The 2019 GOAL III REPORT

On behalf of the American Bar Association, I’d like to thank you for reading the 2019 Collaborative Goal III Report. This report is released regularly by our Center for Diversity and Inclusion in the Profession. The Goal III Report is a critical tool used to provide an overview of the ABA’s demographic diversity within its leadership, inclusive of presidential appointments, House of Delegates, Board of Governors, and Member Practice Groups of the ABA. I encourage you to read through this report and review the data presented.

The ABA values diversity and inclusion deeply, as demonstrated through the namesake of the Goal III Report—Goal III of the ABA’s mission is to “Eliminate Bias and Enhance Diversity.”

While no singular report can encompass all of the efforts the ABA’s Center for Diversity & Inclusion in the Profession is undertaking to accomplish Goal III, this report represents an important step in the ABA practicing what it currently encourages members of the legal profession to do: self-report and provide demographic information, in order to understand the state of diversity in the profession.

Beyond the numbers presented here, this report provides an example to other groups and legal professionals of the importance of demographic collection. We can only make changes and advance the work of inclusion once we have an understanding of where we are as a profession. This report seeks to provide the information necessary to assist us in our efforts to become more diverse and inclusive as an Association and a profession.

Sincerely,

Robert M. Carlson
ABA President 2018-2019
Diversity, inclusion, and equity—in both the legal profession and the pursuit of justice are core values of the American Bar Association (ABA, or the Association). Among the ABA’s most visible initiatives is Goal III (formerly Goal IX)—Eliminate Bias and Enhance Diversity. Its objectives are to promote the full and equal participation in the Association, the profession, and the justice system by all persons and to eliminate bias in the profession and the justice system. The Center of Diversity and Inclusion in the Profession is the central entity responsible for advancing Goal III within and outside the ABA, and is comprised of the following nine entities:

- Diversity and Inclusion Center
- Diversity and Inclusion Advisory Council
- Coalition on Racial and Ethnic Justice
- Commission on Disability Rights
- Commission on Hispanic Legal Rights and Responsibilities
- Commission on Racial and Ethnic Diversity in the Profession
- Commission on Sexual Orientation and Gender Identity
- Council for Diversity in the Educational Pipeline; and
- Commission on Women in the Profession.

Previously, each of the ABA’s Goal III entities – the Commission on Racial and Ethnic Diversity, the Commission on Disability Rights, the Commission on Women in the Profession, and the Commission on Sexual Orientation and Gender Identity – individually published an annual “Goal III Report,” collecting data from the ABA’s Sections, Divisions, and Forums (SDFs) on the participation within ABA leadership of their respective diverse groups—racial minorities, persons with disabilities, women, and persons who are lesbian, gay, bisexual, or transgender (LGBT). Collecting this data is critical to measuring how the Association is doing in its efforts to advance Goal III.

In 2018, these entities jointly published one streamlined report that reported diversity data for Fiscal Year (FY) 2017 (gender, race and ethnicity, disability, and LGBT) for all ABA entity chairs and chairs-elect, House of Delegates, Board of Governors, and Standing and Special Committees, but not for the membership and committees of the SDFs due to the fact that entities with large memberships had to rely on self-identified and voluntary information, much of which was often not available.

This Goal III report for FY 2018 (where available) and FY 2019 is also a joint publication of the four Goal III entities. It contains demographic data (gender, race and ethnicity, disability status, and LGBTQ-identification) for all ABA entity past chairs, current chairs and chairs-elect, House of Delegates, Board of Governors, and Standing and Special Committees, but not for the membership and committees of the Sections, Divisions, and Forums, nor of other ABA groups and staff.
HISTORY OF GOAL III

At the 1986 ABA Midyear Meeting, William Neukom, then Secretary of the ABA House of Delegates, presented a report with recommendations to expand the goals of the ABA. He moved that the House approve the Board of Governors' recommendation to adopt a Ninth Goal, which read:

Be It Resolved, That the American Bar Association adopts a ninth goal ...

GOAL IX: To Promote Full and Equal Participation in the Profession by Minorities and Women.

The Association’s Goal IX initial efforts, and those of subsequent commissions (the Commission on Opportunities for Minorities in the Profession—later the Commission on Racial and Ethnic Diversity—formed in 1986; and the Commission on Women in the Profession, formed in 1987) focused on racial and ethnic minorities and women. Goal IX was then amended in 1999 to include “persons with disabilities,” and in 2007 to include “persons of differing sexual orientations and gender identities.” That same year, the ABA Commission on Sexual Orientation and Gender Identity was created. In 2008, the House of Delegates voted to revise the Association’s Goals to ensure that the rights of other underrepresented groups could be addressed, and Goal III was adopted.
The American Bar Association has four core goals. Goal III is to eliminate bias and enhance diversity and inclusion in the Association, legal profession, and justice system.

In keeping with this commitment, this Goal III Report is published to provide demographic data (gender, race and ethnicity, disability identification, and LGBT-identification) for all ABA entity past chairs, current chairs and chairs-elect, House of Delegates, Board of Governors, and Standing and Special Committees.

