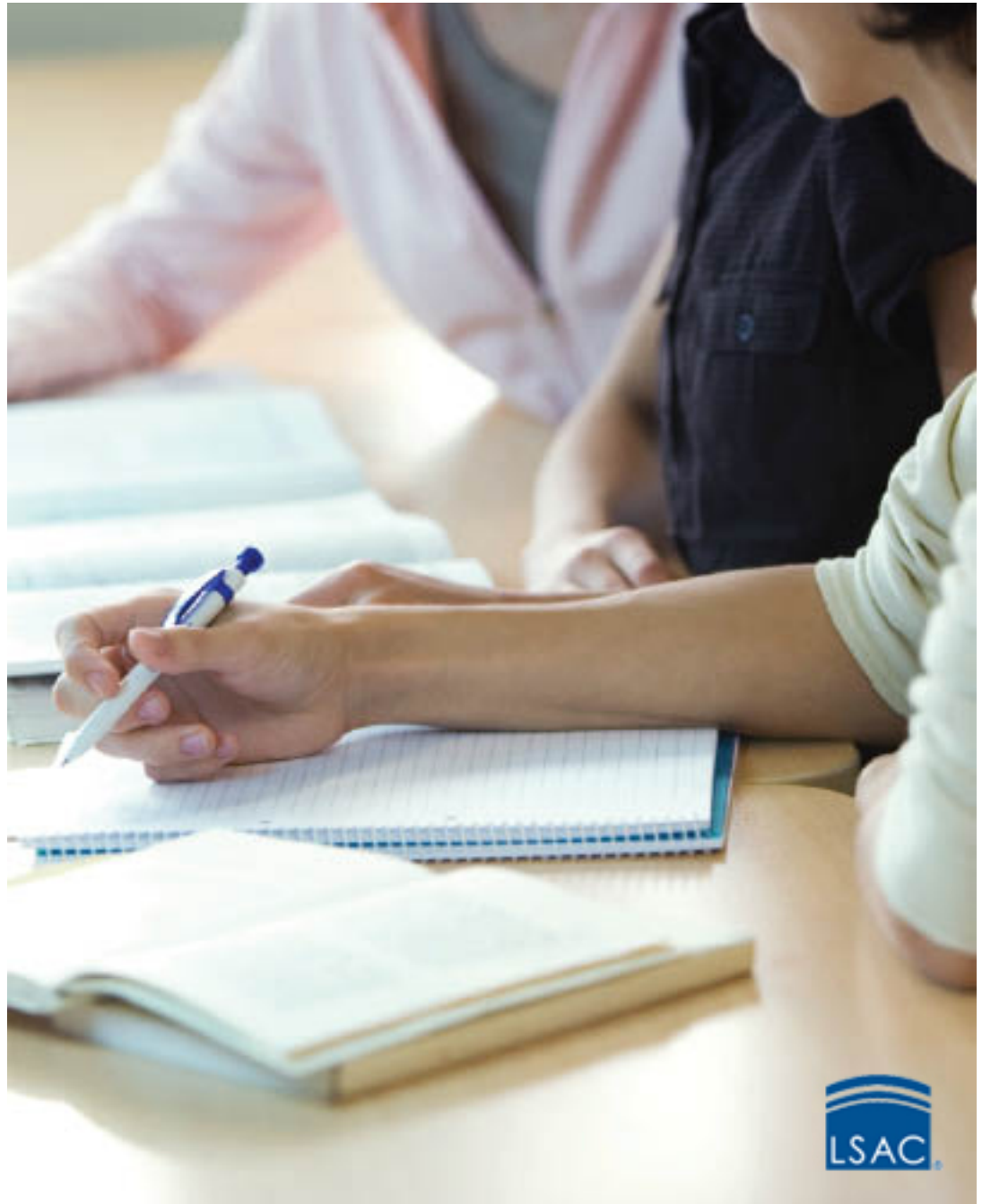


LSAC EQUALITY CONFERENCE DECEMBER 2018

Josiah Evans, PhD
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LAW SCHOOL ADMISSION COUNCIL



WHAT DO WE KNOW ABOUT LGBT CANDIDATES?

