

Diversity, Equity, Inclusion, & Accessibility (DEIA)  
Report for the State Bar of Nevada



Submitted to:  
State Bar of Nevada



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## **Executive Summary**

The State Bar of Nevada, in conjunction with the Grant Sawyer Center for Justice Studies (GSCJS), conducted a member climate survey regarding the expansion of diversity, equity, inclusion, and accessibility (DEIA) services within the profession. The response rate to the survey was low (12.58%), but still provided insights. All analyses were conducted on an unweighted sample.

After construction of psychometrically-sound scales from the survey items, group comparisons were conducted looking for differences in responses between the following: males and females, Caucasians/whites and minorities, persons aged 54 or younger and persons aged 55 or older, heterosexuals and LGBTQ+ individuals, persons with disabilities and persons without disabilities, those in private practice and attorneys in the public sector/government, and solo practitioners and attorneys in firms. Numerous differences were found based on these group comparisons.

Regarding the scales constructed from the survey items (workplace treatment, implicit bias, witnessing unfair treatment, workplace climate, and cultural climate), females consistently reported a less favorable situation than males on all five scales. Minorities consistently reported a less favorable situation than Caucasians/whites on all five scales. Those who are age 54 or younger demonstrated a significantly less favorable situation on workplace treatment, witnessing unfair treatment, and on cultural climate, but not on implicit bias or workplace climate. LGBTQ+ individuals consistently reported similar situations to heterosexuals, revealing significant differences on witnessing unfair treatment, but not on the other four scales. Those with a disability consistently reported a less favorable situation than those without a disability on all five scales. Those in the public sector/government consistently reported a less favorable situation on all five scales than those in private practice.

Given the findings, sexism, racism, and ableism are aspects that need improvement. Ageism is less concerning, but still appeared on some scales. Treatment based on sexual orientation does not seem problematic based on the data. Of note, those in the public sector/government are experiencing DEIA-related concerns more so than those in private practice. Differences between solo practitioners and firms are less concerning, but also appear on some scales.

## **Recommendations**

- Many respondents reported that they do not have DEIA initiatives in place. The State Bar of Nevada may need to provide direction and encourage establishing DEIA initiatives.
- Many respondents were unsure whether they had DEIA initiatives in place. Increasing communication regarding existing DEIA initiatives might address this gap in knowledge.
- Of those respondents who indicated they did have DEIA initiatives in place, only half thought the initiatives were successful. Assessing current initiatives may be necessary to determine whether they are having the intended impact. Additionally, identifying successful initiatives would assist in developing new best practices.
- Given the differences found on many of the scales in this report, encouraging attorneys to participate in implicit bias training and other trainings related to discriminatory treatment may help raise awareness of their own actions and behaviors. Such trainings are available through Continuing Legal Education (CLE) providers already. Setting (or increasing) CLE requirements specific to DEIA-related topics may enforce education on these issues.

## **Background of Study**

The State Bar of Nevada, in conjunction with the Grant Sawyer Center for Justice Studies (GSCJS), conducted a member climate survey regarding the expansion of diversity, equity, inclusion, and accessibility (DEIA) services within the profession. This climate survey included members' attitudes, concerns, gaps in services, and the general climate of law firms regarding DEIA initiatives. The State Bar of Nevada created this survey to assist with their mission of governing the legal profession, serving their members, and protecting the public interest.

## **Methods**

On May 22, 2023, GSCJS launched the DEIA study for the State Bar of Nevada. Having provided GSCJS with the necessary contact information, invitations to participate were sent to all individuals on the provided list. Reminder messages were sent to non-completers on May 30, June 5, June 12, and again on June 16. The study was closed on June 20, 2023.

## **Sample Size**

The contact list provided by the State Bar of Nevada contained 12,228 names with email addresses. Of these, 137 were duplicates and 574 were undeliverable. This leads to a sample size of 11,517.

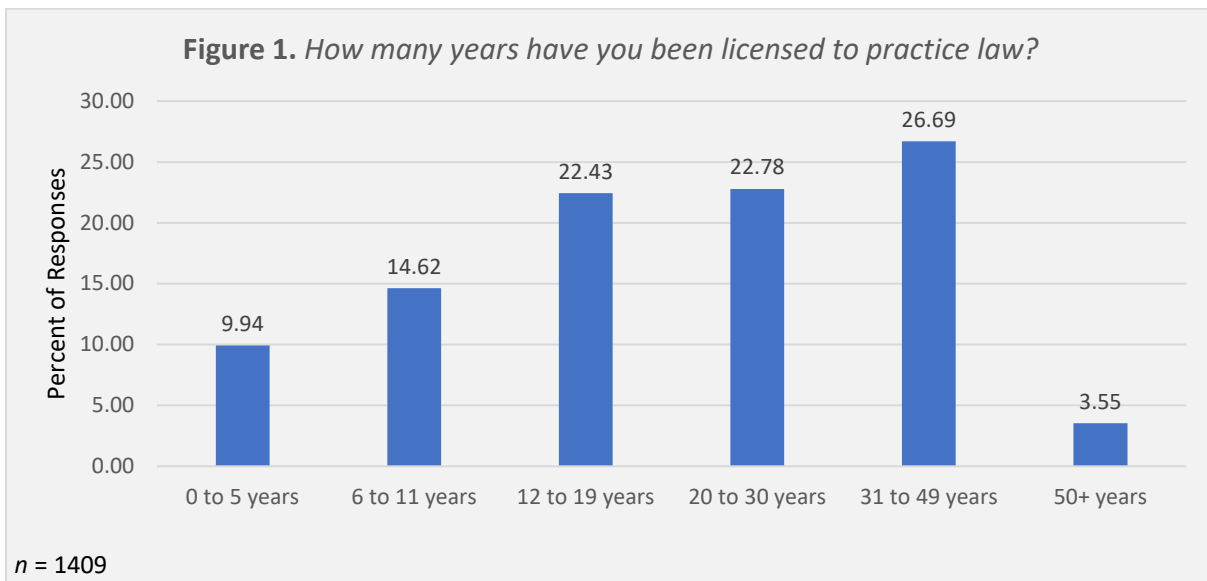
## **Response Rate**

A total of 1,449 responses were received, of which 1,041 completed the survey, while 408 provided partial data but did not fully complete the survey. This results in a survey response rate of 9.04%. If partially completed surveys are included, the response rate is 12.58%. This is a low response rate and raises questions regarding the generalizability of the findings, as most individuals in the provided list did not participate.

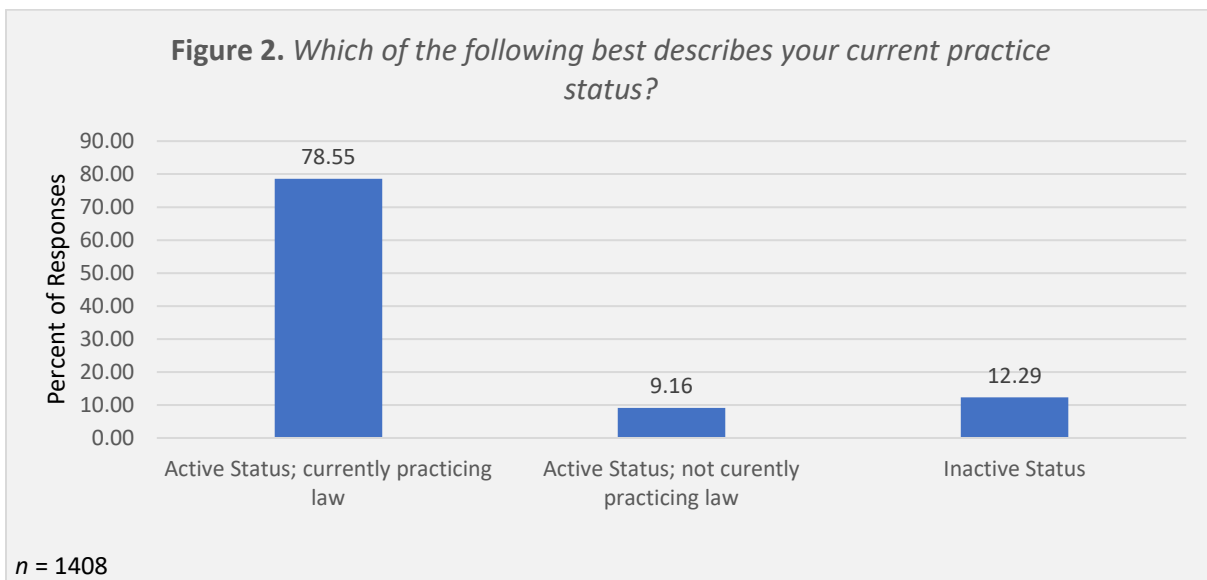
## Participant Information

### Legal Practice Information

Participants were asked how many years they had been licensed to practice law in Nevada and were provided categorical response options from which to choose. Most respondents (75.45%) reported having been in practice 12 years or longer. Of note, it would appear that roughly half of the respondents (53.02%) are potentially approaching retirement, given they reported having been in practice for 20 years or longer (see Figure 1 below).

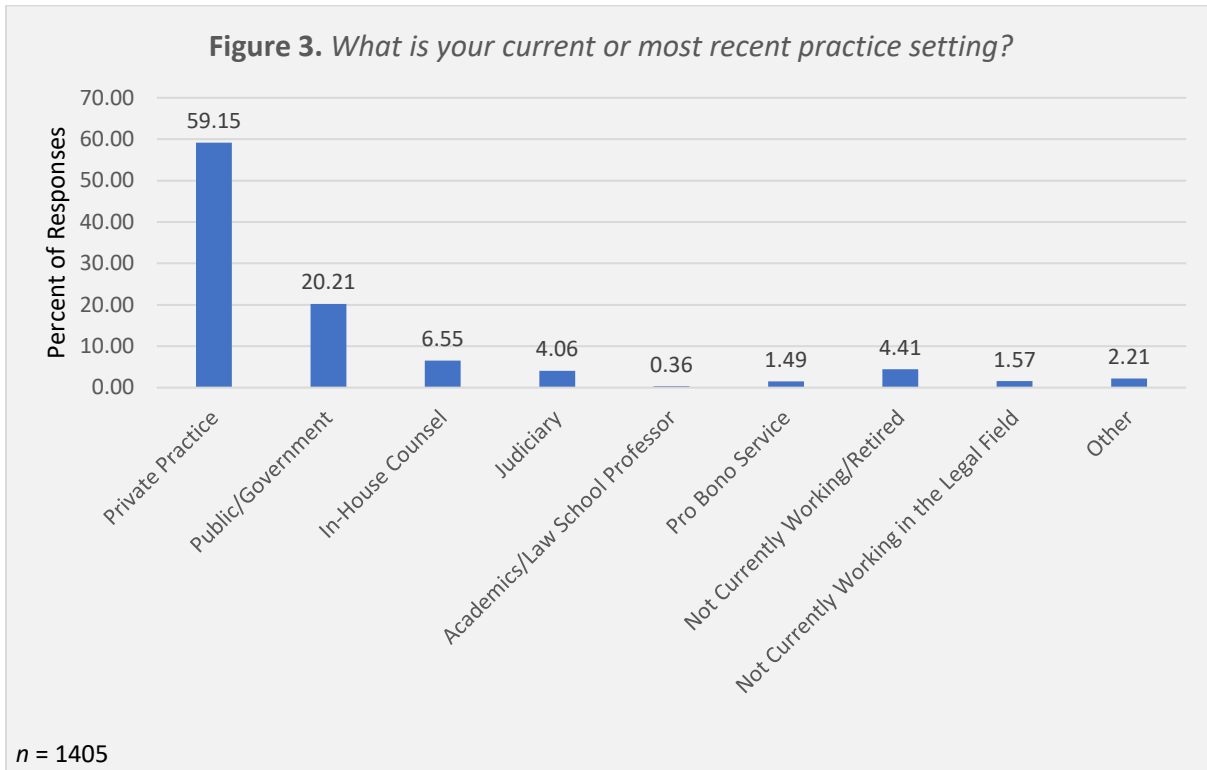


Most respondents reported their current practice status as active and currently practicing law (78.55%), and a small number of respondents reported that they are currently inactive (12.29%). Figure 2 (below) summarizes the responses to this item.

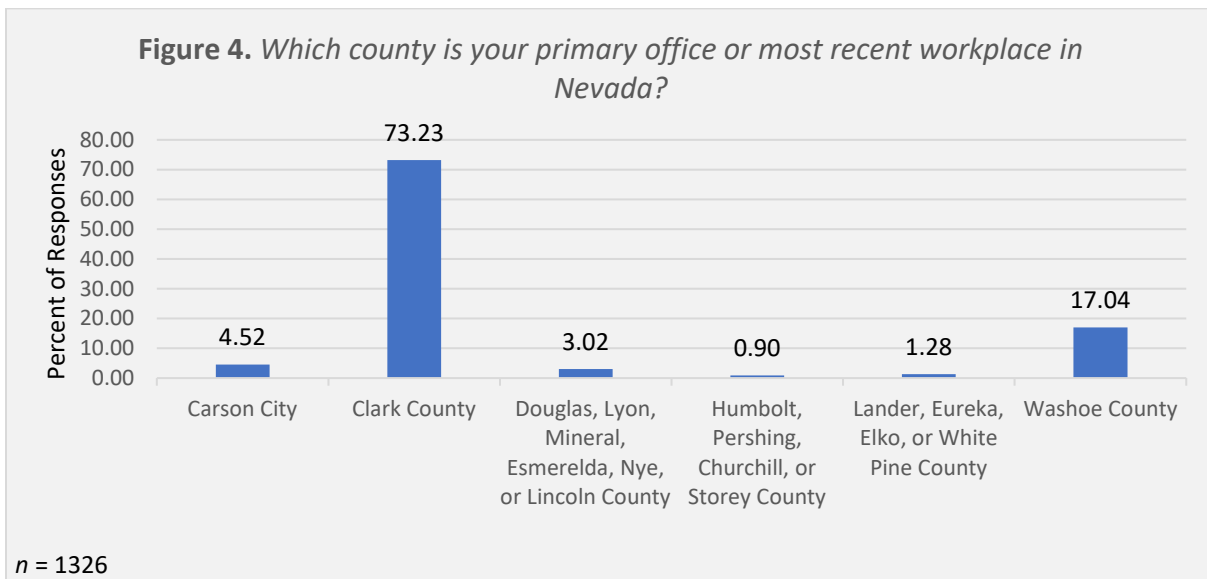




When asked about their current practice setting (see Figure 3 below), most respondents reported being in private practice (59.15%), followed by the public sector/government (20.21%).



Regarding their location in Nevada, most respondents also reported being from Clark County (73.23%), followed by Washoe County (17.04%), which was not surprising given the population distribution of Nevada (see Figure 4 below).



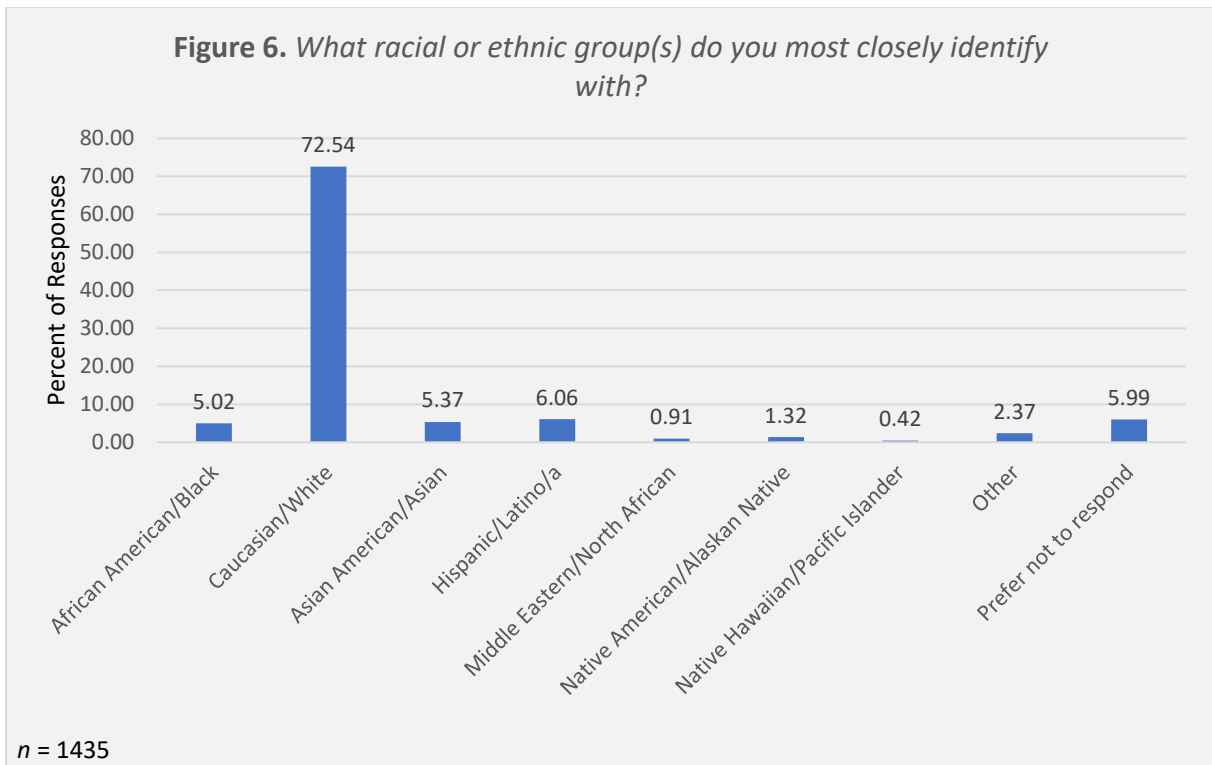
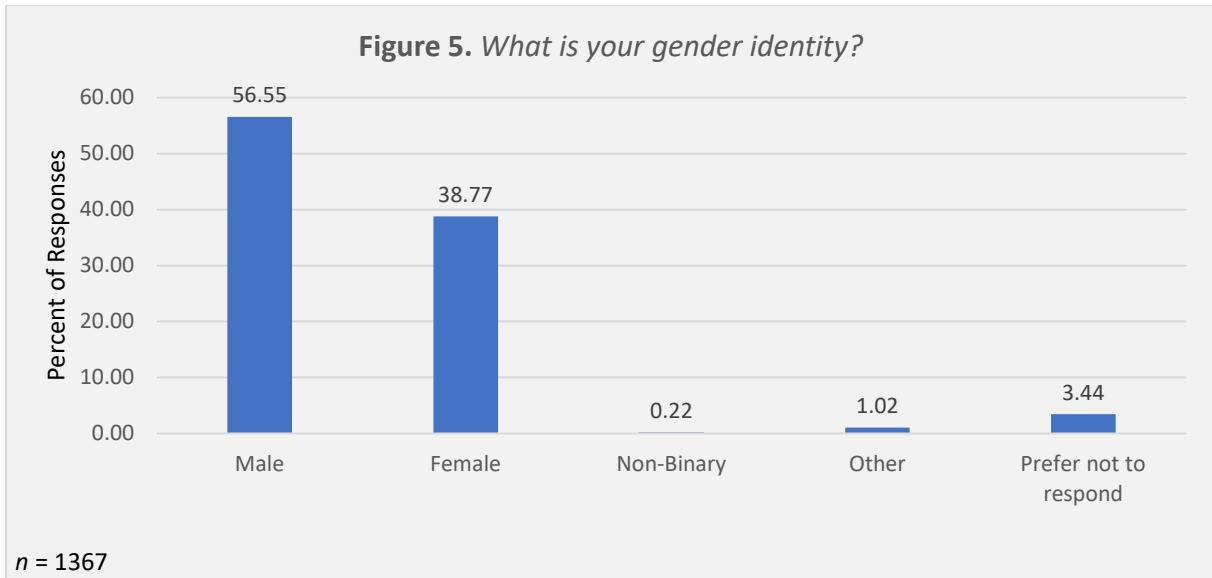
Those who indicated they were in private practice, the public sector/government, in-house counsel, or pro bono were asked about their practice area. The most reported practice areas were personal injury (11.0%), business (10.6%), and criminal law-defense (8.2%). Table 1 below summarizes the respondents' reported practice areas.

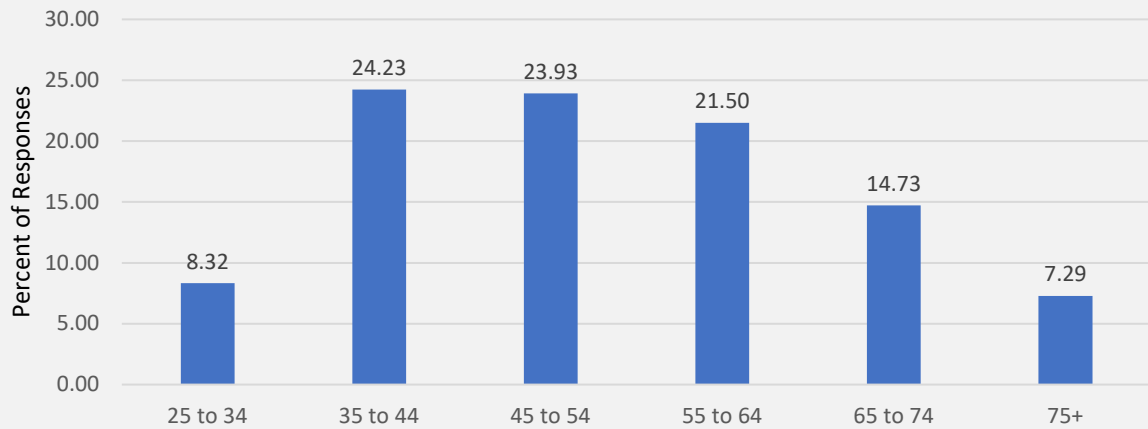
**Table 1.** *What is your practice area? Please select the category that best fits your practice area.*

	Frequency	Valid Percent
Arbitration/Mediation	14	1.1
Bankruptcy	28	2.3
Business	130	10.6
Civil Rights	23	1.9
Collections	9	0.7
Constitutional	12	1.0
Construction	17	1.4
Construction Defect	4	0.3
Criminal Law (Prosecution)	64	5.2
Criminal Law (Defense)	100	8.2
Elder Law	12	1.0
Entertainment/Sports	4	0.3
Environmental	13	1.1
Family Law	92	7.5
Gaming Law	9	0.7
General Practice	92	7.5
Government	96	7.9
Health Law	23	1.9
Immigration & Naturalization	20	1.6
Insurance (Defense)	79	6.5
Intellectual Property	15	1.2
Labor & Employment	51	4.2
Landlord/Tenant	6	0.5
Personal Injury	134	11.0
Probate & Trust	71	5.8
Public Interest Law	10	0.8
Real Property	67	5.5
Taxation	12	1.0

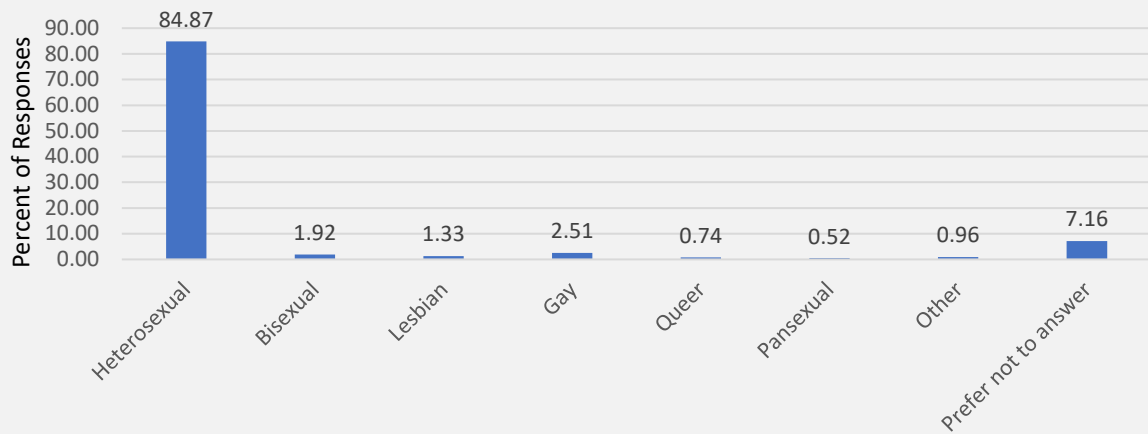
## Demographic Information

Most respondents to the survey reported that they are male (56.55%) and Caucasian/white (72.54%). When asked their ages, most respondents indicated they are between 35 to 54 years old (48.16%), and many respondents indicated they are 55 or older (43.52%), while relatively few persons reported being 34 or younger (8.32%). Most respondents reported their sexual orientation as heterosexual (84.87%). Also, most respondents reported they did not have a disability (80.13%). Figures 5 through 9 summarize the distribution of responses to the demographic items.

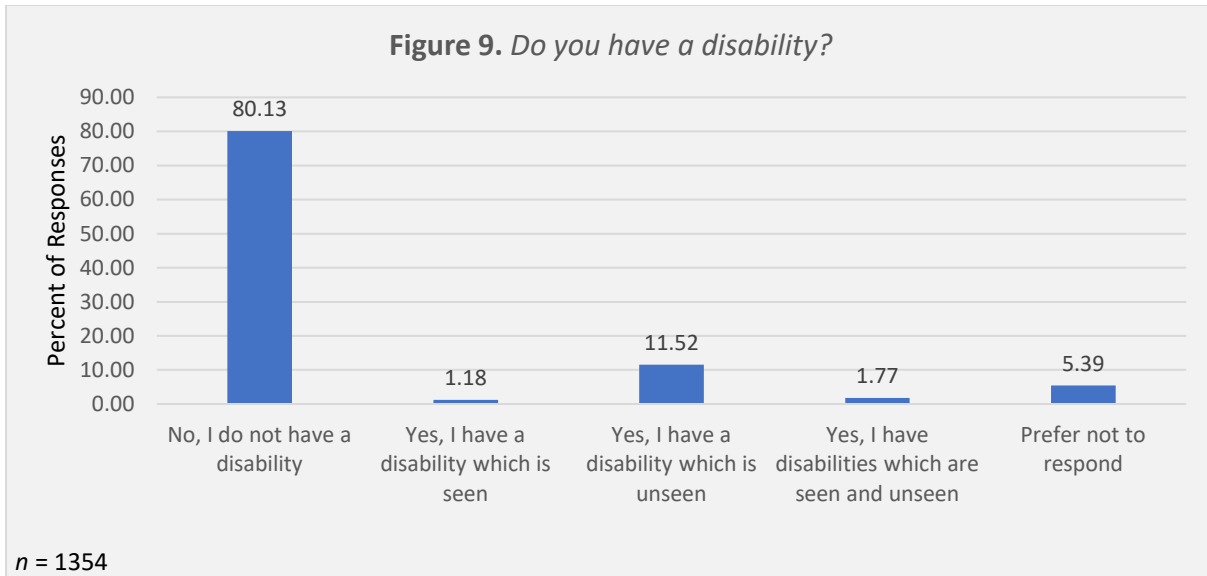


**Figure 7. What is your age?**

*n* = 1358

**Figure 8. What is your sexual orientation?**

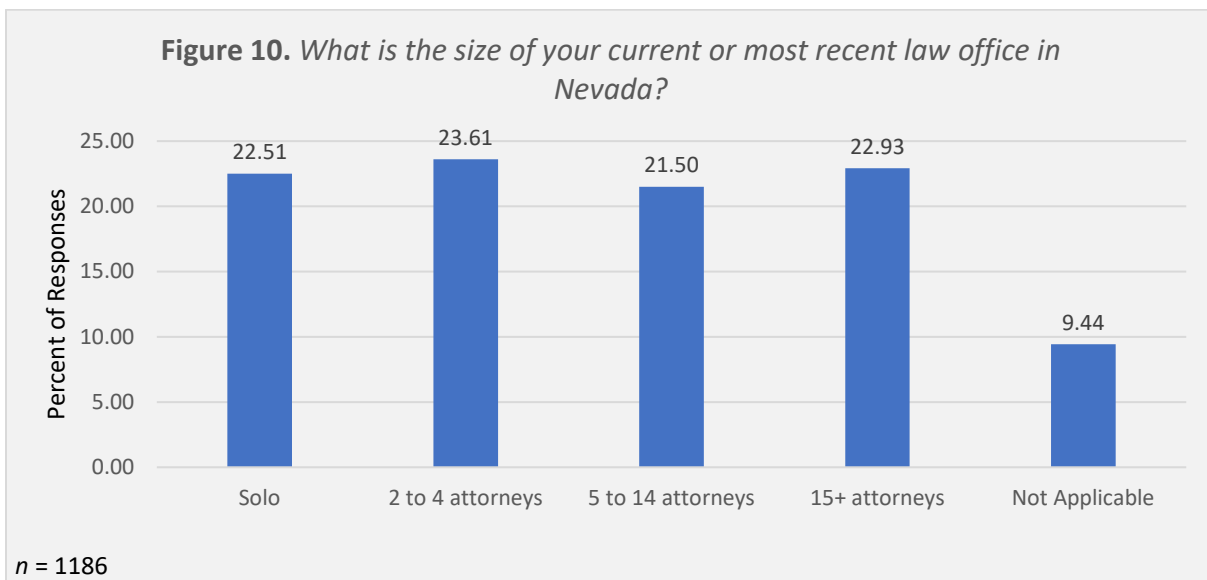
*n* = 1355



Within the “Other” categories, which were provided to the demographic questions above, responses included one individual identifying as a transgender man and another individual identifying as asexual. A few respondents indicated their racial or ethnic identity as Ashkenazi, with one respondent further elaborating, *“I am of Ashkenazi descent, which is sometimes considered Caucasian and sometimes not. I generally say Caucasian if it helps.”* Another participant indicated they were East Indian. Additional responses indicated their racial or ethnic identity as Jewish, Greek, Armenian, Austrian, Portuguese, and Asian (Subcontinent).

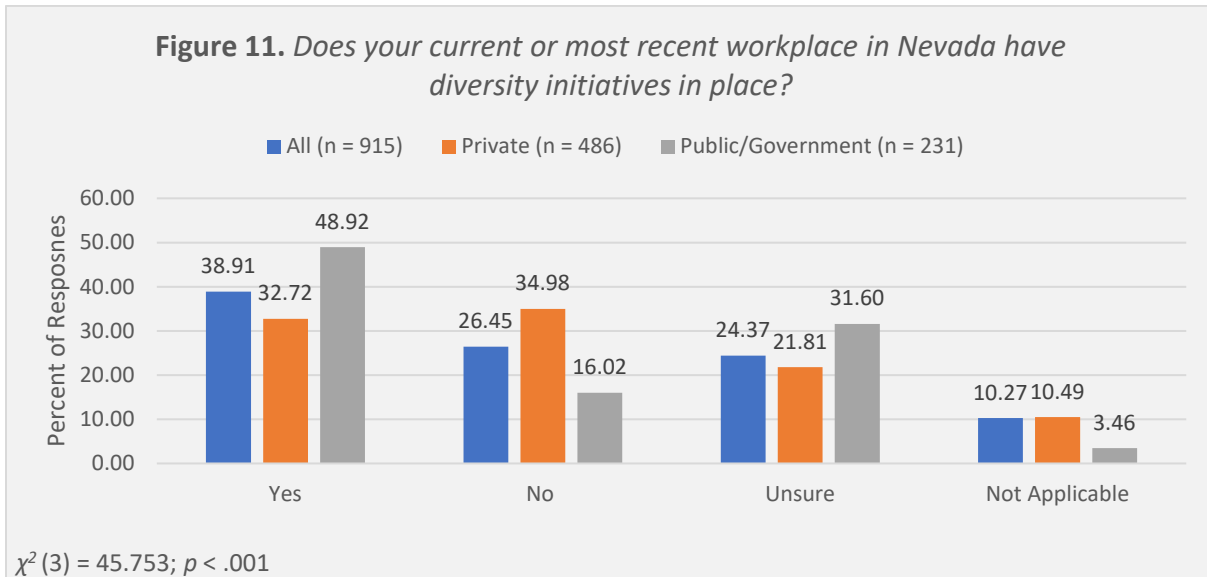
### **Law Offices: Initiatives, Ownership, and Policies**

When asked the size of the law offices they currently or most recently worked for in Nevada, the responses were rather evenly distributed among the provided categories (Figure 10).

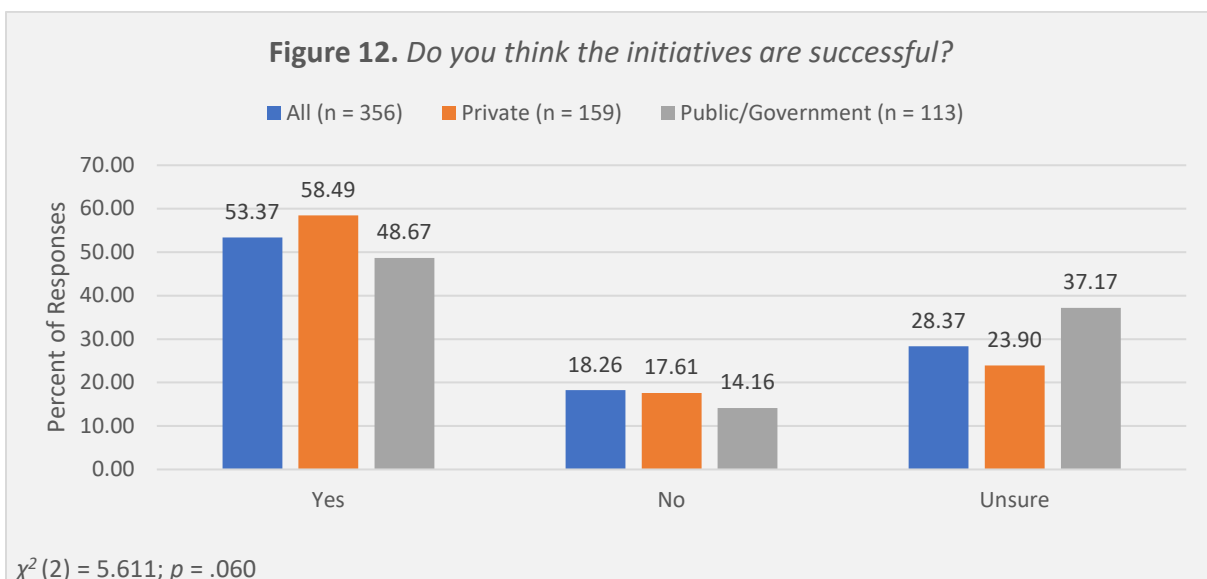


## Diversity Initiatives

Those participants who were not solo practitioners were asked an additional question—if their current or most recent workplace had diversity initiatives in place. Excluding solo practitioners, 38.91% indicated they had diversity initiatives in place. Almost as many respondents indicated that they were unsure as those who indicated they did not have diversity initiatives. Further analyses showed statistically significant differences in the responses of those in private practice compared to those in the public sector/government. Those in private practice were more likely to indicate no to having diversity initiatives in place than those in the public sector/government (see Figure 11 below).

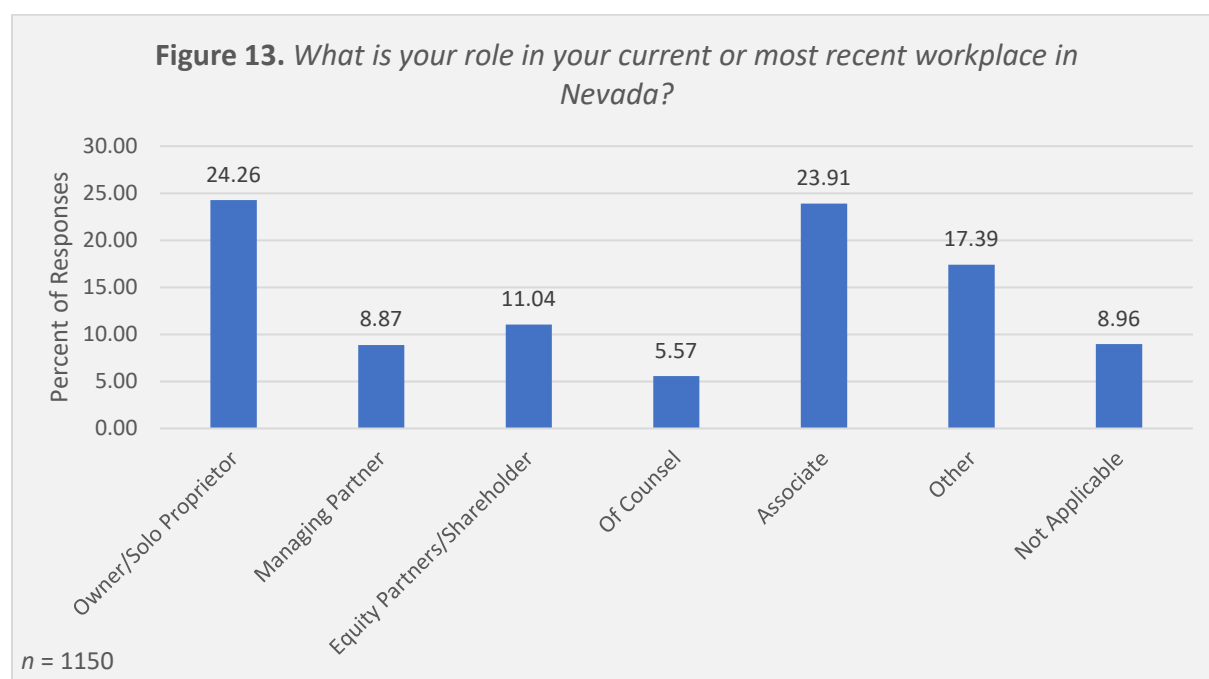


Of those respondents who indicated yes to having diversity initiatives, 53.37% think the initiatives were successful. Further analyses showed differences between private practice and the public sector/government respondents were not statistically significant (see Figure 12 below).