This report contains the best available data self-reported by ABA members and provided by ABA entities throughout the Association. Due to its relatively small sample size, it does not provide a complete picture or serve as an exact barometer of the 400,000+ members of the ABA and the groups to which they may or may not belong.

A few key overarching trends from the data provided, include:

• Men overall outnumber women in leadership and membership areas of the ABA
  • In the realm of presidential appointments, there is more parity in appointments, approaching an even 50/50 split exactly. This has been consistent in the past two years of presidential appointments listed in this report.
• White members overall outnumber racial and ethnic minorities, of all backgrounds, in leadership and membership generally.
  • In the realm of presidential appointments, there is more parity and greater racial and ethnic diversity.
• People with disabilities represent 2% or less of all leadership and membership roles.
• Except for presidential appointments, where LBGT members were 4% of appointees in FY18 and 3% in FY19, there was not sufficient data on LGBT members to provide information and trends on leadership and membership roles.

Overall, the data indicates that the ABA, while making important and consistent strides toward diversity and inclusion, struggles with gender, race, disability, and LGBT parity within leadership.
METHODOLOGY

The ABA Diversity and Inclusion Center, on behalf of all Goal III entities, provided a short, multiple-choice survey with demographic questions, or worked with administrative staff to collect demographic data, where available, profiling the following groups:

1. House of Delegates (Worked with ABA Policy & Planning Division)
2. Board of Governors (Worked with ABA Office of the President)
3. Standing & Special Committee Appointees and Chairs (Worked with ABA Office of the President)
4. Member Practice Groups’ Chairs and Chairs-Elect (Qualtrics Survey sent to ABA staff)
5. Additional information about the demographic terminology used in the survey sent to ABA staff can be found in the Addendum.

AGGREGATED DATA

For particular groups, the Goal III entities relied on aggregated and available demographic data. In some of these cases, certain categories of information were not collected, or there was insufficient data to provide information.

• House of Delegates
  • Only FY 19 data available
  • Aggregated data (no exact numbers available)
  • LGBT identification not collected
• Board of Governors
  • Only FY 19 data available
  • LGBT identification not collected

GRAPHS

To ensure this report is accessible, all pie charts include a textual explanation of their contents. Pie charts have been included to provide a visual representation of the progress of the ABA in various demographic areas. Explanations of tables are also included in their respective sections.
HOUSE OF DELEGATES 2018-2019

The House of Delegates (“House”) is the policy-making body of the ABA. Action taken by the House on specific issues becomes official ABA policy. Delegates arrive in the House by many different avenues and may wear several different hats over the course of their service. Although the specific composition of the House varies each year, currently there are 594 delegates:

- 52 State Delegates
- 259 State Bar Association Delegates
- 76 Local Bar Association Delegates
- 27 Affiliated Organization Delegates
- 74 Section, Division, and Conference Delegates
- 18 Delegates-at-Large
- 8 Goal III Members-at-Large
- 73 Present and Former Officers and Board Members
- 2 Ex Officio Members
- 1 American Samoa Bar Association
- 1 Guam Bar Association
- 1 Commonwealth of the Northern Mariana Islands Bar Association
- 2 Virgin Islands Bar Association

Further description of the groups that make up the House of Delegates can be found in the Addendum.

At the ABA Midyear Meeting in January of 2019 in Las Vegas, NV, House of Delegates Chair William R. Bay shared a demographic breakdown of the House of Delegates with the following information:

DATA COLLECTION

The information reported in the graphs below above represents an aggregation of information provided by the House of Delegates members. It was collected through a voluntary Qualtrics survey sent to all members of the House.

RESULTS

In 2018-2019, the House of Delegates reported an aggregation of its 596 members. Of these members, 59% identified as male, and 41% identified as female.
House of Delegates Member Race/Ethnicity 2018–2019

In 2018-2019, the House reported an aggregation of its 596 members. Of these members, 61% identified as White/Caucasian, 10% identified as Black/African-American, 4% identified as Hispanic/Latino, less than 1% identified as Native American, less than 1% identified as Native Hawaiian/Pacific Islander, and 1% identified as “Other.” Over one-fifth, 21%, did not provide data or it was marked as “Unknown.”

House of Delegates Member Disability Status 2018–2019

In 2018-2019, the House reported an aggregation of its 596 members. Of these, 98% identified as not having a disability/ies, and 2% identified as having a disability/ies.

LGBT data was not collected by the House of Delegates in 2018-2019, as nearly 80% of the House did not respond to the question on sexual orientation.

BOARD OF GOVERNORS 2018-2019

The Board of Governors (“the Board”) oversees the general operation of the Association and develops specific plans of action. When the House of Delegates is not in session, the Board has the authority to act and speak for the ABA, consistent with previous action of the House.

