ages 18 to 34 in 2015) are projected to number 75.3 million, surpassing the projected 74.9 million Boomers (ages 51 to 69).
- The Gen X population (ages 35 to 50 in 2015) is projected to outnumber the Boomers by 2028.

Richard Fry, Pew Research Center. <http://www.pewresearch.org/fact-tank/2015/01/16/this-year-millennials-will-overtake-baby-boomers/>



Who They Are

- What Pew found was not an entitled generation but a complex and introspective one — with a far higher proportion of nonwhites than its predecessors as well as a greater number of people raised by a single parent
- This generation is facing more economic challenges than previous generations. Millennials have higher levels of student loan debt, poverty, and unemployment combined with lower levels of wealth and personal income than the two previous generations.
- <http://www.pewsocialtrends.org/2014/03/07/millennials-in-adulthood/>

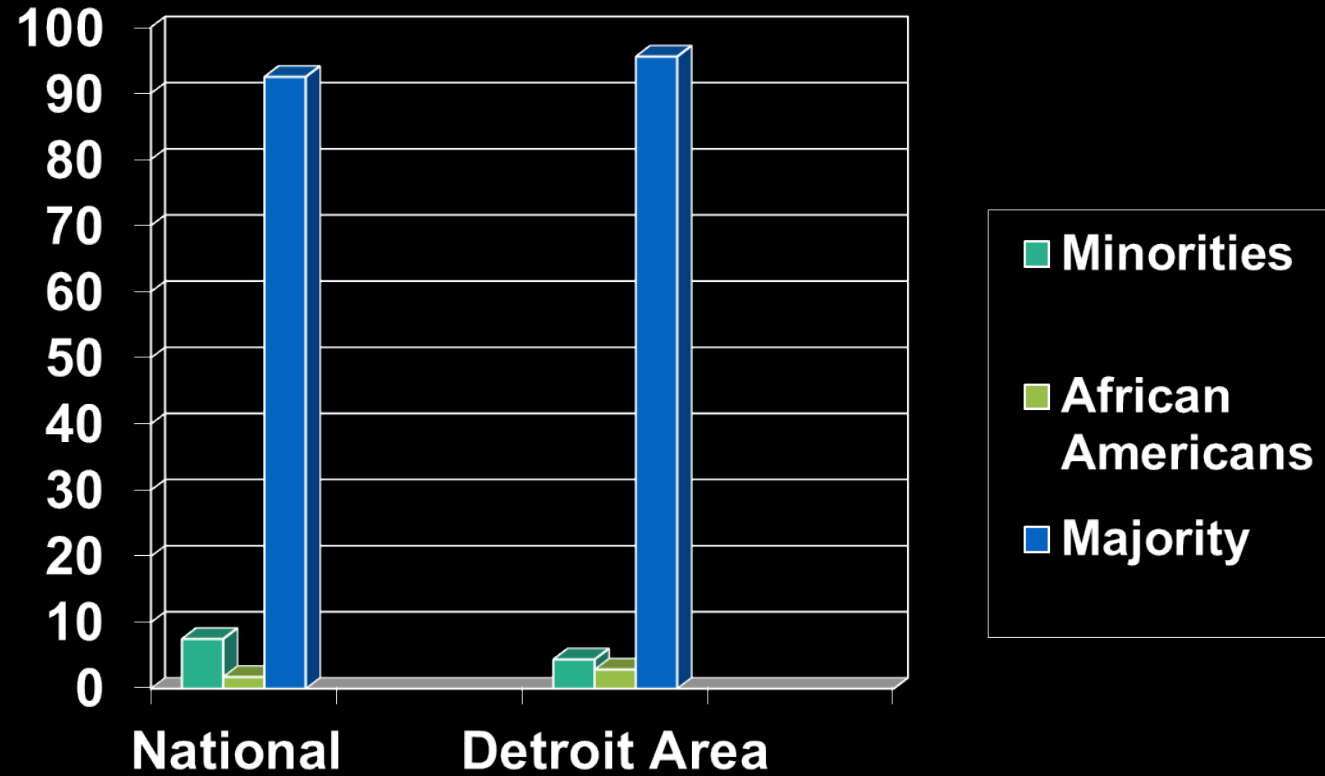
Total Law School Debt for Individuals Graduating From Law School in 2004 or After

