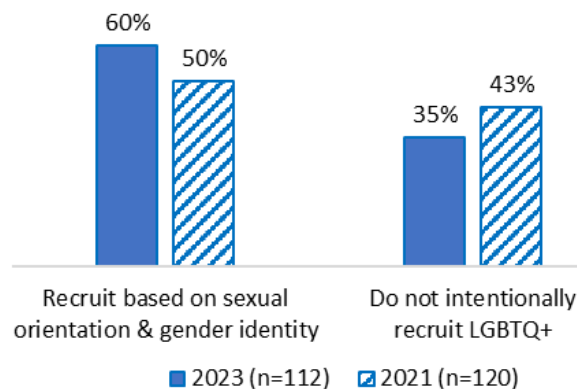


The 2023 LGBTQ+ Law School Survey

Recruitment and Admission

Recruitment

In 2023, LGBTQ+ applicants comprised 13.4% of all law school applicants, a significant proportion of prospective law students. The recruitment process is the first interaction they have with schools. When schools are intentional about showing LGBTQ+ candidates how they create an inclusive and supportive environment during the recruitment process, it sends an important message. Intentional and targeted admission practices signal to LGBTQ+ candidates that their experiences and perspectives are valued. The 2023 LGBTQ+ Law School Survey explored recruitment and admission practices, specifically around intentional recruitment strategies, language, and the types of financial assistance available to LGBTQ+ candidates.



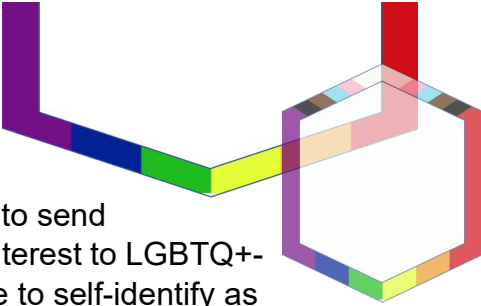
Intentional Recruitment

- The majority of schools that shared information about their recruiting practices reported they intentionally recruit LGBTQ+-identifying candidates (Figure 1).
- In 2023, all schools which reported intentionally recruiting LGBTQ+-identifying candidates recruited based on both sexual orientation and gender identity, up from 50% of responding schools in 2021.
- All of the schools that reported intentionally recruiting based on sexual orientation and gender identity also indicated they offered recruitment materials and information specifically for LGBTQ+-identifying candidates. Only half of the schools who intentionally recruited LGBTQ+-identifying candidates in 2021 offered such materials and information.

Recruitment Strategies

Schools reported offering several strategies for recruiting LGBTQ+-identifying candidates, including:

- Connecting candidates with current LGBTQ+ students (87% of responding schools) and faculty and/or staff (68% of responding schools) to facilitate the personal connections between candidates and LGBTQ+ individuals who can give the candidates insight into the lived experience of law school and the culture they might find therein

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- LSAC's Candidate Referral Service (CRS; 47% of responding schools) which provides schools with information they can use to send targeted emails, specific event invitations, and fee waivers of interest to LGBTQ+-identifying candidates (Note: Law school applicants can choose to self-identify as LGBTQ+ in the CRS.)
 - Hosting information sessions with LGBTQ+ student groups, virtually and/or in person (43% of responding schools) to help law school candidates learn more about student culture and opportunities they may have to find like-minded individuals

Admission: Financial Aid Offerings

Although three-fifths of responding schools intentionally recruit LGBTQ+ candidates, this inclusive recruitment strategy is not reflected in financial aid offerings.

- The majority (68%) of responding schools did not offer any financial aid based specifically on a student's sexual orientation or gender identity, the same proportion of schools that reported this in 2021.
- Financial aid specifically for LGBTQ+ students on the basis of sexual orientation and gender identity was offered by only 15% and 13% of schools, respectively, also the same as reported in 2021.
- About one-quarter of responding schools reported students could qualify for general diversity and inclusion grants based on their sexual orientation and gender identity. This is a decrease from the just over one-third of schools who reported this in 2021.

Ensuring financial aid is available to LGBTQ+-identifying prospective law students is important, but to make a tangible difference and increase access to law school for these individuals, schools must also use that money. Out of 16 responding schools:

- Only five schools (31%) who offered financial aid specifically for LGBTQ+ students disbursed all of their designated financial aid for the 2022-2023 academic year.
- Nine schools (56%) disbursed less than 20% of available funds, and one school reported they awarded between 80% and 99% of their designated funds.
- One school reported they did not award any of the money designated for LGBTQ+-identifying students.

To learn about recruitment, admission, orientation, engagement, and more, [download the full report online](#).

ⁱ Inclusion refers to an organizational climate and/or program environment where all participants are and feel respected, have a sense of belonging, and are able to participate and have an opportunity to achieve and/or demonstrate their potential.