THE 2018-2019 BOARD WAS COMPRISED OF 43 MEMBERS:

- 19 Geographical District Representatives
- 18 members-at-large
- 2 selected by the Young Lawyers Division
- 1 active member of the judiciary
- 9 representing the ABA Sections
- 1 selected by the Law Students Division
- 5 Goal III members at large, including 1 Goal III disability/LGBT member-at-large, 2 Goal III (racial/ethnic) minority members-at-large, and 2 Goal III women members-at-large
- 5 officers
  - ABA President | ABA President-Elect | Chair of the House of Delegates
  - Secretary | Treasurer
- 1 Immediate Past President

Each member of the Board serves a multi-year term, with terms ending on a staggered basis.
DATA COLLECTION

The information reported in the table below is the total numbers for each demographic category by Board position. It was collected through Personify, the ABA member management system, and includes “MyABA” profiles, which include self-reported data. However, no survey was sent to all members of the Board of Governors, and therefore, only the data that was self-reported is available in the graphs below.

RESULTS

Board of Governors Member Gender 2018–2019

In 2018-2019, a total of 65% of Board Governors members identified as male (28 people), and 35% of identified as female (15 people).

Board of Governors Member Race/Ethnicity 2018–2019

In 2018-2019, 79% of Board of Governors members identified as White/Caucasian (33 people), 14% identified as Black/African-American (6 people), 5% identified as Asian (2 people), 2% identified as Hispanic/Latino (1 person), and 2% identified as Native American. No Board of Governors members identified as Native Hawaiian/Pacific Islander nor as Multiracial.

Board of Governors Disability Status 2018–2019

In 2018-2019, 98% of Board of Governors members identified as being “without disability/ies” (42 people), and 2% identified as having a disability/ies (1 person).

LGBT Data was not provided for the 2018-2019 Board of Governors. There was not enough data within ABA member profiles to report on sexual orientation/gender identity details, and therefore there is no graph representing that demographic information.
PRESIDENTIAL APPOINTMENTS

The Association’s Standing and Special Committees, and other related groups, such as Task Forces and Commissions, generally have between three and twenty members. These groups focus on specific assignments or issues. Committee members are appointed annually by the ABA president. These appointments provide an opportunity for each ABA president to support Goal III and to make the full participation of diverse members at the highest levels of the Association’s leadership a reality. More than 1,000 ABA members serve on these committees. The number of appointments the president can make varies each year. Standing Committee members (e.g., Federal Judiciary, Membership, and Pro Bono and Public Service) serve three-year terms. Members of Special Committees and Commissions (e.g., Coordinating Council for the Center for Professional Responsibility, Center for Human Rights, and Commission on Women in the Profession) serve a one-year term, usually renewable twice, for a total of three years.

All Association members are eligible for presidential appointment. They may nominate themselves or be recommended by others. Nominations may be made online starting in late December and typically are due by late February of the following year.

- For the 2017-2018 bar year, President Hilarie Bass made 708 appointments, including 96 chair appointments, and 65 special advisor appointments.
- For the 2018-2019 bar year, President Robert M. Carlson made 673 appointments, including 81 chair appointments, and 70 special advisory appointments (of which 68 appointees’ data was collected).

DATA COLLECTION

The data was collected from the nomination forms, which individuals provided in Personify (the internal ABA member system, where individuals may self-select to share their demographic information). Where this information was not provided or not available, the Office of the President gathered the information directly, where possible.

RESULTS

PRESIDENTIAL APPOINTMENTS UNDER PRESIDENT HILARIE BASS 2017-2018

<table>
<thead>
<tr>
<th>Member Appointments</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>51%</td>
<td>364</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>49%</td>
<td>344</td>
<td></td>
</tr>
<tr>
<td>Appointees of Color</td>
<td>42%</td>
<td>298</td>
<td></td>
</tr>
<tr>
<td>White/Caucasian Appointees</td>
<td>58%</td>
<td>410</td>
<td></td>
</tr>
<tr>
<td>Women of Color Appointees</td>
<td>23%</td>
<td>164</td>
<td></td>
</tr>
<tr>
<td>Men of Color, Caucasian Men &amp; Women Appointees</td>
<td>77%</td>
<td>544</td>
<td></td>
</tr>
<tr>
<td>Appointees with Disabilities</td>
<td>2%</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Appointees without Disabilities</td>
<td>98%</td>
<td>692</td>
<td></td>
</tr>
<tr>
<td>Heterosexual/Non-LGBT Appointees</td>
<td>96%</td>
<td>682</td>
<td></td>
</tr>
<tr>
<td>LBGT-Identified Appointees</td>
<td>4%</td>
<td>26</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>708</td>
<td></td>
</tr>
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</table>
### Chair Appointments

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>48%</td>
<td>52%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>69%</td>
<td>31%</td>
</tr>
<tr>
<td>Women of Color</td>
<td>19%</td>
<td>81%</td>
</tr>
<tr>
<td>Men of Color, White/Caucasian Men &amp; Women</td>
<td>81%</td>
<td>19%</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>People without Disabilities</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>LGBT Identification</td>
<td>NOT COLLECTED</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>96</td>
<td></td>
</tr>
</tbody>
</table>