- New LSAC LGBTQ categories – June 2018
- LGBT identity data previously collected only under CRS information, not Biographical Information

Personal Information

Sex

Male ▼

? I self identify as lesbian, gay, bisexual, or transgender.

☒ Check to identify as lesbian, gay, bisexual, or transgender

State of Permanent Residence

US State/Territory/Associated State ▼

Pennsylvania ▼

Citizenship

☒ U.S. Citizen / Resident Alien

☐ Canadian Citizen / Permanent resident

☐ Citizen of a country other than U.S. or Canada

LGBT APPLICANTS SUMMARY DATA

| GLBT Status | Type | Academic Year | | |
|-------------|-------|---------------|--------|--------|
| | | 2015 | 2016 | 2017 |
| Unknown | Count | 9,099 | 8,831 | 9,052 |
| | % | 16.0 | 15.4 | 15.8 |
| No | Count | 45,952 | 46,136 | 45,746 |
| | % | 80.7 | 80.7 | 79.8 |
| Yes | Count | 1,917 | 2,228 | 2,543 |
| | % | 3.4 | 3.9 | 4.4 |
| Total | Count | 56,968 | 57,195 | 57,341 |

Conclusion: LGBT candidates represent a small but growing proportion of the LSAC applicant pool.

WHAT DO WE KNOW ABOUT GENDER ISSUES?

- *Before June 2018:*
 - Sex categories are Male, Female, Decline
 - Can be indicated under Biographical or CRS Info

Personal Information

Sex

Male ▼

Select a sex

Male

Female

Decline to Respond

lesbian, gay, bisexual, or
transgender

State of Permanent Residence

US State/Territory/Associated State ▼

Pennsylvania ▼

Citizenship

- ☒ U.S. Citizen / Resident Alien
- ☐ Canadian Citizen / Permanent resident
- ☐ Citizen of a country other than U.S. or Canada

TRADITIONAL GENDER SUMMARY: APPLICANTS AY 2015-2017

| Gender | | NI | Non-LGBT | LGBT |
|---------|-------|--------------|--------------|--------------|
| Missing | Count | 336 | 310 | 102 |
| | % | 1.16 | 0.2 | 1.34 |
| Male | Count | 14,020 | 70,751 | 3,936 |
| | % | 48.46 | 46.73 | 51.53 |
| Female | Count | 14,574 | 80,346 | 3,600 |
| | % | 50.38 | 53.07 | 47.13 |
| Total | Count | 28,930 | 151,407 | 7,638 |

Conclusion: Compared to peers, a higher proportion of LGBT-identified applicants self-identified as male.

LGBT APPLICANTS RACE/ETHNICITY

| Ethnicity | Statistic | Academic Year | | |
|--------------------------------------|-----------|---------------|-------|-------|
| | | 2015 | 2016 | 2017 |
| American Indian/Alaska Native | Count | 114 | 104 | 105 |
| | % | 3.61 | 3.02 | 3.01 |
| Asian | Count | 247 | 298 | 319 |
| | % | 7.82 | 8.65 | 9.13 |
| Black/African American | Count | 488 | 469 | 436 |
| | % | 15.46 | 13.61 | 12.48 |
| Caucasian/White | Count | 1,676 | 1,872 | 1,960 |
| | % | 53.09 | 54.32 | 56.1 |
| Hispanic/Latino | Count | 440 | 489 | 476 |
| | % | 13.94 | 14.19 | 13.62 |
| Native Hawaiian/ Pacific Islander | Count | 23 | 38 | 26 |
| | % | 0.73 | 1.10 | 0.74 |
| Not Indicated | Count | 80 | 93 | 90 |
| | % | 2.53 | 2.70 | 2.58 |
| Puerto Rican | Count | 86 | 73 | 80 |
| | % | 2.72 | 2.12 | 2.29 |
| Total | Count | 3,157 | 3,446 | 3,494 |