Source: State Bar of Michigan Economics of Law Survey 2014

	PRIVATE PRACTITIONERS			NON-PRIVATE PRACTITIONERS	
	N	MEDIAN		N	MEDIAN
<1	8	79,000	<1	4	42,500
1-2	141	100,000	1-2	79	120,000
3-5	192	100,000	3-5	112	100,000
6-10	292	70,000	6-10	143	80,000
Total	633	85,000	Total	338	90,000

Partner Demographics

NALP Findings, Dec. 2015



National

Minorities= 7.52%

African Americans= 1.77%

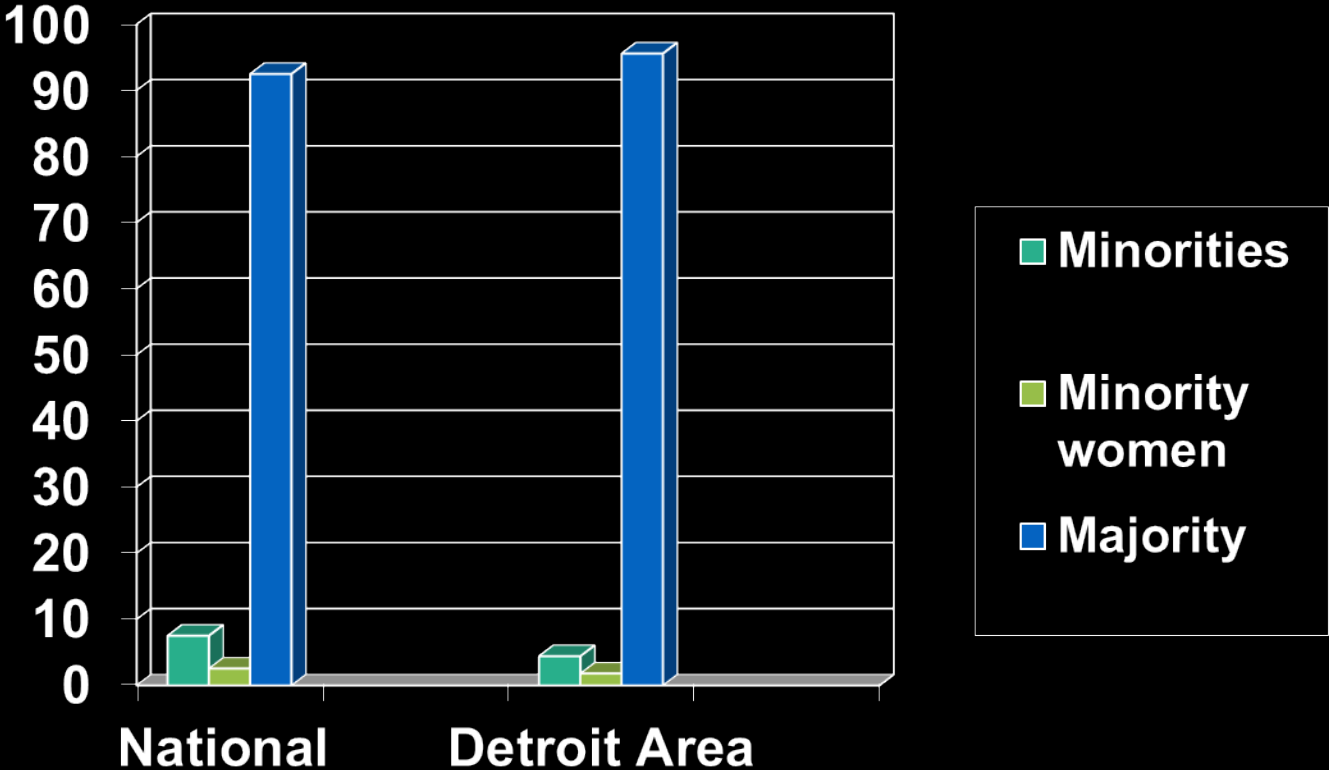
Detroit Area

Minorities= 4.43%

African Americans= 2.9%

Partner Minorities and Minority Women

NALP Findings, 2015

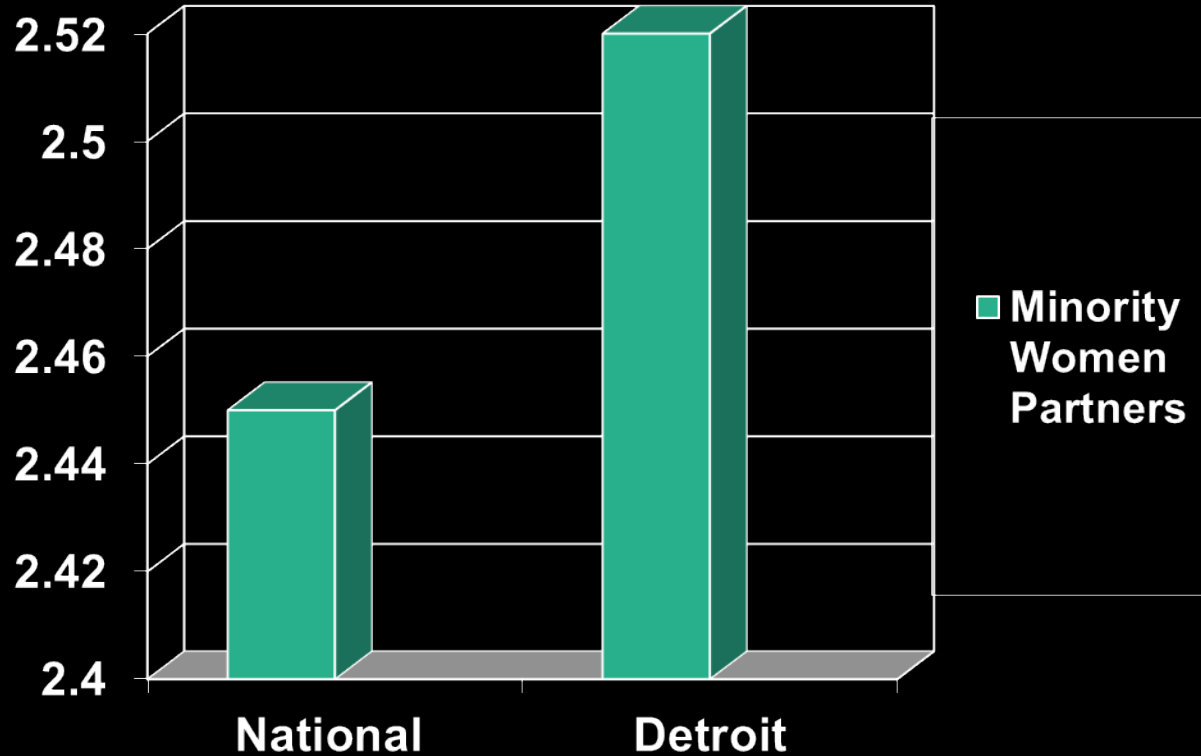


National
Minorities= 7.52%
