



Outcomes & Impacts

DIVERSITY

Improving Diversity of
Students, Graduates,
and the Legal Profession



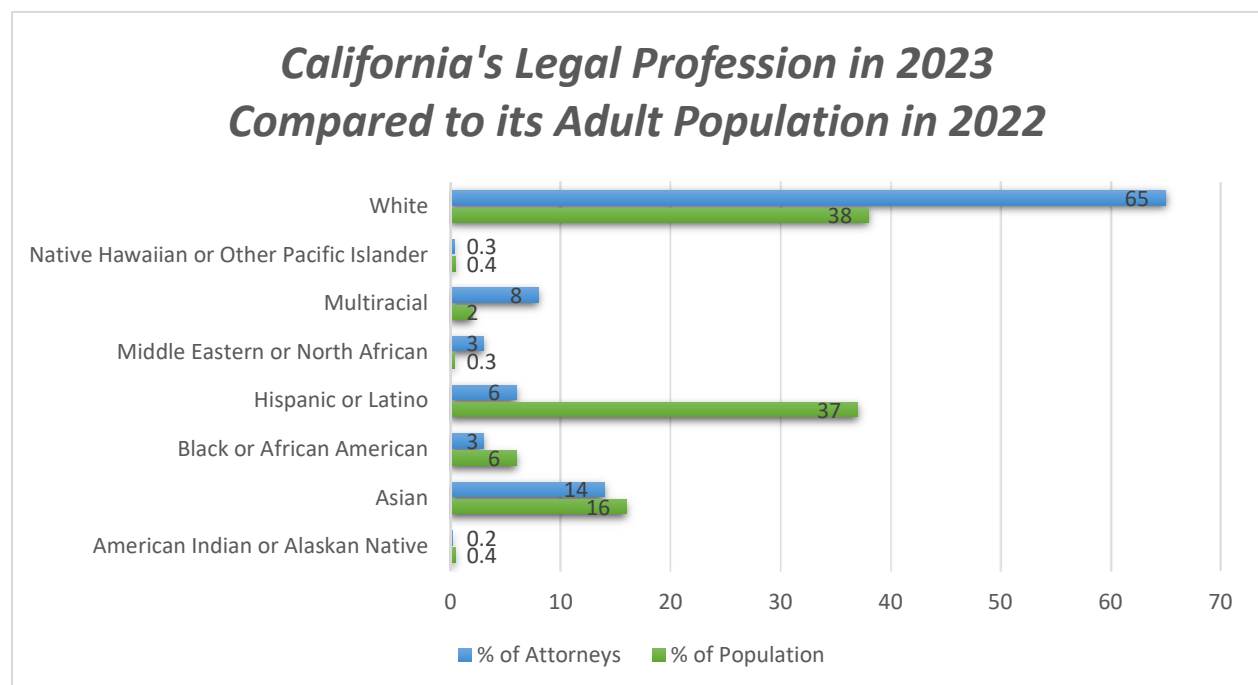
Monterey College of Law
100 Colonel Durham Street
Seaside, CA 93955
montereylaw.edu

Law schools have an important role to play to support a profession that is truly diverse, equitable, inclusive, and welcoming to all.

The Problem

Qualitative growth of the legal profession is not measured by job statistics; it is measured by the quality of representation – and justice. Diversity in law that reflects society enabled firms and legal departments to better serve their clients, and grants participants in the justice system the chance to perceive a greater level of fairness. A diverse profession also promotes diverse perspectives, leading to innovation, engagement, and community well-being.