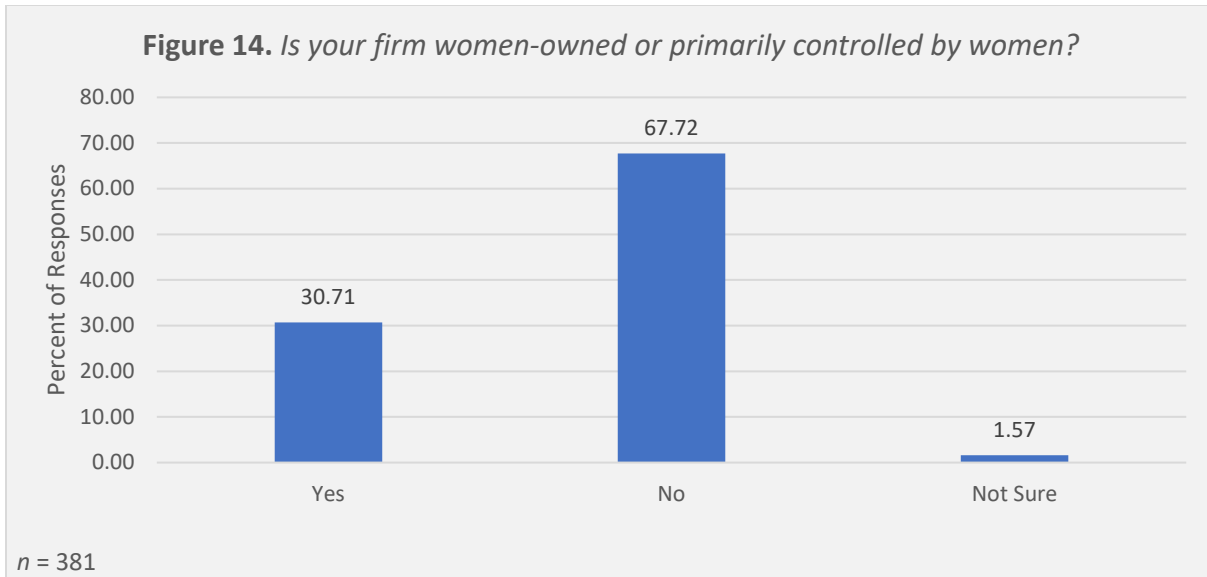


## Ownership

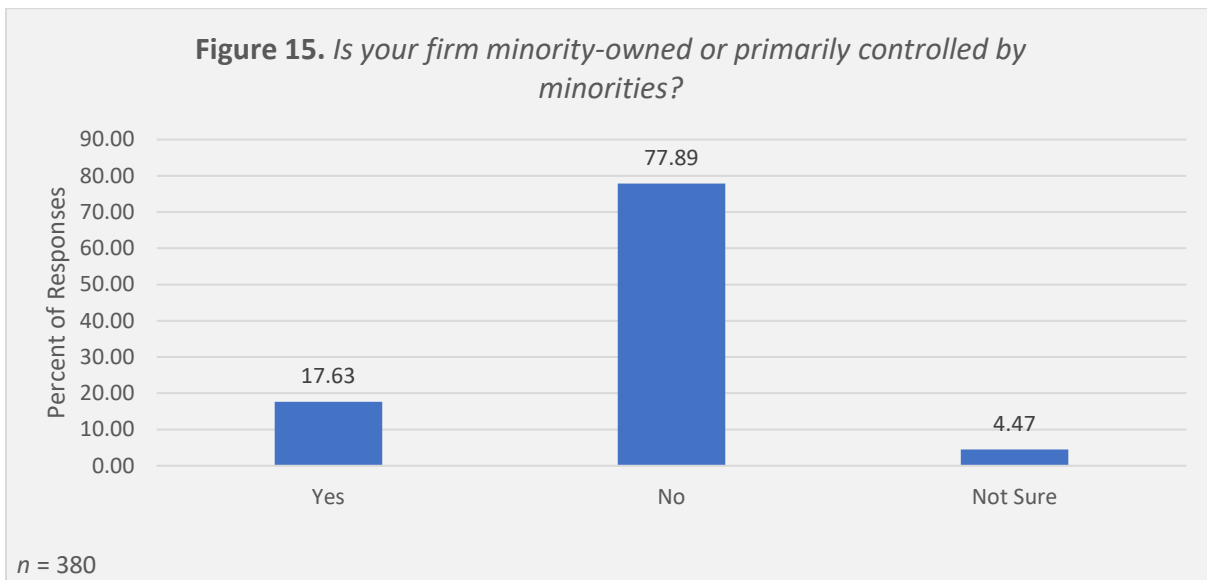
When asked about their role within their workplace, the most common response was owner/solo practitioner (24.26%), followed by associate (23.91%). The category “Other” was the third most common response (17.39%). Figure 13 summarizes the responses to this item. Responses within the “Other” category included a respondent indicating they are a supervising attorney within the government, and a few respondents indicating they are staff attorneys. Some respondents indicated they are a deputy, chief deputy, senior deputy attorney general, or deputy DA in their workplace. Other responses included judicial clerks, paralegals, administrators, chief HR and contracts counsel, judges, senior partners, commissioners, non-equity partners, or mediators. A few participants indicated they were adjunct faculty or law professors.



Participants who indicated they are either a solo practitioner or a managing partner were asked questions pertaining to firm ownership or control; specifically, if their firm was owned or primarily controlled by women, minorities, or LGBTQ+ individuals. Regarding women-owned or controlled firms, 30.71% of respondents indicated yes (see Figure 14 below).

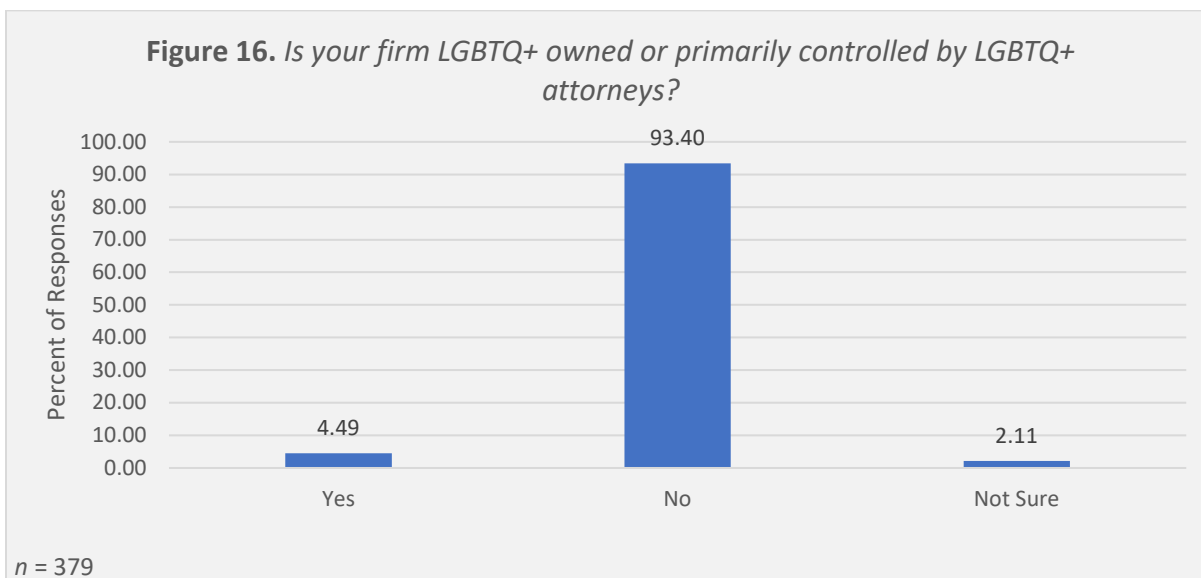


Regarding minority-owned or controlled firms, 17.63% of respondents indicated yes (see Figure 15 below).



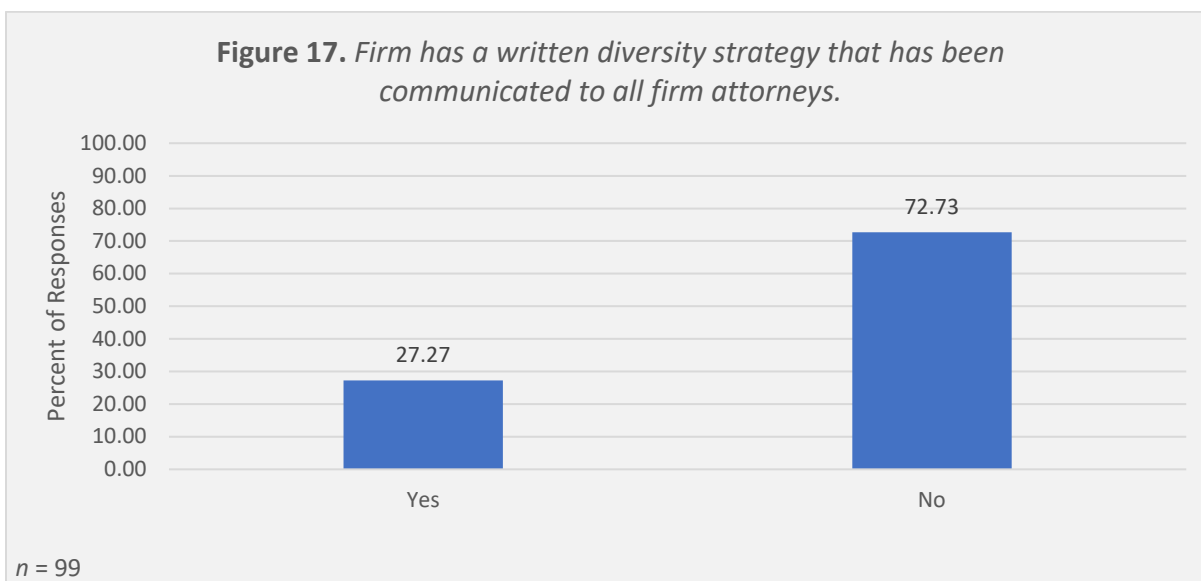


Regarding LGBTQ+ owned or primarily controlled firms, 4.49% indicated yes (see Figure 16 below).

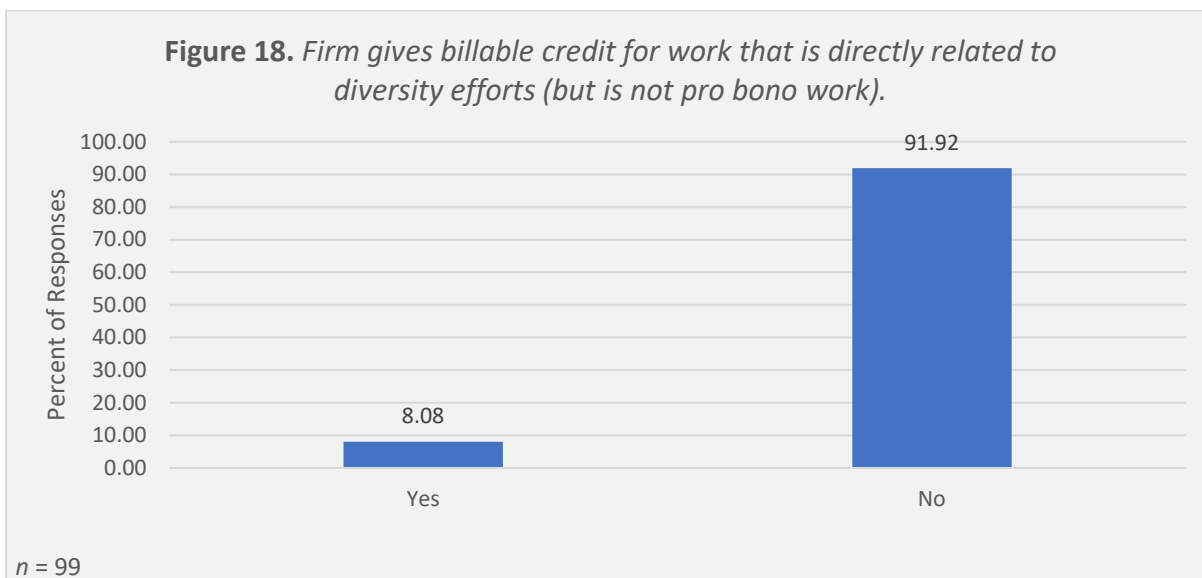


### Policies

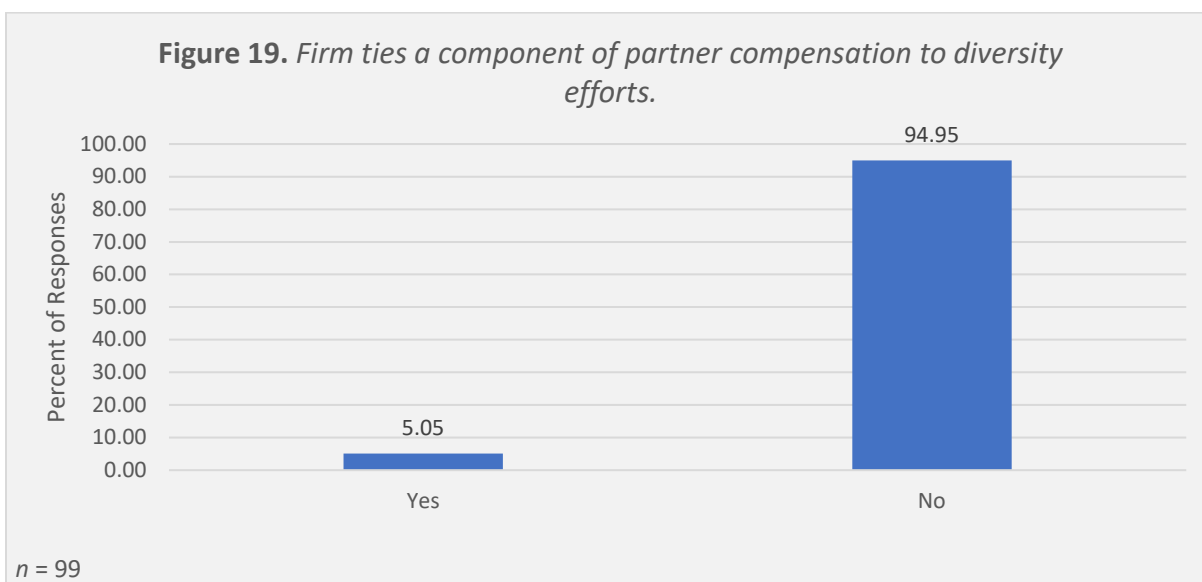
Those participants who indicated they were a managing partner were asked whether their firms had various policies in place pertaining to DEIA. Many respondents indicated no; their firms did not have such policies. When asked if their firm had a written diversity strategy that has been communicated to all firm attorneys, 72.73% of respondents indicated no (see Figure 17 below).



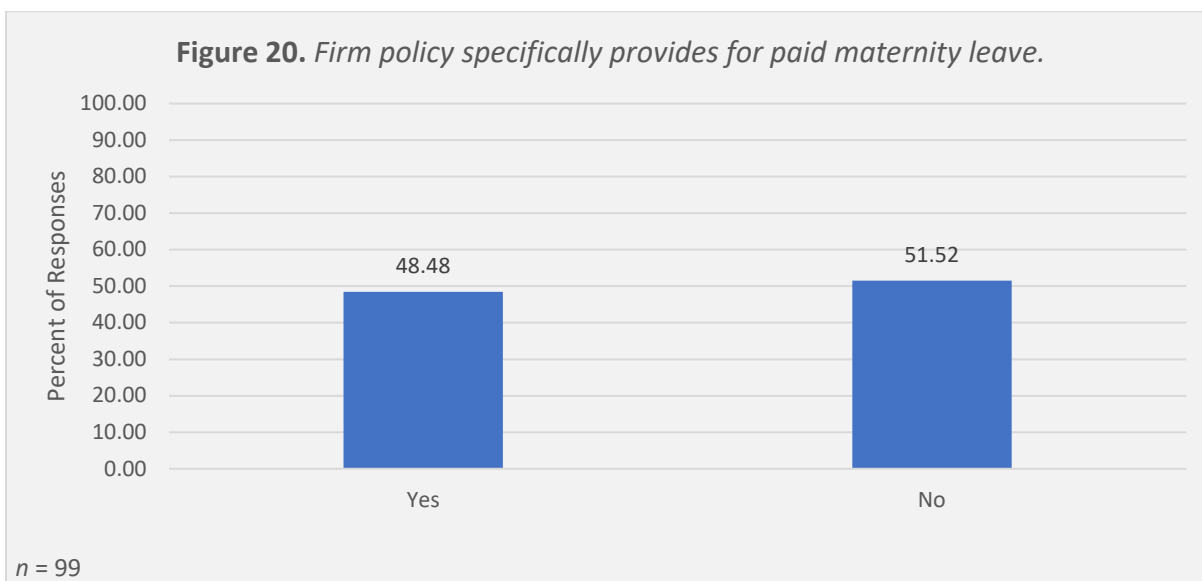
When asked if their firm gives billable credit for work that is directly related to diversity efforts (but is not pro bono work), 91.92% of respondents indicated no (see Figure 18 below).



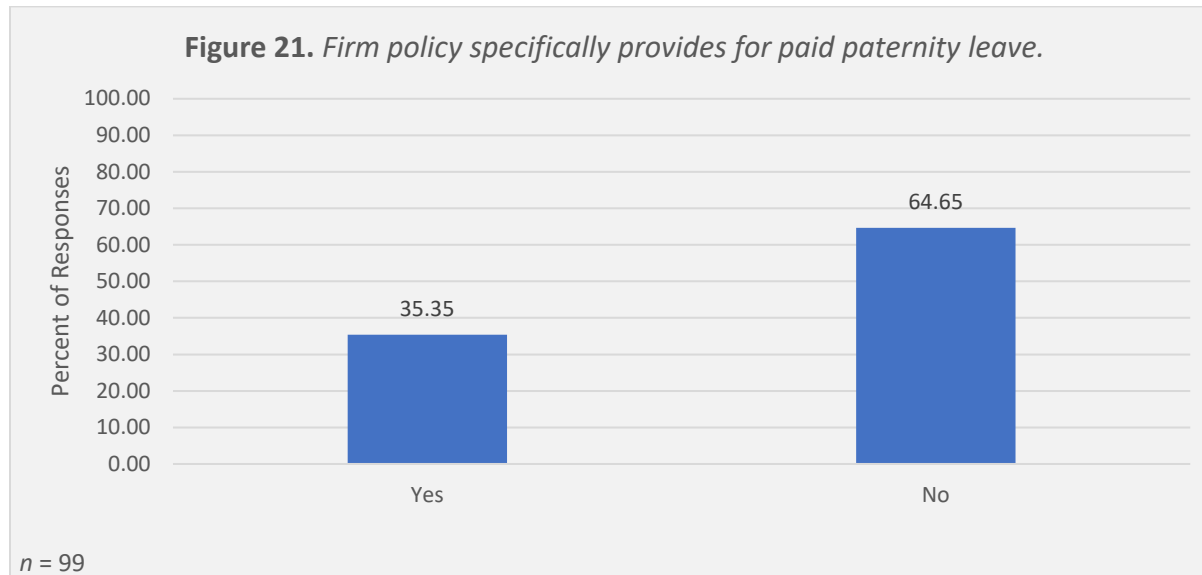
When asked if their firm ties a component of partner compensation to diversity efforts, 94.95% of respondents indicated no (see Figure 19 below).



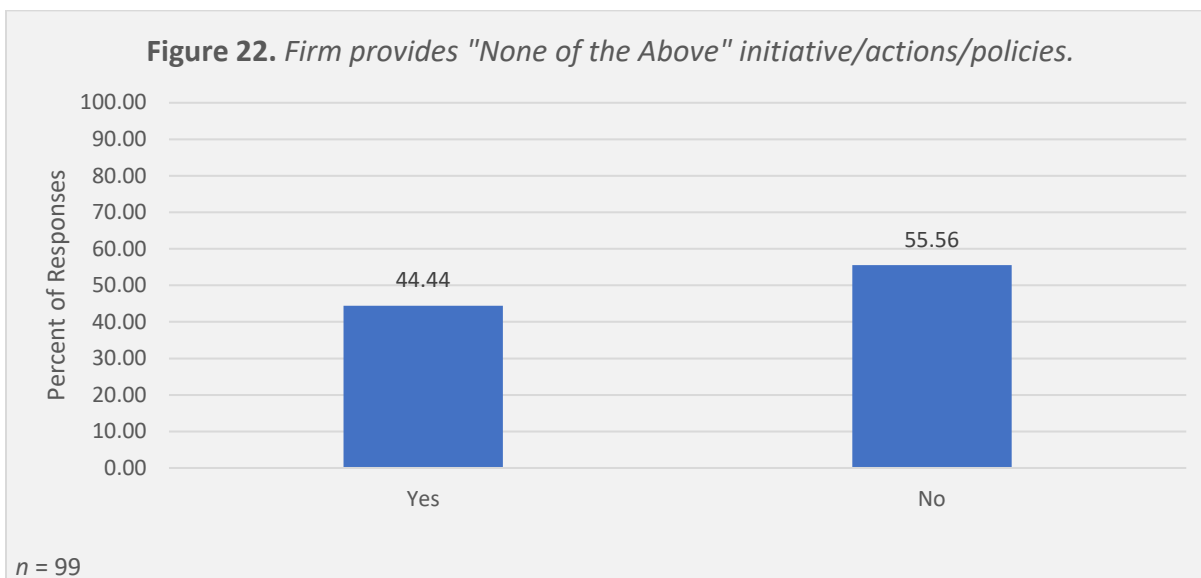
When asked if their firm's policy specifically provides for paid maternity leave, 51.52% of respondents indicated no (see Figure 20 below).



When asked if their firm's policy specifically provides for paid paternity leave, 64.65% of respondents indicated no (see Figure 21 below).



When asked if their firm had “none of the above” policies, 44.44% of the managing partners indicated yes (see Figure 22 below).



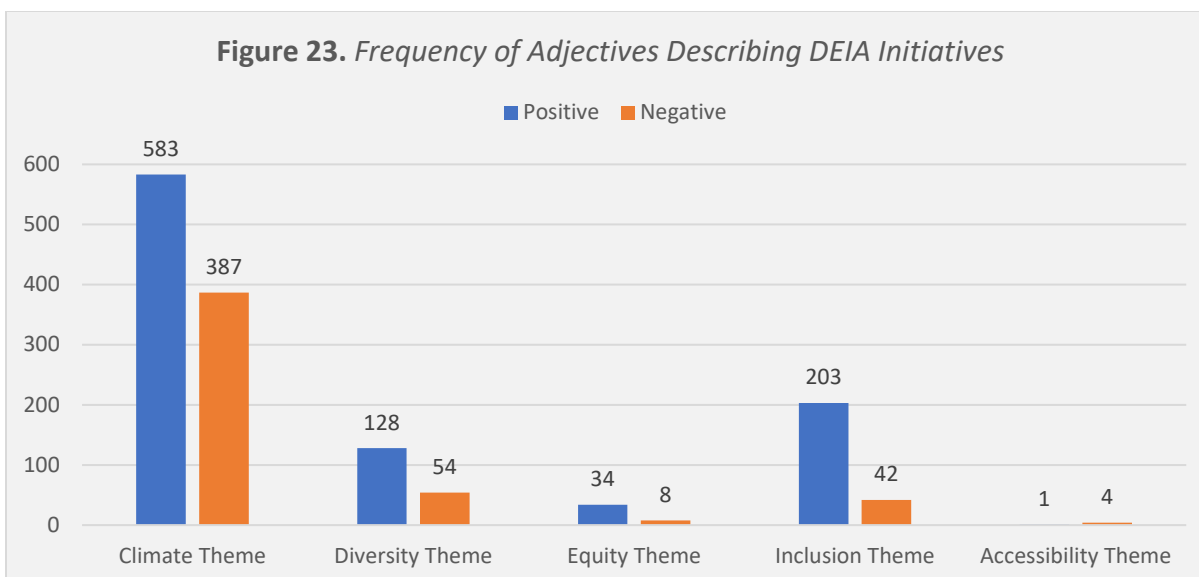
### State of Diversity and Inclusion

Participants were asked, “*What are three words you would use to describe the current state of diversity and inclusion in your current or most recent workplace in Nevada’s legal community?*” To analyze the responses, data were coded into themes. The themes included: positive climate, diverse, equity, inclusive, accessible, negative climate, non-diverse, non-equal, exclusive, non-accessible, negative comments, neither positive nor negative climate, and not applicable. Any positive climate comments that did not fit into the categories of diverse, equity, inclusive, or accessible were coded into the positive climate theme. Similarly, negative climate comments were coded into the negative climate theme if they did not fit into the non-diverse, non-equal, exclusive, or non-accessible categories. Words were coded in the negative comment theme if the participant left a negative or unfavorable comment about DEIA initiatives. Lastly, words were coded in the neither positive nor negative climate theme if a neutral word was given, and words were coded in the not applicable theme if participants indicated they worked alone, or it did not apply to them. All responses are available in Appendix A.

Many participants described the DEIA initiatives in their workplace as positive. For example, some positive words included “*supportive*”, “*welcoming*”, “*improving*”, and “*unbiased*”. More specifically, 128 participants described their workplace as diverse, and 23 participants described their workplace as equal or providing equal opportunities. Additionally, 203 participants described their workplace as being inclusive. However, only one participant described DEIA initiatives at their workplace as accessible.

Despite positive comments, there were also numerous negative words describing the DEIA initiatives in Nevada’s legal community. Specifically, 387 participants used negative words to describe the DEIA initiatives in their workplace. For example, some negative words included “*lacking*”, “*performative*”, “*limited*”, “*non-existent*”, and “*divisive*”. More specifically, 54 participants indicated that their workplace is not diverse. A few participants described their workplace as “*white*” and “*male*”, which indicates their workplace is lacking diversity. Also, 8 participants described their workplace as not equal or that opportunities were

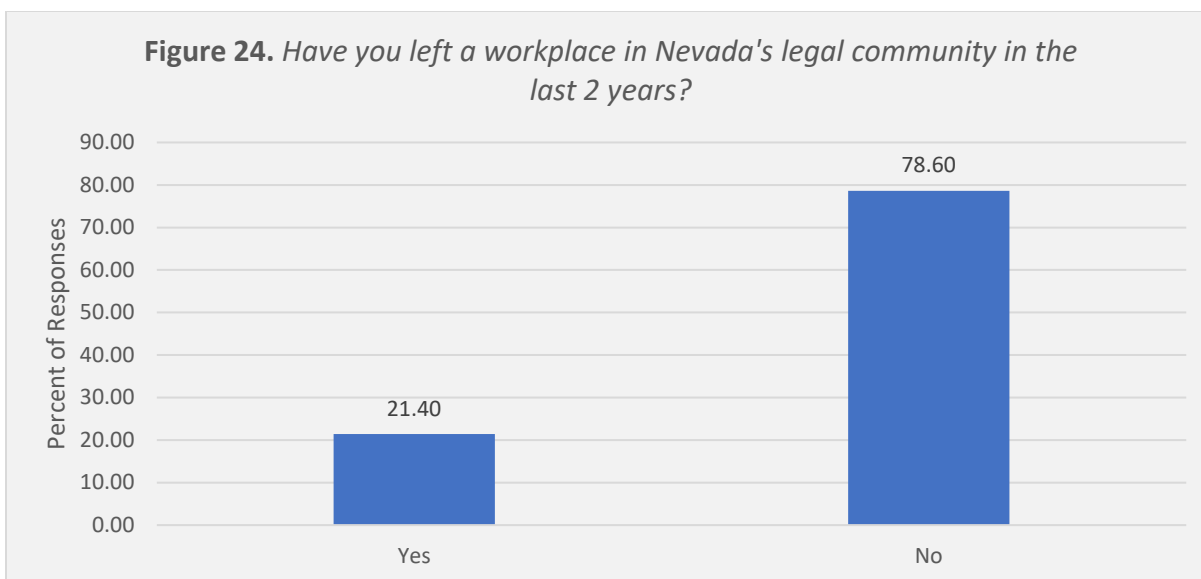
not equally given. Additionally, 42 participants described their workplace as exclusive or non-accepting, and 4 participants indicated that DEIA initiatives were not accessible in their workplace. Figure 23 below shows the frequency of adjectives participants used to describe DEIA initiatives.



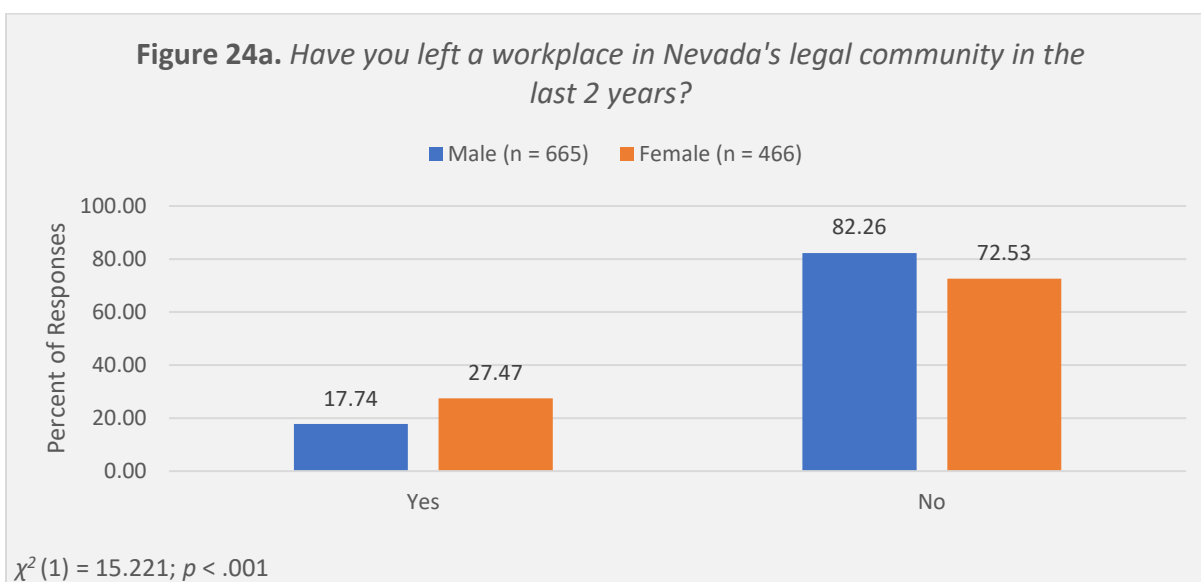
There were a group of participants who held aversive opinions regarding DEIA initiatives in their workplaces; 173 participants left negative comments about DEIA initiatives, such as “woke,” “don’t care,” “get over it,” and “not a problem.” Additionally, 89 comments that were left did not describe the climate of their workplace as either positive or negative. For example, some participants described the DEIA initiatives in their workplace as “neutral,” and “average.” Finally, 152 words described DEIA initiatives as not applicable or did not fit into any of the themes. Note that aversive responses, neither positive nor negative responses, and non-applicable responses were not included in Figure 23.

### Reasons for Leaving the Legal Community

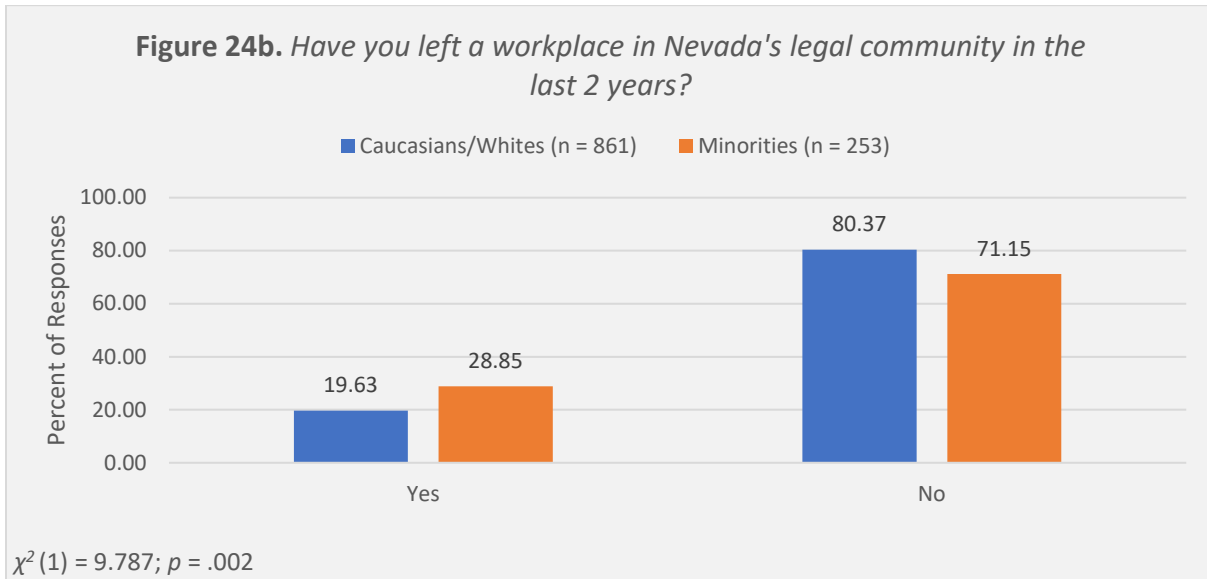
People's reasons for leaving the legal community in Nevada were also explored. To that end, participants were asked if they left a workplace in the last 2 years, and 21.40% indicated they had (see Figure 24 below).



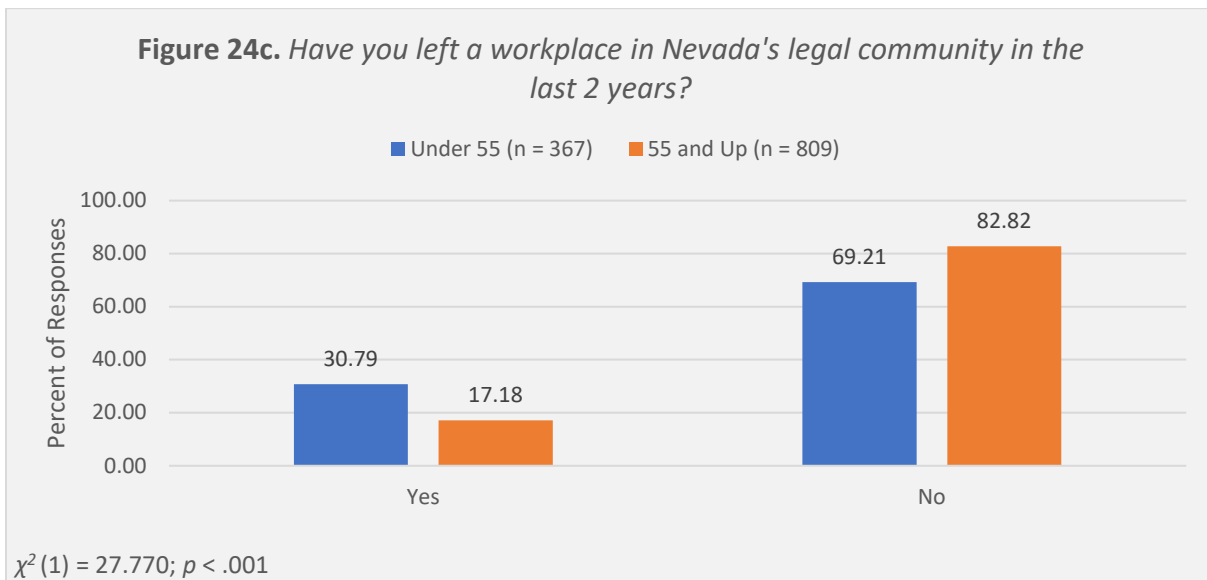
Further analyses were conducted to examine potential differences between groups. Females were statistically more likely to have left a workplace in Nevada's legal community in the last two years than their male counterparts (see Figure 24a).



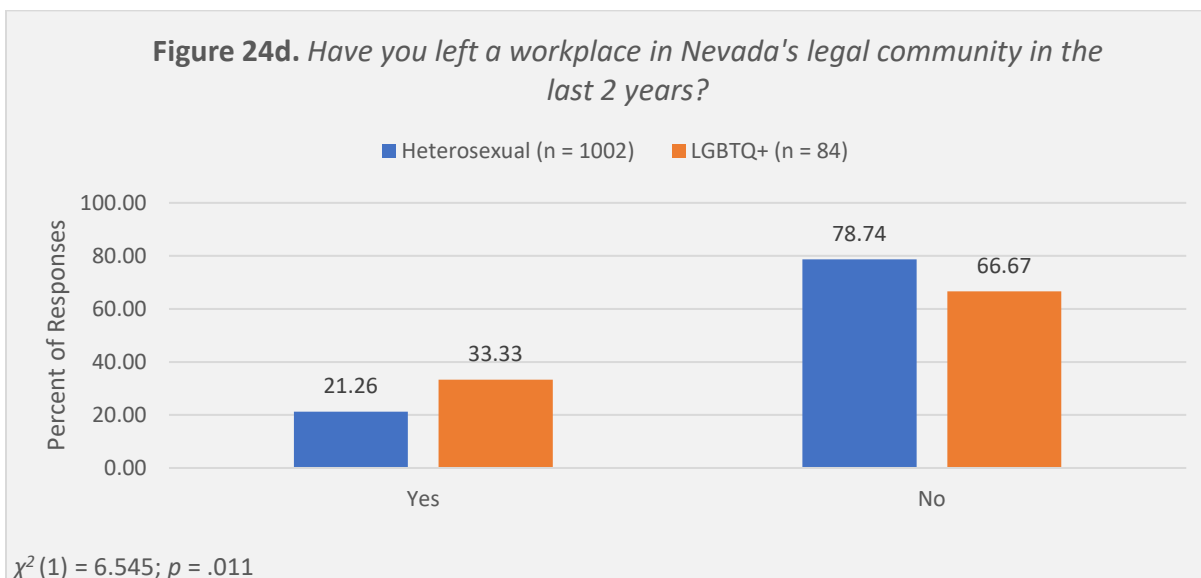
Minority group members were statistically more likely to have left a workplace in Nevada's legal community in the last two years than their Caucasian/white counterparts (see Figure 24b below).



