



Outcomes & Impacts

DIVERSITY

Improving Diversity of
Students, Graduates,
and the Legal Profession



Monterey College of Law

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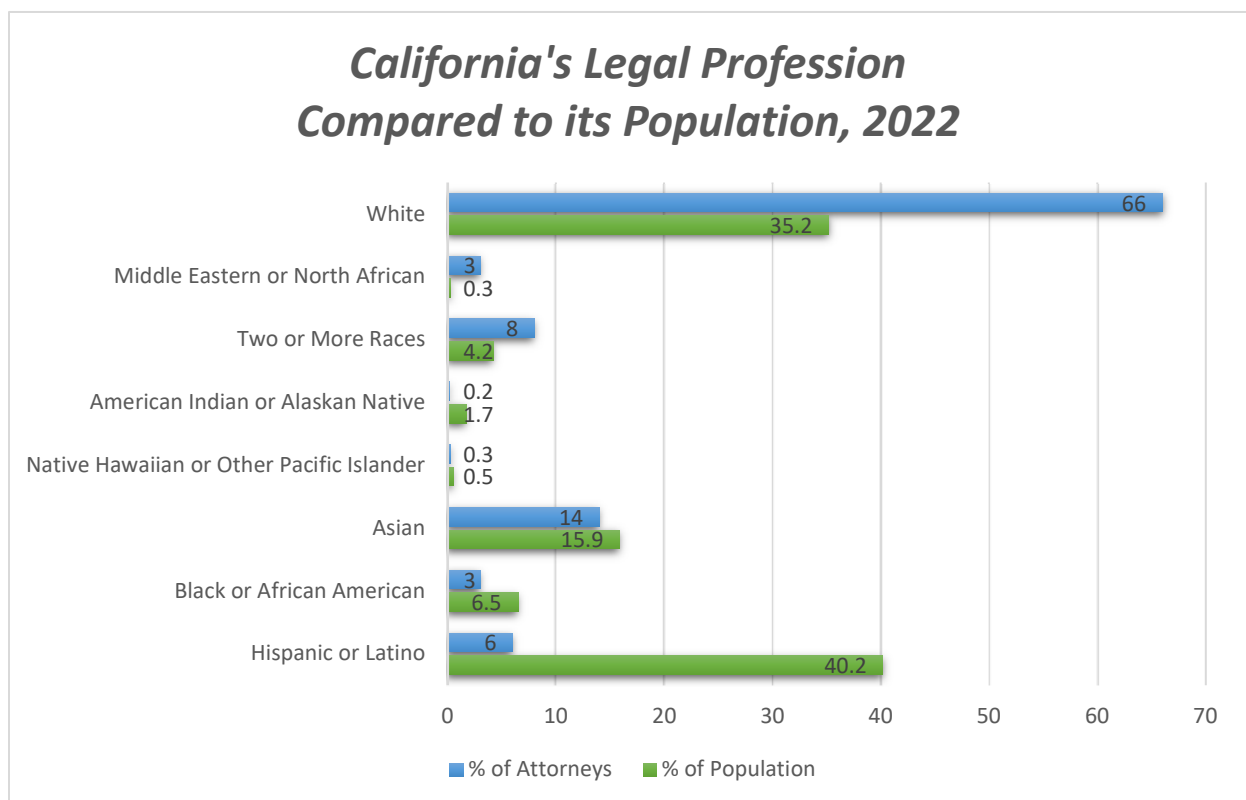
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Law schools have an important role to play to support a profession that is truly diverse, equitable, inclusive, and welcoming to all.

The Problem

Qualitative growth of the legal profession is not measured by job statistics. Diversity is important in law because it creates a better reflection of society, enabling firms and legal departments to better serve their clients and participants in the justice system to perceive a greater level of fairness. A diverse profession also promotes diverse perspectives, leading to innovation, engagement, and community well-being.