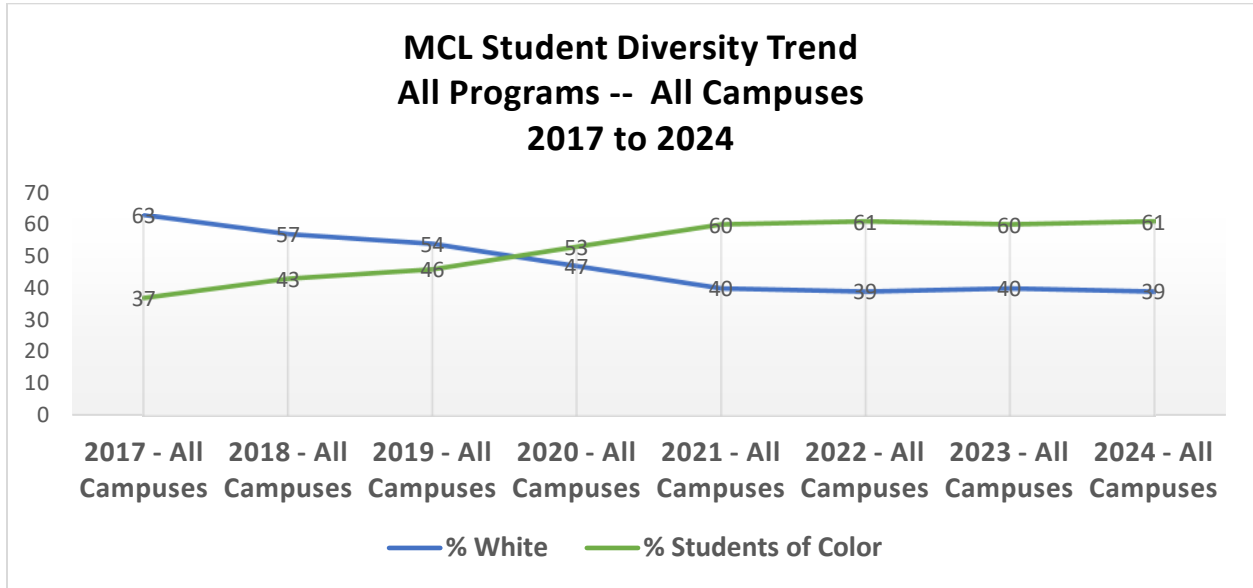
The legal profession in California is not representative of California's population. For example, most attorneys in Monterey (77.8%), Kern (68.9%), San Luis Obispo (88.2%), and Sonoma (85%) counties identify as white, while more than 60% of the people of those counties identify themselves as members of other racial or ethnic groups. The problem is acute, and statewide. (See: 2023 Attorney Demographics by County. State Bar of California 2023 Diversity Report Card, <https://publications.calbar.ca.gov/2023-diversity-report-card/diversity-2023>.)



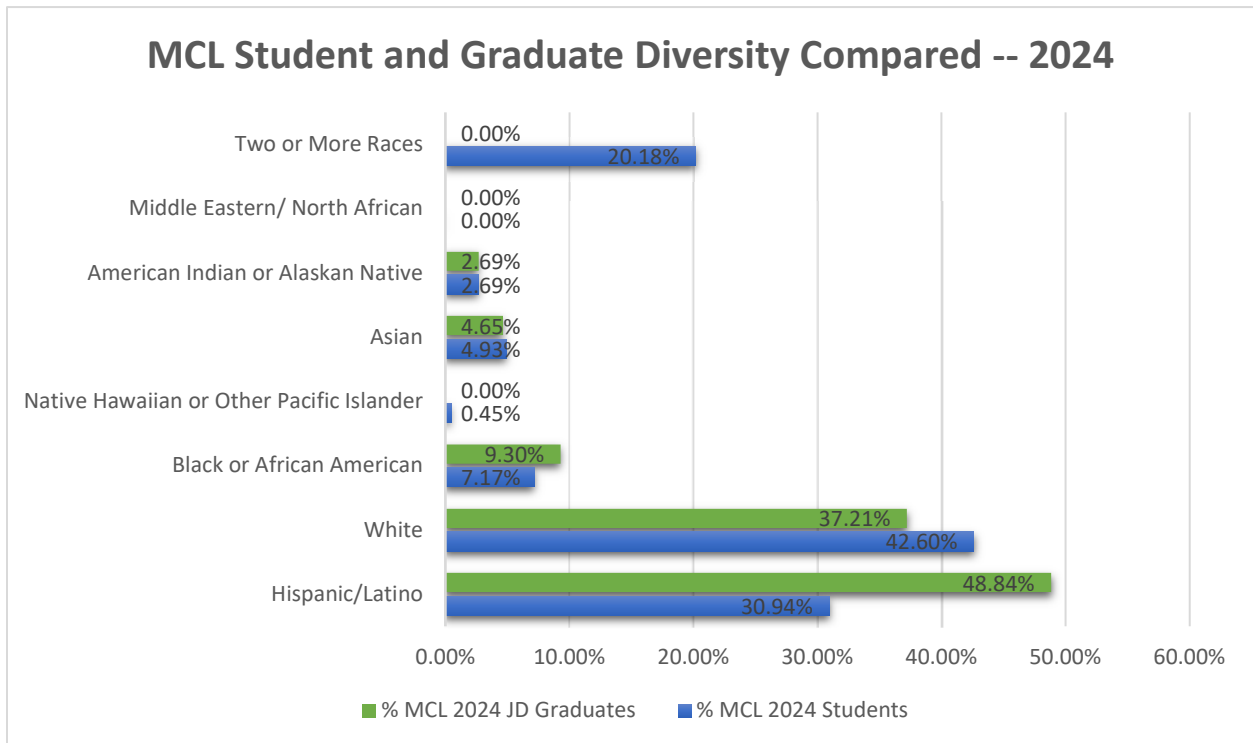
Inclusion supports quality in professional representation, too. For example, a 2022 ABA survey reported that a significant numbers of lawyers, especially lawyers of color, women lawyers, LGBTQ+ lawyers, and lawyers with a disability, continue to face high levels of stress. Many of these lawyers feel that they cannot be their authentic self at work; report receiving demeaning and insulting comments; and believe they are perceived as less competent than others. These experiences have impacted their work with clients, they report. Inclusion extends beyond race/ethnicity, to culture, gender, sexual orientation, language, experiences, and ideas.