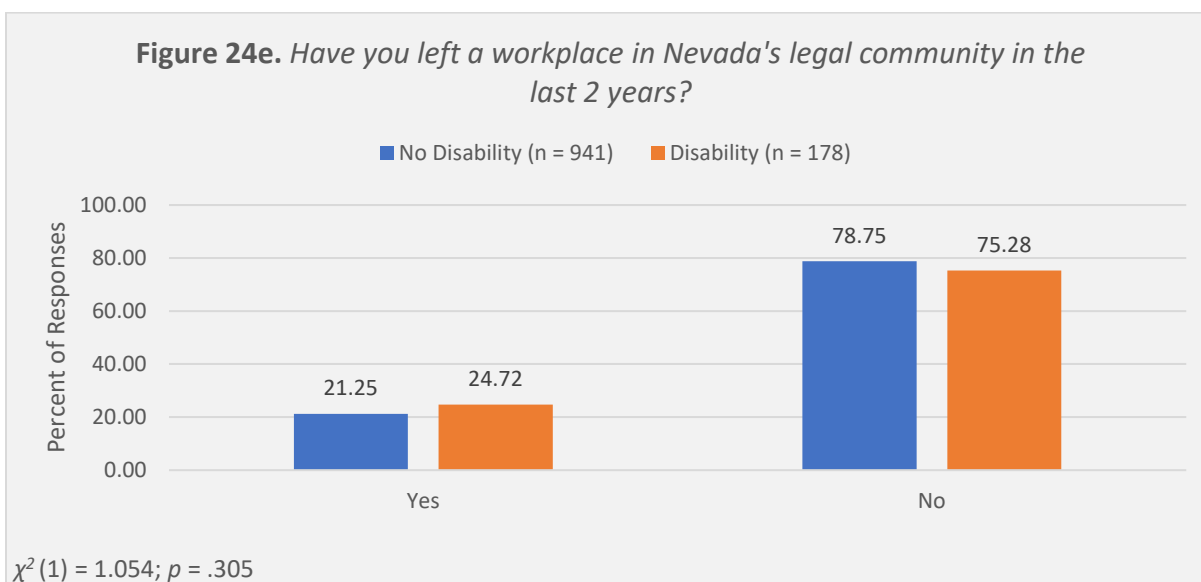
Those 55 years or older were statistically less likely to have left a workplace in Nevada's legal community in the last two years than those who were 54 or younger (see Figure 24c below).



LGBTQ+ individuals were more likely to have left a workplace in Nevada's legal community in the last two years than those who are heterosexual (see Figure 24d below).

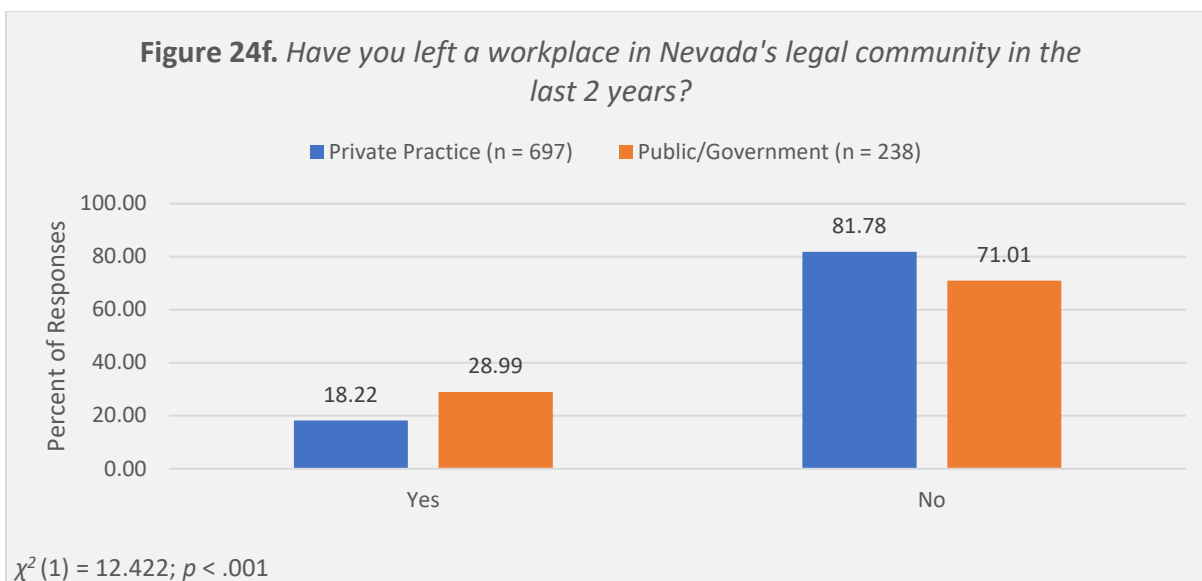


Differences between those with disabilities and those without disabilities were not statistically significant (see Figure 24e below).

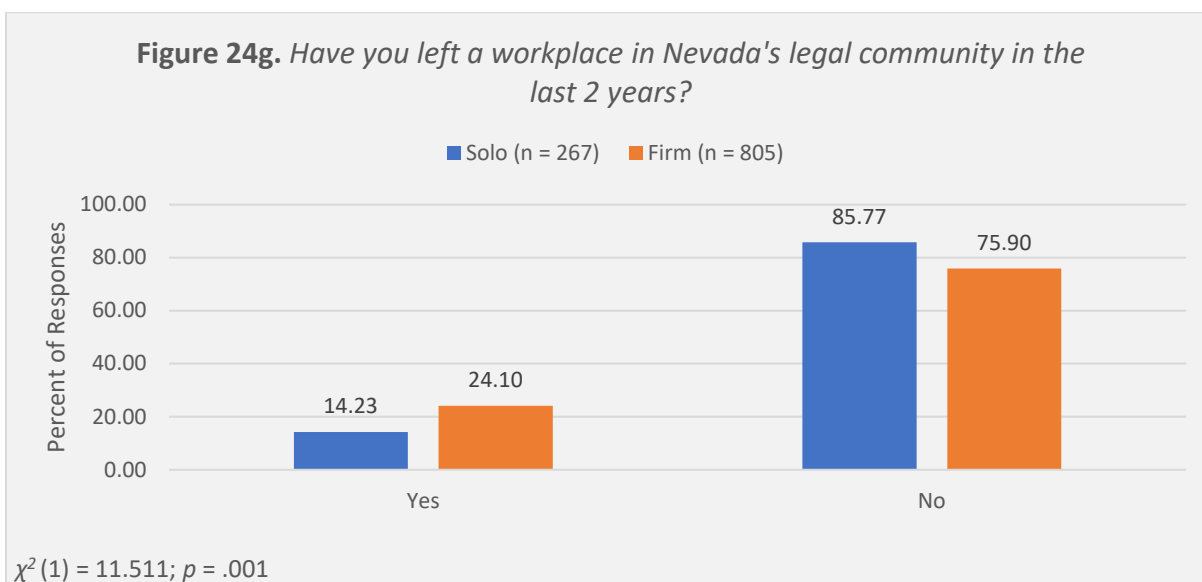




Those in the public sector/government were statistically more likely to have left a workplace in Nevada's legal community in the last two years than those in private practice (see Figure 24f below).

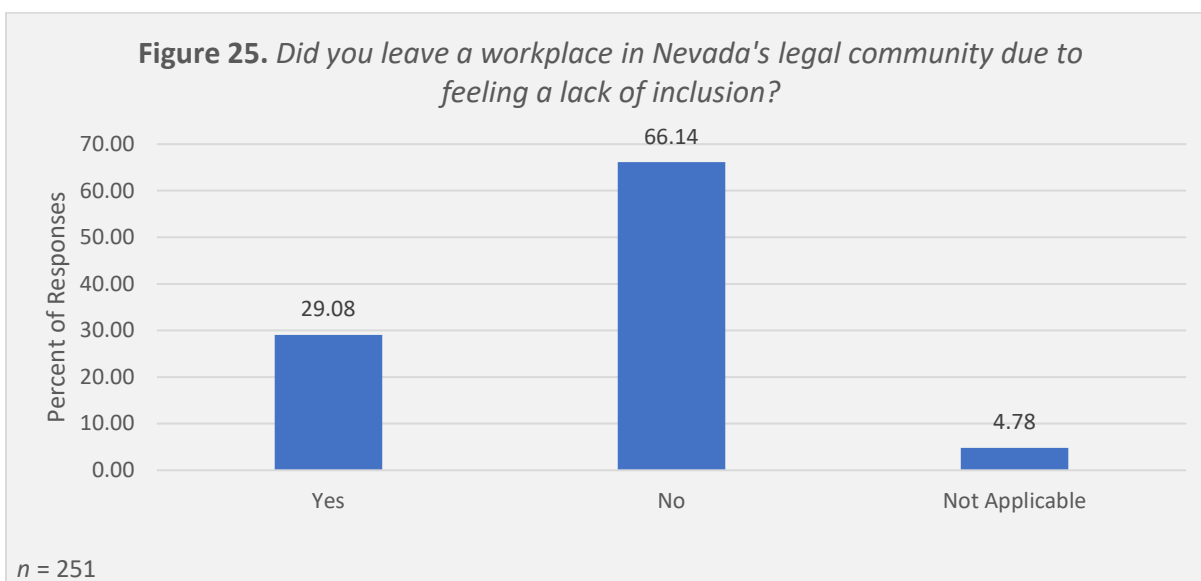


Those who worked for a firm were statistically more likely to have left a workplace in Nevada's legal community in the last two years than those who work as solo practitioners (see Figure 24g below).

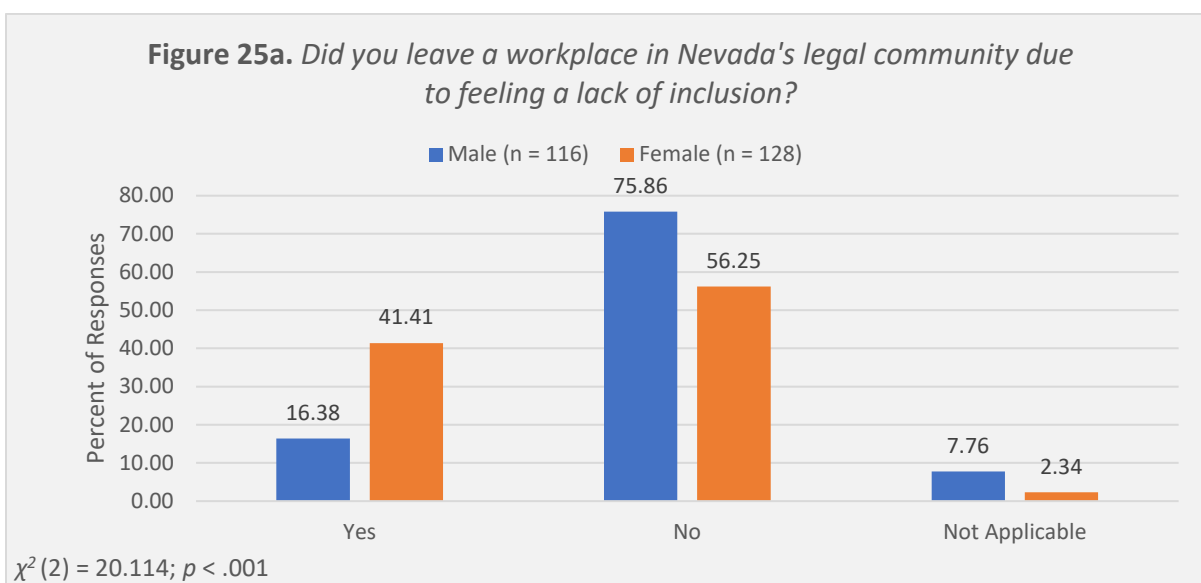


### ***Lack of Inclusion***

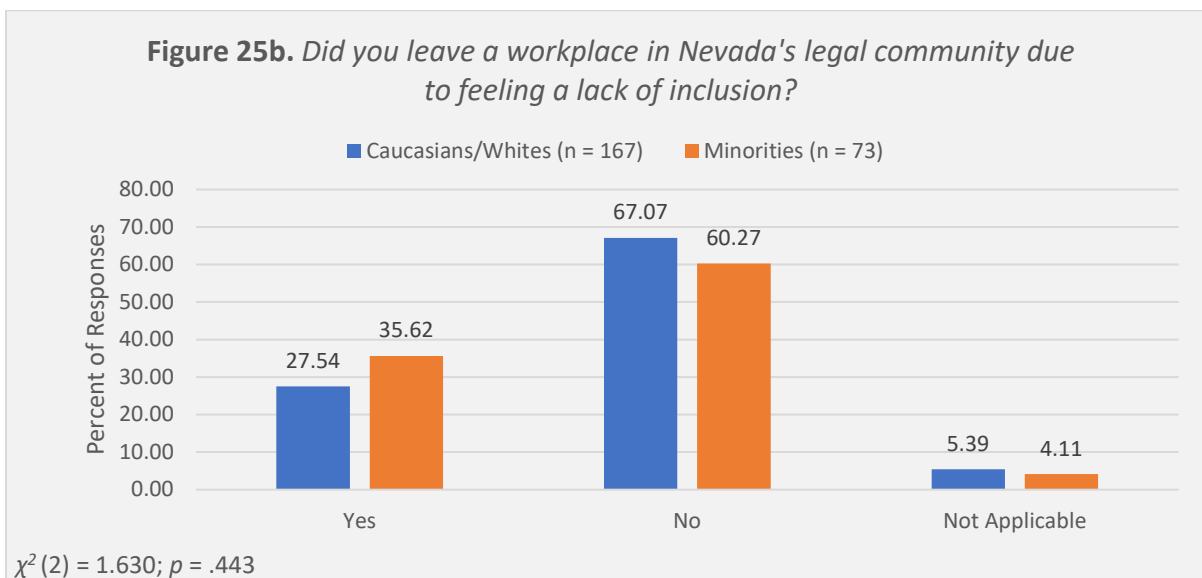
For respondents who replied yes to having left a workplace in Nevada's legal community in the last two years, subsequent questions pertaining to their reason for leaving were asked. Feeling a lack of inclusion was reported to be a reason for leaving for 29.08% of the respondents (see Figure 25 below).



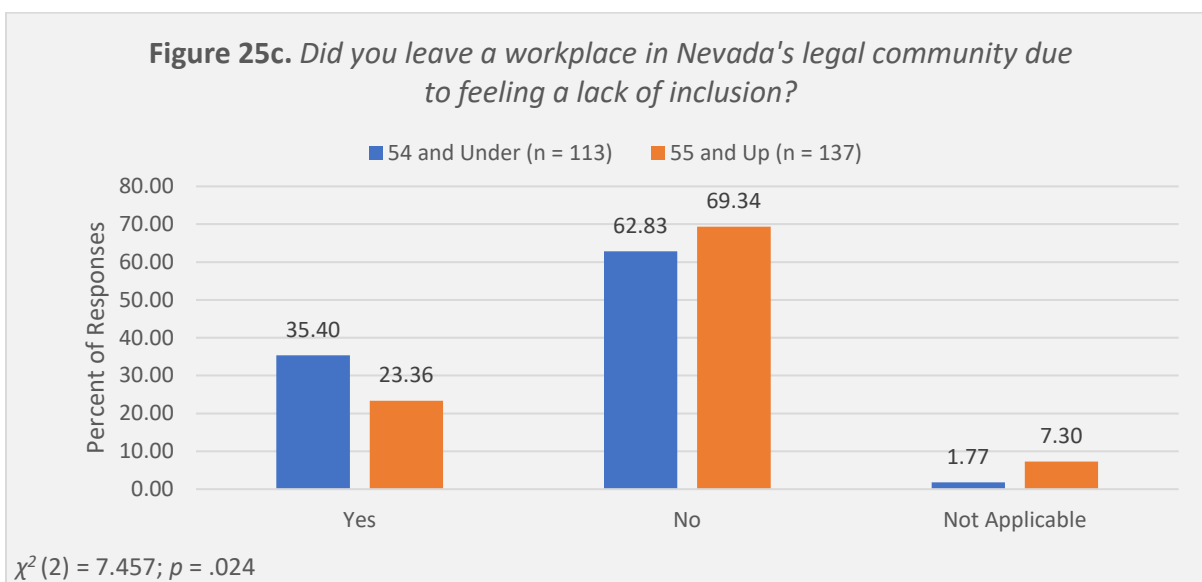
Further analyses revealed that females were statistically more likely to report feeling a lack of inclusion as a reason for leaving than males (see Figure 25a below).



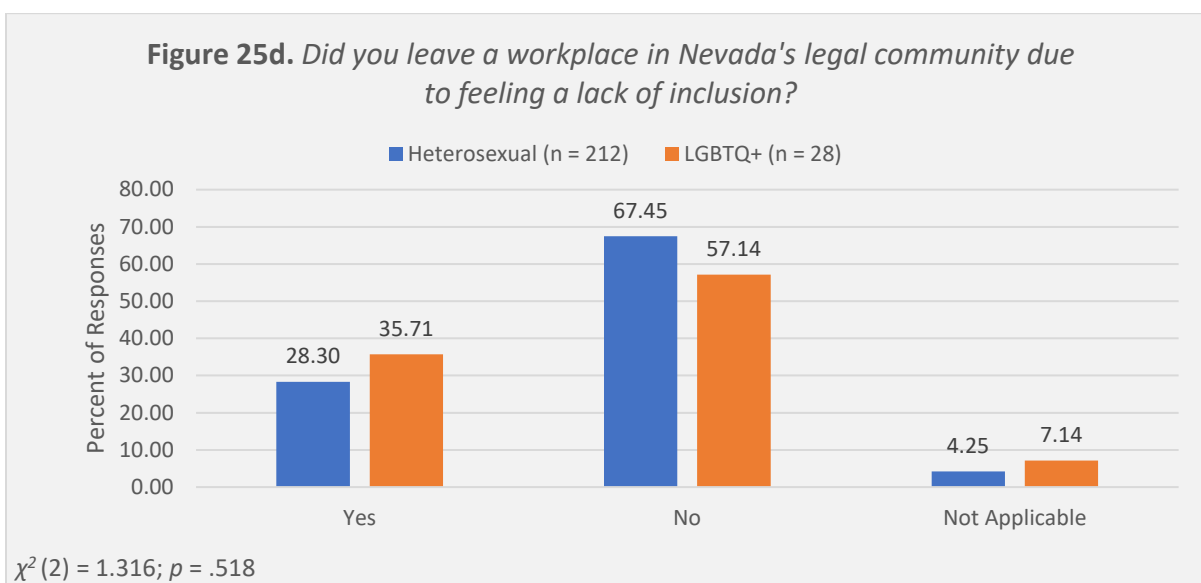
Differences between Caucasians/whites and minorities were not statistically significant (see Figure 25b below).



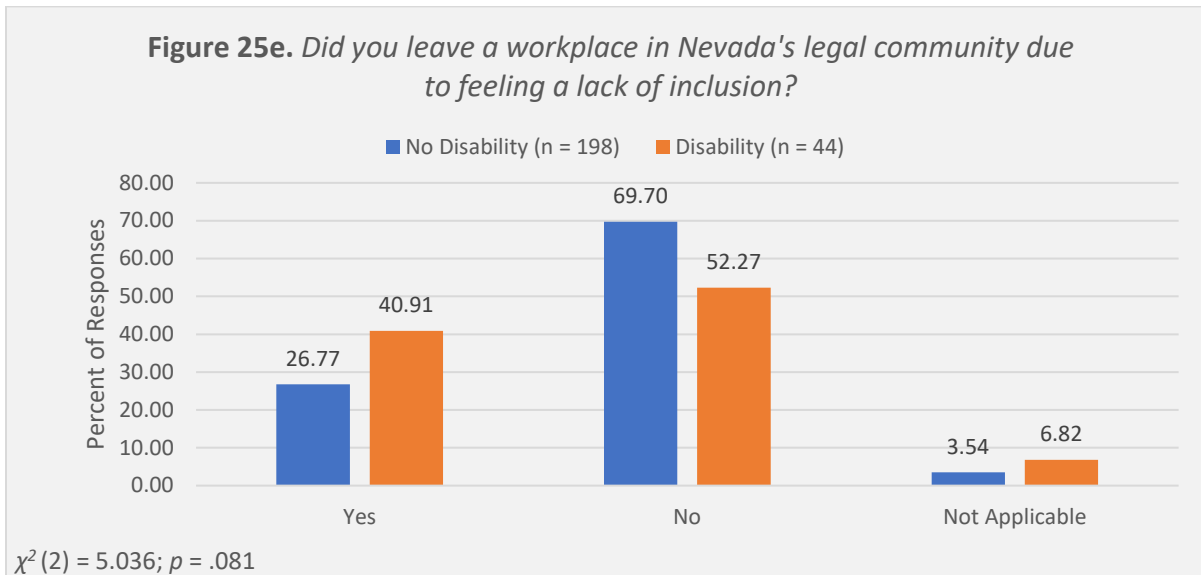
Those who are 54 or younger were statistically more likely to report feeling a lack of inclusion as a reason for leaving than those who are 55 or older (see Figure 25c below).



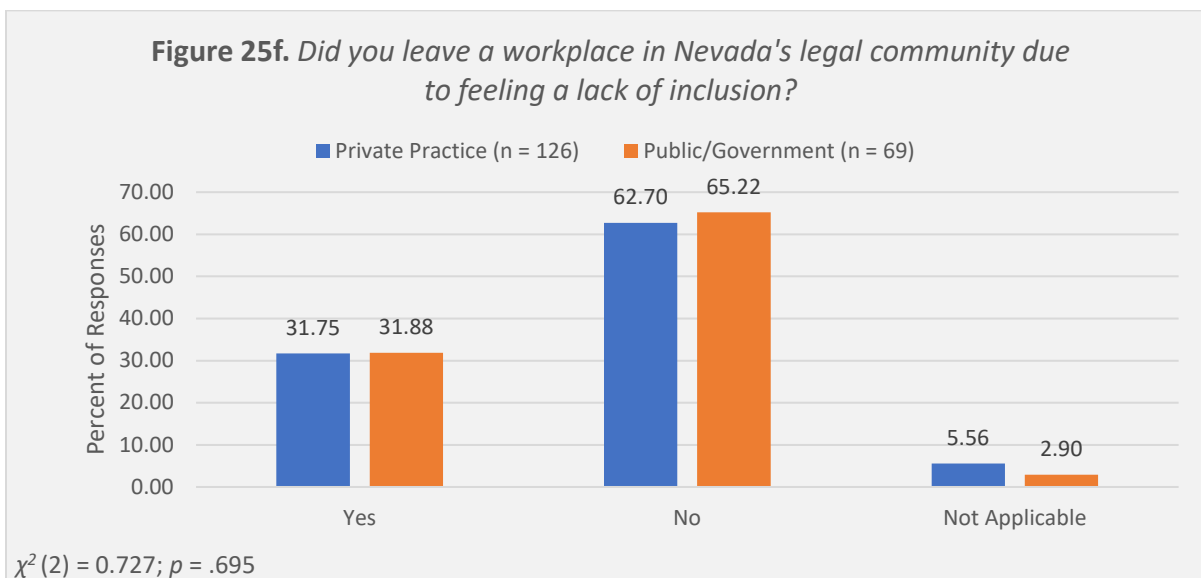
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 25d below), but this lack of significance may be driven by the small subsample of LGBTQ+ individuals.



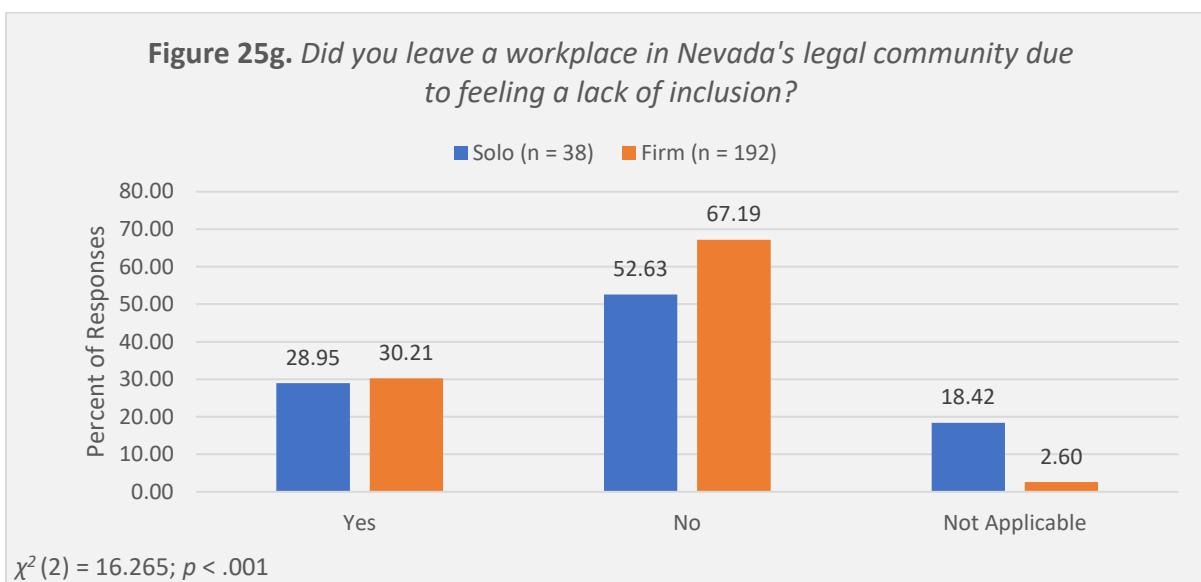
Differences between disabled and non-disabled individuals were not statistically significant (see Figure 25e below).



Differences between those in private practice and those in the public sector/government were not statistically significant (see Figure 25f below).

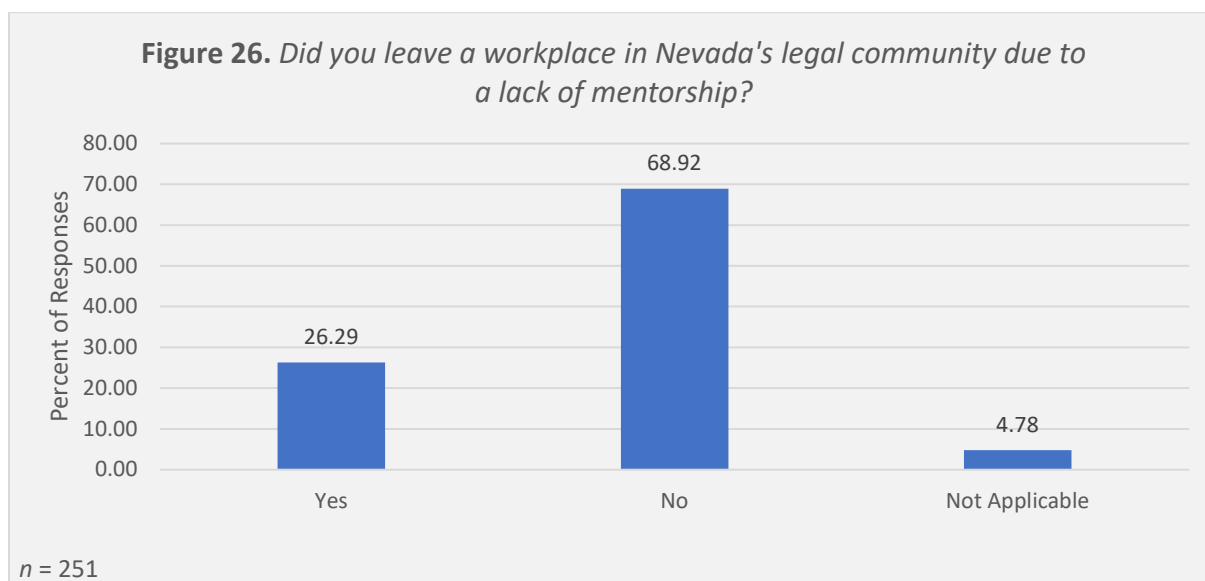


Those in a firm were statistically more likely to report feeling a lack of inclusion as a reason for leaving than solo practitioners (see Figure 25g below).

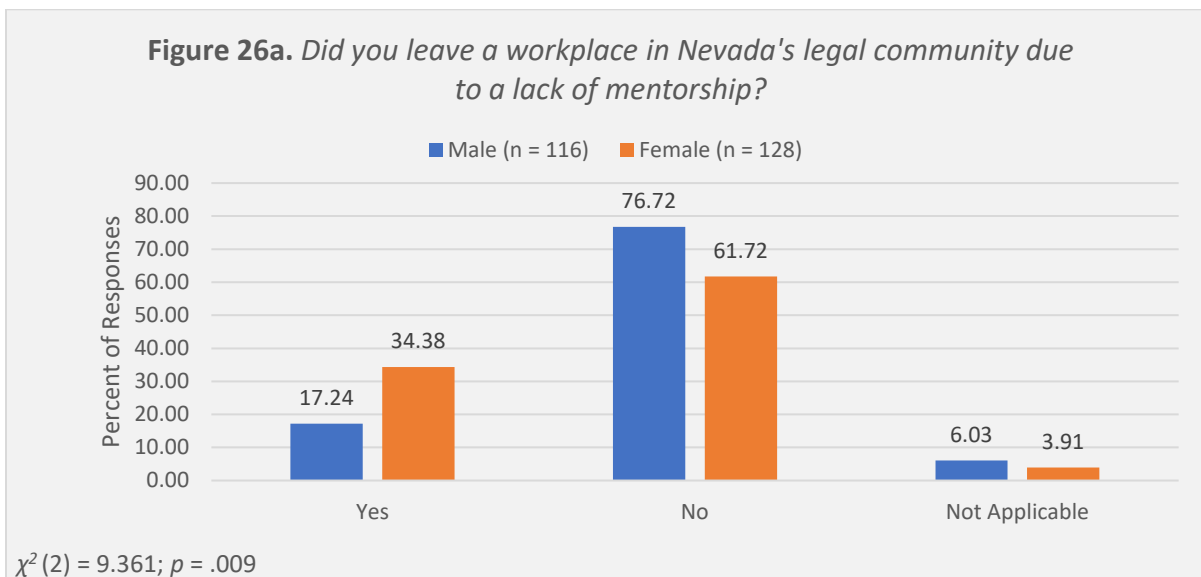


### ***Lack of Mentorship***

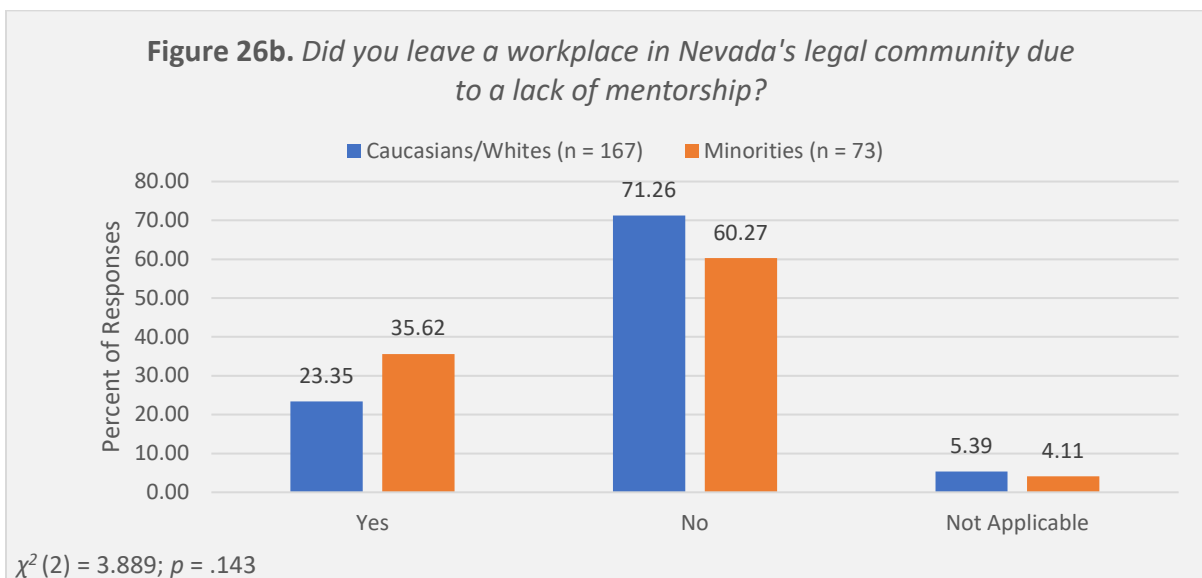
Lack of mentorship was reported as a reason for leaving by 26.29% of the respondents (see Figure 26 below).



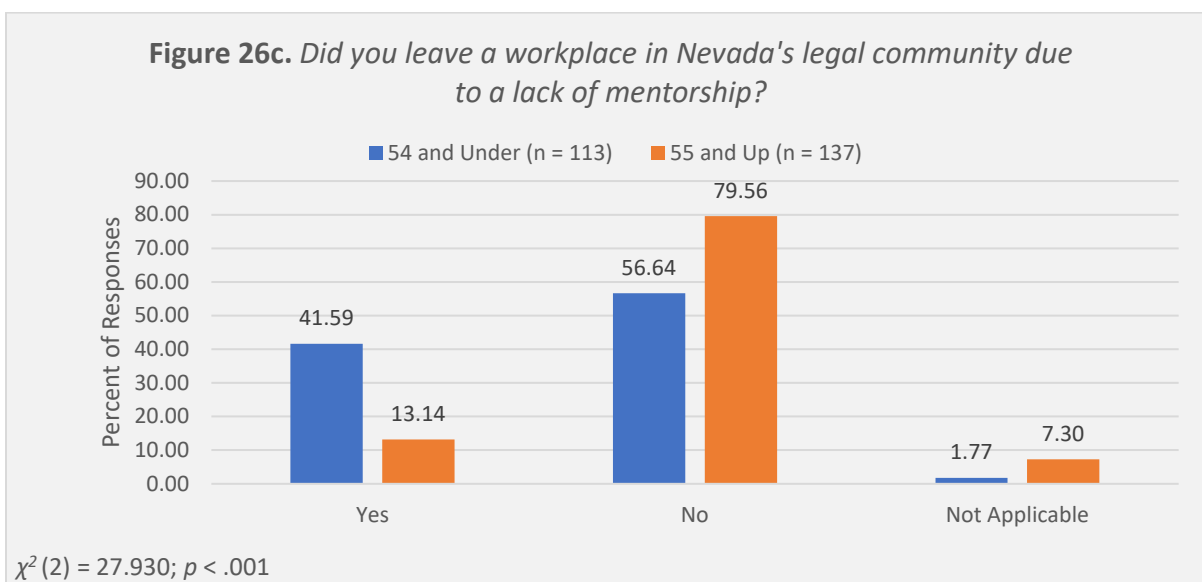
Further analyses revealed that females were statistically more likely to report feeling a lack of mentorship as a reason for leaving than males (see Figure 26a below).



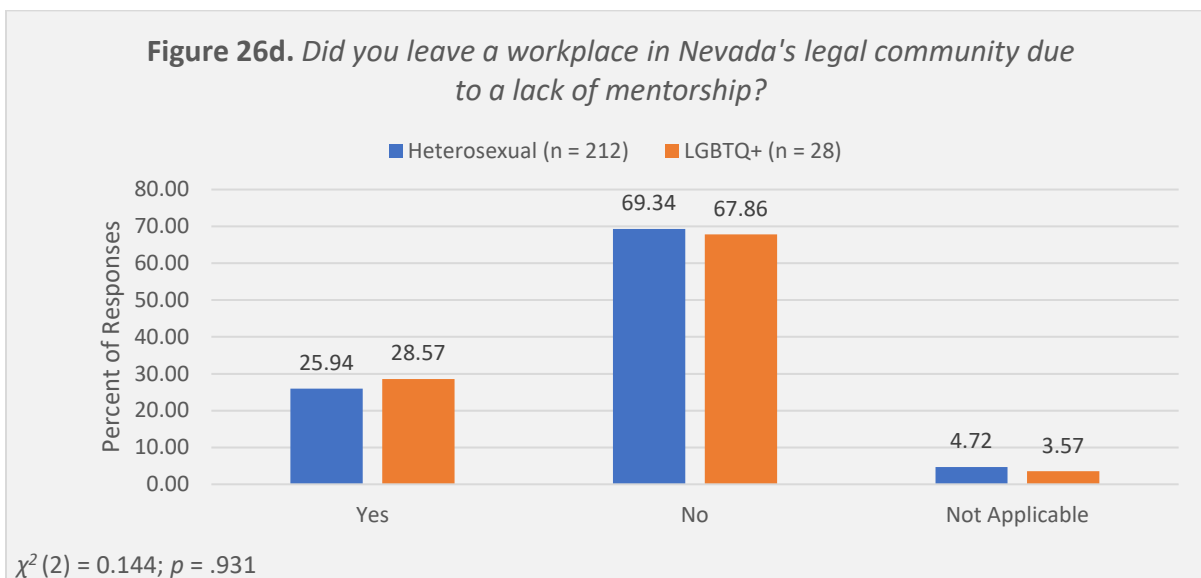
Differences between Caucasians/whites and minorities were not statistically significant (see Figure 26b below).