### Special Advisor Appointments

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>31%</td>
<td>69%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>82%</td>
<td>18%</td>
</tr>
<tr>
<td>Women of Color</td>
<td>8%</td>
<td>92%</td>
</tr>
<tr>
<td>Men of Color, Caucasian Men &amp; Women</td>
<td>92%</td>
<td>8%</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>People without Disabilities</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>LGBT Identification</td>
<td>NOT COLLECTED</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>65</td>
<td></td>
</tr>
</tbody>
</table>

### Appointees by Gender under President Hilarie Bass 2017–2018

Represented in the graph above, ABA President Hilarie Bass (2017-2018), appointed 708 total ABA members to various special committees and commissions. Of those 708 members, 51% were female (364 people), and 49% were male (344 people).

Of the 96 Chair Appointments, 52% were male (50 people), and 48% were female (46 people).

Of the 65 Special Advisor Appointments, 69% were male (45 people) and 31% were female (20 people).
Appointees by Race/Ethnicity under President Hilarie Bass 2017–2018

Represented in the graph above, ABA President Hilarie Bass’s 708 appointees were 58% White/Caucasian (410 people), and 42% People of Color (298 people).

Of the 96 Chair Appointments, 69% were White/Caucasian (66 people), and 31% were People of Color (30 people).

Of the 65 Special Advisor Appointments, 82% identified as White/Caucasian (53 people), and 18% identified as People of Color (12 people).

Appointees by Race/Ethnicity/Gender under President Hilarie Bass 2017–2018

Represented in the graph above, ABA President Hilarie Bass’s appointees were 77% White/Caucasian men and women, and Men of Color (544 people), and 23% Women of Color (164 people).

Of the 96 Chair Appointments, 81% were White/Caucasian men & women or Men of Color (78 people), and 19% were Women of Color (18 people).

Of the 65 Special Advisor Appointments, 92% identified as White/Caucasian (60 people) and 8% identified as Women of Color (5 people).

Appointees by Disability Status under President Hilarie Bass 2017–2018

Represented in the graph above, ABA President Hilarie Bass’s appointees were 98% appointees without disabilities (692 people), with 2% identifying as appointees with disabilities (16 people).

Of the 96 Chair Appointments, 100% of Chairs identified as not having a disability/ies (96 people), and 0% identified as having a disability/ies (0 people).

Of the 65 Special Advisor Appointments, 100% identified as not having a disability/ies (65 people), and 0% identified as having a disability/ies (0 people).
Appointees by LGBT Identification under President Hilarie Bass 2017–2018

Represented in the graph above, ABA President Hilarie Bass’s appointees were 96% appointees identifying as heterosexual/not LGBT (682 people), with 4% identifying as LGBT appointees (26 people).

Information about LGBT identification of Chairs and Special Advisor Appointments was not available.

PRESIDENTIAL APPOINTMENTS UNDER PRESIDENT ROBERT M. CARLSON 2018–2019

<table>
<thead>
<tr>
<th>Member Appointments</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
</tr>
<tr>
<td></td>
<td>Male</td>
</tr>
<tr>
<td>People of Color</td>
<td>19%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>81%</td>
</tr>
<tr>
<td>Women of Color</td>
<td>9%</td>
</tr>
<tr>
<td>Men of Color, Caucasian Men &amp; Women</td>
<td>81%</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>0%</td>
</tr>
<tr>
<td>People without Disabilities</td>
<td>100%</td>
</tr>
<tr>
<td>Heterosexual/Non-LGBT Appointees</td>
<td>97%</td>
</tr>
<tr>
<td>LGBT-Identified Appointees</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>673</td>
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</table>

<table>
<thead>
<tr>
<th>Chair Appointments</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
</tr>
<tr>
<td></td>
<td>Male</td>
</tr>
<tr>
<td>Appointees of Color</td>
<td>40%</td>
</tr>
<tr>
<td>White/Caucasian Appointees</td>
<td>60%</td>
</tr>
<tr>
<td>Women of Color Appointees</td>
<td>24%</td>
</tr>
<tr>
<td>Men of Color, Caucasian Men &amp; Women Appointees</td>
<td>76%</td>
</tr>
<tr>
<td>Appointees with Disabilities</td>
<td>3%</td>
</tr>
<tr>
<td>Appointees without Disabilities</td>
<td>97%</td>
</tr>
<tr>
<td>LGBT Identification</td>
<td>NOT COLLECTED</td>
</tr>
<tr>
<td>Total</td>
<td>81</td>
</tr>
</tbody>
</table>
### Special Advisor Appointments

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>36%</td>
<td>38%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>64%</td>
<td>52%</td>
</tr>
<tr>
<td>Women of Color</td>
<td>21%</td>
<td>17%</td>
</tr>
<tr>
<td>Men of Color, White/Caucasian Men &amp; Women</td>
<td>79%</td>
<td>64%</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>People without Disabilities</td>
<td>100%</td>
<td>81%</td>
</tr>
<tr>
<td>LGBT Identification</td>
<td>NOT COLLECTED</td>
<td></td>
</tr>
</tbody>
</table>

| Total (only 68 collected)                             | 70     |

### Appointees by Gender under President Robert M. Carlson 2018–2019

Represented in the graph above, ABA President Robert M. Carlson’s 673 total appointees were 53% female (354 people) and 47% male (319 people).

