

# **CENTER FOR DIVERSITY IN THE LEGAL PROFESSION**

*The City University of New York*

**CUNY SCHOOL OF LAW**



Spring 2009

## **Welcome to the Center for Diversity in the Legal Profession Newsletter**

Two CUNY School of Law centers, Center for Diversity in the Legal Profession and Center on Latino and Latina Rights and Equality (CLORE), in association with the Society of American Law Teachers (SALT), are proud to present:

### **ON BECOMING A LAW PROFESSOR: A WORKSHOP FOR PROSPECTIVE LAW FACULTY OF COLOR**

**June 5, 2009 from 9:00 a.m. - 5:15 p.m.**

Come join tenured law professors and discover how to make yourself more attractive to law schools.

- ✓ Learn how to develop a scholarship agenda.
- ✓ Learn how to prepare a job talk.
- ✓ Learn how to pick a teaching package.

Each participant will have the opportunity to work on his/her own job search with a tenured professor. For online registration, visit <http://www.saltlaw.org/civicrm/event/info?reset=1&id=6>

For additional information, e-mail Professor Pamela Edwards, Director, Center for Diversity in the Legal Profession, at [diversity-center@mail.law.cuny.edu](mailto:diversity-center@mail.law.cuny.edu)

The primary mission of the Center is to provide information regarding access to the legal profession to members of traditionally under-served communities, particularly communities of color, by providing a stream of potential lawyers from these communities prepared for “full and equal” participation in the legal profession. The decline of African-American and Latino students in law school was a motivating factor in establishing the center.

While it appeared in the late 1980s and early 1990s that some progress was being made toward the goal of bringing more people of color into the profession, the decline in the enrollment of the numbers of students of color from certain ethnic groups in law school beginning in the late 1990s has eroded those gains.

According to data published by the American Bar Association, African-American enrollment in law school peaked at 9,779 (6.9 percent of total law school enrollment) in the 1995-96 academic year. In the 2006-07 academic year, African-American enrollment was 9,529 (6.7 percent of total enrollment), up from 9,126 (6.5 percent of enrollment) the prior year. Similarly, Puerto-Rican enrollment peaked at 718 students in the 1994-95 academic year; in the 2006-07 academic year, Puerto Rican enrollment was 551 students, a 23 percent decline.

The legal profession is one of the least diverse in the country. The 2000 U.S. Census revealed that attorneys of color represented 9.7 percent of all attorneys; meanwhile, people of color represented 20.8 percent of accountants and auditors, 24.6 percent of physicians and surgeons, and 18.2 percent of college and university professors.<sup>1</sup>

The Center strives to accomplish its goals by:

- (1) providing information and education to communities of color about career opportunities in the law;
- (2) providing information about entry requirements (including strong pre-college education, strong performance on standardized tests)

### Minority Law Journal's Top 10 Most Diverse Law Firms

The Minority Law Journal publishes its annual Diversity Scorecard showing how many attorneys of color work in the nation's largest law firms. The MLJ defines "diversity" as "the overall percentage of minorities within a law firm's total number of [US-based] attorneys."<sup>2</sup>

The top 10 firms in the 2008 scorecard were:

- (1) Cleary Gottlieb with 157 out of 590;
- (2) Wilson Sonsini with 164 out of 649;
- tie (3) Fenwick West with 58 out of 259;
- tie (3) Knobbe, Martens with 46 out of 198;
- (5) Orrick, Herrington with 170 out of 747;
- tie (6) Cravath with 111 out of 493;
- tie (6) White & Case with 181 out of 821;
- (8) Townsend and Townsend with 47 out of 211;
- (9) Morrison & Foerster with 215 out of 967;
- and
- (10) Paul Weiss with 147 out of 665.

to children in these communities and their parents; and partnering with organizations committed to assisting children of color satisfy these requirements;

- (3) publicizing barriers to entry in the profession that members of traditionally under-served communities face and providing solutions to these barriers;
- (4) partnering with organizations designed to provide professional and career assistance to attorneys of color.