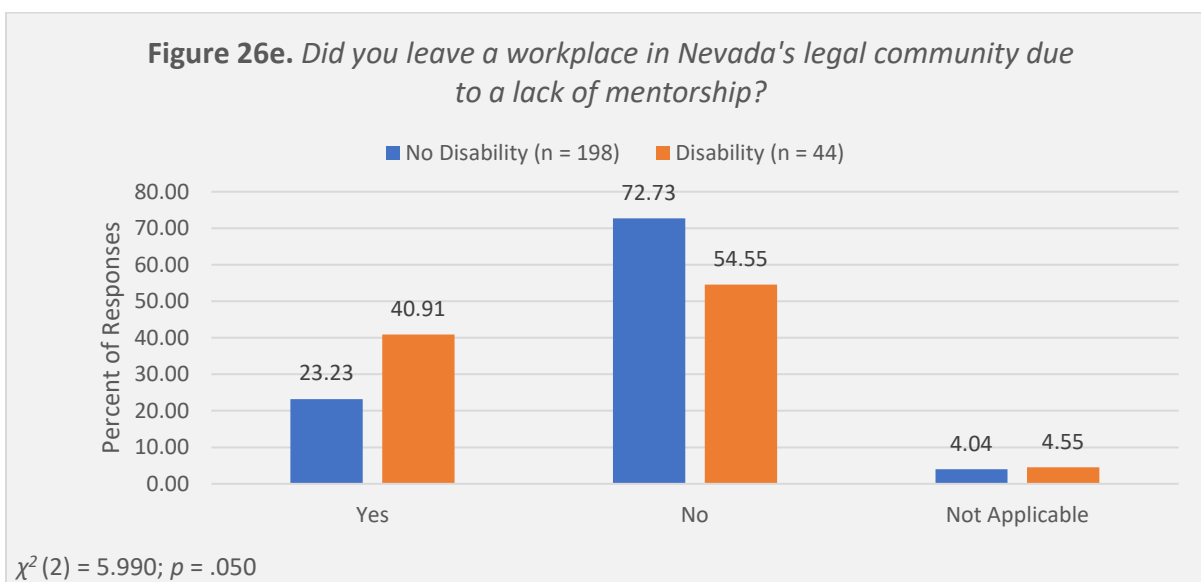
Those who are 54 or younger were statistically more likely to report a lack of mentorship as a reason for leaving than those who are 55 or older (see Figure 26c below).



Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 26d below).

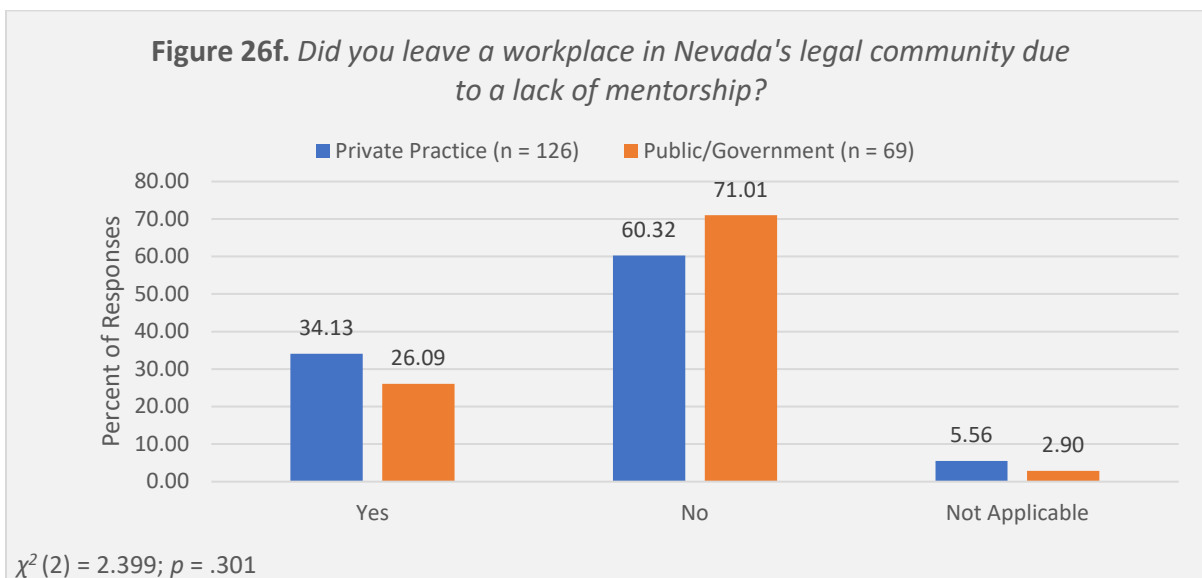


Those with a disability were statistically more likely to report a lack of mentorship as a reason for leaving than those who do not have a disability (see Figure 26e below).

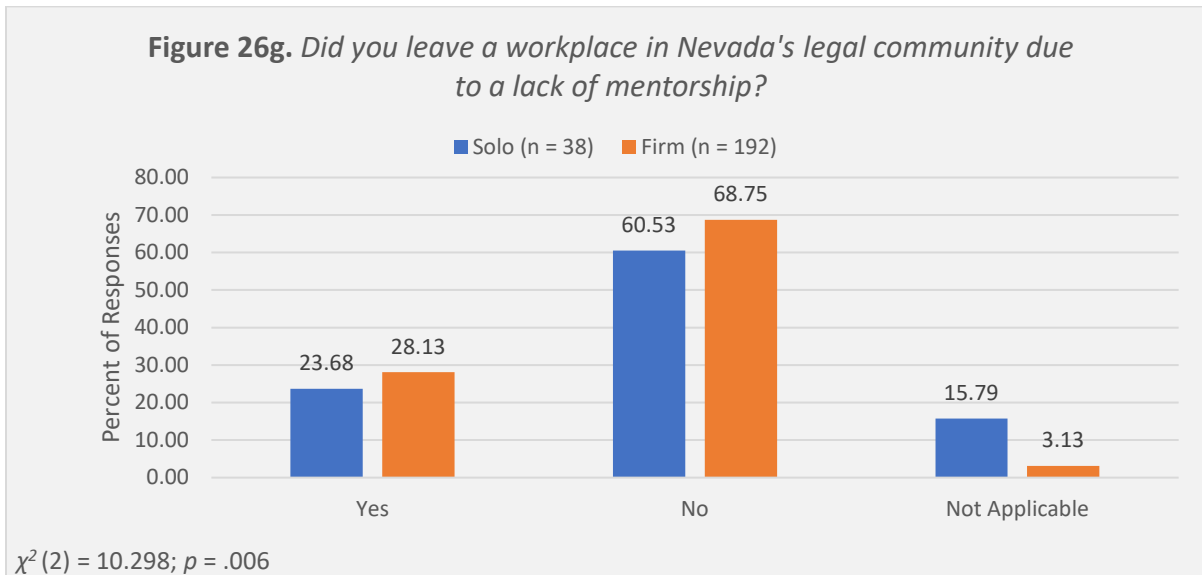




Differences between those in private practice and those in the public sector/government were not statistically significant (see Figure 26f below).

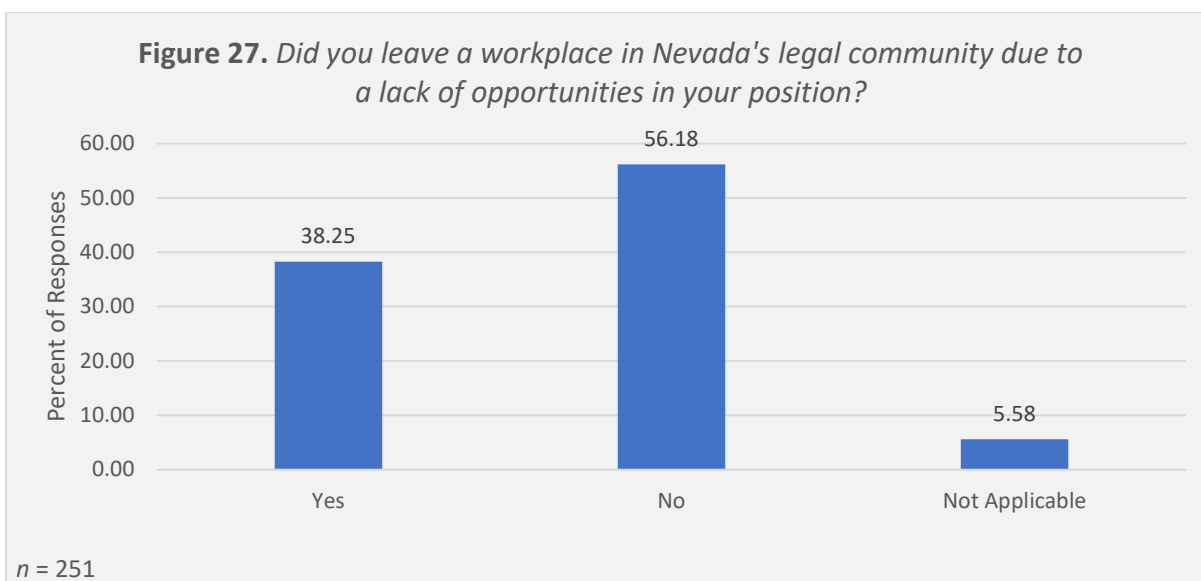


Those who were solo practitioners were more likely to report a lack of mentorship as a reason for leaving as not applicable compared to those who are in a firm, making other differences on this item difficult to interpret (see Figure 26g below).

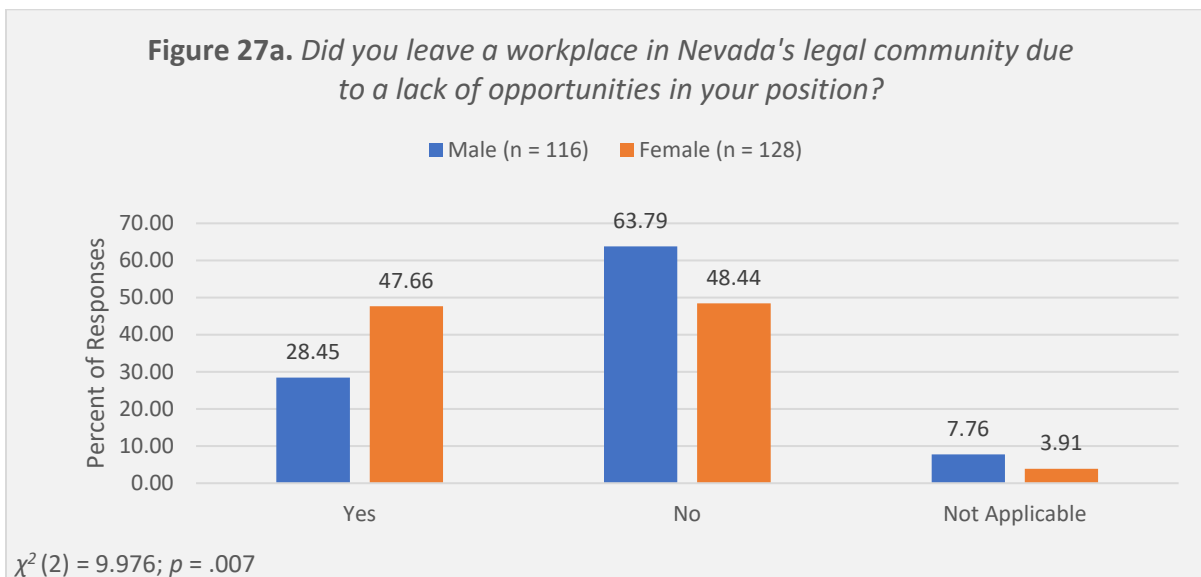


### ***Lack of Opportunities***

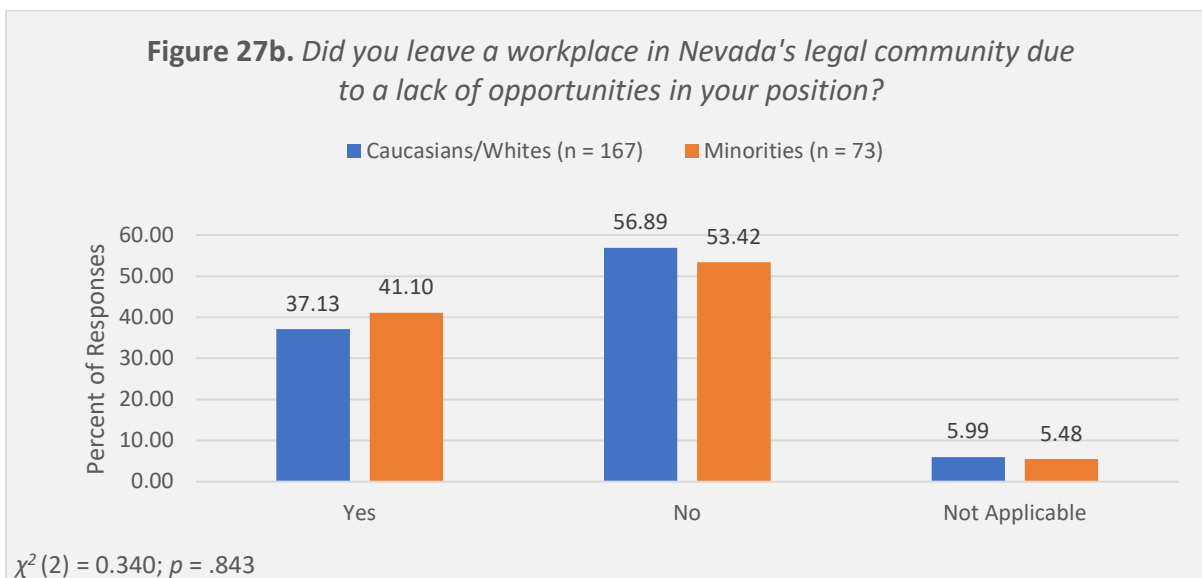
Lack of opportunities in their position was reported as a reason for leaving by 38.25% of the respondents (see Figure 27 below).



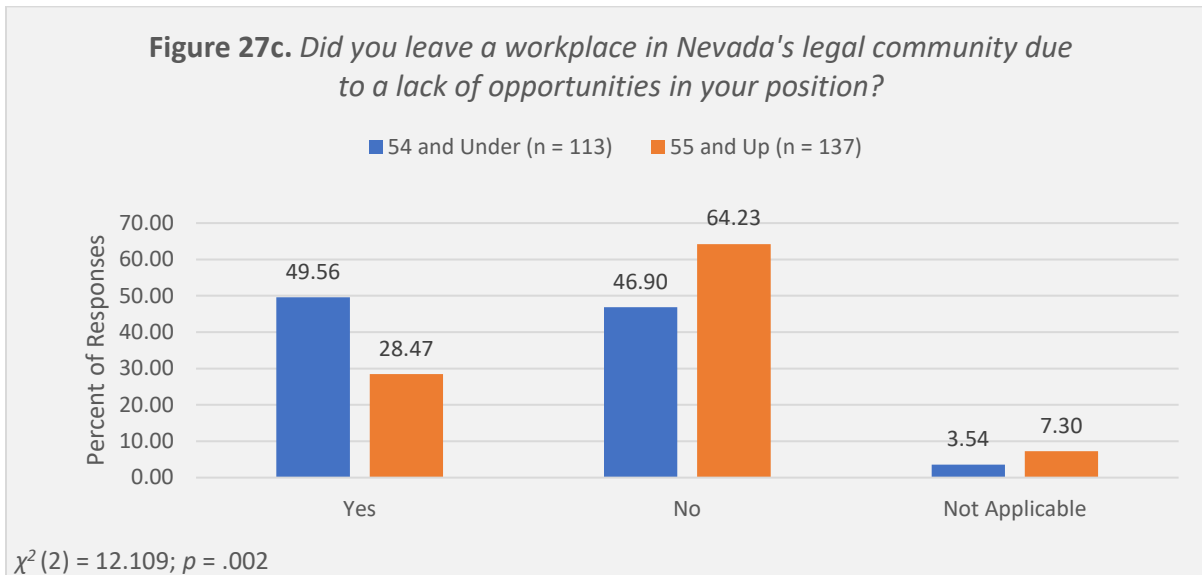
Further analyses revealed that females were statistically more likely to report a lack of opportunities in their position as a reason for leaving than males (see Figure 27a below).



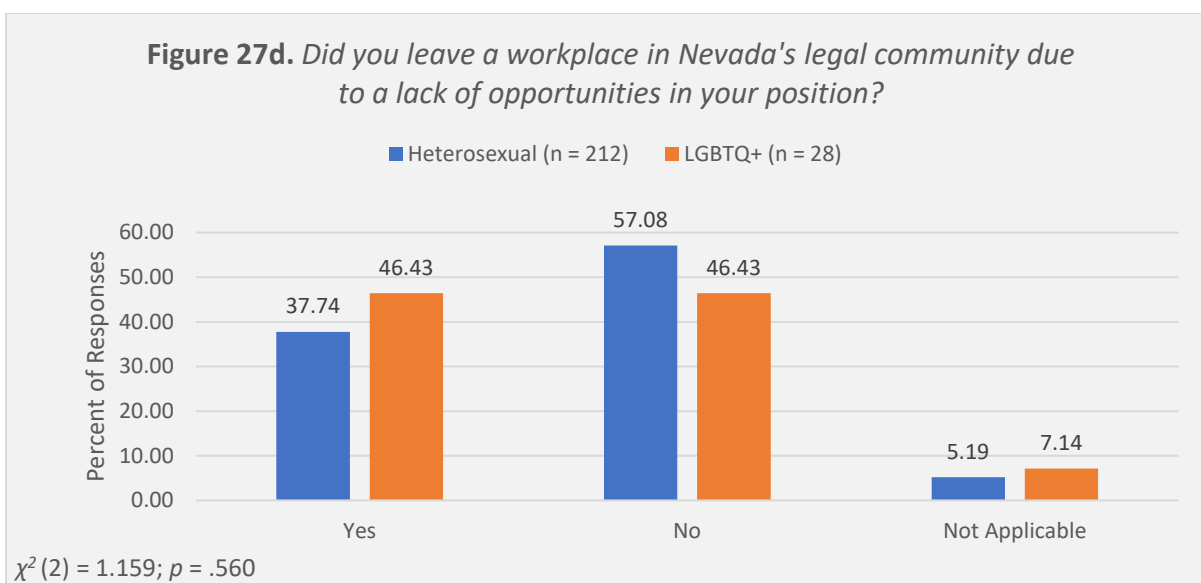
Differences between Caucasians/whites and minorities were not statistically significant (see Figure 27b below).



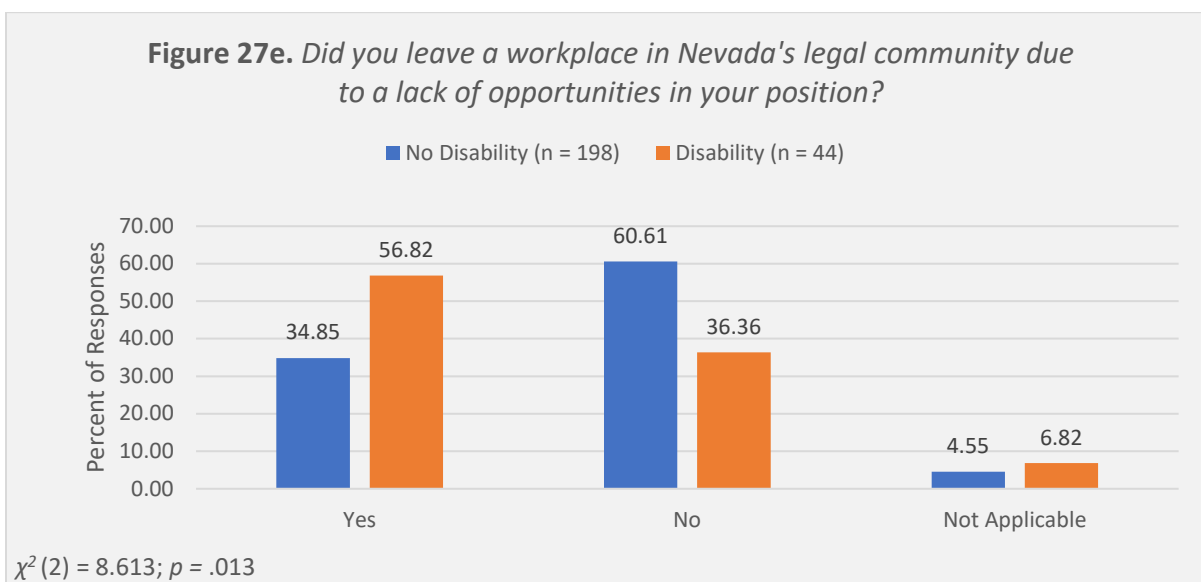
Those who are 54 or younger were statistically more likely to report a lack of opportunities in their position as a reason for leaving than those who are 55 or older (see Figure 27c below).



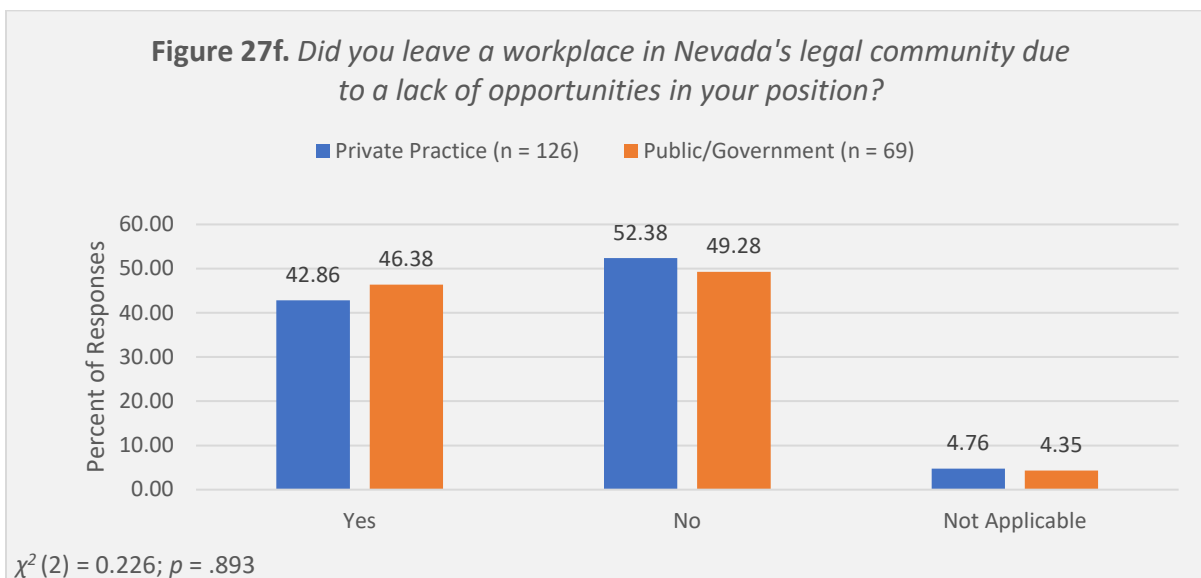
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 27d below). Again though, this lack of significance may be driven by the small subsample of LGBTQ+ individuals.



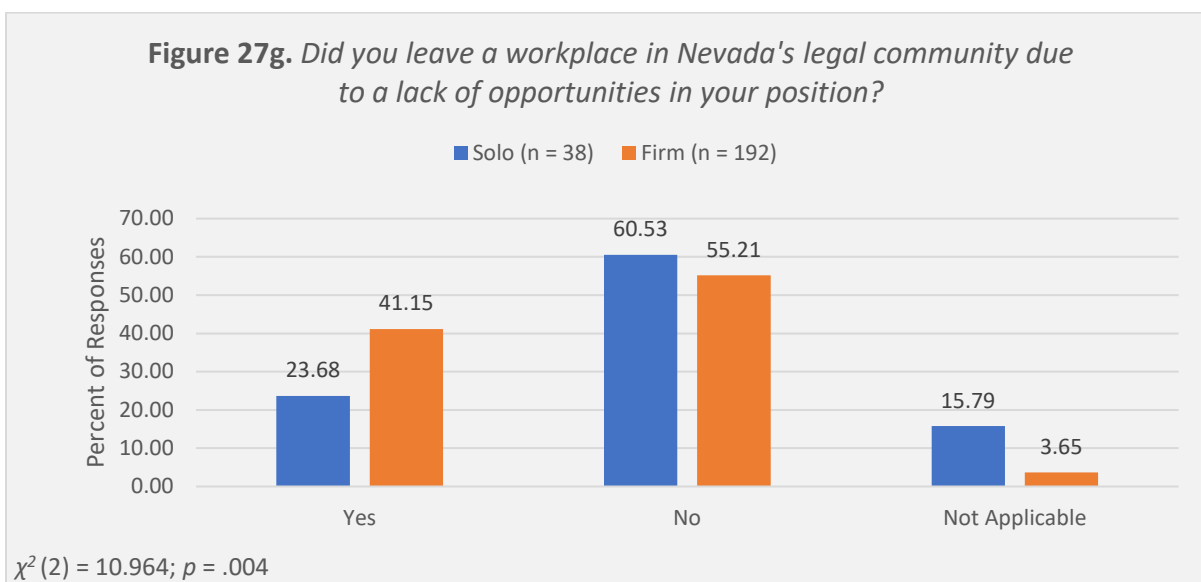
Those with a disability were statistically more likely to report feeling a lack of opportunities in their position as a reason for leaving than those who do not have a disability (see Figure 27e below).



Differences between those in private practice and those in the public sector/government were not statistically significant (see Figure 27f below).



Those in a firm were more likely to report a lack of opportunities in their position as a reason for leaving than solo practitioners (see Figure 27g below).



### Workplace Treatment

Participants were asked a variety of questions that examine their perceptions of the treatment they receive from others in their workplace and the legal community. Items were taken or adapted from Borgan, Correa, Agarwal, and Eldeiry (2022); Breen, Melvin, Choura, Tennermann, and Ward (2022); Davis and Mirick (2022); Galek and Kahn (2021); Sanchez-Rodriguez (2021); and The University of Michigan (2016). Items were phrased as statements, and participants were asked to rate how much they agree or disagree with the statement. The

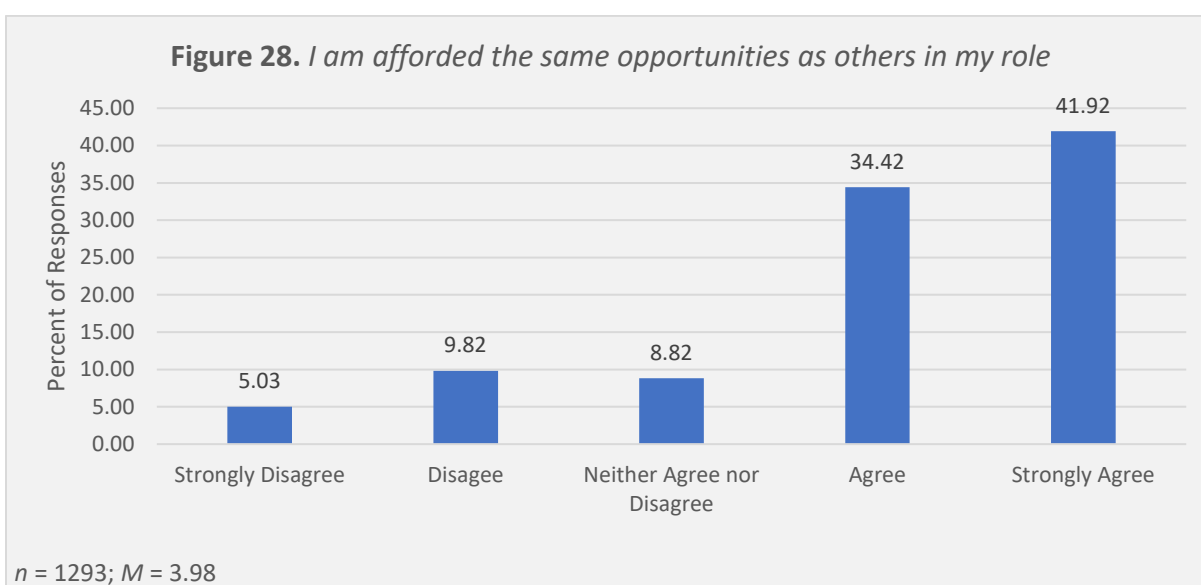
scale anchor points were as follows: 1- Strongly Disagree; 2- Disagree; 3- Neither Agree nor Disagree; 4- Agree; and 5- Strongly Agree.

### Item Level Analyses

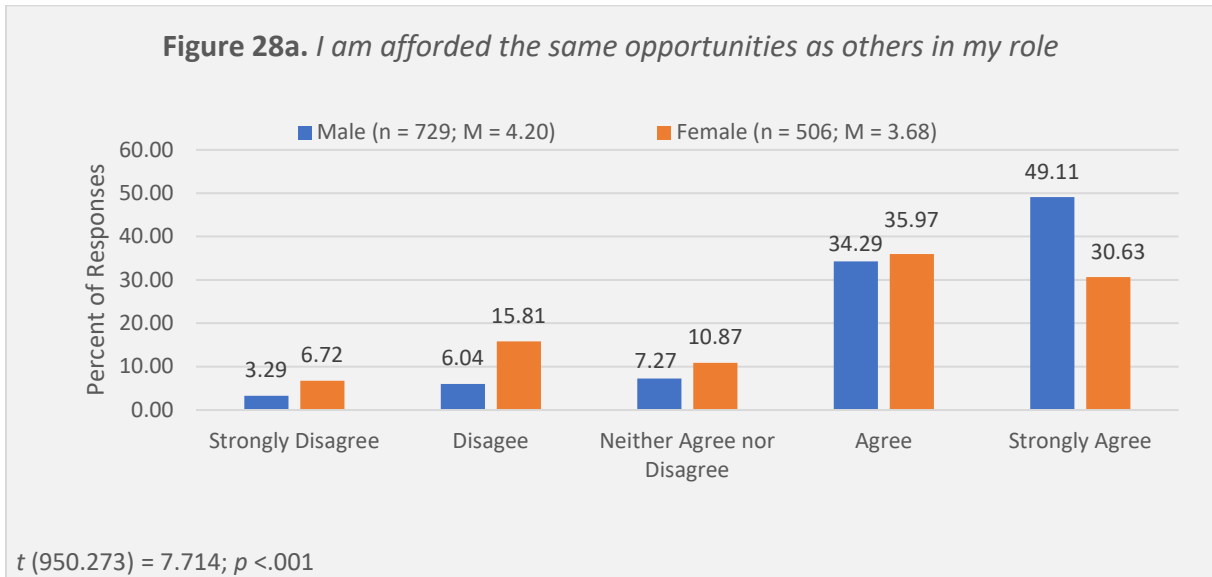
Participants were presented with 13 items pertaining to the way they are treated in their workplace. In the following section, responses to each of the 13 items are presented. The total responses to each item are followed by group comparisons for that item.

#### *Item 1. Afforded the Same Opportunities as Others*

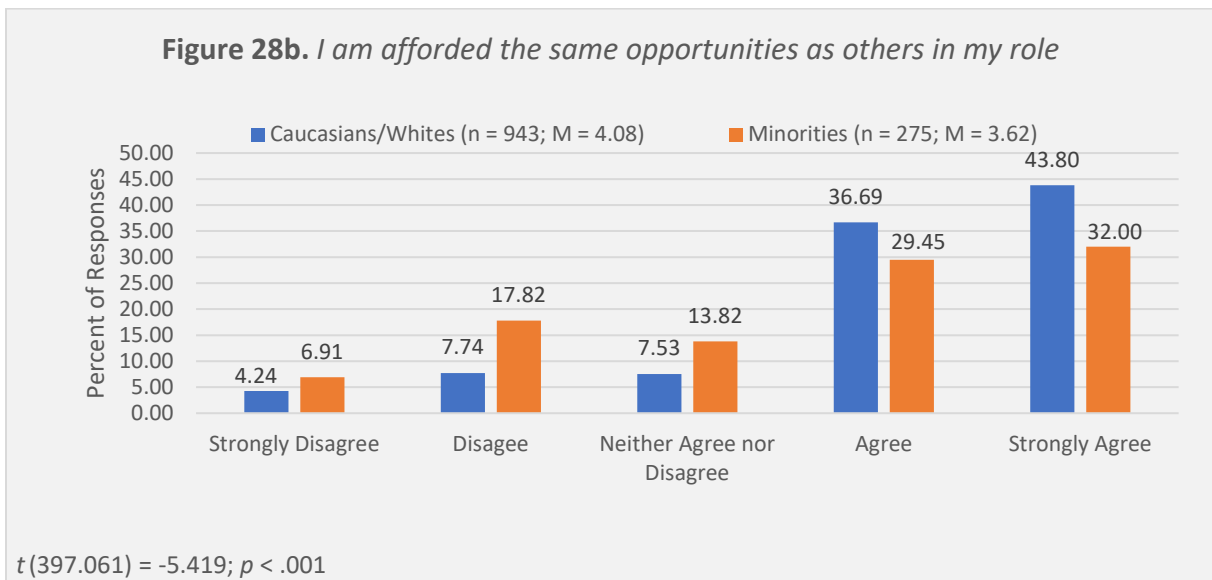
When asked if they are afforded the same opportunities as others in their role, 76.34% of respondents indicated they agreed or strongly agreed, while 14.85% of respondents indicated they disagreed or strongly disagreed (see Figure 28 below).



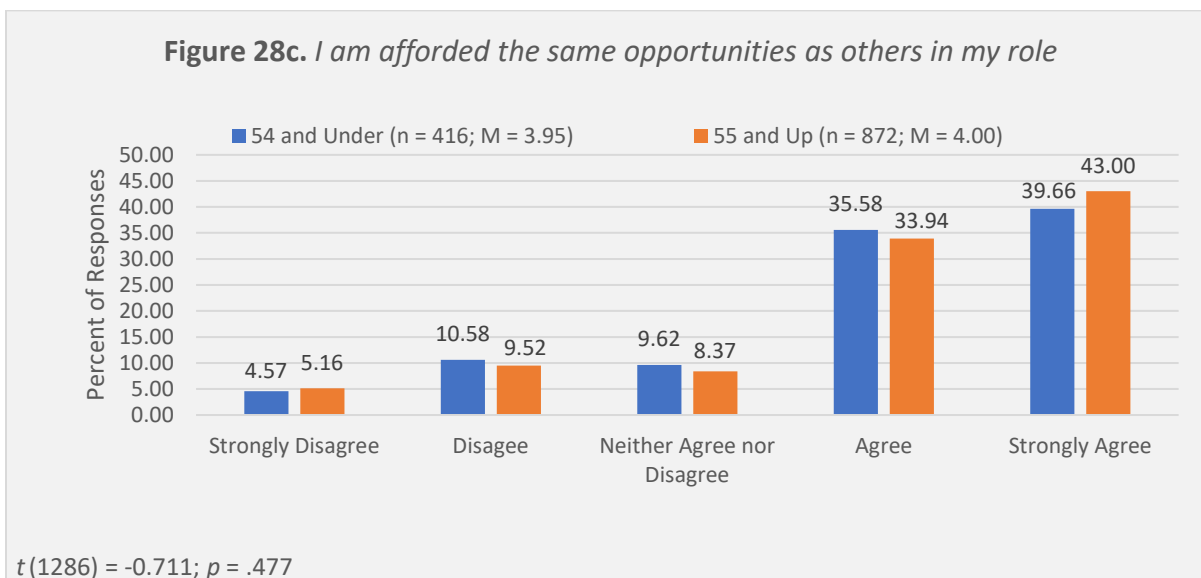
Further analyses revealed that females were statistically less likely to agree that they are afforded the same opportunities as others in their role than males (see Figure 28a below).



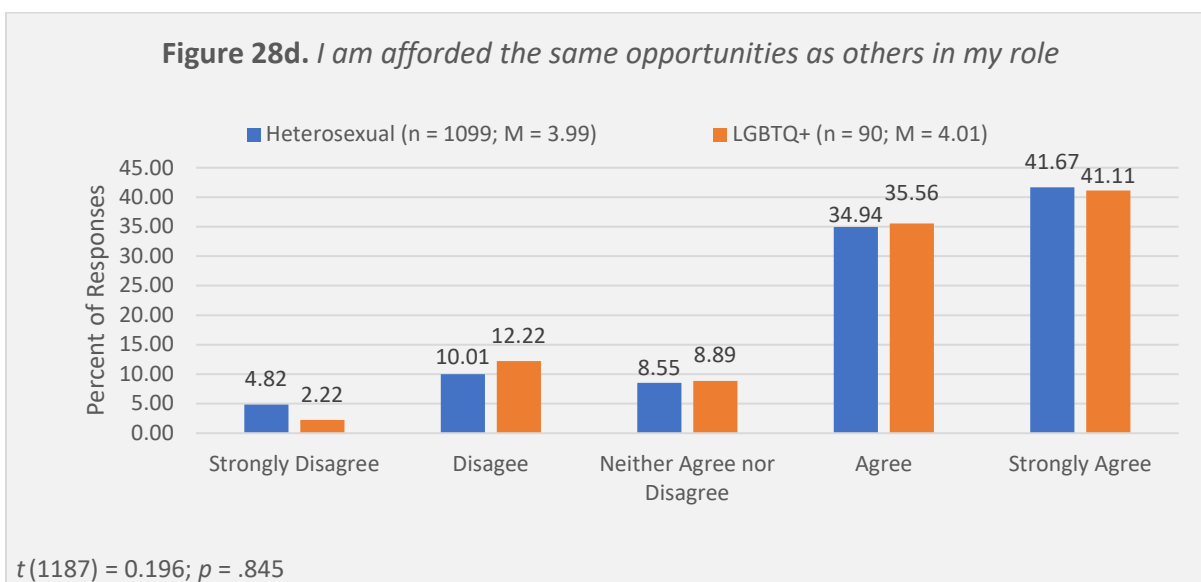
Minorities were statistically less likely to agree that they are afforded the same opportunities as others in their role than Caucasians/whites (see Figure 28b below).



Differences between those who are 54 or younger and those who are 55 and older were not statistically significant (see Figure 28c below).