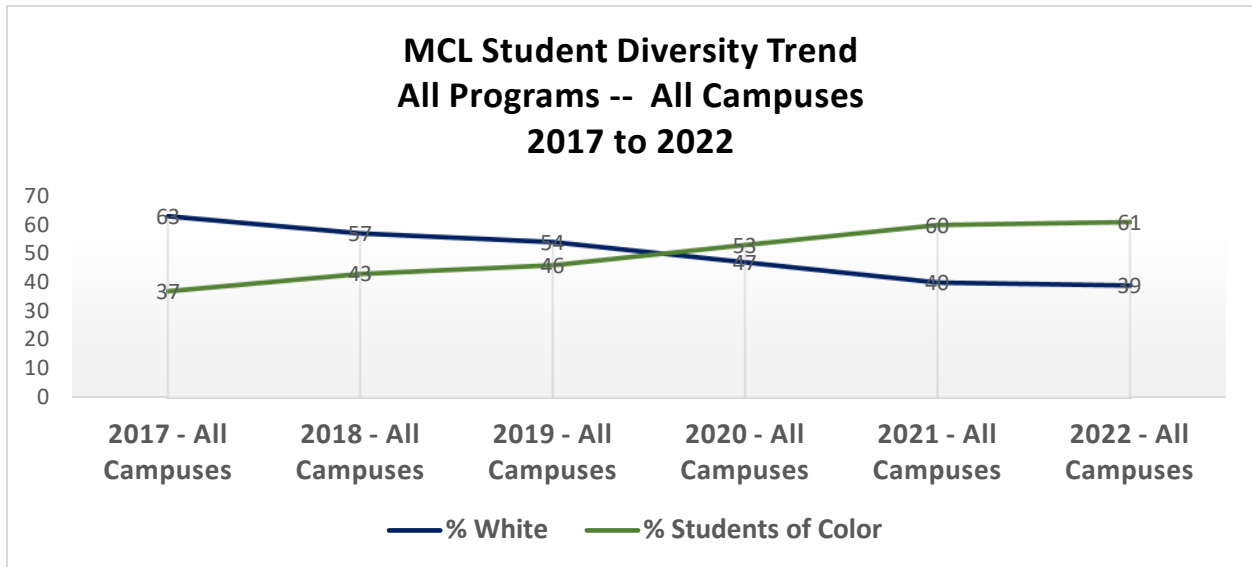
Yet, the legal profession needs to be more representative. For example, 70% to 87% of attorneys in Monterey, Kern, San Luis Obispo, and Sonoma counties identify as white. Meanwhile, more than 60% of the people of those counties identify themselves as members of other racial or ethnic groups. The problem is acute statewide.



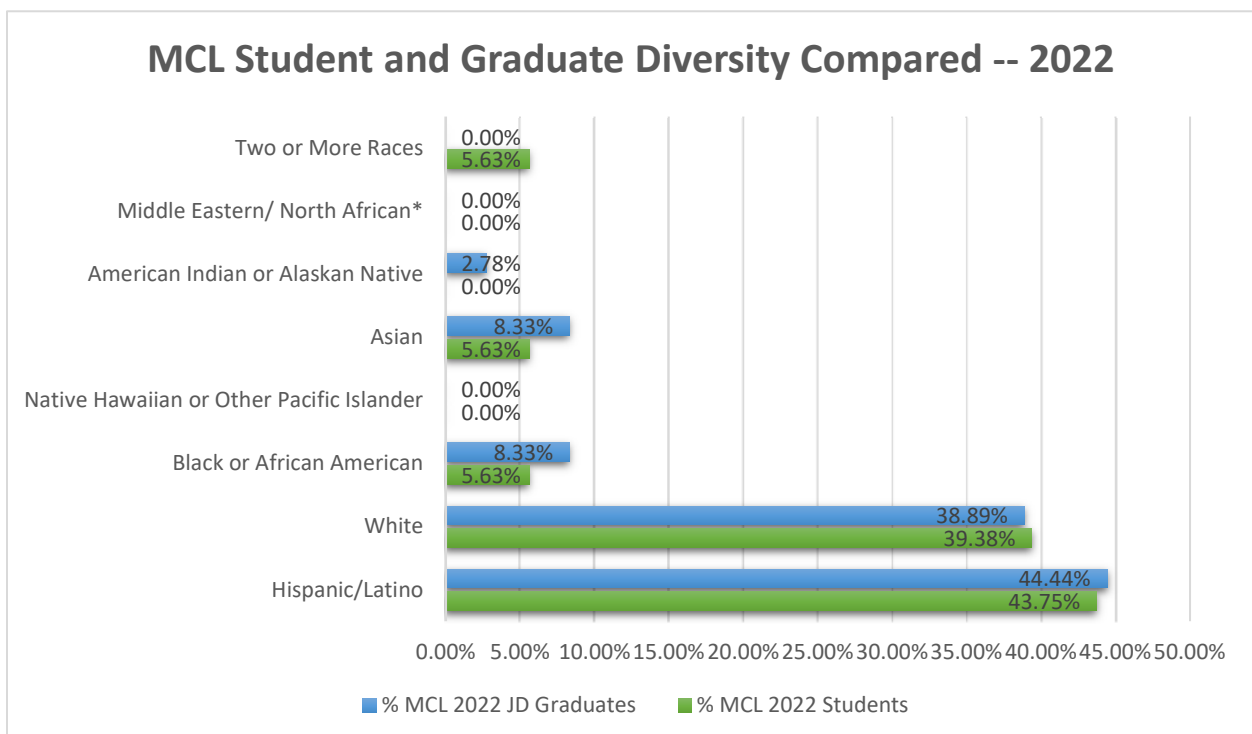
Inclusion supports quality in professional representation, too. For example, a 2022 ABA survey reported that a significant numbers of lawyers, especially lawyers of color, women lawyers, LGBTQ+ lawyers, and lawyers with a disability, continue to face high levels of stress. Many of these lawyers feel 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. In stark comparison, the 2022 traditional ABA law school statistics reflect a 63% white student population and only 37% students of color.