Of the 673 appointments, 81 Chair appointments were made. Of the 81 Chair appointments, 47% were female (38 people), and 53% were male (43 people).

Of the 673 appointments, there were 70 Special Advisor appointments, and of those 70, 68 total individuals had demographic information available for this report. Of the 68 Special Advisor appointments, 29% identified as female (20 people), and 71% identified as male (48 people).

### Appointees by Race/Ethnicity under President Robert M. Carlson 2018–2019

Represented in the graph above, President Robert M. Carlson’s 673 appointees were 40% People of Color (269 people), and 60% White/Caucasian (404 people).

Of the 81 Chair appointments made, 36% identified as People of Color (29 people), and 64% identified as White/Caucasian (52 people).

Of the 68 Special Advisor appointments collected, 19% were People of Color (13 people), and 81% of appointees were White/Caucasian (55 people).
Appointees by Race/Ethnicity and Gender under President Robert M. Carlson 2018–2019

Represented in the graph above, President Robert M. Carlson’s 673 appointees were 76% White/Caucasian men and women, and Men of Color (514 people), and 24% Women of Color (159 people).

Of the 81 Chair appointments, 79% identified as White/Caucasian men and women, and Men of Color (64 people), and 21% identified as Women of Color (17 people).

Of the 68 Special Advisor appointments’ data collected, 81% identified as White/Caucasian men and women, and Men of Color (62 people), and 9% identified as Women of Color (6 people).

Appointees by Disability Status under President Robert M. Carlson 2018–2019

Represented in the graph above, President Robert M. Carlson’s appointees were 97% people without disability/ies, and 3% identified as people with disability/ies. Of the 81 Chair appointments, 100% did not have a disability/ies, and 0% of appointees identified as having a disability.

Of the 68 collected Special Advisor appointments, 100% did not have a disability/ies, and 0% of appointees identified as having a disability.

Appointees by LGBT Identification under President Robert M. Carlson 2018–2019

Represented in the graph above, President Robert M. Carlson’s appointees were 97% heterosexual/non-LGBT-identified people (651 people), and 3% of appointees identified as LGBT (22 people).

Information about LGBT identification of Chairs and Special Advisor Appointments was not available.
MEMBER PRACTICE GROUP CHAIRS

Some of the more than 2,200 entities that comprise the ABA focus on specific areas of the law. Currently, the ABA has twenty-two sections, six divisions, and six forums. **Sections** are specialty groups that focus on a unique area of law or business, allowing for more in-depth examination of issues, regulations, and national trends. **Divisions** help legal professionals with their professional goals, based on their career stage and/or practice setting. **Forums** explore and monitor new areas of law as they emerge on a national scale. A list of these member practices groups can be found in the Addendum.

Member Practice Groups, also called Sections, Divisions, and Forums (SDFs) offer the Association’s members opportunities for professional development and continuing education in a variety of legal fields and promote improvement of laws and public education. SDFs range in size from 2,000 to 53,000 members. Each entity draws its membership from lawyers, judges, academics, and law students who share common substantive legal interests. Each entity has its own officers, committees, programs, and publications. SDFs are the most visible Association entities, and their work shapes the views of many Association members. Accordingly, an entity’s commitment, or lack thereof, to diversity and inclusion has far-reaching effects on both its future and that of the Association. SDF leadership has a direct impact on the representation and status of women, minorities, persons with disabilities, and persons of differing sexual orientations and gender identities within the Association.

The SDF chair serves as the spokesperson for the entity. By the time they serve as chair, the chair has had significant responsibility for the composition of the entity’s leadership.

DATA COLLECTION

The four tables below contain the total demographic numbers from the SDFs Chairs and Chairs-Elect. The names of the SDFs have been removed to avoid providing certain identifiable personal information. The data was collected from entity staff directors using a voluntary Qualtrics survey. As such, this data is based off voluntary, self-reported information, which explains some gaps in information or some areas where a sizeable number have not provided information or where information is not available.
RESULTS

Member Practice Group Chairs by Gender 2017–2018

Of the 34 reporting Member Practice Groups in 2017-2018, 62% of Chairs identified as male (21 people), and 38% identified as female (13 people).

Member Practice Group Chairs by Gender 2018–2019

Of the 34 reporting Member Practice Groups in 2018-2019, 65% of Chairs identified as male (22 people), and 35% identified as female (12 people).