The 5 large firms with the highest number of African American attorneys were:

- (1) Skadden Arps - 82
- (2) Sidley Austin - 74
- (3) DLA Piper - 63
- (4) Greenberg Traurig - 58
- (5) Littler Mendelson - 55

The 5 large firms with the highest number of Asian American attorneys were:

- (1) Latham Watkins - 212
- (2) Sidley Austin - 155
- (3) Skadden Arps - 143
- (4) Morrison & Foerster - 135
- (5) Orrick Herrington - 106

The 5 large firms with the highest number of Latino/Hispanic attorneys were:

- (1) Greenberg Traurig - 109
- (2) White & Case - 75
- (3) Holland & Knight - 68
- (4) Latham & Watkins - 57
- (5) Skadden Arps - 55

### Minority Law Journal's 10 Least Diverse Law Firms

On the other end of the spectrum, the following firms had the lowest percentages of attorneys of color of the 254 firms:

Briggs and Morgan ranked 200 with 9 out of 177; tying Kennedy Covington with 10 out of 196;

Stinson Morrison ranked 202 with 18 out of 366;

Wyatt, Tarrant ranked 203 with 11 out of 238; Frederikson & Byron ranked 204 with 10 out of 227;

Thompson Coburn ranked 205 with 14 out of 333;

Dinsmore & Shohl ranked 207 with 13 out of 326, tying Michael Best with 9 out of 224;

Burr & Forman ranked 209 with 7 out of 186; Husch & Eppenberger ranked 210 with 10 out of 288; and

Balch & Bingham ranked 211 with 7 out of 237.

Of the 254 law firms the MLJ surveyed, the following law firms:

(1) reported having NO African American attorneys:

Holland & Hart  
Snell & Wilmer

(2) reported having NO Asian American attorneys:

Balch & Bingham  
Jones Walker  
Miller & Martin  
Phelps Dunbar  
Thompson Coburn  
Wyatt Tarrant

(3) reported having NO Latino/Hispanic attorneys:

Burr & Forman  
Lane Powell  
Morris, Manning\*  
Polsinelli Shalton  
Ulmer & Berne

With the massive layoffs that have occurred since the 2008 Diversity Scorecard, it will be interesting to see the changes, if any, that these 254 firms have made. For example, the March 17, 2009 version of the online ABA Journal reported that Morris, Manning & Martin, which had reported to MLJ that it had no Latino attorneys in 2008, rescinded the offers it had made to six graduating law students and cancelled its summer associate program, citing insufficient work levels.

### Law Firm Diversity in the News

The law firm of Fried, Frank, Harris, Shriver, & Jacobson which ranked 44<sup>th</sup> on the 2008 MLJ Diversity Scorecard with 15.9% of their US-based attorneys as attorneys of color, was recently sued by a former litigation associate, Julie Kamps. Kamps claims that the firm did not promote her because she is openly gay; she filed complaints with both the EEOC and the NYS Division of Human Rights in February 2009. This follows on the heels of Fried Frank's partnership with Hunter College (part of the City University of New York) last May to

form the Fried Frank Pre-Law Scholars Program. The program will provide Hunter's students with intensive LSAT preparation, other academic preparation, and mentoring programs. 33 percent of Hunter students are identified as either of African descent or Latino/Hispanic. The program includes LSAT workshops, interaction with Fried Frank lawyers to help with law school essays and other aspects of the law school application process as well as to provide exposure to the legal profession.

The American Lawyer quoted Kamp as saying, "There has never been more than

one openly gay partner and no openly gay partners in the New York litigation department. Fried Frank's diversity efforts stop at the door to partnership."

According to the Diversity Scorecard, 5.6% of Fried, Frank's partners are attorneys of color. The firm reported having 2 African American partners, 2 Latino/Hispanic partners, and 2 Asian American partners.

### Law Teaching Fellowships

A number of law schools offer fellowships for law school graduates who want to become law professors. Here are two teaching fellowships targeted to law school graduates of color who want to become law professors: (1) William H. Hastie Fellowship Program According to the University of Wisconsin's website:

[T]he University of Wisconsin's William H. Hastie Fellowship Program has provided an opportunity for lawyers of color to prepare for a career in law teaching [since 1973]. The Hastie Fellowship is customarily a two-year program, leading to an LL.M. degree. Candidates pursue a scholarly interest of their choice and are encouraged both to pursue publishable research for their thesis and to demonstrate a capacity to contribute as a scholar to legal studies.

The deadline for the fellowship is March 15 to be considered for the next academic year. For more details, visit the following website: <<http://www.law.wisc.edu/grad/>>

(2) The Reginald F. Lewis Fellowships for Law Teaching According to the Harvard Law School website:

The fellowship is designed to bring to the School a law graduate who has demonstrated a strong interest in law scholarship and teaching, and who is preparing for career in law teaching.

The Lewis Fellowship program supports the training of prospective law teachers who will enhance the diversity of the profession. We especially encourage applications from candidates of color. The Lewis Fellow is required to prepare a major article for

publication and has an opportunity to audit courses at the Law School. The Fellow is expected to follow a schedule of research and work to be agreed upon with the Lewis Committee.