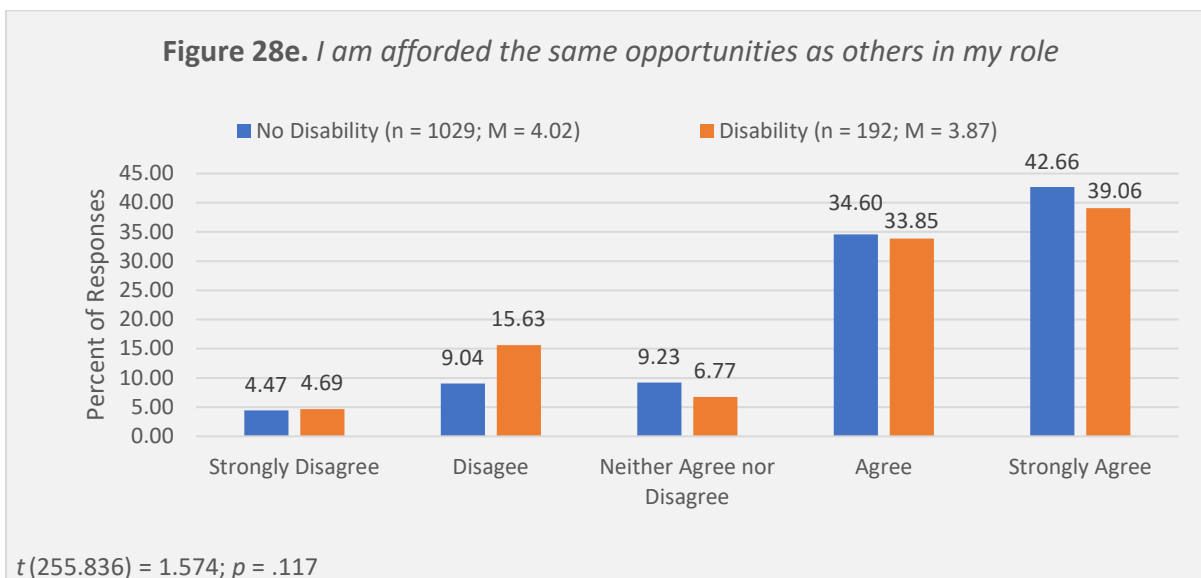


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 28d below).

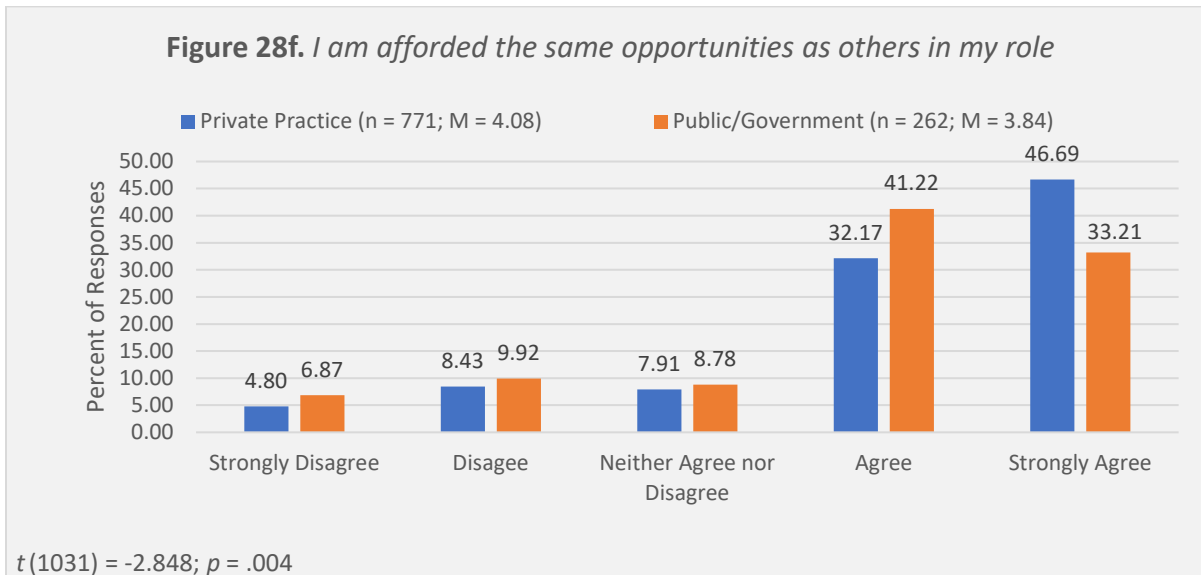




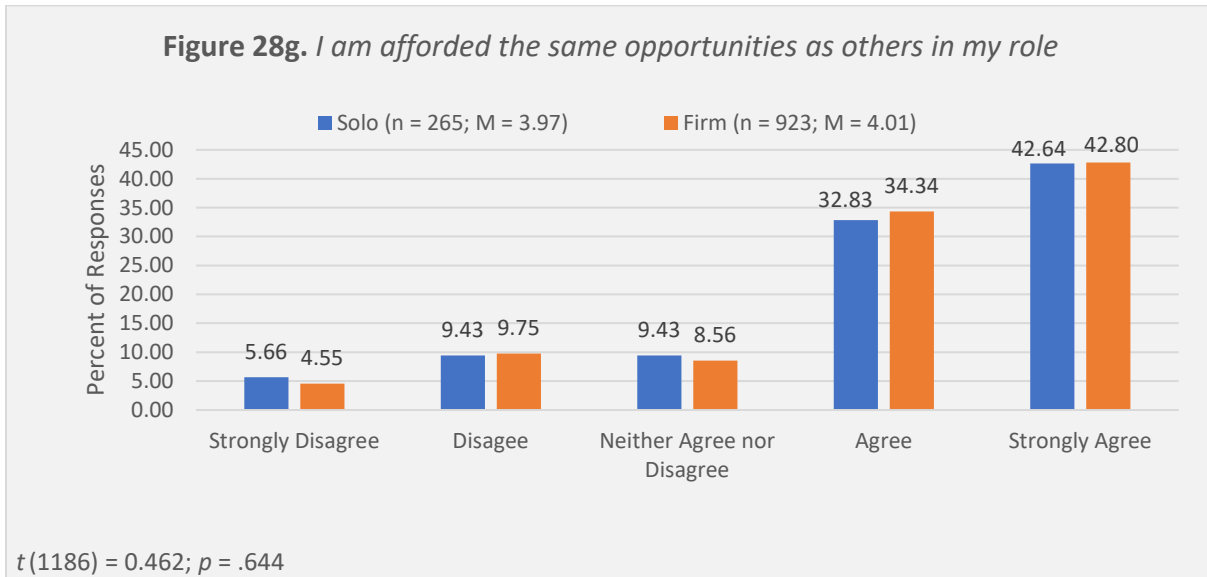
Differences between disabled and non-disabled individuals were not statistically significant (see Figure 28e below).



Those in the public sector/government were statistically less likely to agree that they are afforded the same opportunities as others in their role than those in private practice (see Figure 28f below).

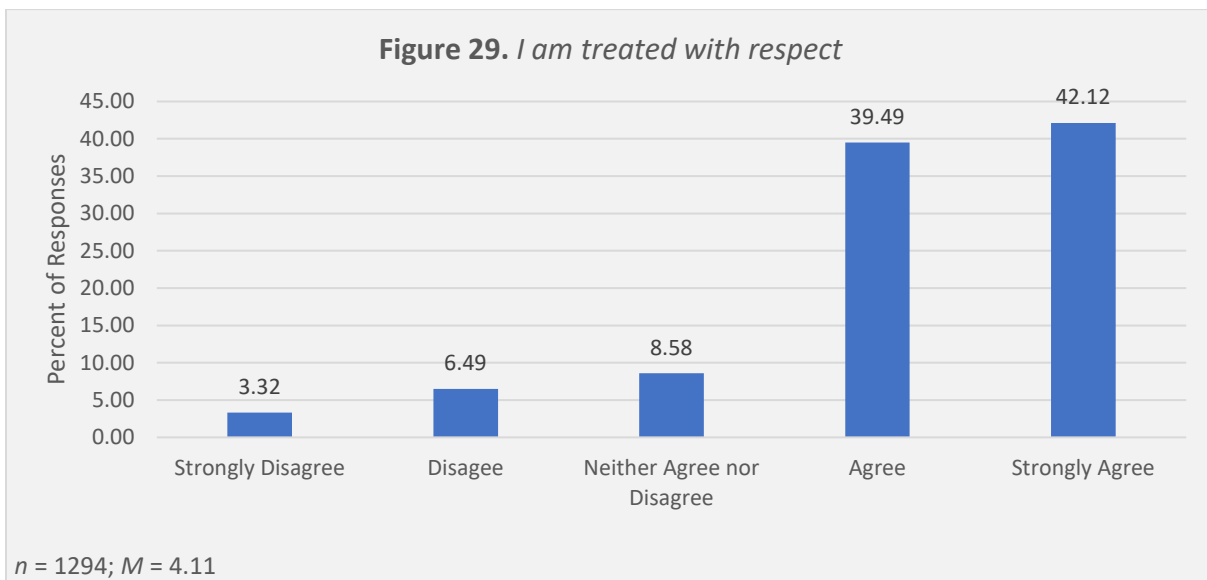


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 28g below).

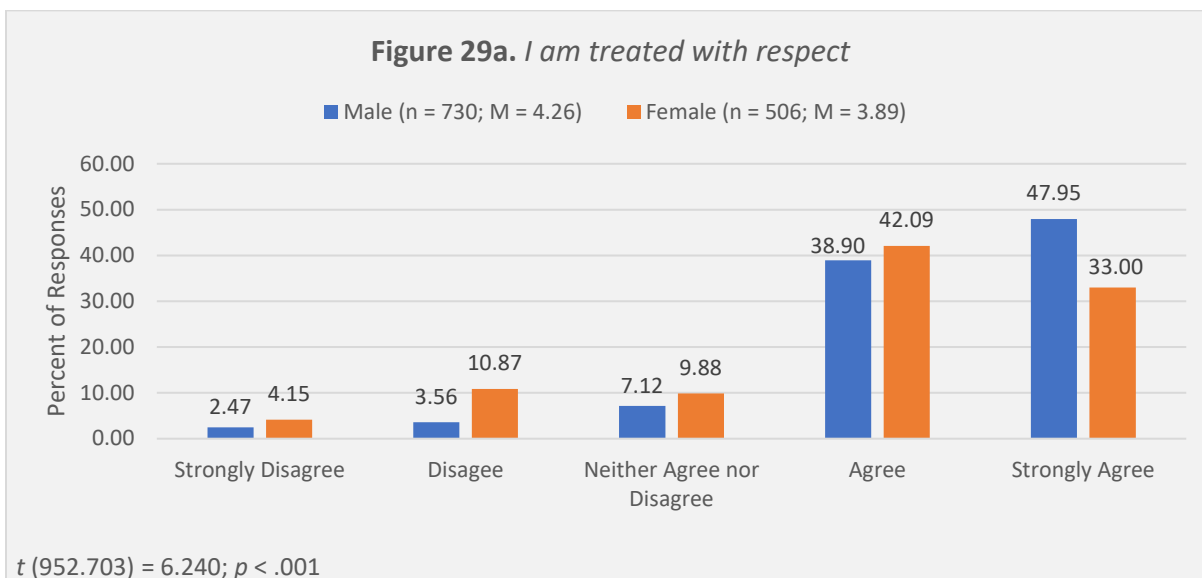


### ***Item 2. Treated with Respect***

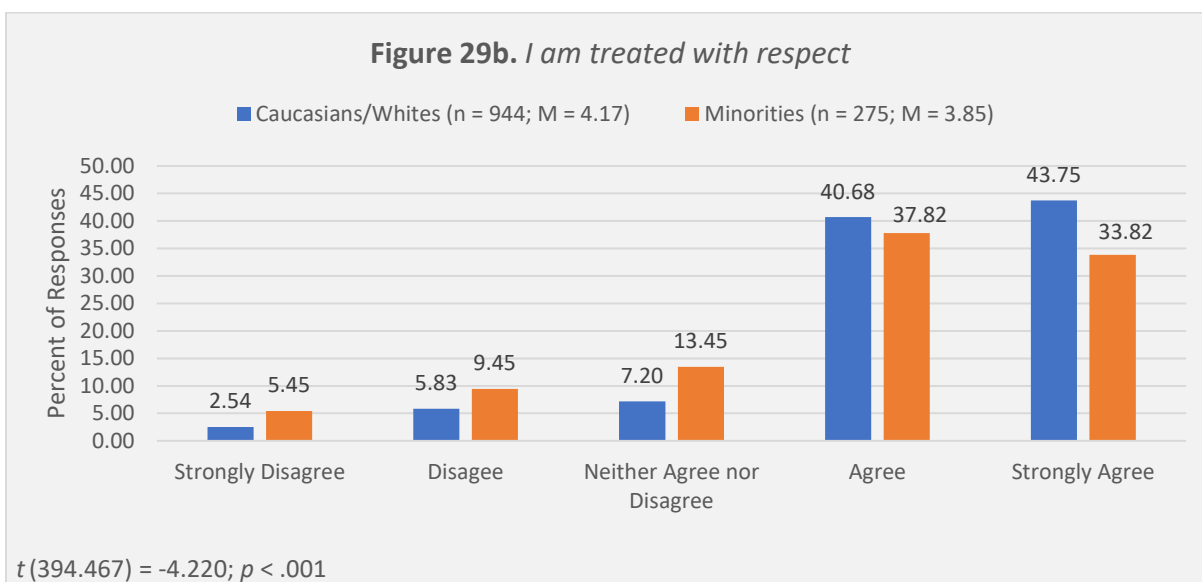
When asked if they are treated with respect, 81.61% of respondents indicated they agreed or strongly agreed, while 9.81% of respondents indicated they disagreed or strongly disagreed (see Figure 29 below).



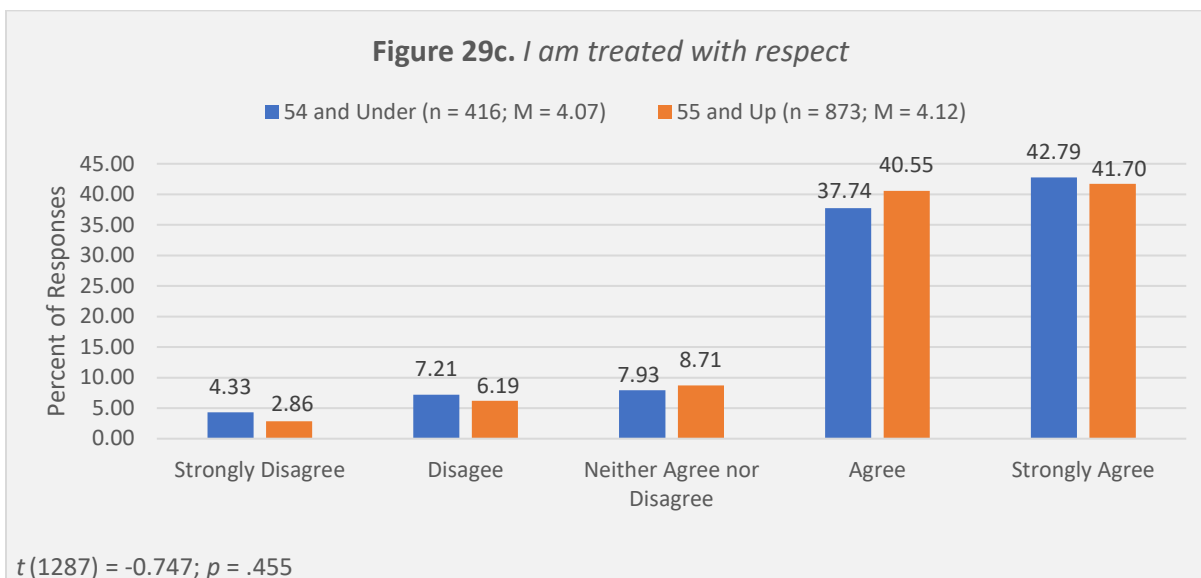
Further analyses revealed that females were statistically less likely to agree that they are treated with respect than males (see Figure 29a below).



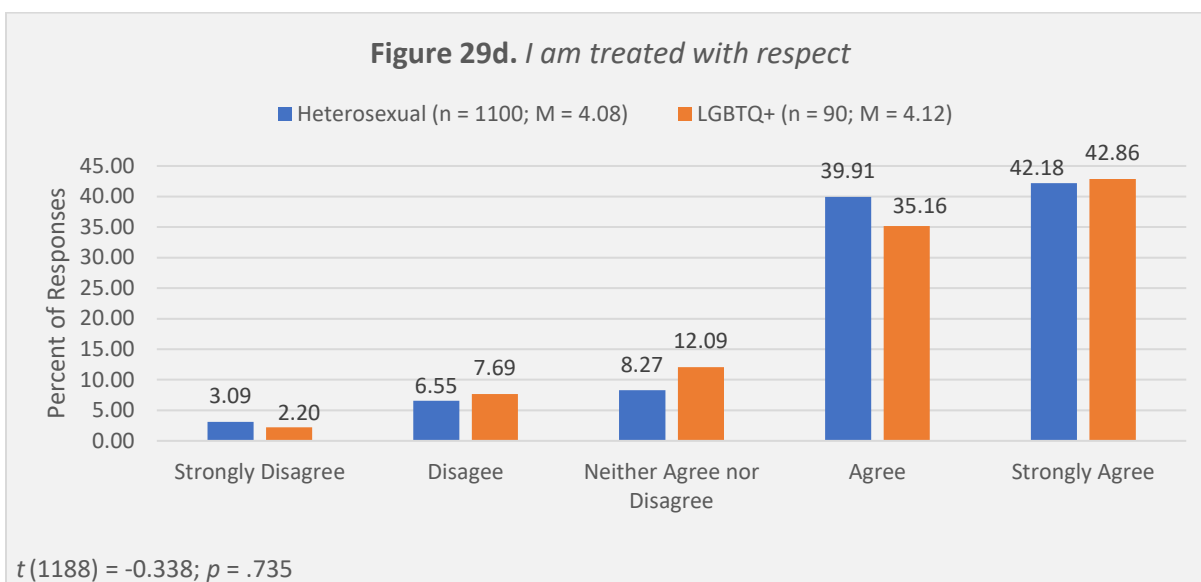
Minorities were statistically less likely to agree that they are treated with respect than Caucasians/whites (see Figure 29b below).



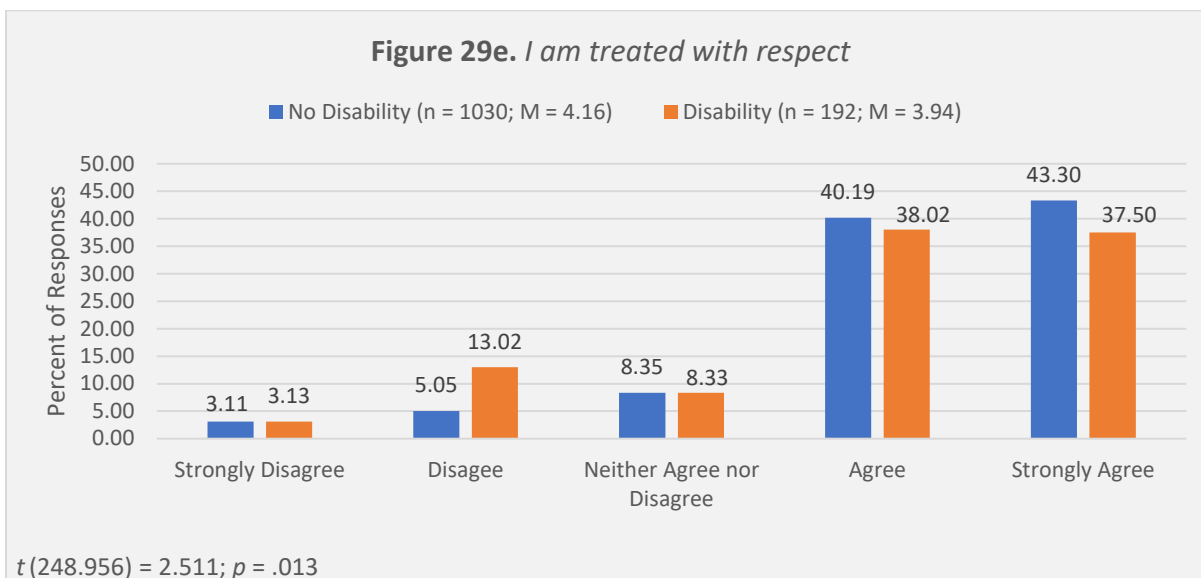
Differences between those who are 54 or younger and those who are 55 and older were not statistically significant (see Figure 29c below).



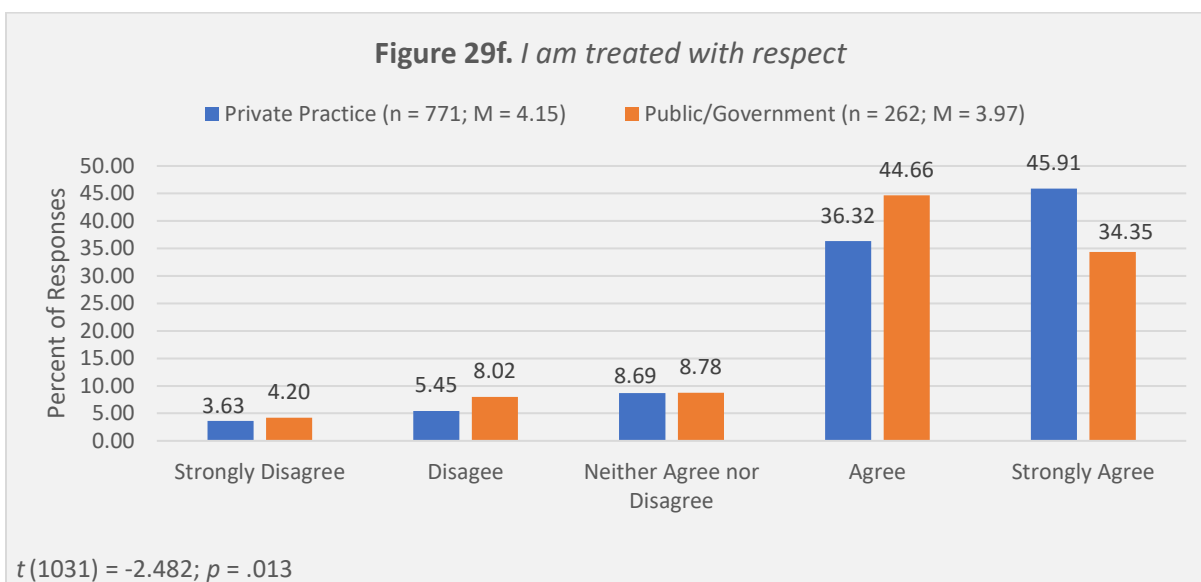
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 29d below).



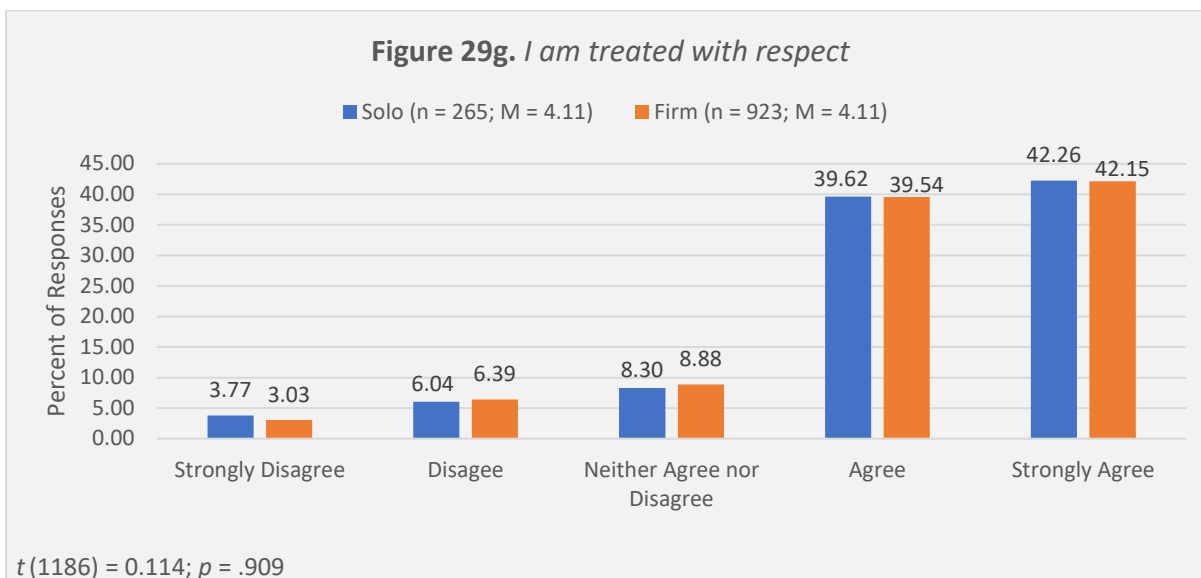
Those with a disability were statistically less likely to agree that they are treated with respect than those without a disability (see Figure 29e below).



Public sector/government respondents were statistically less likely to agree that they are treated with respect than private practice (see Figure 29f below).

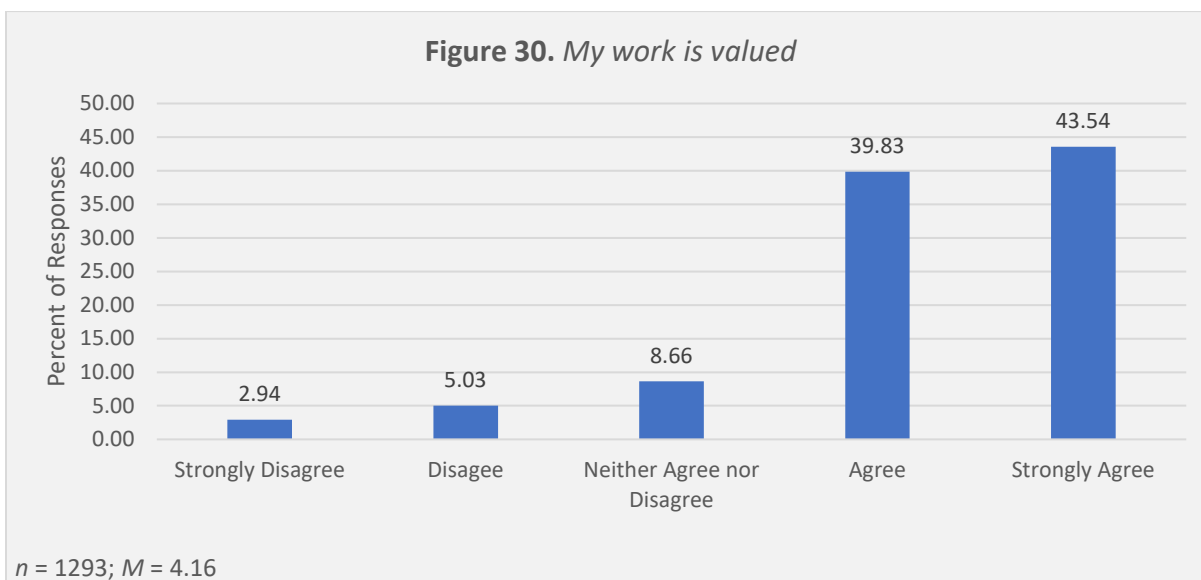


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 29g below).

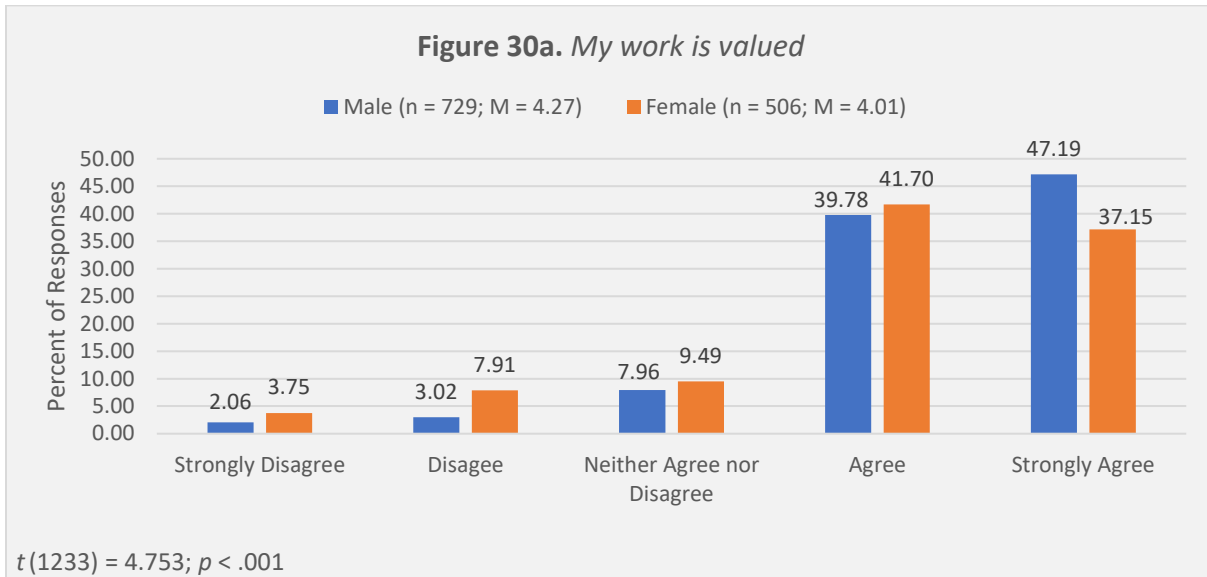


### ***Item 3. Work is Valued***

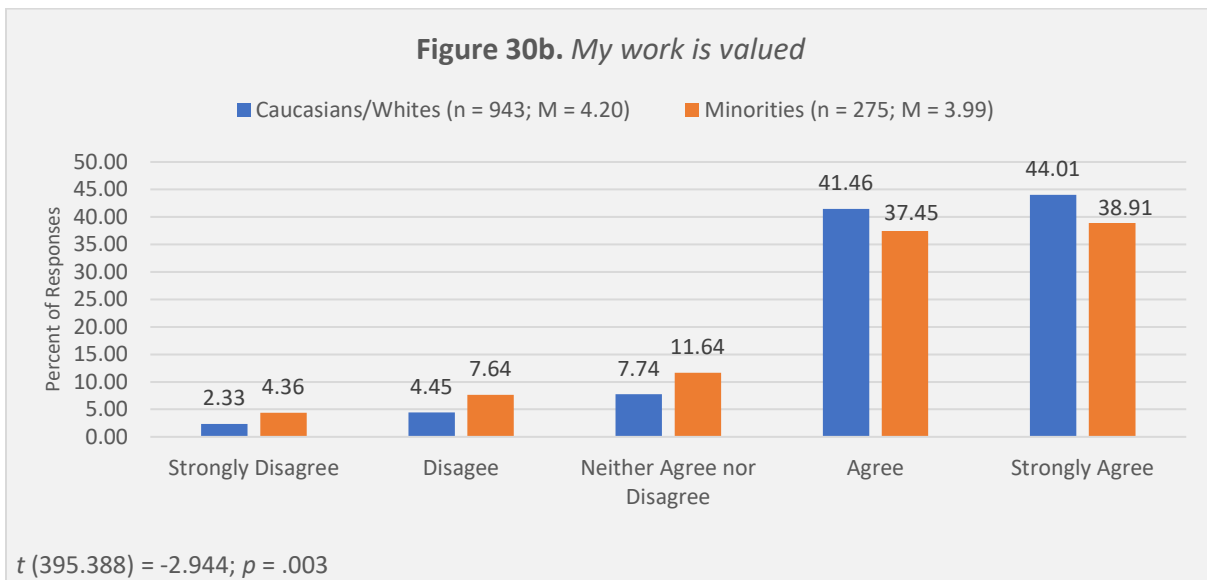
When asked if their work is valued, 83.37% of respondents indicated they agreed or strongly agreed, while 7.97% of respondents indicated they disagreed or strongly disagreed (see Figure 30 below).



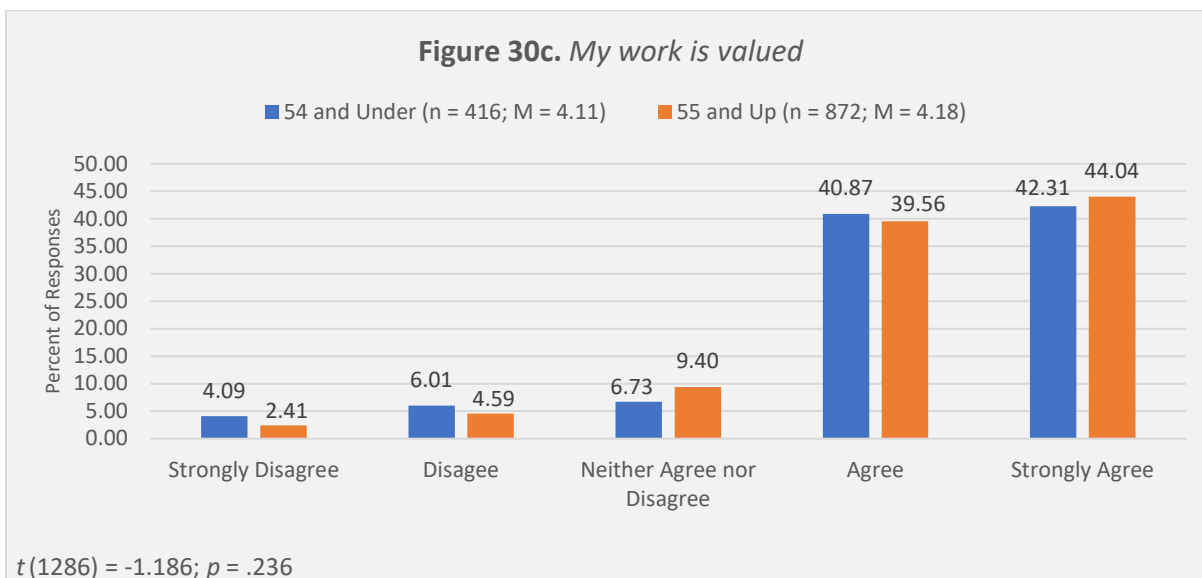
Further analyses revealed that females were statistically less likely to agree that their work is valued than males (see Figure 30a below).



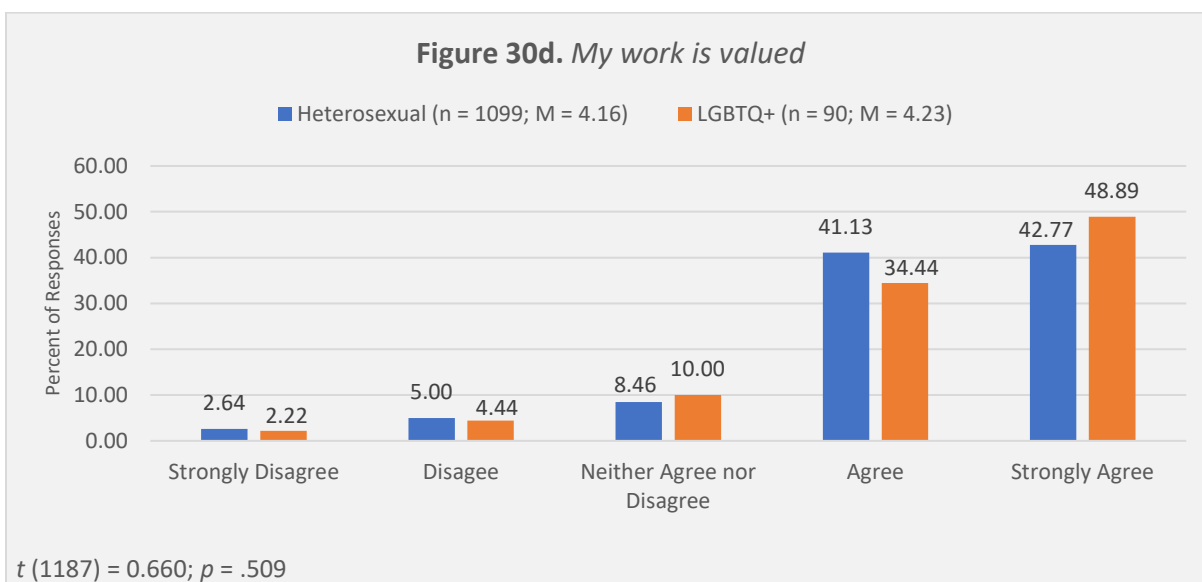
Minorities were statistically less likely to agree that their work is valued than Caucasians/whites (see Figure 30b below).



Differences between those who are 54 or younger and those who are 55 and older were not statistically significant (see Figure 30c below).

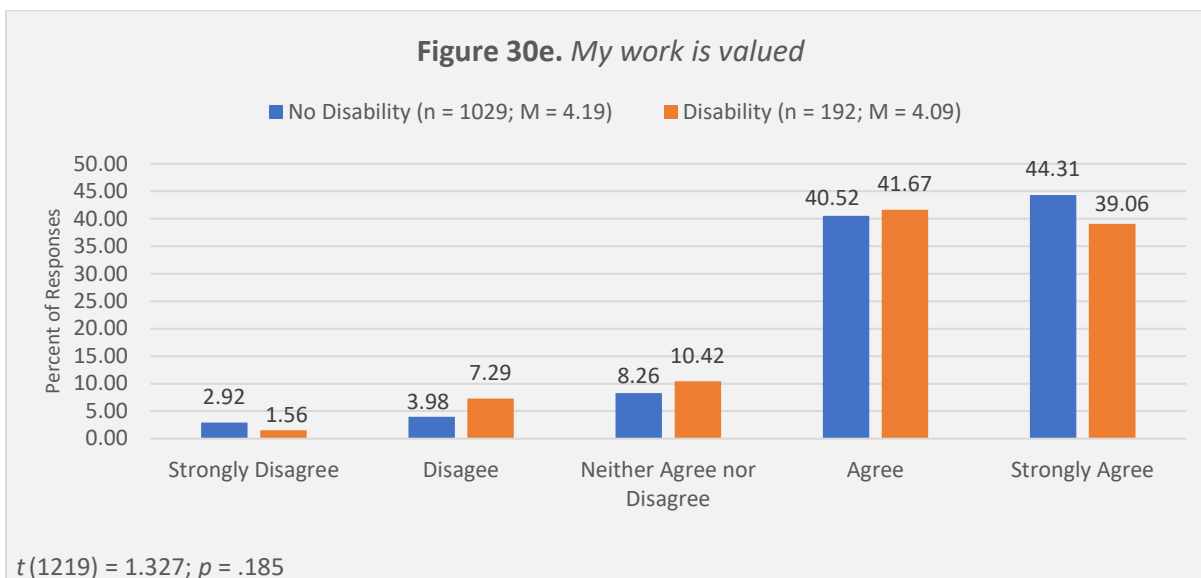


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 30d below).