LGBT APPLICANTS RACE/ETHNICITY SUMMARY

Conclusions:

- Among LGBT applicants, three racial/ethnic groups had **greater** representation than among non-LGBT applicants:
 - American Indian/Alaska Native
 - Black/African American
 - Hispanic/Latino
- Two groups had **lower** representation:
 - Asian
 - White (marginal)
- The rest were similar or too small to know for sure
- *These patterns could be true, or they could represent cultural or social desirability biases in self-reporting*

LGBT ACADEMIC PERFORMANCE

| Academic Credential | | Academic Year | | | | | | | | |
|---------------------|-------|---------------|----------|--------|--------|----------|--------|--------|----------|--------|
| | | 2015 | | | 2016 | | | 2017 | | |
| | | NI | Non-LGBT | LGBT | NI | Non-LGBT | LGBT | NI | Non-LGBT | LGBT |
| Highest LSAT | Count | 9,181 | 49,411 | 2,146 | 8,947 | 49,666 | 2,483 | 9,337 | 49,522 | 2,854 |
| | Mean | 152.69 | 152.25 | 154.86 | 153.25 | 152.52 | 156.14 | 153.48 | 152.41 | 155.84 |
| UGPA | Mean | 3.24 | 3.24 | 3.29 | 3.27 | 3.26 | 3.35 | 3.30 | 3.27 | 3.36 |

Conclusion: LGBT applicants earned LSAT scores and UGPAs that were significantly higher than their non-LGBT peers.

LGBT APPLICATIONS AND ADMISSIONS

| Applications and Admissions | | Academic Year | | | | | | | | |
|-----------------------------|------|---------------|----------|------|------|----------|------|------|----------|------|
| | | 2015 | | | 2016 | | | 2017 | | |
| | | NI | Non-LGBT | LGBT | NI | Non-LGBT | LGBT | NI | Non-LGBT | LGBT |
| Number of Applications | Mean | 4.57 | 6.33 | 7.19 | 4.68 | 6.39 | 7.54 | 4.85 | 6.44 | 7.31 |
| Number of Admission Offers | Mean | 2.04 | 2.75 | 3.04 | 2.03 | 2.60 | 3.19 | 2.00 | 2.52 | 3.00 |

Conclusion: LGBT applicants applied to more schools and were admitted to more schools than their non-LGBT peers.

LGBT APPLICANTS: HANDEDNESS AY 2011-2017

| HANDEDNESS | Statistic | Non-LGBT | LGBT |
|------------|-----------|----------|--------|
| LEFT | Count | 45,124 | 1,642* |
| | % | 9.73 | 10.36* |
| RIGHT | Count | 418,847 | 14,205 |
| | % | 90.27 | 89.64 |

Conclusion: LGBT applicants were statistically significantly more likely to be left-handed than their non-LGBT peers. Food for thought.

NEW LSAC SEXUALITY CATEGORIES – JUNE 2018

Sexual orientation (choose all that apply)

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual/straight
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Questioning or unsure
- ☐ Same-gender loving
- ☐ An identity not listed (please specify)

Other identity

- ☐ Prefer not to answer

NEW LSAC GENDER CATEGORIES – JUNE 2018

* Gender Identity (choose all that apply)

- ☐ Agender
- ☐ Androgyne
- ☐ Demigender
- ☐ Genderqueer or gender fluid
- ☐ Man
 - ☐ Transgender man
 - ☐ Non-transgender man
- ☐ Questioning or unsure
- ☐ Woman
 - ☐ Transgender woman
 - ☐ Non-transgender woman
- ☐ Additional gender category/identity (please specify)

Additional identity
- ☒ Prefer not to answer

NEW LSAC PRONOUN CATEGORIES – JUNE 2018

Pronouns (please select one answer)

☐ He/His/Him

☐ She/Her/Hers

☐ They/Their/Theirs

☐ Other

Other pronoun

☐ Prefer not to answer

QUESTIONS?

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