Minority Women= 2.55%

Detroit Area
Minorities= 4.43%
Minority Women= 1.8%

Minority Women Partners

NALP Findings, 2015



National

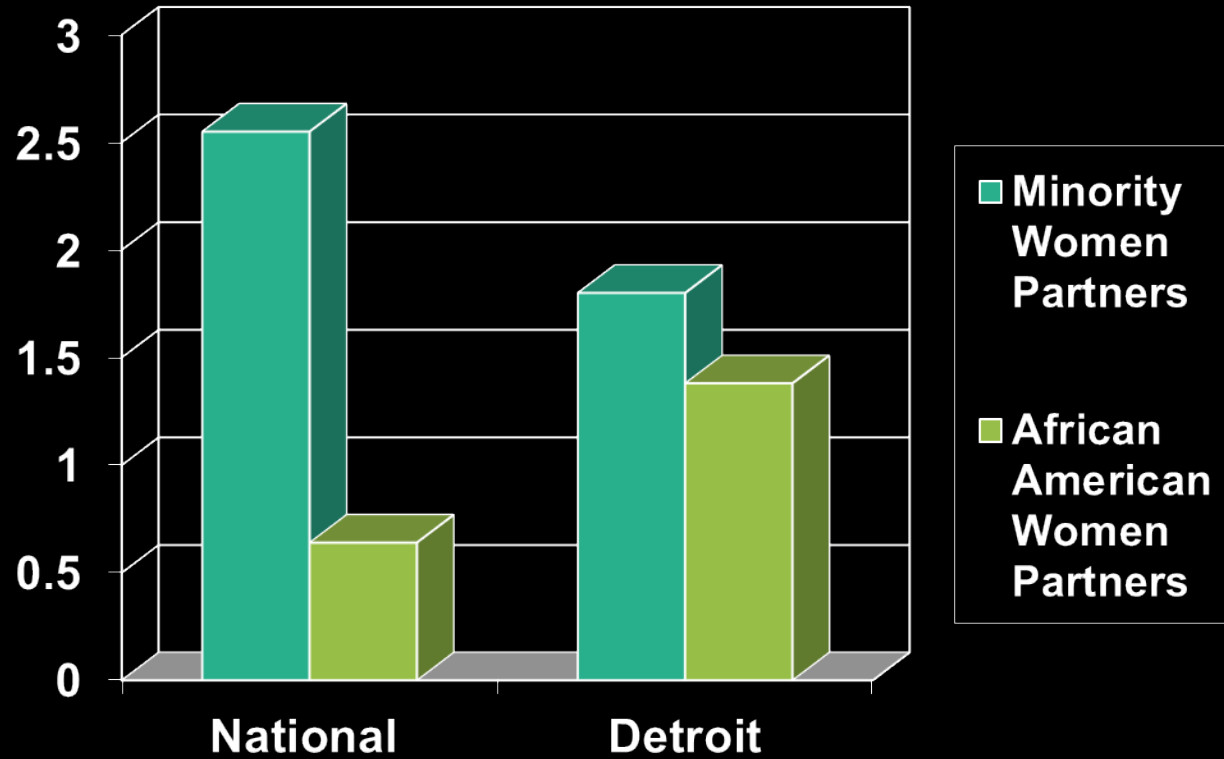
Minority Women= 2.55%

Detroit Area

Minority Women= 1.8%

Minority Women

NALP Findings, Dec. 2015



National

Minority Women= 2.55%

African American= .64%

Detroit Area

Minority Women= 1.8%

African American= 1.4%

Not All Bad News

- Minority lawyers represent 15.0 percent of attorneys at surveyed firms, compared to 13.8 percent in 2007.
- The rate of minority equity partners is at an all-time high: 7.53 percent of all equity partners. (In 2007, it was 5.62 percent.)
- One-third of all new equity partners in 2014 were either female or member of a minority.
- Minorities now make up 7.05 percent of members on executive/management committees. (In 2007, it was 5.42 percent.)
- Almost 23 percent of associates are minorities. (In 2007, it was 20.78 percent.)
- Among summer associates, minorities represent almost 29 percent. (That's actually a drop from 29.43 percent the previous year, but still a three point increase from 2007).

Source Minority Corporate Council Association (MCCA) - The Careerist - March 17, 2016

Getting Better ...