Member Practice Group Chairs by Race/Ethnicity 2017–2018

Of the 34 reporting Member Practice Groups in 2017-2018, 88% of Chairs identified as White/Caucasian (30 people), 6% identified as Asian (2 people), 3% identified as Black/African-American (1 person), 3% identified as Hispanic/Latino (1 person), and no Chairs identified as Native Hawaiian/Pacific Islander or as Multiracial.
Member Practice Group Chairs by Race/Ethnicity 2018–2019

Of the 34 reporting Member Practice Groups in 2018-2019, 74% of Chairs identified as White/Caucasian (25 people), 15% identified as Asian (5 people), 9% identified as Black/African-American (3 people), and 3% identified as Hispanic/Latino (1 person). No one identified as Native American, Native Hawaiian/Pacific Islander, nor as Multiracial.

Member Practice Group Chairs by LGBT Identification 2017–2018

Of the 34 reporting Member Practice Groups in 2017-2018, 74% of Chairs identified as Heterosexual (25 people), and 3% identified as Lesbian, Gay or Bisexual (1 person). No Chairs identified as Transgender, and 24% of all respondents did not provide a response (8 people).

Member Practice Group Chairs by LGBT Identification 2018–2019

Of the 34 reporting Member Practice Groups in 2018-2019, 91% of Chairs identified as Heterosexual (31 people), and 3% identified as Lesbian, Gay or Bisexual (1 person). No Chairs identified as Transgender, and 6% of Chairs did not have a response indicated or their identification was unknown (2 people).
Member Practice Group Chairs by Disability Identification 2017–2018

Of the 34 reporting Member Practice Groups in 2017-2018, 100% of Chairs identified as being without a disability/ies, and no individuals identified as having a disability/ies.

Member Practice Group Chairs by Disability Identification 2018–2019

Of the 34 reporting Member Practice Groups in 2018-2019, 100% of Chairs identified as being without a disability/ies, and no individuals identified as having a disability/ies.

THE FUTURE OF GOAL III REPORTING

The data collected in this Goal III report clearly demonstrate the challenges with demographic collection within an organization as large and with as many different groups as the ABA. Over the coming months, the Goal III entities will work with the Member Practice Groups to evaluate what methods each entity is currently employing to collect demographic data. Based on this information, the Goal III entities have begun to create best practices for data collection, including a uniform data collection guide that will incorporate proven methods developed by various ABA entities over the years, as well as staff and member trainings.

We look forward to the coming months as we strive to reach new heights in the Association’s diversity and inclusion efforts.
ADDENDUM

DIVERSITY AND INCLUSION CENTER GROUPS

COALITION ON RACIAL AND ETHNIC JUSTICE
Includes representatives from the National Asian Pacific American Bar Association, National Bar Association, National Hispanic Bar Association, and Native American Bar Association. May include liaisons from internal ABA entities and outside organizations. Shall: (1) provide expertise and resources to develop partnerships among internal and external constituents (community groups, bar associations, businesses, governmental agencies and impact groups) for the purpose of eliminating racial and ethnic bias in the justice system; (2) promote and monitor legislation pertaining to social justice issues; (3) provide outreach services to internal ABA entities as well as internal partners/stakeholders; (4) develop an economic model for social justice programs that provide a return on investment for its partners; and (5) conduct major initiatives and projects pertaining to the elimination of racial and ethnic bias in the justice system.

COMMISSION ON DISABILITY RIGHTS*
Shall promote the ABA’s commitment to justice and the rule of law for persons with mental, physical, and sensory disabilities and their full and equal participation in the legal profession.

COMMISSION ON HISPANIC LEGAL RIGHTS AND RESPONSIBILITIES
Shall address key issues facing Hispanics throughout the United States such as voting rights, immigration, civil rights, and access to the courts. Regional hearings will be held to inform development of ABA policy resolutions, and a comprehensive report, which will provide recommendations for Congressional and Administration policy makers, will be developed.

COMMISSION ON RACIAL AND ETHNIC DIVERSITY IN THE PROFESSION*
May include liaisons from internal ABA entities and outside organizations. Shall: (1) address the lack of racial and ethnic diversity in the legal profession; (2) take concrete actions to promote the hiring, recruitment, promotion and advancement of diverse lawyers and diverse law students and graduates; (3) take specific actions to increase opportunities for diverse lawyers to serve as federal and state judges and encourage federal and state judges to increase their efforts to identify and hire diverse law clerks; (4) maintain cooperative working relationships with national, state, and local traditional and diverse bar associations to provide joint programs and projects designed to provide increased and equal professional and practice opportunities to diverse lawyers; and (5) work to ensure equal membership and employment opportunities for diverse lawyers and law students in the American Bar Association and full and equal opportunities for participation in the Association’s governance and structure.

COMMISSION ON SEXUAL ORIENTATION AND GENDER IDENTITY*
Consists of members appointed by the ABA President, representing the lesbian, gay, bisexual, transgender and heterosexual communities. Shall undertake programs and activities that promote full and equal participation by persons of differing sexual orientations and gender identities in the ABA, the legal profession, and the justice system.