The deadline for the 2009-2010 was December 15, 2008. For more details, visit the following website:

<<http://www.law.harvard.edu/academics/fellowships/the-reginald-f.-lewis-fellowships-for-law-teaching.html>>

The following teaching fellowship focuses on sexual orientation legal scholarship. Sexual Orientation Law Teaching Fellowship The Williams Foundation at UCLA Law School. According to the website:

Law Teaching Fellowship candidates must hold a JD degree from an ABA accredited law school and be committed to a career of law teaching and scholarship in the field of sexual orientation law.

<<http://www.law.ucla.edu/williamsinstitute/Fellowships/TeachingFellow.html>>

Many teaching fellowships have Fall semester deadlines for the next academic year. Interested candidates should visit these websites during the summer.

## Upcoming Events

### MARCH 2009

3rd Annual Minority Law Day  
 Saturday, March 21, 2009  
 10 to 3:30; registration begins at 9:30.  
 Phoenix School of Law  
 4041 N. Central Ave, Phoenix, AZ 85012  
 MLD is designed to not only recruit and entice minorities into the legal profession, but also to showcase some local minority attorneys in various practice and employment capacities. Anyone interested can email [admissions@phoenixlaw.edu](mailto:admissions@phoenixlaw.edu) for further information or for a formal invite.

2009 Southeast/Southwest People of Color Legal Scholarship Conference  
 At the Intersection: Culture, Race and Class  
 Thursday- Sunday, March 26-29, 2009  
 Phoenix School of Law  
 Phoenix, Arizona  
 For more information, <<http://www.seswpocc.org>>

Health Disparities and the Benefits of Health Reforms for the Latino Community (CLORE Speaker Series)  
 Tuesday, March 31, 2009  
 6:00-8:00PM  
 CUNY School of Law  
 65-21 Main St., Room 135  
 Flushing, NY 11367

### APRIL 2009

Human Trafficking, Interpersonal Violence, and the Power of Gender Violence as a Tool of Oppression (CLORE Speaker Series)  
 Wednesday, April 15, 2009  
 1:30-3:30 PM  
 CUNY School of Law  
 65-21 Main St, Room 135  
 Flushing, NY 11367

Third Annual Meeting of Law School Diversity Professionals  
 Thursday & Friday, April 23-24, 2009  
 Hosted by: William Mitchell College of Law, Hamline University School of Law, and University of St. Thomas School of Law.  
 Minneapolis–St. Paul, Minn.

### JUNE 2009

On Becoming a Law Professor: a Workshop for Prospective Law Faculty of Color  
 Friday, June 5, 2009 9:00a.m.-5:15p.m.  
 New York, NY; see page 1 for additional details

AALS Workshop for Pretenured Minority Law School Teachers  
 Wednesday-Friday, June 17-19, 2009  
 Washington, D.C.

ABA Presidential Diversity Summit  
 Thursday-Saturday, June 18-20, 2009  
 Washington, DC

**BY INVITATION ONLY**

**If you have a contribution to the next newsletter, including notice of any upcoming events, please e-mail it to [diversity-center@mail.law.cuny.edu](mailto:diversity-center@mail.law.cuny.edu) by June 15, 2009. If you have any suggestions for the newsletter, please send them to me at any time.**

If you would like to support the Center for Diversity in the Legal Profession, please visit CUNY School of Law's donation page at [www.law.cuny.edu](http://www.law.cuny.edu). In the drop down box, note that you would like your donation earmarked for Center for Diversity in the Legal Profession.

Or make your check payable to CUNY School of Law Foundation and indicate on the memo line of the check that you would like your donation earmarked for Center for Diversity in the Legal Profession.

Mail your check to:  
Professor Pamela Edwards  
Director, Center for Diversity in the Legal Profession  
CUNY School of Law  
Room 350C2  
Flushing, NY 11367

Thank you for taking the time to read this newsletter.

*Panda Edwards*

#### Endnotes:

1. Elizabeth Chambers, Executive Summary, Miles to Go: Progress of Minority in the Legal Profession, (ABA 2005)[hereafter, "Report"].  
<<http://www.abanet.org/minorities/publications/milessummary.html>> <last visited 03/17/2009>
2. Emily Barker, The Minority Law Journal (May 1, 2008)  
<<http://www.law.com/jsp/mlj/PubArticleMLJ.jsp?id=1202426451550&hubtype=Scorecard>> <last visited 03/16/2009>