- Female minority lawyers are gaining parity with their male counterparts in overall numbers, and, in some cases, surpassing men.
- Minority women are outnumbering minority men in partner promotions. "Of the 1,849 lawyers who were made partner in 2014, 238 were attorneys of color, including 120 women and 118 men.
- Minority women associate numbers exceeds that of male associates (5,483 to 4,642).
- Minority women outnumber minority men among summer associates (16.54 percent women v. 12.43 percent for men).
- Minority female law students are accepting more job offers from major firms than men (16.45 percent women v. 12.37 percent for men).

Source: Minority Corporate Council Association (MCCA) - The Careerist - March 17, 2016

For Some

- Though the partnership rates for blacks have increased a bit since 2007 (1.74 percent for equity partners—a measly 0.14 percent higher than eight years ago), the gains are coming largely from black women.
- In fact, the percentage of male minority partners promoted is the lowest in the last eight years. Meanwhile, the percentage of women of color promoted to partner has grown.“
- Moreover, while other minority groups (Asian and Hispanics) have increased their numbers in Big Law, African American numbers are declining. In 2014, African Americans made up 3.05 percent of all law firm attorneys, while in 2007, it was 3.62 percent.

Attorney Attrition as a Percentage of their Overall Law Firm Population

Source: Vault/MCCA Survey 2015

	African-American	Hispanic/Latino	Asian-American	White/Caucasian
All	16%	13%	13%	9%
Men	15%	12%	13%	8%
Women	17%	14%	13%	11%

Attorney Attrition

- Attorneys of color represent 15% of lawyers employed by law firms. Of the 10,083 lawyers who left their firms in 2014, almost 21% (20.81%) were attorneys of color. That figure, which reflects a 0.9 percentage point increase over the prior year, is also the largest to date—even higher than the recessionary peak of 2009 when 20.79% of departing attorneys were minorities. The survey data shows a more marked increase in departures among men than among women.
- The exodus was especially marked among junior associates; nearly 30% (29.93%) of first- and second-years who left their firms in 2014 were members of racial or ethnic minority groups—a figure greater than that reported for any of the prior seven years, including 2009.
- Although the percentage of departures among midlevel associates (third- through fifth-years) dropped by 1.2 percentage points in 2014, from 28.20% to 27.00%, it still remains higher than every previous year.

Source: Vault/MCCA Survey 2015

Female Attorney Attrition

- Law firms reported slightly lower attrition numbers for women of color in this year's survey, although the figures continue to exceed those recorded for every other year except 2009. In 2014, 10.63% of all attorneys who left their firms were women of color, compared to 10.67% in 2013, 11.00% in 2009 and 9.90% in 2007.
- Departures of minority women among midlevel associates dropped more than a percentage point, to 14.14%, the lowest rate since 2008. But attrition among more junior associates increased. Women of color represented 15.42% of 1st- and 2nd-years who left their firms in 2014, the highest figure reported since 2009, when 15.84% of departing junior associates were minority women.

Diversity and Inclusion Work at SBM

Active Workgroups

Law Schools/Pipeline:

- Focuses on schools and pipeline activities

Law Firms and Corporate Law Offices:

- Handles corporate office/firm culture issues

Affinity Bars:

- Focuses on diverse bar activities and collaboration

Joint Recommendations:

- Following up on recommendations from the 1996 Task Force Reports on Race and Gender in the Courts

Sections and Committees Workgroup:

- Focuses on Committee and Section membership and collaboration

Diversity and Inclusion Work at SBM

Resources and Materials available online:

- Pledge to support the improvement of Diversity and Inclusion in the Legal Profession in Michigan.

800 individuals and 350 entities have signed the Pledge!

- Caregiver Report – Details challenges in balancing work and caregiving responsibilities
- Demographic Trends in Michigan Law Schools and the State Bar of Michigan (update coming soon!)
- Pipeline Resource Guide
- MLK Day of Service for Lawyers Webpage

More can be found at

<http://www.michbar.org/diversity/>