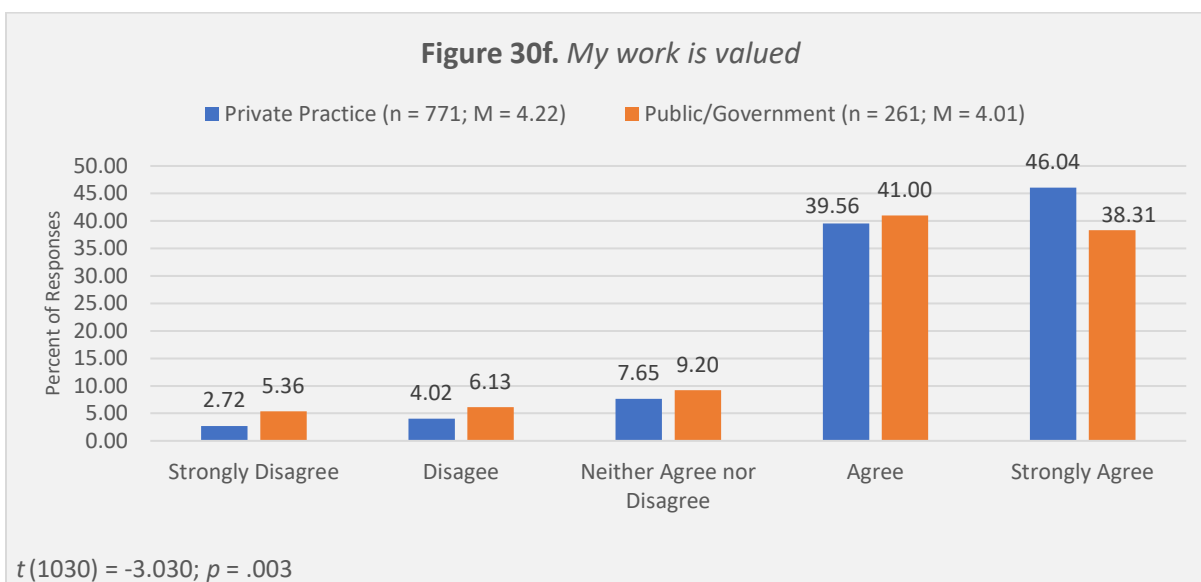




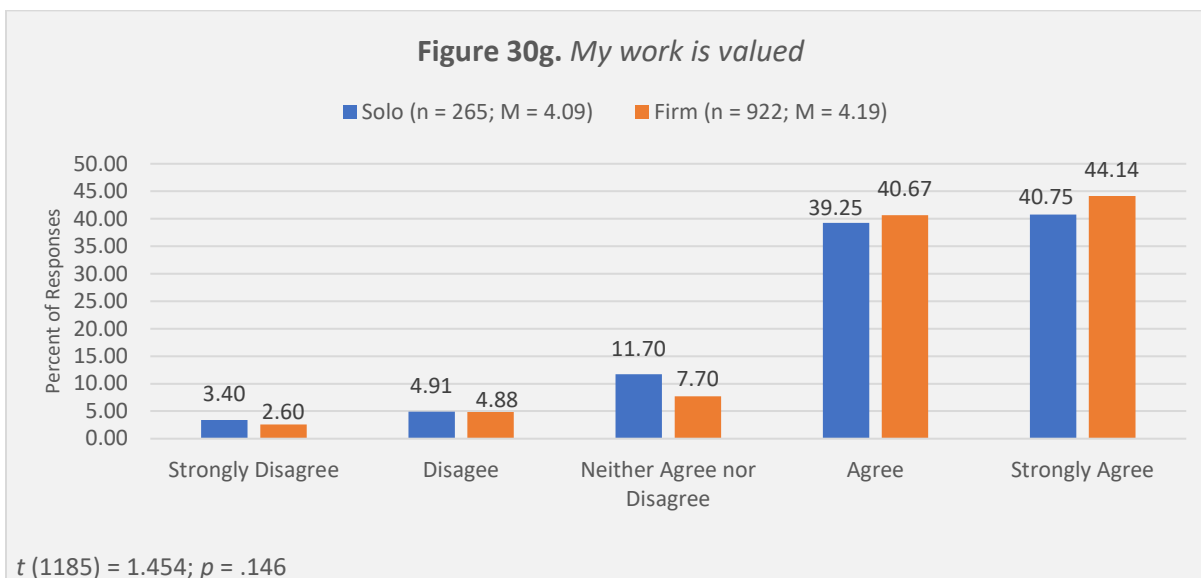
Differences between those with a disability and those without a disability were not statistically significant (see Figure 30e below).



Those in the public sector/government were statistically less likely to agree their work is valued than those in private practice (see Figure 30f below).

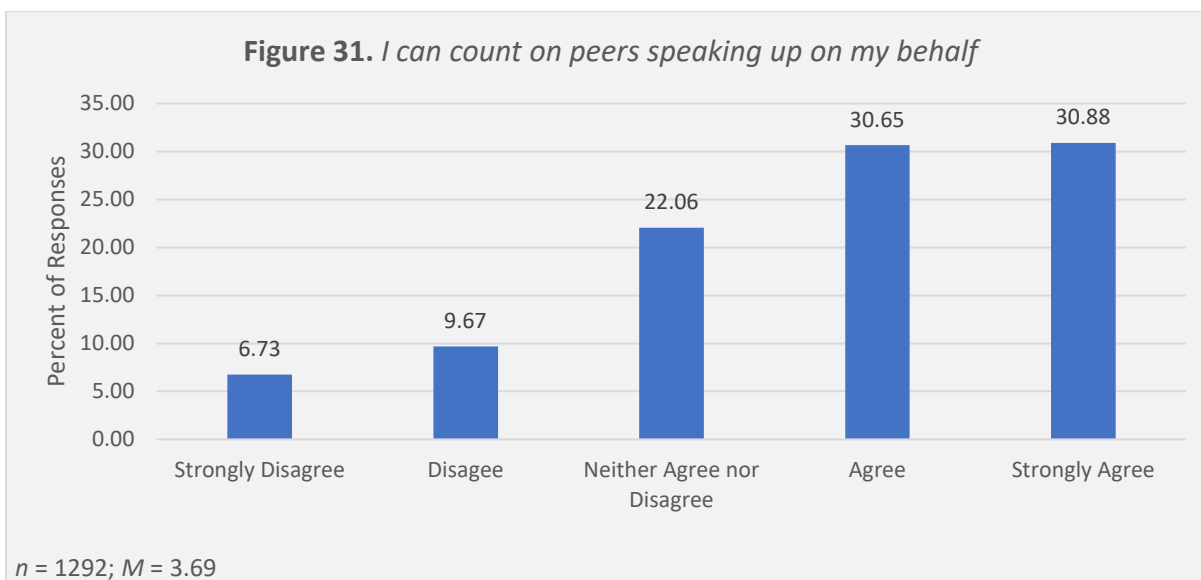


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 30g below).

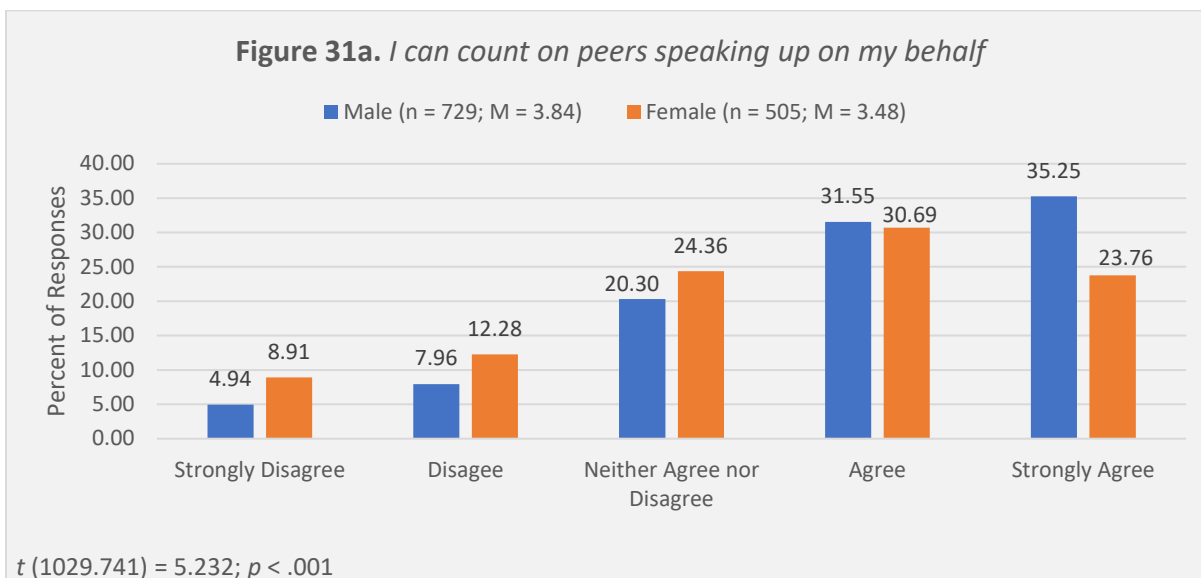


#### ***Item 4. Peers Speaking Up***

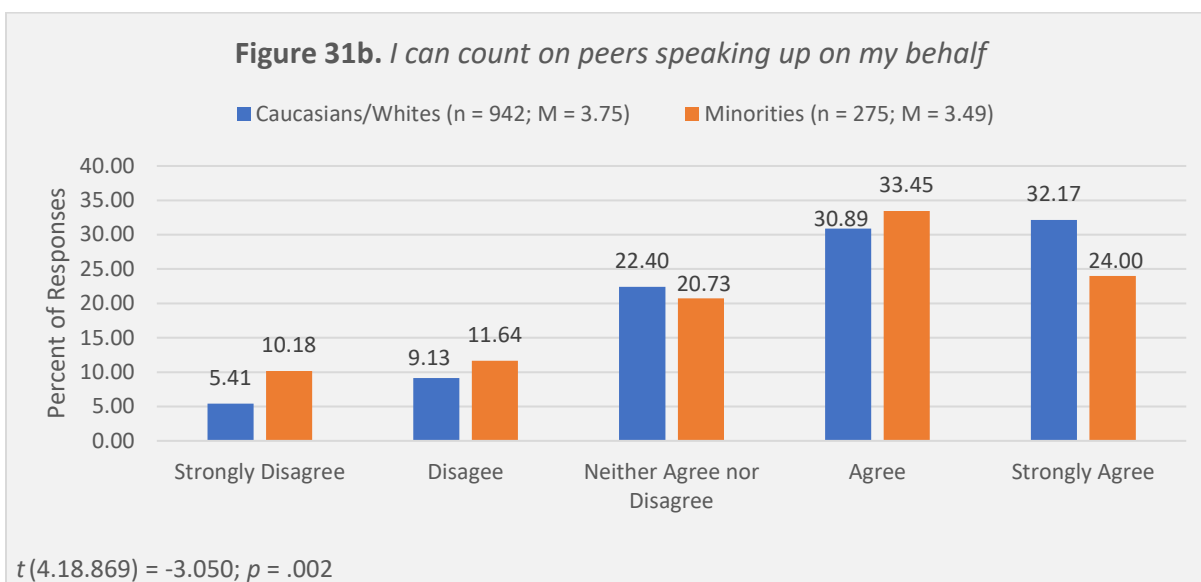
When asked if they can count on their peers speaking up on their behalf, 61.53% of respondents indicated they agreed or strongly agreed, while 16.40% of respondents indicated they disagreed or strongly disagreed (see Figure 31 below).



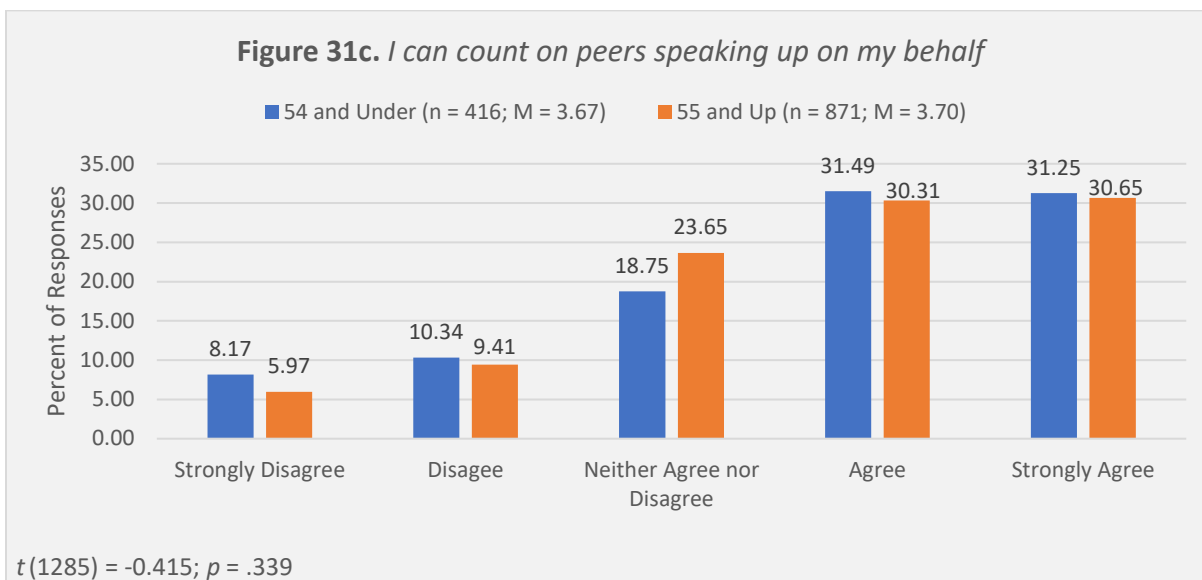
Further analyses revealed that females were statistically less likely to agree that they can count on their peers speaking up on their behalf than males (see Figure 31a below).



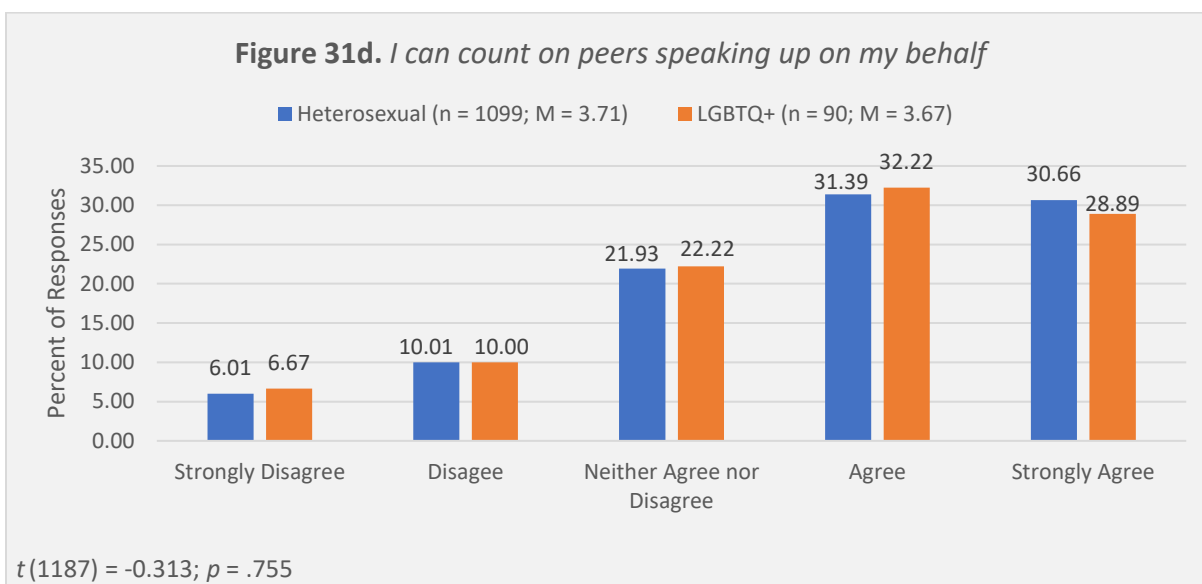
Minorities were statistically less likely to agree that they can count on their peers speaking up on their behalf than Caucasians/whites (see Figure 31b below).



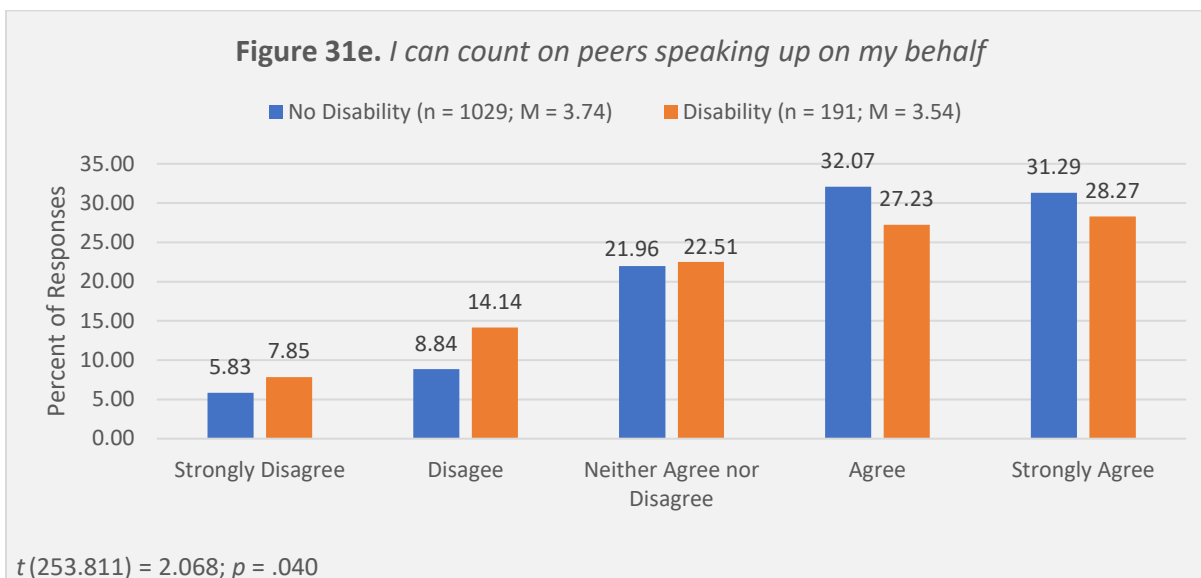
Differences between those who are 54 or younger and those who are 55 and older were not statistically significant (see Figure 31c below).



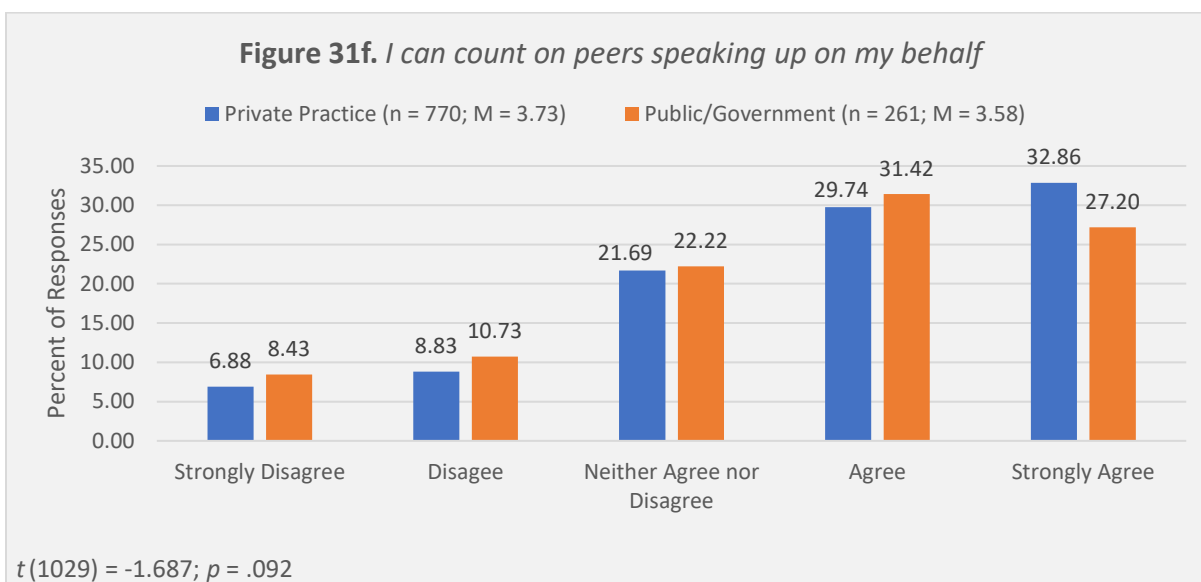
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 31d below).



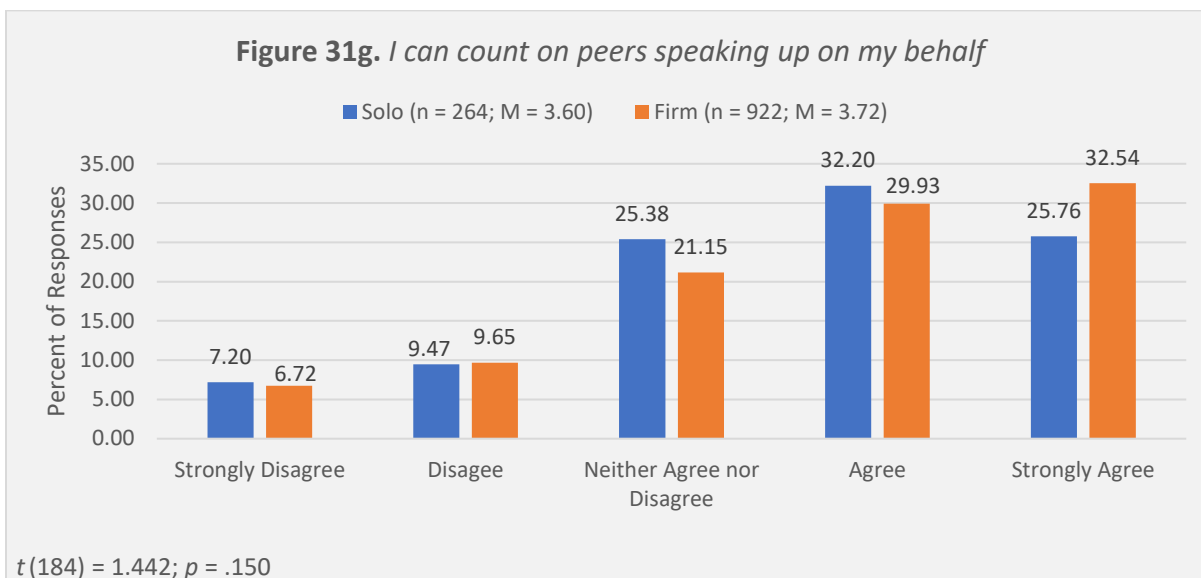
Those with a disability were statistically less likely to agree they can count on peers speaking up on their behalf than those without a disability (see Figure 31e below).



Differences between those in private practice and those in the public sector/government were not statistically significant (see Figure 31f below).

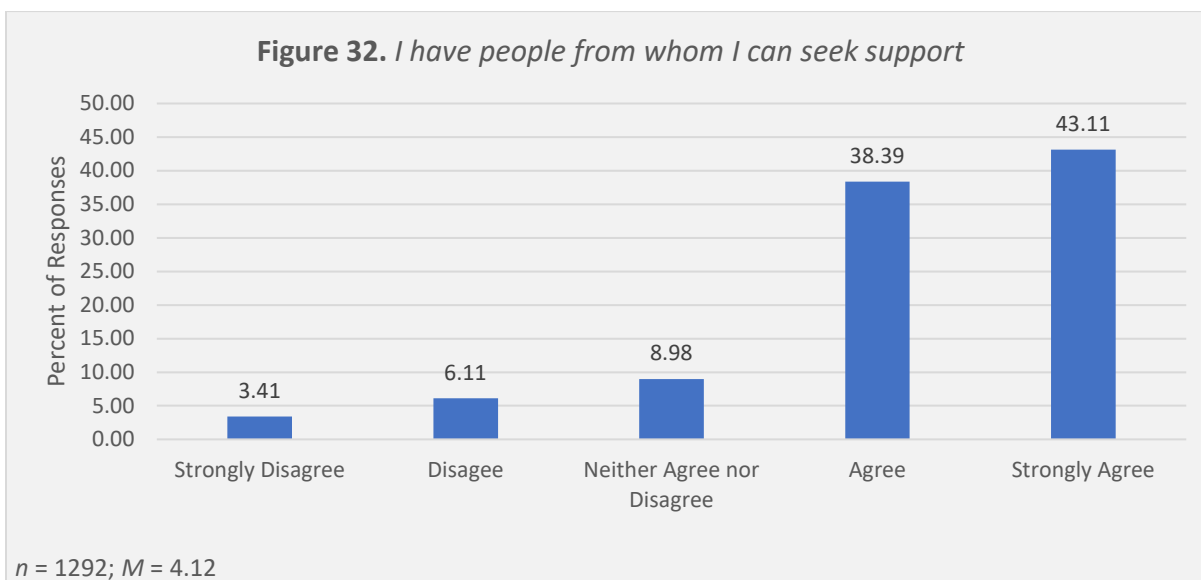


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 31g below).

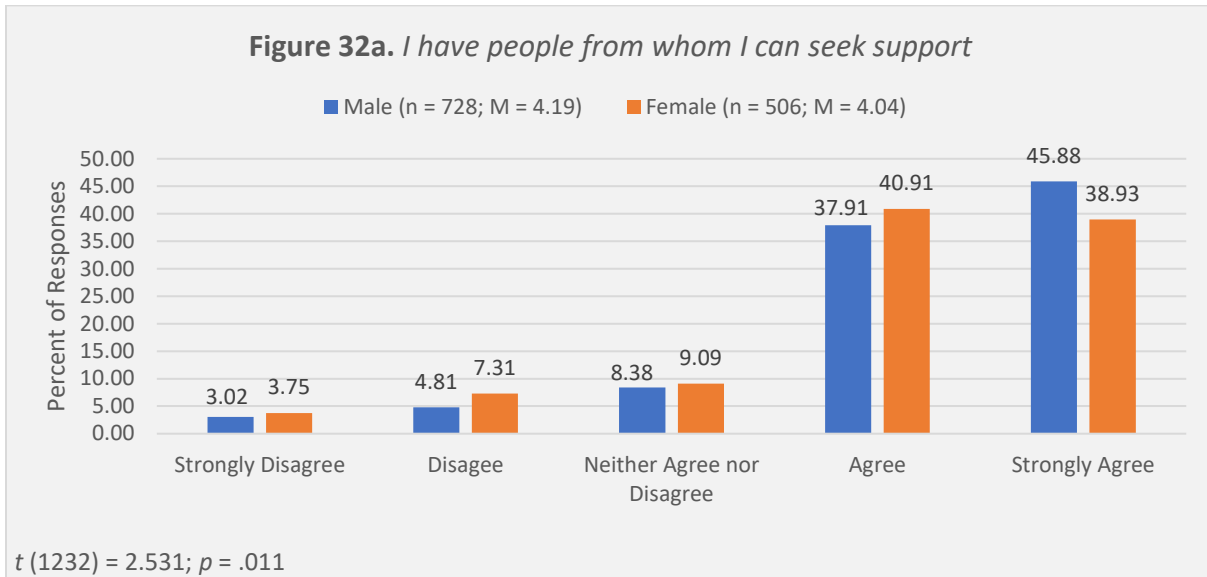


#### ***Item 5. Can Seek Support***

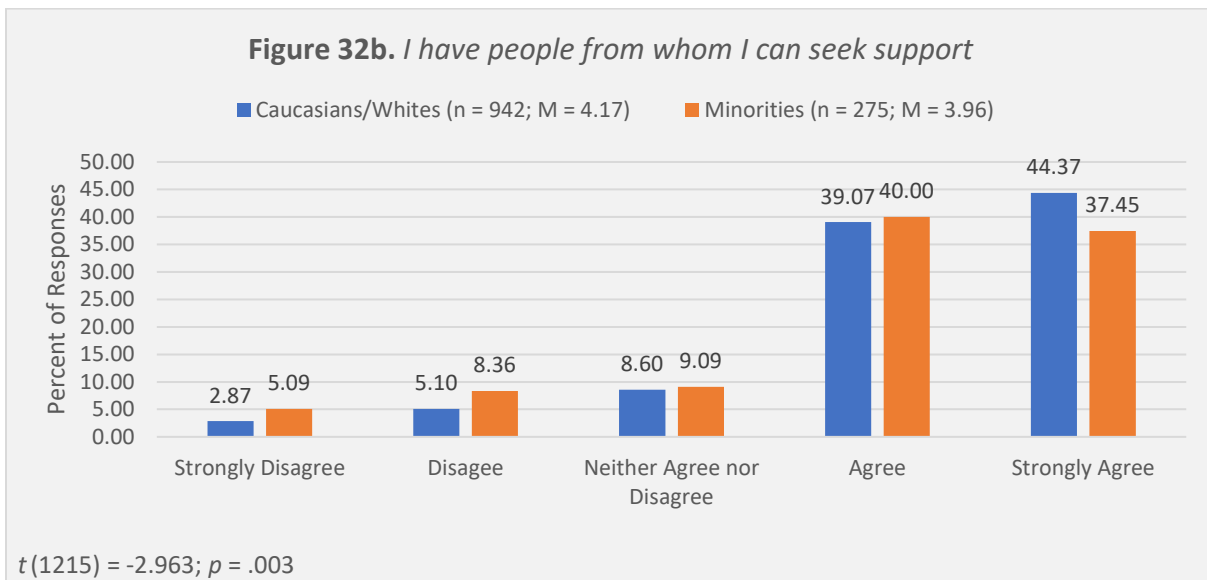
When asked if they have people from whom they can seek support, 81.50% of respondents indicated they agreed or strongly agreed, while 9.52% of respondents indicated they disagreed or strongly disagreed (see Figure 32).



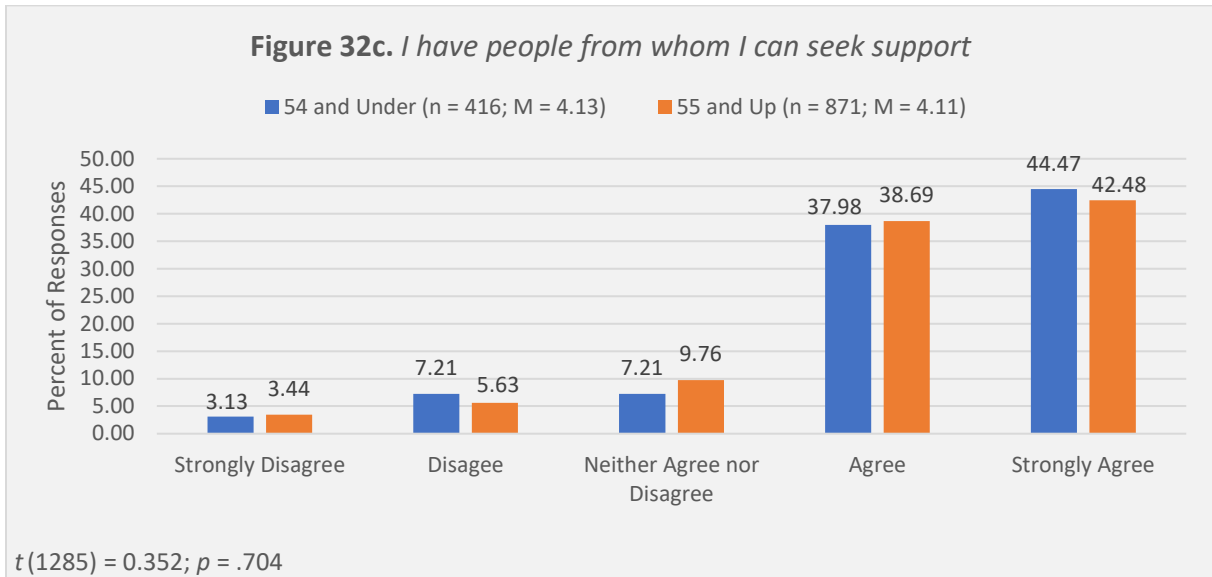
Further analyses revealed females were statistically less likely to agree they have people from whom they can seek support than males (see Figure 32a below).



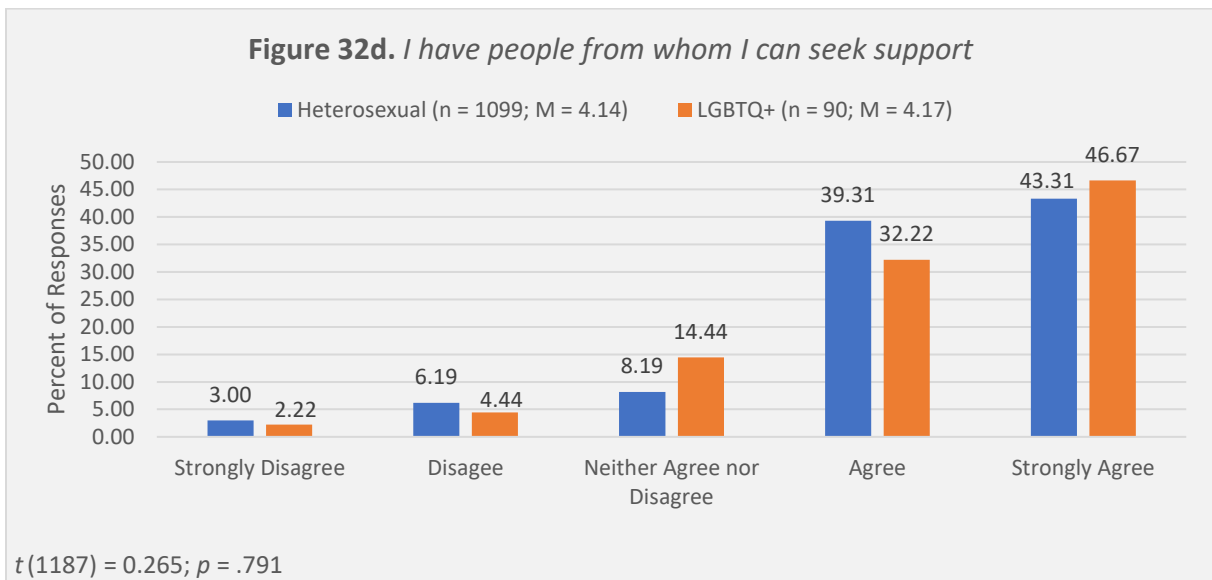
Minorities were statistically less likely to agree they have people from whom they can seek support than Caucasians/whites (see Figure 32b below).



Differences between those who are 54 or younger and those who are 55 and older were not statistically significant (see Figure 32c below).

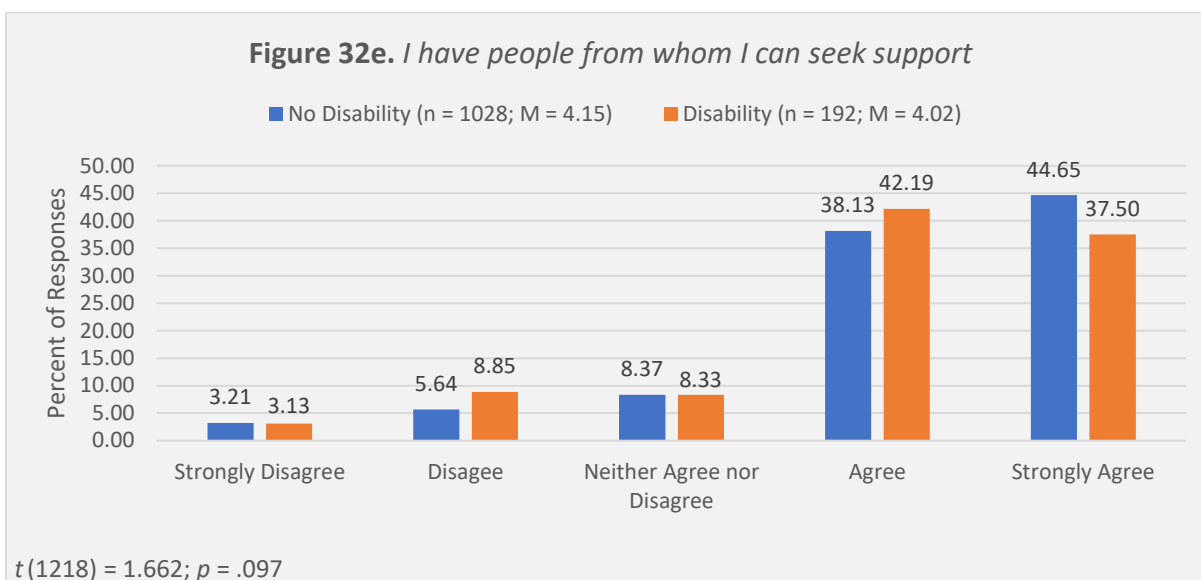


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 32d below).