Diversity is Achievable With Attention to Access and Student Needs

MCL's enrollment reflects the success that "opportunity" law schools have had in emphasizing diversity and access. The communities that MCL serves are currently about 60% people of color and 40% white. ***MCL's diversity for all programs in 2021 was 60% students of color and 40% white, mirroring community demographics, and this trend continued through 2024.***



MCL provides the curriculum, environment, and support students from all racial/ethnic groups need to complete the J.D. or other program, and graduate. ***MCL's graduate and student populations show very similar diversity.***



Diversity is Difficult to Attain in California Accredited Law School Faculties Since Disproportionately Fewer California Lawyers Identify Themselves as Members of Historically Underrepresented Groups

Reflecting the legal profession in the communities it serves, the MCL faculty has significant representation by lawyers who identify themselves as White, Hispanic or Latino, and Two or More Races, followed by Asian and other groups.

Faculty Diversity by Major Race/Ethnic Groups and Gender -- September 2024

| Race/Ethnicity | Male | % | Female | % | Unknown or Decline to State | % | TOTAL # | TOTAL % |
|---|-----------|---------------|-----------|---------------|-----------------------------|--------------|------------|----------------|
| Hispanic/Latino | 4 | 6.06% | 9 | 11.54% | 0 | 0.00% | 13 | 8.97% |
| White | 50 | 75.76% | 49 | 62.82% | 0 | 0.00% | 99 | 68.28% |
| Black or African American | 1 | 1.52% | 1 | 1.28% | 0 | 0.00% | 2 | 1.38% |
| Native Hawaiian or Other Pacific Islander | 0 | 0.00% | 1 | 1.28% | 0 | 0.00% | 1 | 0.69% |
| Asian | 3 | 4.55% | 5 | 6.41% | 0 | 0.00% | 8 | 5.52% |
| American Indian or Alaskan Native | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Middle Eastern/ North African | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Two or More Races | 7 | 10.61% | 10 | 12.82% | 0 | 0.00% | 17 | 11.72% |
| Unknown | 0 | 0.00% | 2 | 2.56% | 0 | 0.00% | 2 | 1.38% |
| Decline to State | 1 | 1.52% | 1 | 1.28% | 1 | 100.00% | 3 | 2.07% |
| TOTAL | 66 | 45.52% | 78 | 53.79% | 1 | 0.69% | 145 | 100.00% |

No faculty members identified as non-Binary.

In California, there are disproportionately fewer Asian, Hispanic/Latino, Black or African American and other non-white lawyers because the California Bar Exam disparately impacts applicants by race/ethnicity.¹ The racial/ethnic diversity of the MCL faculty must be evaluated in the context of the diversity of the legal profession in California from which MCL draws its faculty members. It's simple: There are comparatively fewer lawyers in these groups, so there are

¹ See: *Examining the California Cut score: An Empirical Analysis of Minimum Competency, Public Protection, Disparate Impact, and National Standards*, 2020 AccessLex Institute

fewer available to become law teachers in local, community-serving law schools like MCL. In this context, MCL is proud of the diversity of its faculty today, but is continuing efforts to attract faculty members from additional racial and ethnic groups to broaden these groups' representation and participation in legal education.

MCL's Staff Diversity Reflects the Communities It Serves

Twenty four highly qualified staff members serve the needs of the faculty, students, and school across MCL's four physical campuses and Hybrid Online degree programs. The diversity among MCL's staff closely reflects the diversity of the general population of the areas served and the state's overall diversity. Both Monterey and Kern counties have larger-than-typical Hispanic or Latino populations, and the school's staff reflects this demographic trend, as well as others.

Staff Diversity by Major Race/Ethnic Groups and Gender -- September 2024

| Race/Ethnicity | Male | % | Female | % | TOTAL# | TOTAL % |
|---|----------|---------------|-----------|---------------|-----------|----------------|
| Hispanic/Latino | 0 | 0.00% | 9 | 32.14% | 9 | 32.14% |
| White | 2 | 7.14% | 10 | 35.71% | 12 | 42.86% |
| Black or African American | 0 | 0.00% | 2 | 7.14% | 2 | 7.14% |
| Native Hawaiian or Other Pacific Islander | 0 | 0.00% | 1 | 3.57% | 1 | 3.57% |
| Asian | 0 | 0.00% | 1 | 3.57% | 1 | 3.57% |
| American Indian or Alaskan Native | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Middle Eastern/ North African | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Two or More Races | 2 | 7.14% | 0 | 0.00% | 2 | 7.14% |
| Decline to State | 0 | 0.00% | 1 | 3.57% | 1 | 3.57% |
| TOTAL | 4 | 14.29% | 24 | 85.71% | 28 | 100.00% |

No staff members identified as non-Binary.

Monterey College of Law
purpose-driven
Legal Education