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.



Faculty Diversity is More Difficult to Attain Because There Are Disproportionately Fewer Lawyers Who Identify Themselves as Members of Historically Underrepresented Racial or Ethnic Groups

MCL and other “opportunity” law schools in California face an extra challenge with faculty diversity. The California Bar Exam shows persistent disproportionate pass rates by race/ethnicity, and has done so for many years¹. For example, recent California Bar Exam detailed statistics (July 2022) show the disproportionate first-time pass rate by race/ethnicity was 77.5% White, 58.9% Asian, 51.5% Hispanic, and 40.5% Black, among applicants reporting this race/ethnicity who attempted the exam. This means there are disproportionately fewer Asian, Hispanic/Latino, Black or African American and other non-white lawyers. From there, it's simple: There are fewer lawyers in these groups, so there are fewer available to become legal academics and serve the burgeoning diverse student population at schools like MCL.

Reflecting the legal profession and 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

MCL's Faculty, as of May, 2023 -- by Race/Ethnicity and Gender

	Male	%	Female	%	TOTAL#	TOTAL%
Hispanic/Latino	5	3.47%	10	6.94%	15	10.42%
White	47	32.64%	54	37.50%	101	70.14%
Black or African American	1	0.69%	1	0.69%	2	1.39%
Native Hawaiian or Other Pacific Islander	0	0.00%	1	0.69%	1	0.69%
Asian	5	3.47%	5	3.47%	10	6.94%
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	7	4.86%	8	5.56%	15	10.42%
TOTAL	65	45.14%	79	54.86%	144	100.00%

No faculty members identified as non-Binary.

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. White males

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

comprise 46.6% of the attorney population in both Monterey and Kern Counties, 51.9% in San Luis Obispo County, and 49.4% in Sonoma County. When combined with white female attorneys in these counties, the attorney populations from which MCL draws its faculty are overwhelmingly white (Monterey County: 79.8%; San Luis Obispo: 88.9%; Kern 70.1%; Sonoma: 86%). 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

MCL's Staff, as of May, 2023 -- by Race/Ethnicity and Gender

	%MALE		% FEMALE		TOTAL#	TOTAL%
Hispanic/Latino	0	0.00%	8	33.33%	8	33.33%
White	3	12.50%	9	37.50%	12	50.00%
Black or African American	0	0.00%	2	8.33%	2	8.33%
Native Hawaiian or Other Pacific Islander	0	0.00%	1	4.17%	1	4.17%
Asian	0	0.00%	0	0.00%	0	0.00%
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	1	4.17%	0	0.00%	1	4.17%
TOTAL	4	16.67%	20	83.33%	24	100.00%

Monterey College of Law
purpose-driven
Legal Education