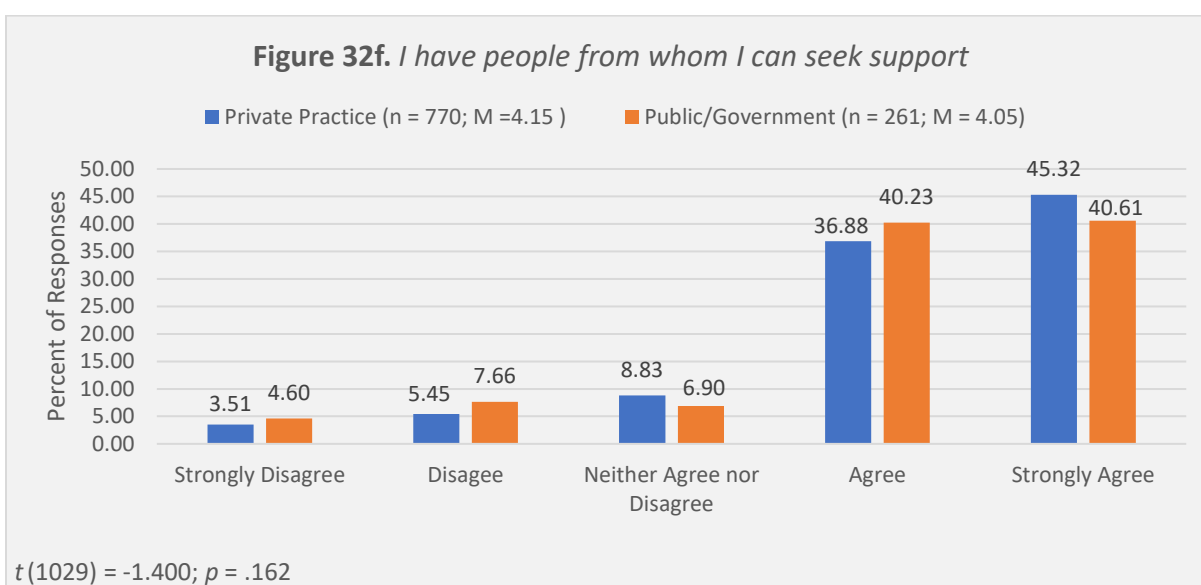




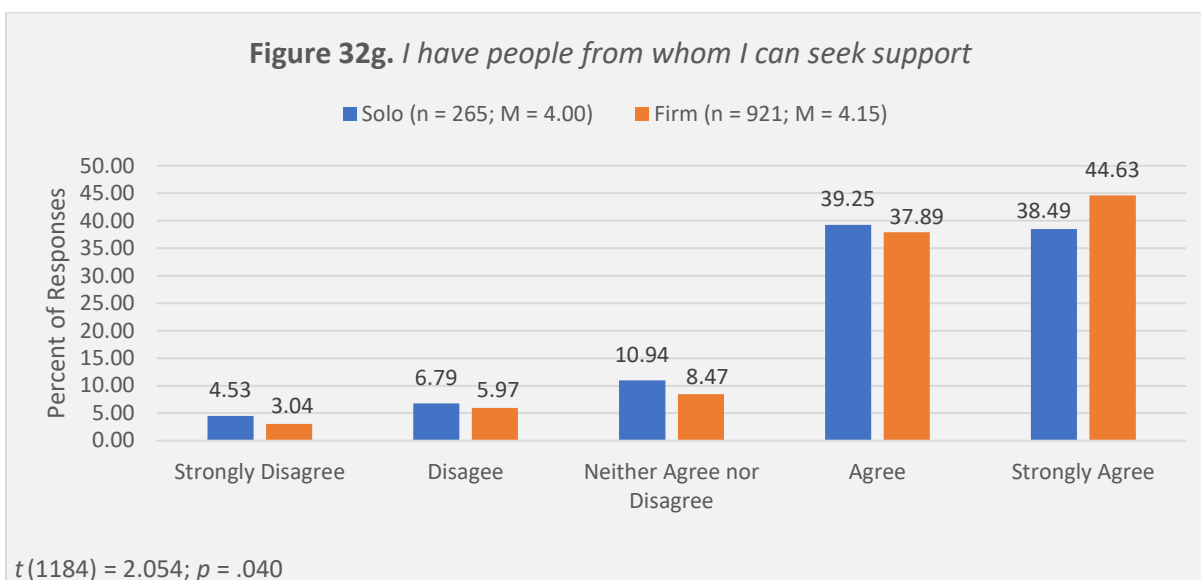
Differences between those with a disability and those without a disability were not statistically significant (see Figure 32e below).



Differences between those in private practice and those in the public sector/government were not statistically significant (see Figure 32f below).

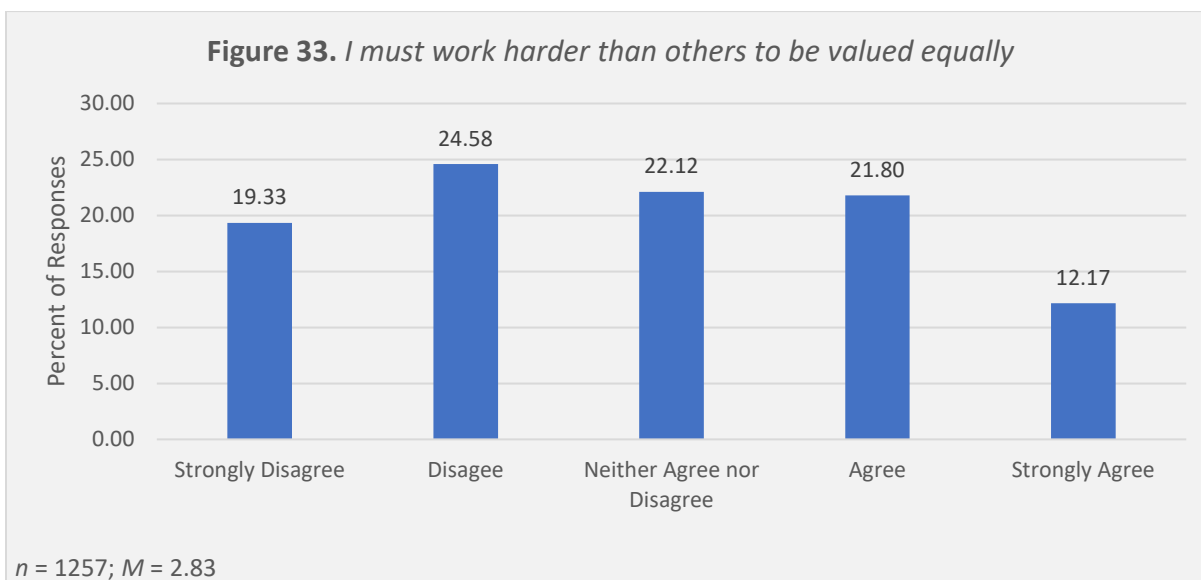


Solo practitioners were statistically less likely to agree they have people from whom they can seek support than those in firms (see Figure 32g below).

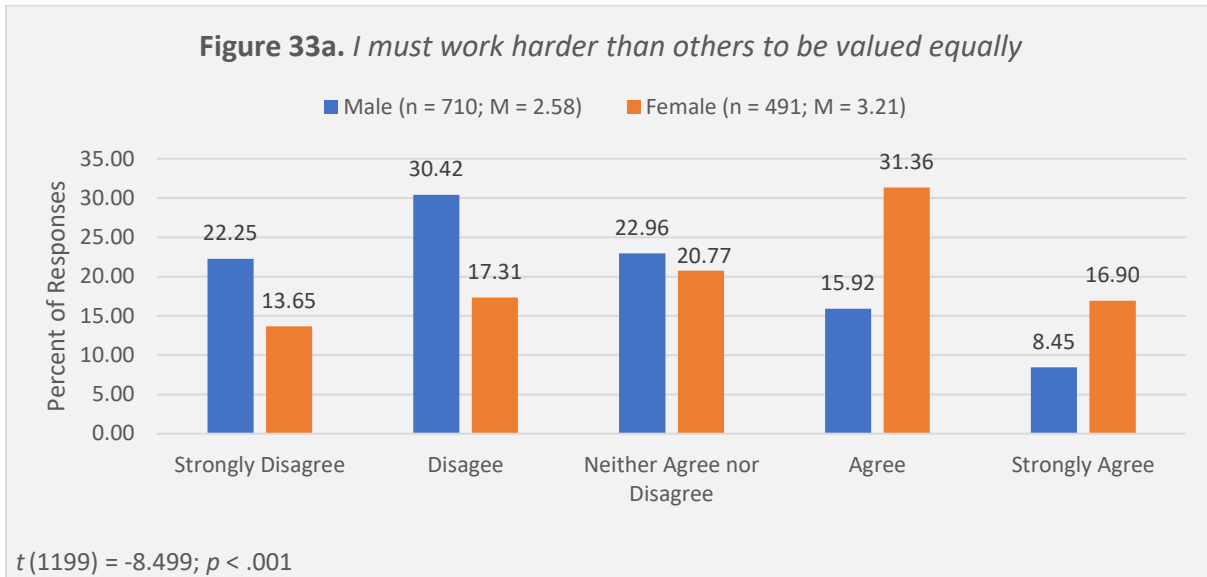


#### **Item 6. Work Harder to be Valued**

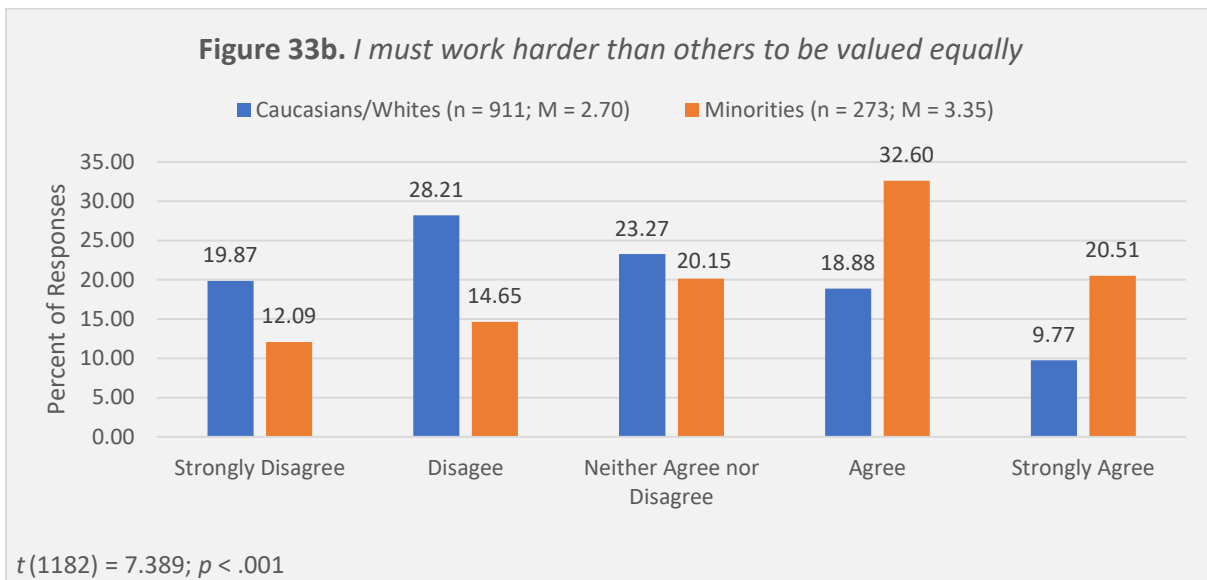
When asked if they must work harder than others to be valued, the responses were more dispersed. 33.97% of respondents indicated they agreed or strongly agreed, while 43.91% of respondents indicated they disagreed or strongly disagreed (see Figure 33 below).



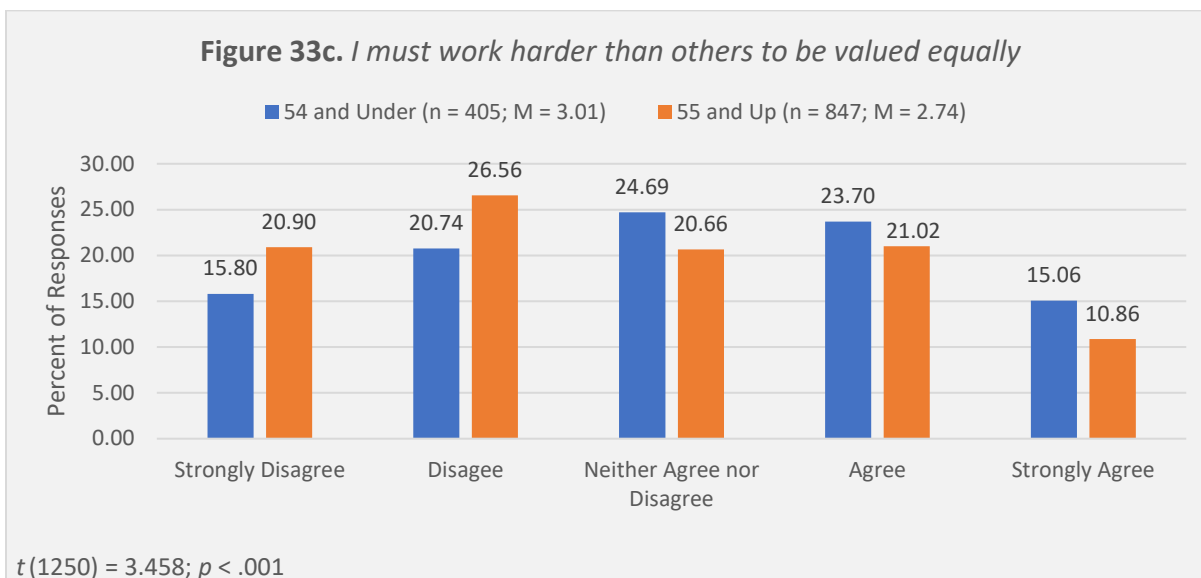
Further analyses revealed females were statistically more likely to agree they must work harder than others to be valued equally than males (see Figure 33a below).



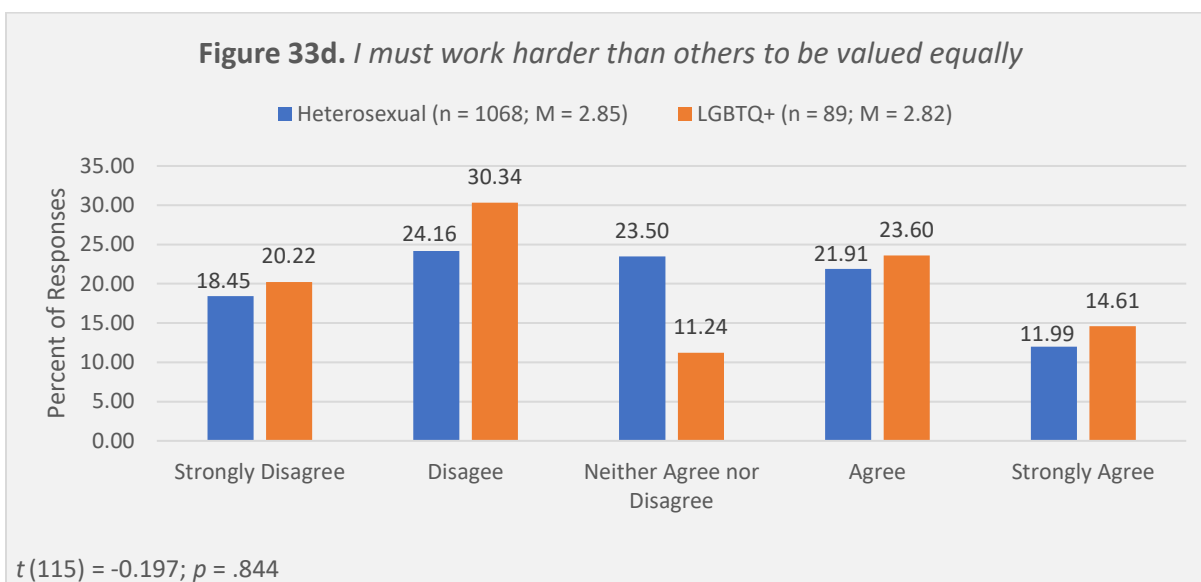
Minorities were statistically more likely to agree they must work harder than others to be valued equally than Caucasians/whites (see Figure 33b below).



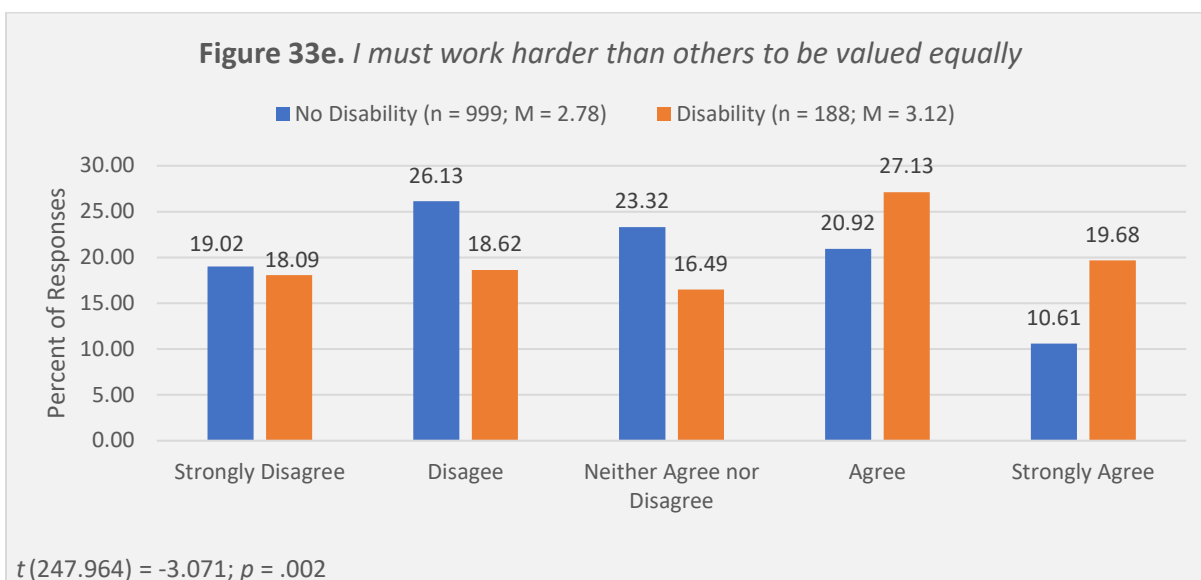
Those who are 54 or younger were statistically more likely to agree they must work harder than others to be valued equally than those who are 55 and older (see Figure 33c below).



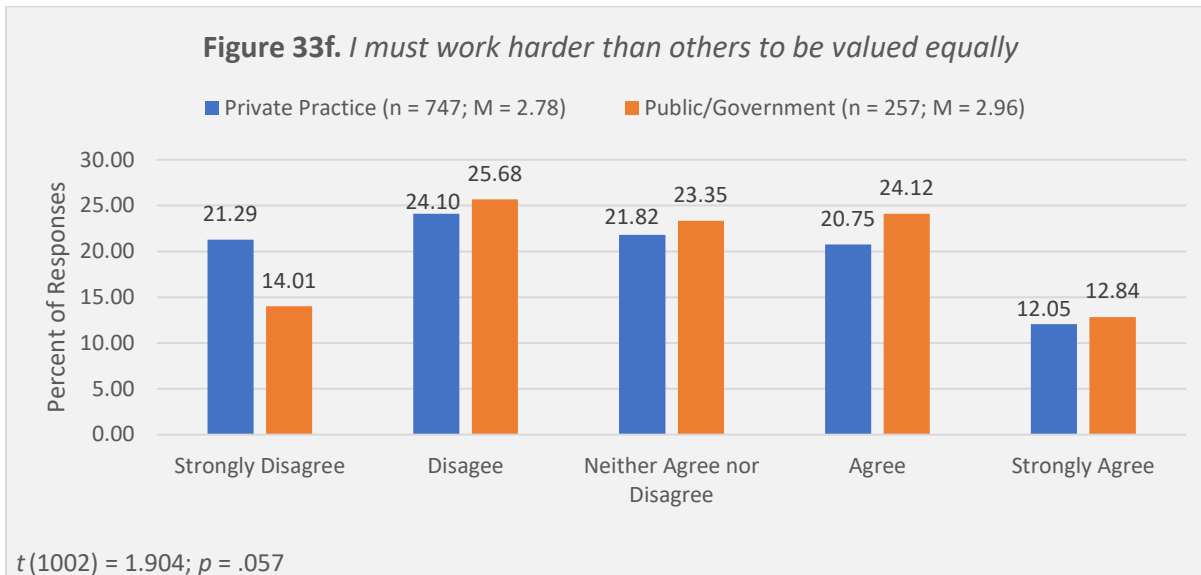
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 33d below).



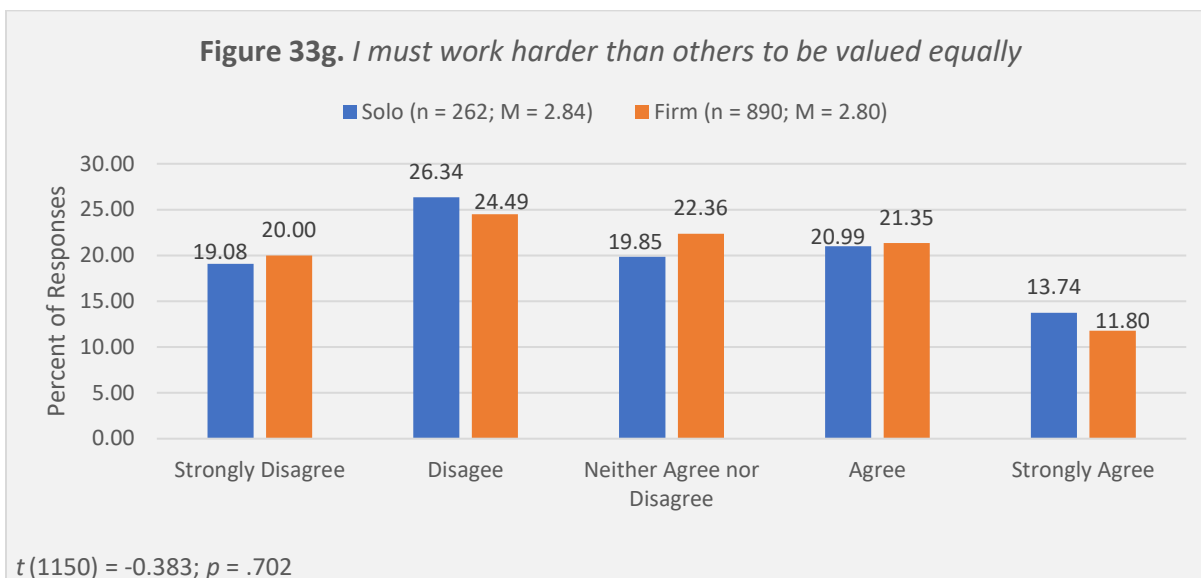
Those with a disability were statistically more likely to agree they must work harder than others to be valued equally than those without a disability (see Figure 33e below).



Those in the public sector/government were marginally more likely to agree they must work harder than others to be valued equally than those in private practice (see Figure 33f below).

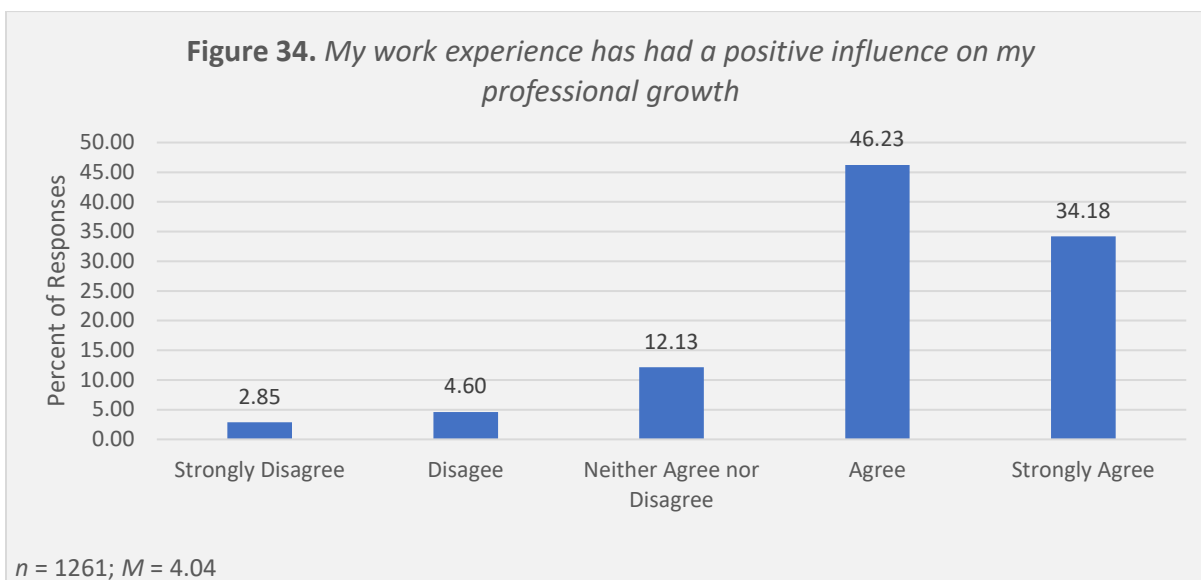


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 33g below).

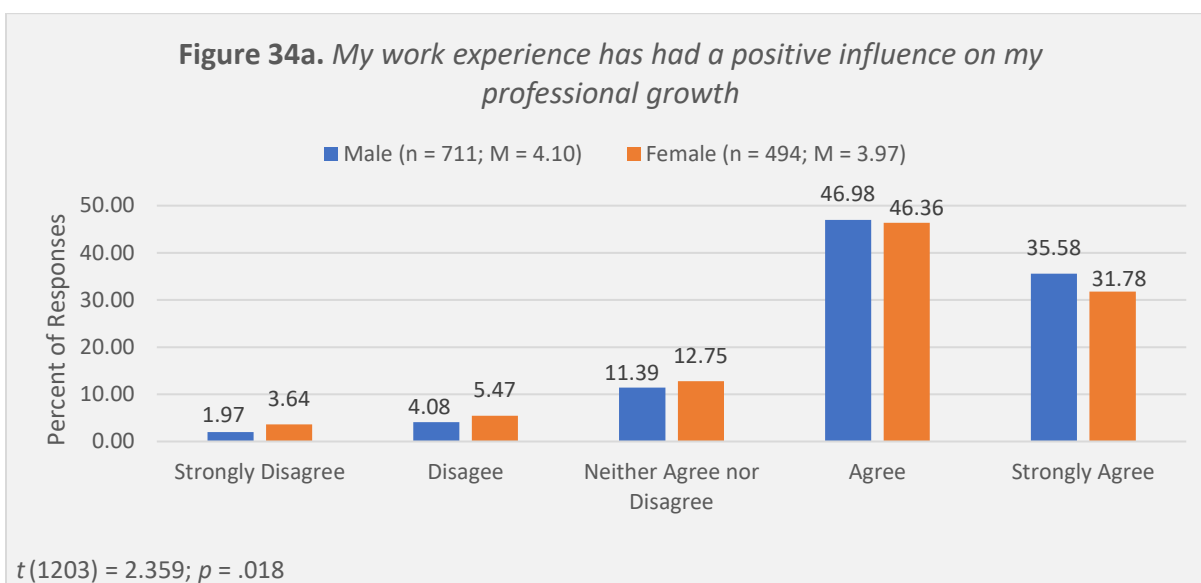


### Item 7. Professional Growth

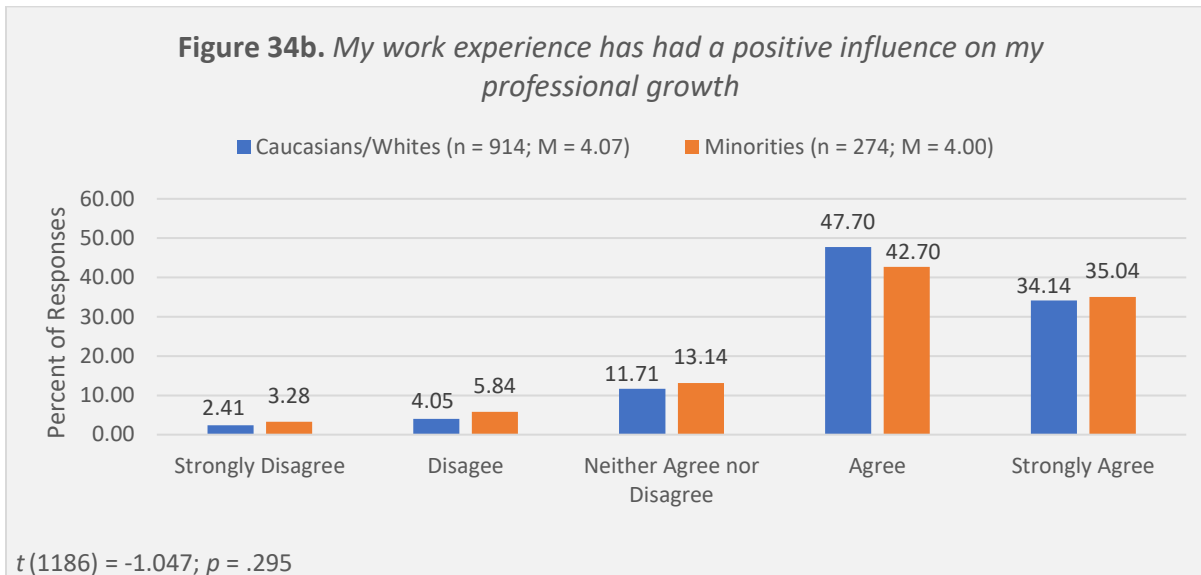
When asked if their work experience has had a positive influence on their professional growth, 80.41% of respondents indicated they agreed or strongly agreed, while 7.45% of respondents indicated they disagreed or strongly disagreed (see Figure 34 below).



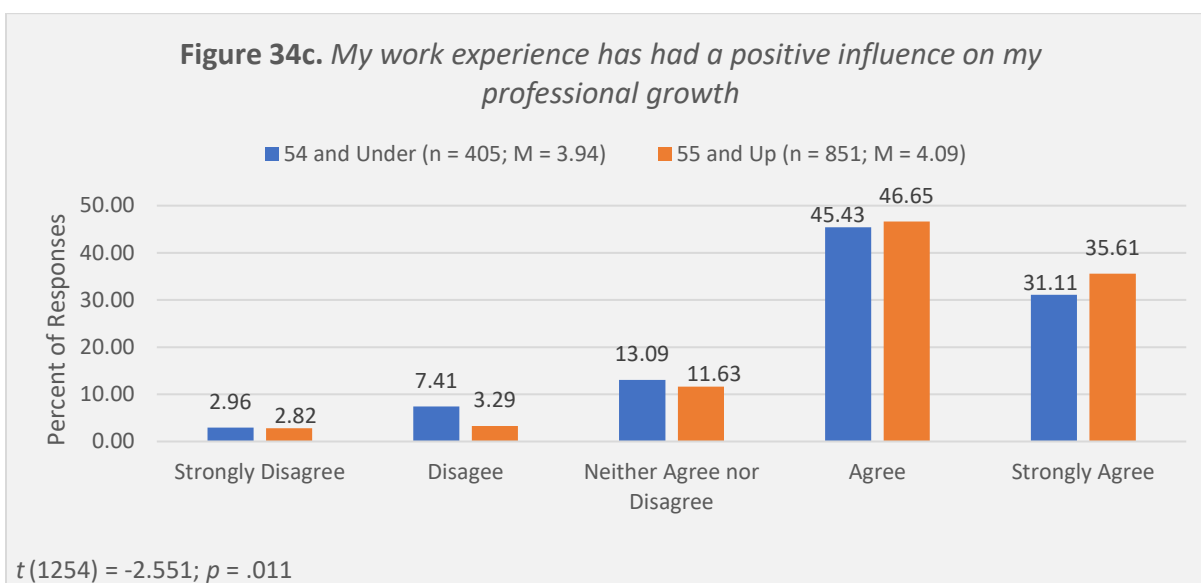
Further analyses revealed females were statistically less likely to agree their work experience has had a positive influence on their professional growth than males (see Figure 34a below).



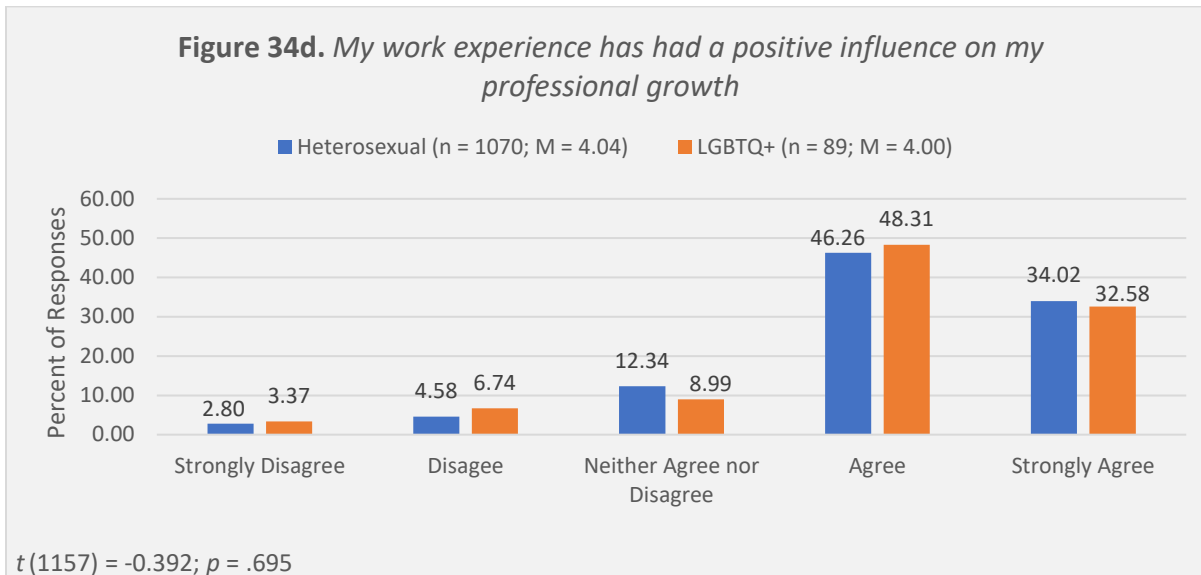
Differences between minorities and Caucasians/whites were not statistically significant (see Figure 34b below).



Those who are 54 or younger were statistically less likely to agree their work experience has had a positive influence on their professional growth than those who are 55 and older (see Figure 34c below).

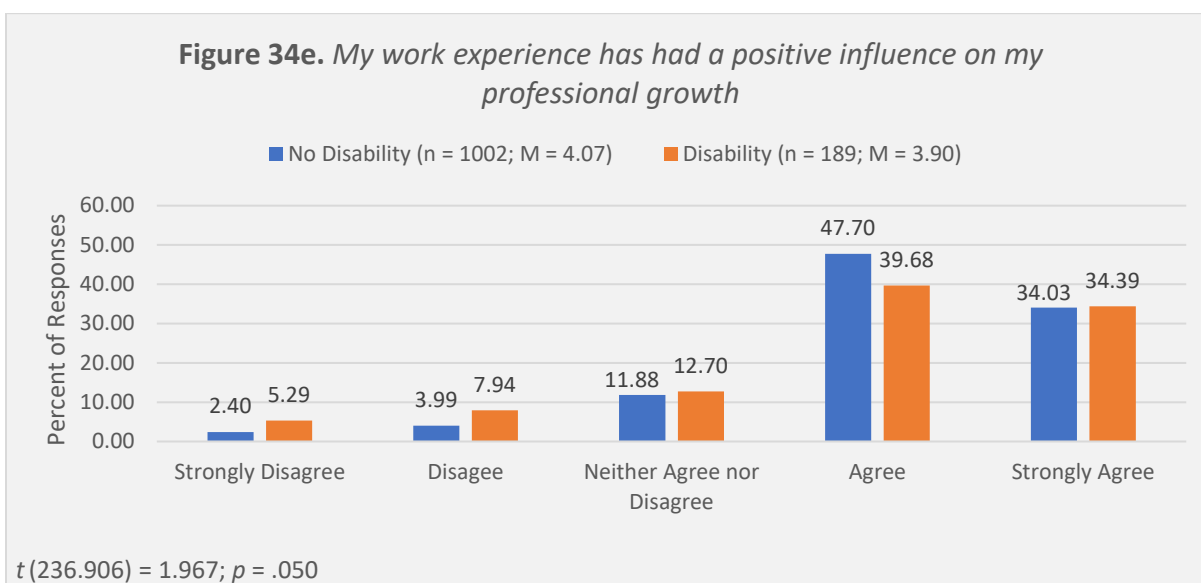


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 34d below).