COMMISSION ON WOMEN IN THE PROFESSION*
The Commission on Women in the Profession shall assess the current status of women in the legal profession and identify the career paths of women lawyers and their goals with respect to practice and the organized bar; identify barriers that prevent women lawyers from full participation in the work, the responsibilities and the rewards of the profession; develop educational programs to address discrimination against women lawyers; and make recommendations to the Association for action to address problems the Commission identifies.
COUNCIL FOR DIVERSITY IN THE EDUCATIONAL PIPELINE
May include liaisons from internal ABA entities and outside organizations. Shall: (1) address the lack of ethnic and racial diversity in the legal profession by increasing diversity in the educational pipeline; (2) provide a holistic and comprehensive blueprint for the achievement of diversity in the educational pipeline by serving as the main resource for pipeline diversity programs, and providing the tools and strategies that expand the persistence and success of underrepresented students along the full extent of the educational pipeline, from pre-school to members of the legal profession; (3) provide the forum for businesses, educational institutions, community organizations, and legal entities to address diversity pipeline issues and build networks to effect change; (4) highlight the importance and efficacy of diversity pipeline programs and recognize exemplary leadership in diversity educational pipeline work; and (5) conduct major initiatives and projects pertaining to racial and ethnic diversity in the educational pipeline.

The work of these 7 groups is also supported by two other volunteer collaboratives:

DIVERSITY AND INCLUSION CENTER
(made up of the Chairs of all 7 groups above + an ABA Presidentially-appointed Chair)
Promotes collaboration, coordination, and communication to advance ABA Goal III – to eliminate bias and enhance diversity and inclusion throughout the Association, legal profession, and justice system. It is comprised of eight members – a Chair and the Chairs of the ABA’s seven principal Goal III entities. The Diversity Center and its respective Goal III Entities each provide a large and diverse range of research, publications, events, and initiatives to advance ABA Goal III. Key projects or services provided by the Diversity Center includes: a Central Online Compilation of ABA Diversity and Inclusion Information and Resources; a Diverse Speakers Directory; a Committee to Advance Diversity in ABA Presidential Appointments; National Affinity Bar Association Outreach, including the Joint Exhibit Program; Diversity and Inclusion Best Practices (e.g. entity diversity plans and collection of member demographic information etc.); and support for the House of Delegates’ Minority Caucus, Women’s Caucus, and LGBT Caucus. The Diversity Center works closely alongside the Diversity and Inclusion Advisory Council.

DIVERSITY AND INCLUSION ADVISORY COUNCIL
(made up of volunteer members from various Sections, Divisions, Forums, and Affinity Bars)
Facilitates collaboration, coordination, and communication of diversity and inclusion initiatives and efforts among its membership, which includes representative(s) from many ABA Sections, Divisions, Forums, the ABA Legal Opportunity Scholarship Fund, and the National Affinity Bar Associations.

*indicates the four original Goal III Groups that led individual Goal III Reports before 2018.

Once the 7 Goal III Entities were administratively connected under the Center for Diversity and Inclusion in the Profession at the ABA, they embarked on creating a collaborative Goal III Report. Where formerly, the Commission on Disability Rights, the Commission on Racial and Ethnic Diversity in the Profession, the Commission on Sexual Orientation and Gender Identity, and the Commission on Women in the Profession released separate surveys and reports documenting ABA leadership demographics in their respective areas of identity (disability, race/ethnicity, sexual orientation, and gender), 2018 marked the first year they released a combined survey.
GOAL III REPORT TERMINOLOGY

The Goal III entities provided the ABA Member Practice Groups with the following terminology used for demographic questions:

RACE AND ETHNICITY

*Note: these categories come from the most recent (2010) Census designations for race and correspond with EEOC designations.*

- **African-American/Black** refers to people having origins in any of the Black racial groups of Africa, or those with or of African descent.
  - Some examples of self-identification of those in this group may include (but are not limited to): people who identify their racial/ethnic background as Black, African-American, Nigerian, Haitian.

- **Asian** refers to people having origins in any of the original peoples of the Far East, Southeast Asia, or South Asia.
  - Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as Indian, Bangladeshi, Pakistani, Desi, Chinese, Filipino, Korean, Japanese, Vietnamese, Hmong, Thai.

- **Native Hawaiian/Pacific Islander** refers to people having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
  - Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as Native Hawaiian, Guamanian or Chamorro, Samoan, Tahitian, Mariana Islander, or Marshallese.

- **White/Caucasian** refers to people having origins in any of the original peoples of Europe, the Middle East, or North Africa.
  - Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as White, Irish, German, Italian, Lebanese, Libyan, Arab, or Moroccan.
  *Note: individuals in this category may refer to themselves as “Arab” or “North African” separately and may not identify as White/Caucasian.*

- **Hispanic/Latino(a)** refers to people having origins in Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish-speaking, or Portuguese-speaking, culture or origin, regardless of race.
  *Note: individuals in this category may also refer to themselves as “Latinx” (a gender-inclusive identifier relating to individuals in this category).*

- **Native American** refers to people having origins in any of the original peoples of North and South America (including Central America), including American Indians and Alaska Natives (including Inuits and Aleuts), and who maintain tribal affiliation or community attachment.
  - Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background or tribal affiliation as Rosebud Sioux, Chippewa, Menominee, or Navajo.

- **Two or More Races** refers to people whose racial/ethnic background falls into one or more of the categories listed above.

- ______ is an open space for individuals who wish to note an additional, or separate, self-identification.
DISABILITY

A Person with a Disability should be viewed broadly to include:

(a) anyone who self-identifies as a person with a disability OR
(b) anyone who has requested an accommodation for his or her disability

A “disability” is a condition that substantially limits a major life activity (e.g., caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, thinking, communicating, working, and the operation of a major bodily function such as the immune system, brain, respiratory, digestive, neurological, and reproduction).

Some examples of disabilities include, but are not limited to:

Any sensory, physical, mental health, intellectual/cognitive, or other condition such as:
- Chronic Fatigue Syndrome
- Paraplegia
- Depression
- Post-Traumatic Stress Disorder (PTSD)
- Autism
- Dyslexia
- AIDS or HIV
- Cancer
- Diabetes
- ________ is an open space for individuals who wish to note an additional, or separate, self-identification.

SEXUAL ORIENTATION AND GENDER IDENTITY

• Sexual orientation: An inherent or immutable enduring emotional, romantic or sexual attraction to other people.
• Gender Identity: A person’s internal self-awareness of being either male or female, masculine or feminine, something in-between, or something outside of these categories.
• Gender Nonconforming: denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.
• Non-Binary: a catch-all category for gender identities that are not exclusively masculine or feminine—identities which are outside the gender binary and cisnormativity (“cis” meaning one’s assigned gender identity and gender expression matching).
• Lesbian: a woman whose physical and/or emotional attachments are to women.
• Gay: a man whose physical and/or emotional attachments are to men.
• Bisexual: A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others.
• Transgender: An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.
• Heterosexual: a man or woman whose physical and/or emotional attachments are to persons of the opposite gender.
• ________ is an open space for individuals who wish to note an additional, or separate, self-identification.
MORE INFORMATION ON ABA GROUPS PROFILED IN THIS REPORT

HOUSE OF DELEGATES

HOUSE DELEGATION BY STATE
Delegates to the House are seated and reported by their states of residence, regardless of their electing constituencies. A House delegate may serve in one of nine representative capacities as detailed below: state delegate, state bar, local bar, affiliated organization, section/division/conference, delegate-at-large, Goal III member-at-large, present officer/member of the Board of Governors, and past officer/member of the Board.

STATE DELEGATES TO THE HOUSE
State Delegates represent the 50 states, the District of Columbia, and Puerto Rico. The state delegate serves as the chair of the state’s delegate group and as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction.

STATE BAR ASSOCIATION DELEGATES TO THE HOUSE
Each state bar association has at least one delegate to the House. State bar associations may have up to six delegates, depending on the number of lawyers and ABA members in the state. If a state bar is entitled to five or more delegates, then at least one must be a “young lawyer,” who is under 35 years of age at the beginning of his/her term.

LOCAL BAR ASSOCIATION DELEGATES
A local bar association with 2,000 or more members is entitled to one delegate to the House; some associations may have more than one delegate.

DELEGATES-AT-LARGE
There are 18 at-large delegates, six elected each year for three-year terms. Delegates-at-large are selected by an open election process at the ABA Annual Meeting. Association members registered for the Annual Meeting are entitled to vote for six at-large delegates, but the elected delegates must be from different geographical districts.

GOAL III MEMBERS-AT-LARGE
ABA members who are appointed to the House Nominating Committee as Goal III members-at-large and are not already members of the House become Goal III members-at-large of the House. There are eight Goal III members-at-large: three Goal III minority members-at-large, three Goal III women members-at-large, and a rotating seat alternating one Goal III LGBT member-at-large, and one Goal III disability member-at-large.
MEMBER PRACTICE GROUPS

There are 22 Sections, 5 Divisions, and 6 Forums who responded to the Goal III survey sent to Member Practice Groups.

SECTIONS
• Administrative Law & Regulatory Practice
• Antitrust Law
• Business Law
• Civil Rights & Social Justice
• Criminal Justice
• Dispute Resolution
• Environment, Energy & Resources
• Family Law
• Government & Public Sector Lawyer
• Health Law
• Infrastructure & Regulated Industries
• Intellectual Property Law
• International Law
• Labor & Employment Law
• Litigation
• Legal Education & Admissions to the Bar
• Public Contract Law
• Real Property, Trust & Estate Law
• Science & Technology Law
• State & Local Government Law
• Taxation
• Tort, Trial & Insurance Practice

DIVISIONS
• Judicial
• Law Student
• Law Practice
• Senior Lawyers
• Solo, Small Firm & General Practice

FORUMS
• Affordable Housing & Community Development Law
• Air & Space Law
• Communications Law
• Construction Law
• Entertainment & Sports Industries
• Franchising