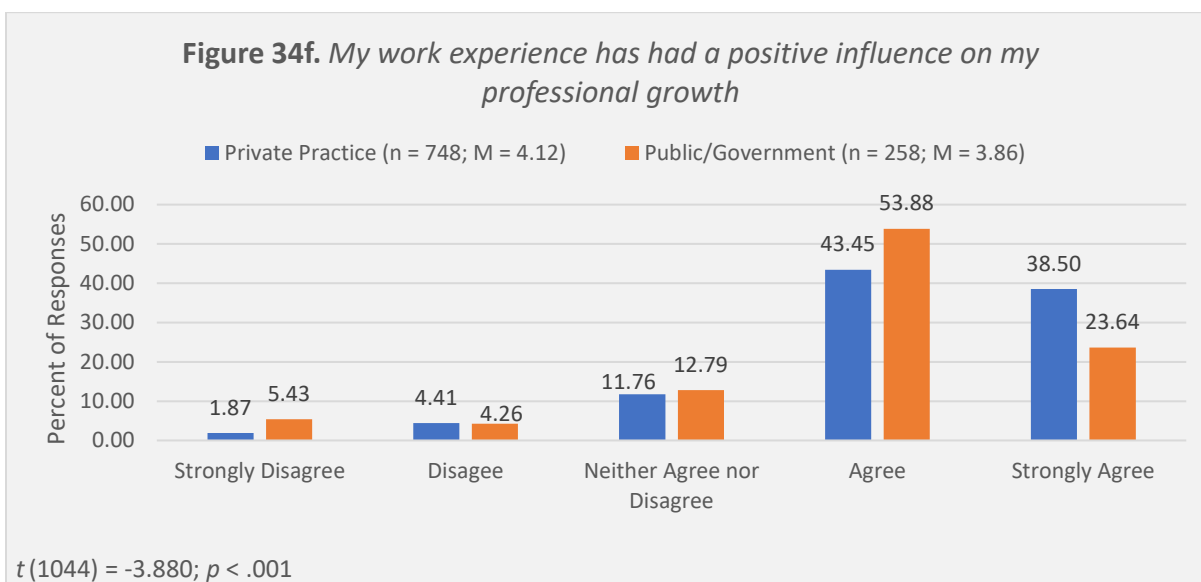




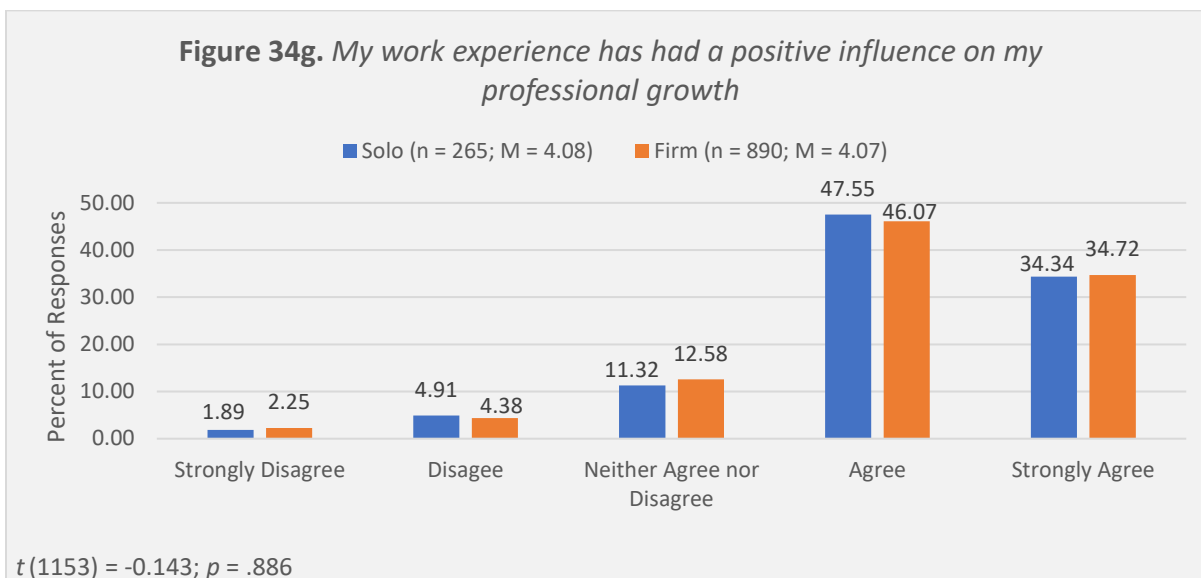
Those with a disability were statistically less likely to agree their work experience has had a positive influence on their professional growth than those without a disability (see Figure 34e below).



Those in the public sector/government were statistically less likely to agree their work experience has had a positive influence on their professional growth than those in private practice (see Figure 34f below).

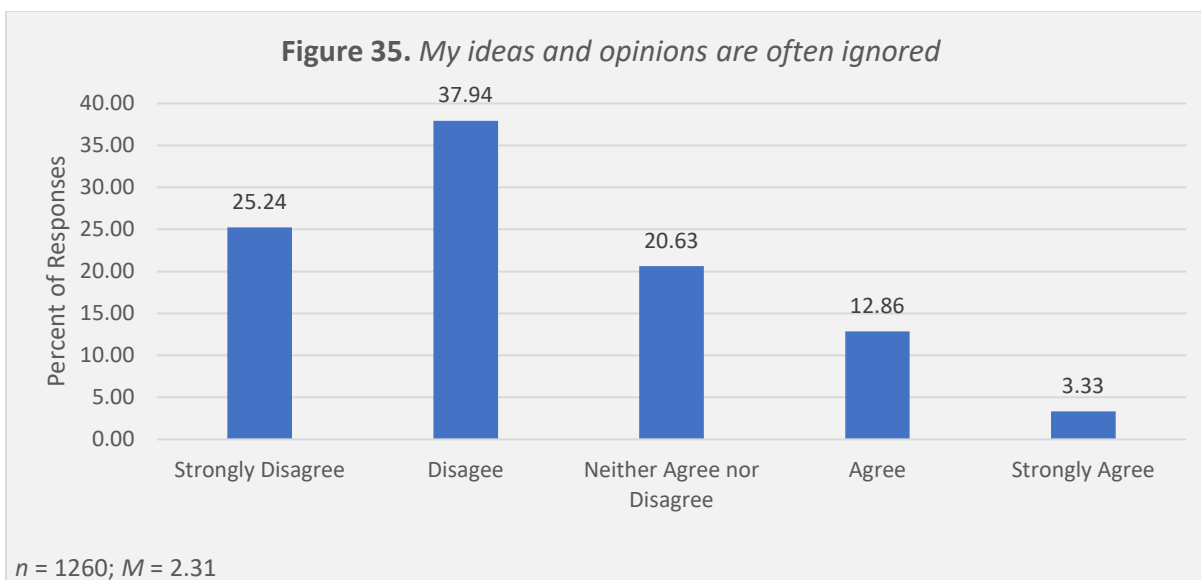


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 34g below).

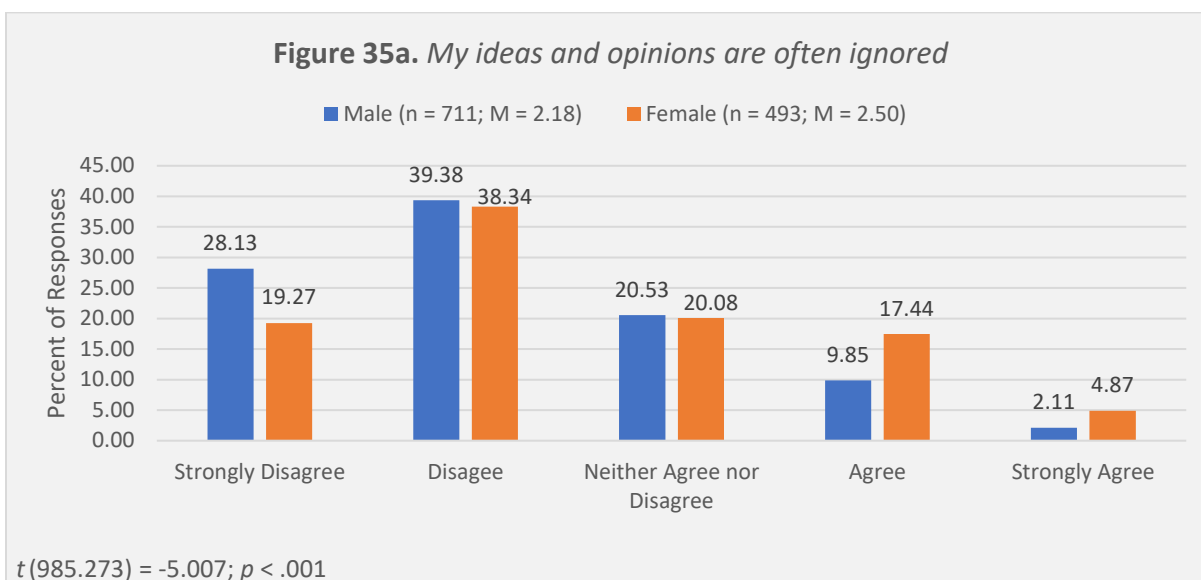


#### ***Item 8. Ideas and Opinions Ignored***

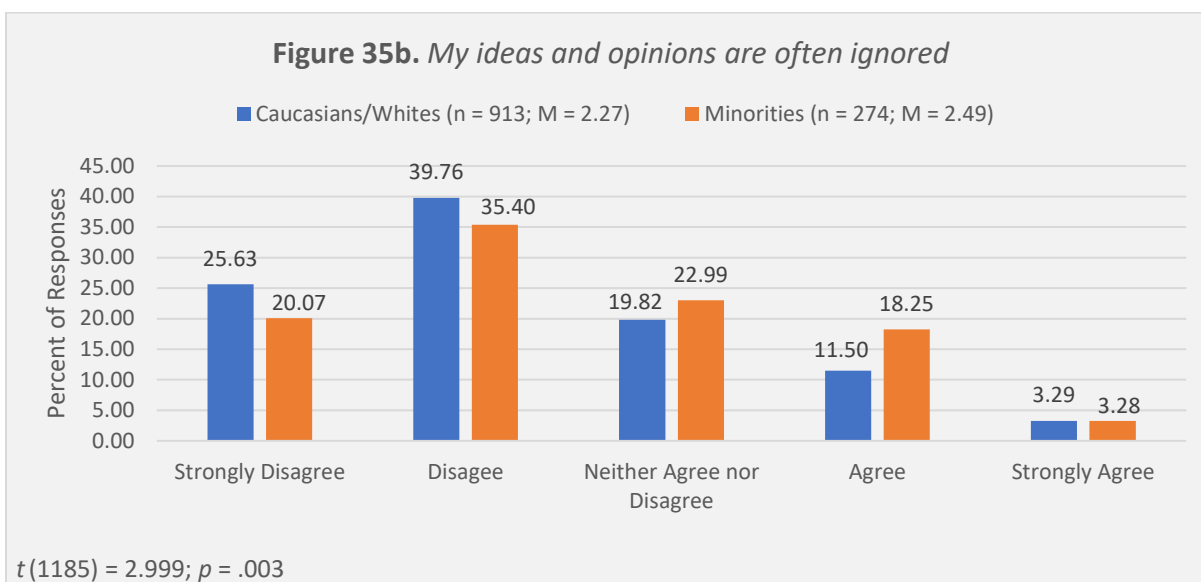
When asked if their ideas and opinions are often ignored, 16.19% of respondents indicated they agreed or strongly agreed, while 63.18% of respondents indicated they disagreed or strongly disagreed (see Figure 35 below).



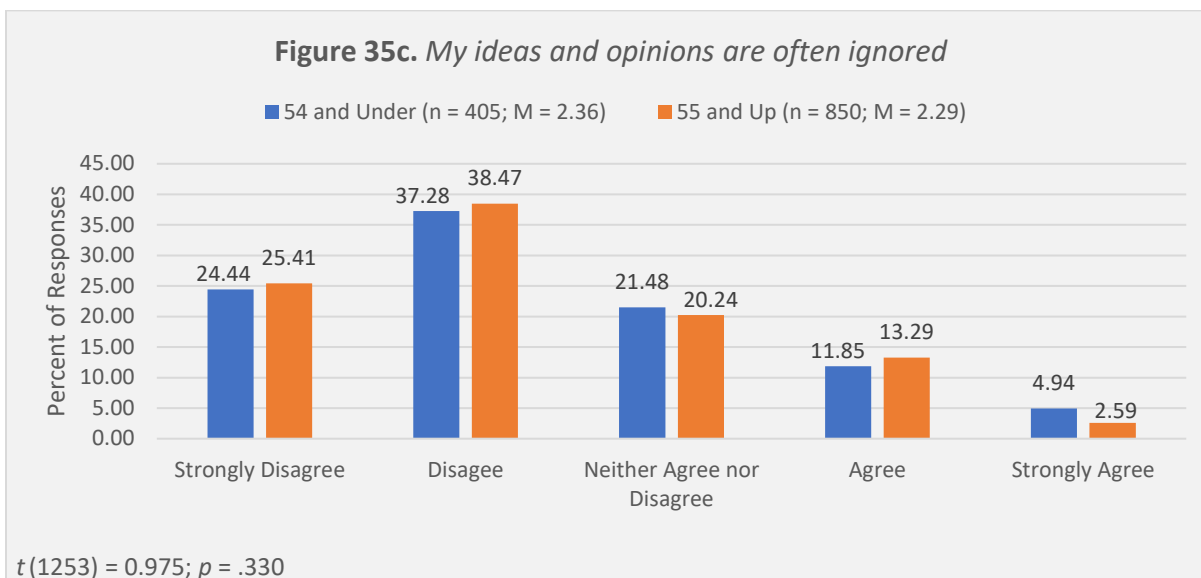
Further analyses revealed females were statistically more likely to agree that their ideas and opinions are often ignored than males (see Figure 35a below).



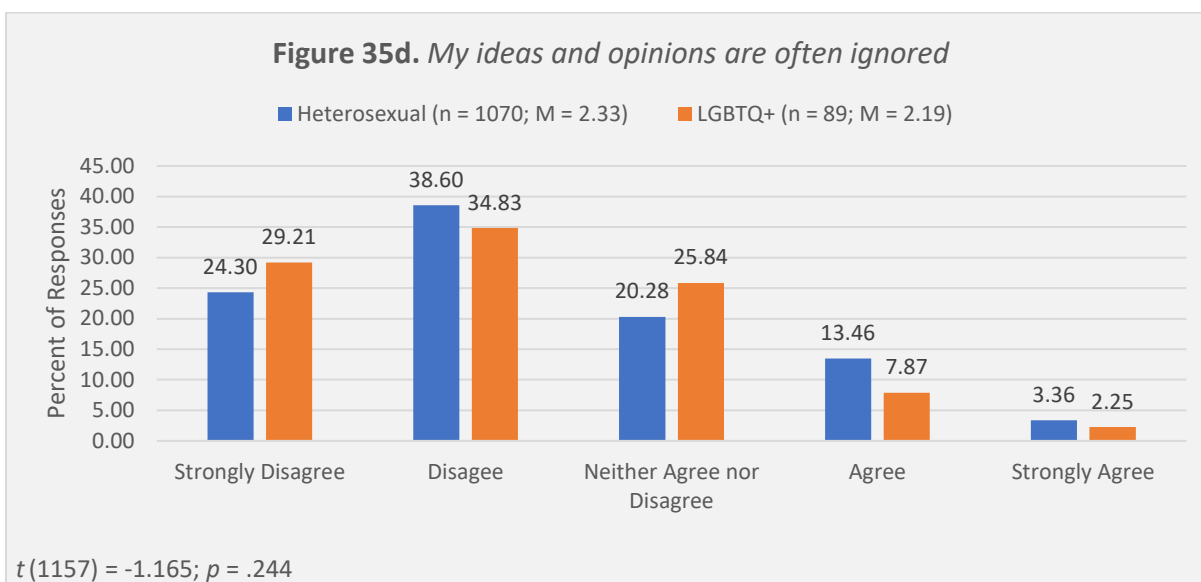
Minorities were statistically more likely to agree that their ideas and opinions are often ignored than Caucasians/whites (see Figure 35b below).



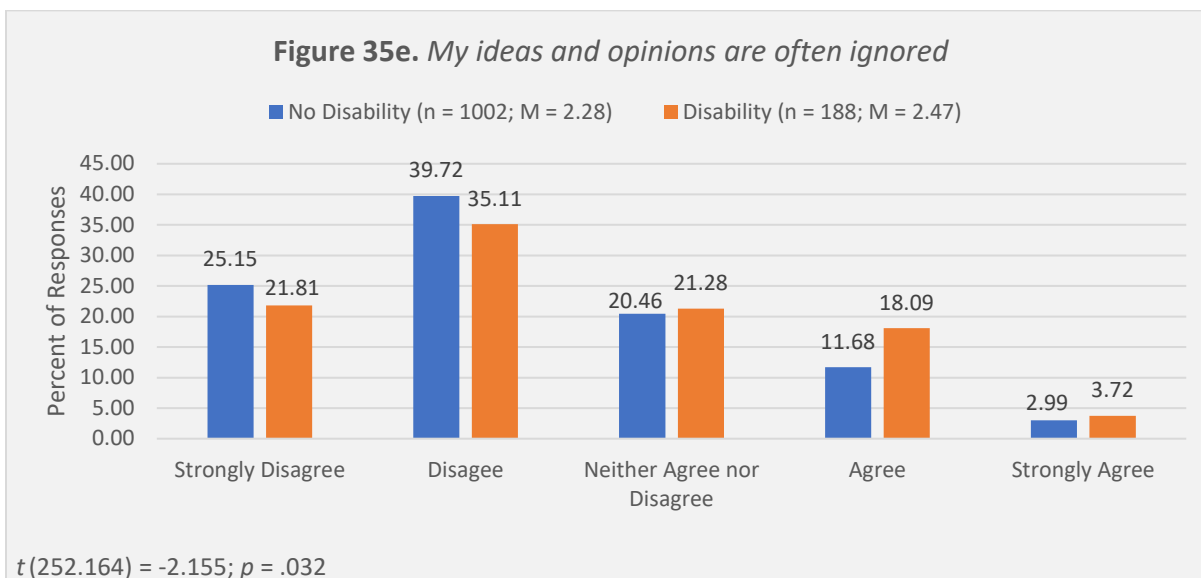
Differences between those who are 54 or younger and those who are 55 and older were not statistically significant (see Figure 35c below).



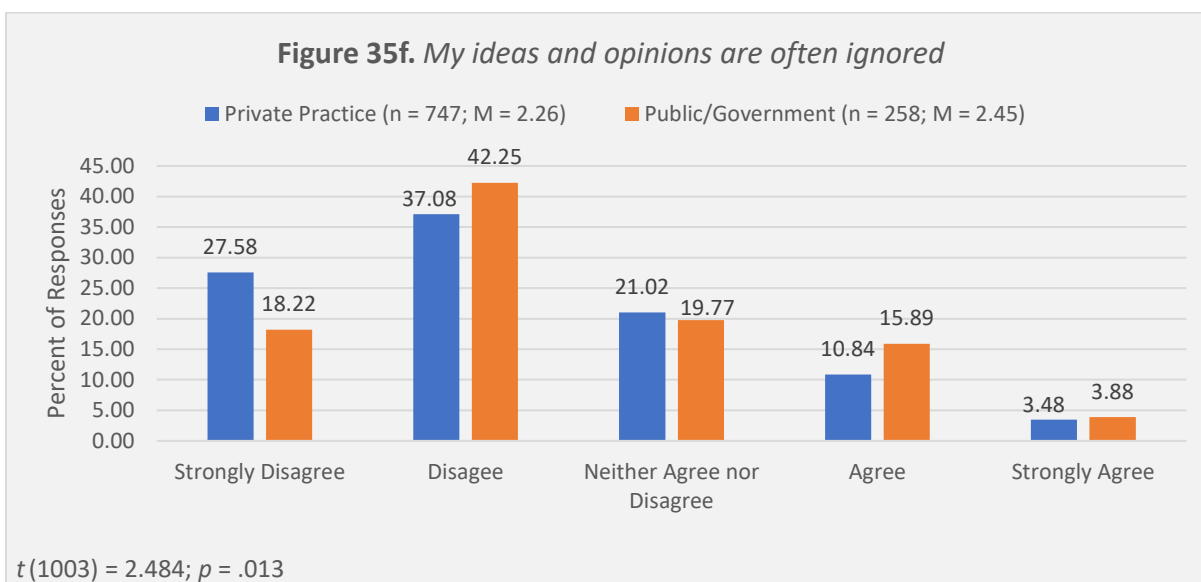
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 35d below).



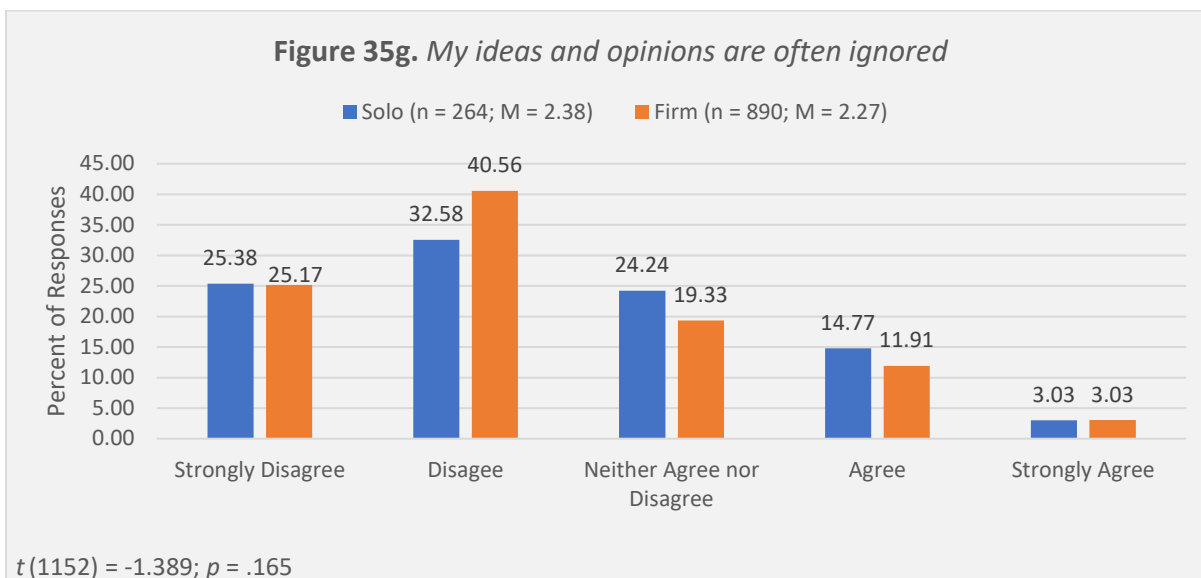
Those with a disability were statistically more likely to agree their ideas and opinions are often ignored than those without a disability (see Figure 35e below).



Those in the public sector/government were statistically more likely to agree that their ideas and opinions are often ignored than those in private practice (see Figure 35f below).

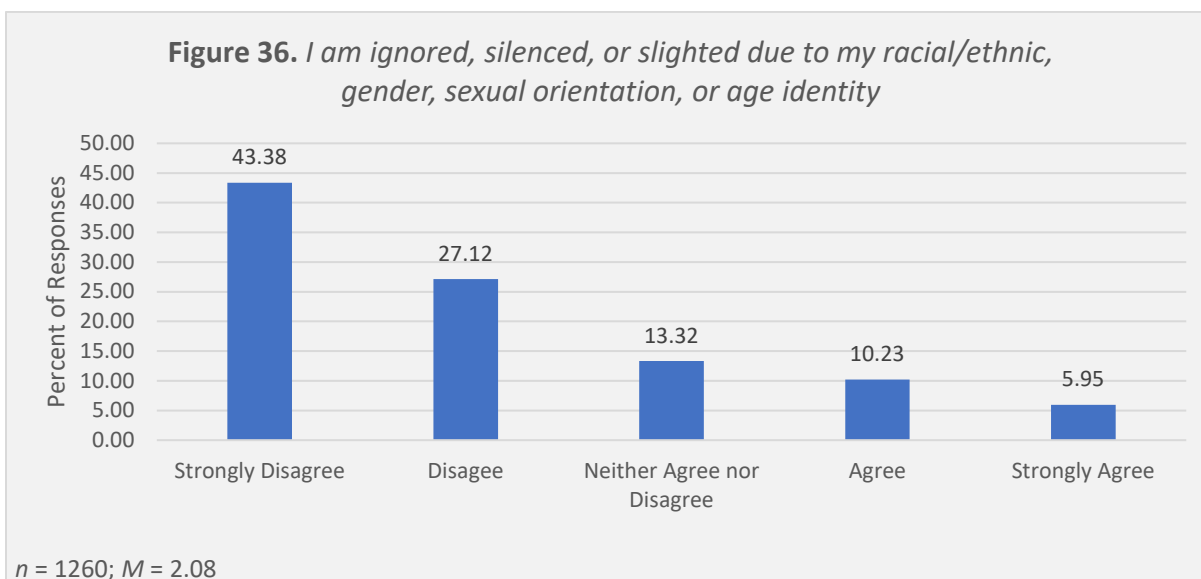


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 35g below).

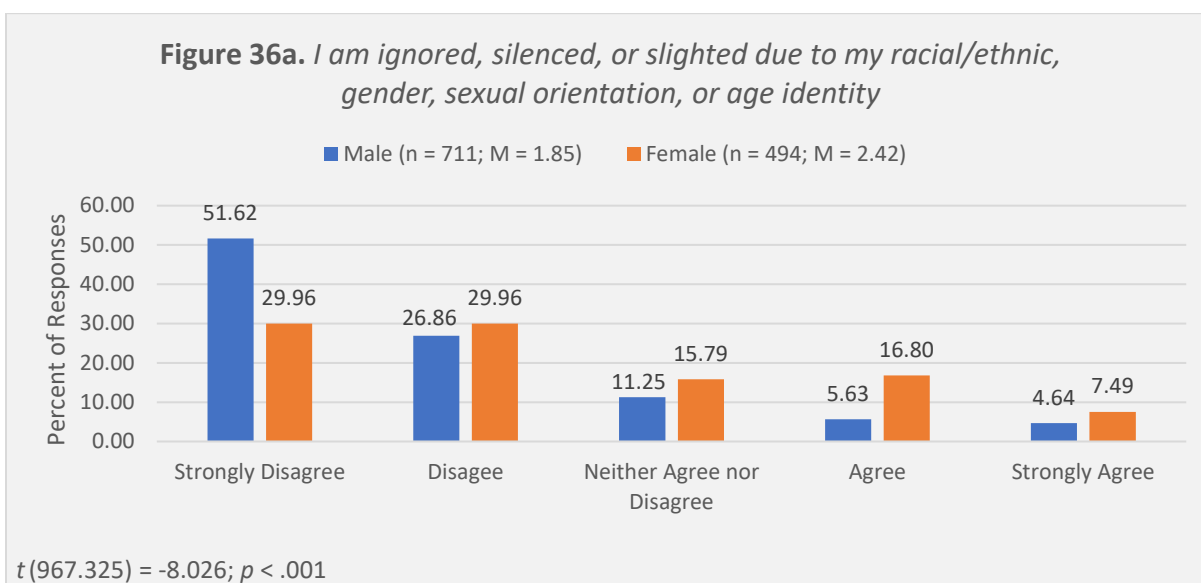


### ***Item 9. Ignored, Silenced, or Slighted Due to Identity***

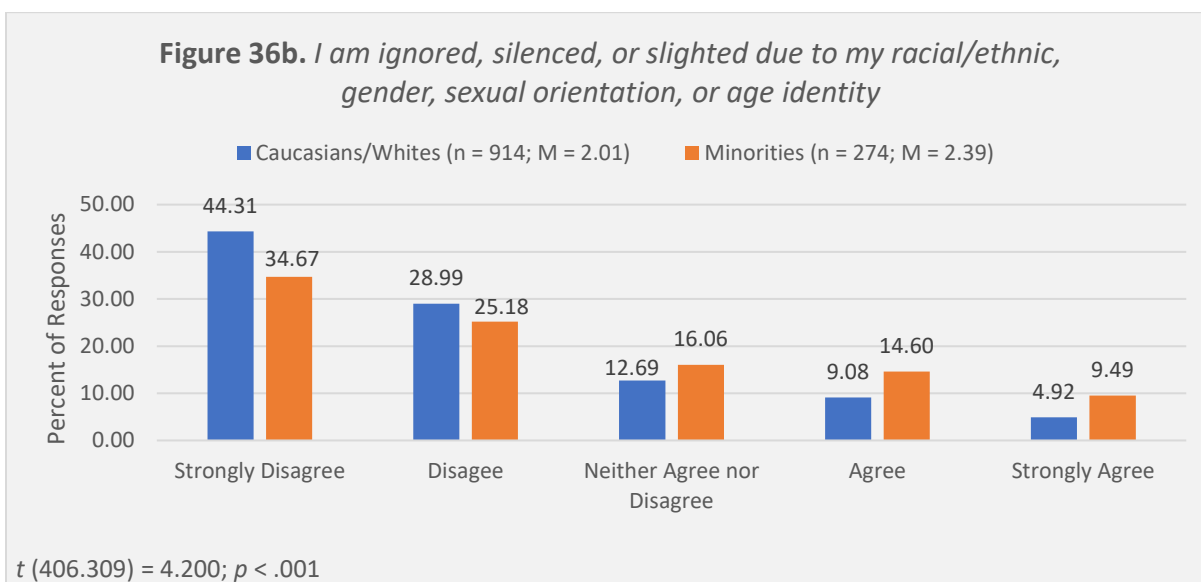
When asked if they are ignored, silenced, or slighted due to their racial/ethnic, gender, sexual orientation, or age identity, 16.18% of respondents indicated they agreed or strongly agreed, while 70.50% of respondents indicated they disagreed or strongly disagreed (see Figure 36 below).



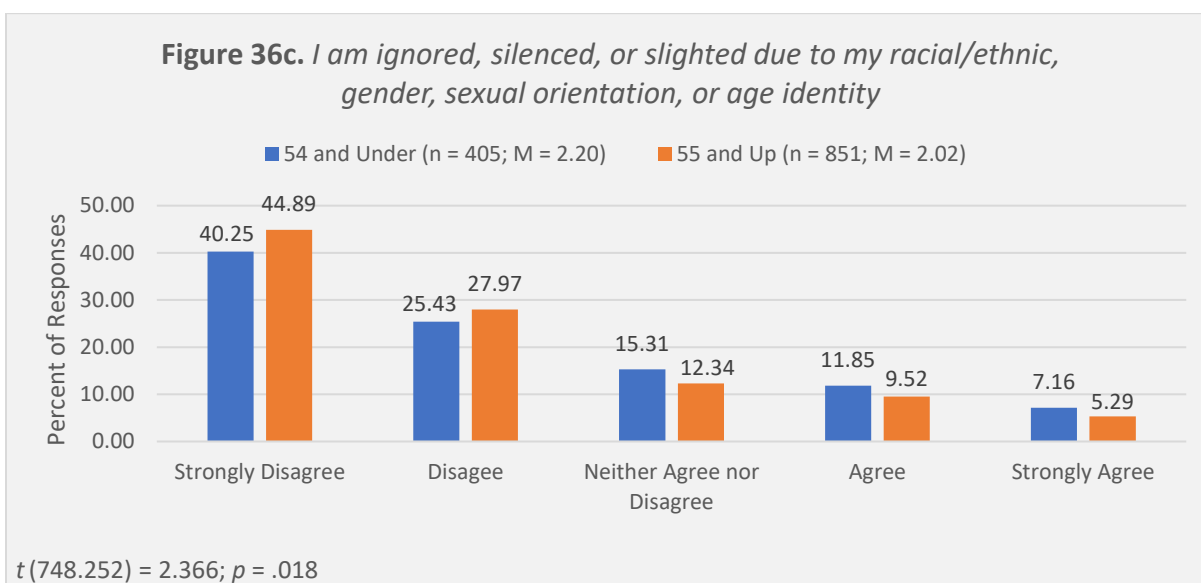
Further analyses revealed females were statistically more likely to agree that they are ignored, silenced, or slighted due to their racial/ethnic, gender, sexual orientation, or age identity than males (see Figure 36a below).



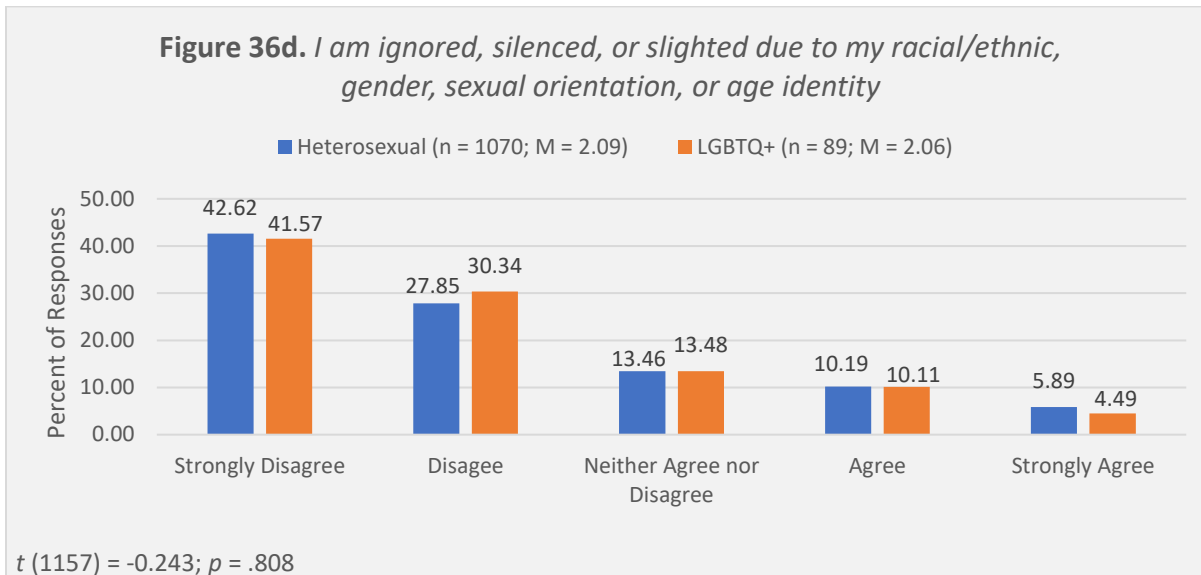
Minorities were statistically more likely to agree that they are ignored, silenced, or slighted due to their racial/ethnic, gender, sexual orientation, or age identity than Caucasians/whites (see Figure 36b below).



Those who are 54 or younger were statistically more likely to agree that they are ignored, silenced, or slighted due to their racial/ethnic, gender, sexual orientation, or age identity than those who are 55 and older (see Figure 36c below).

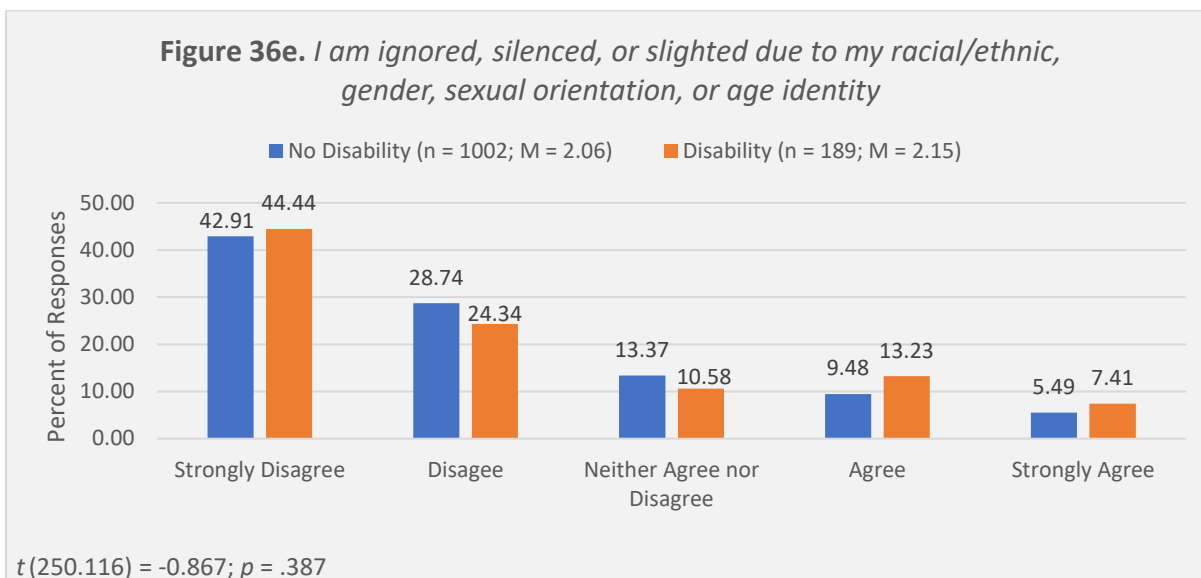


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 36d below).

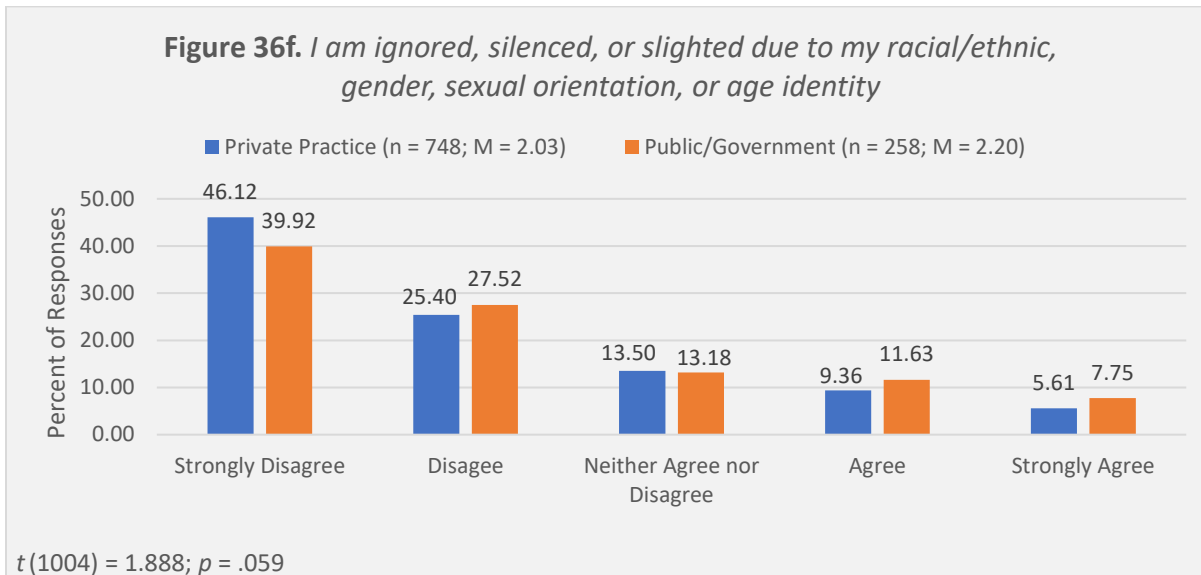




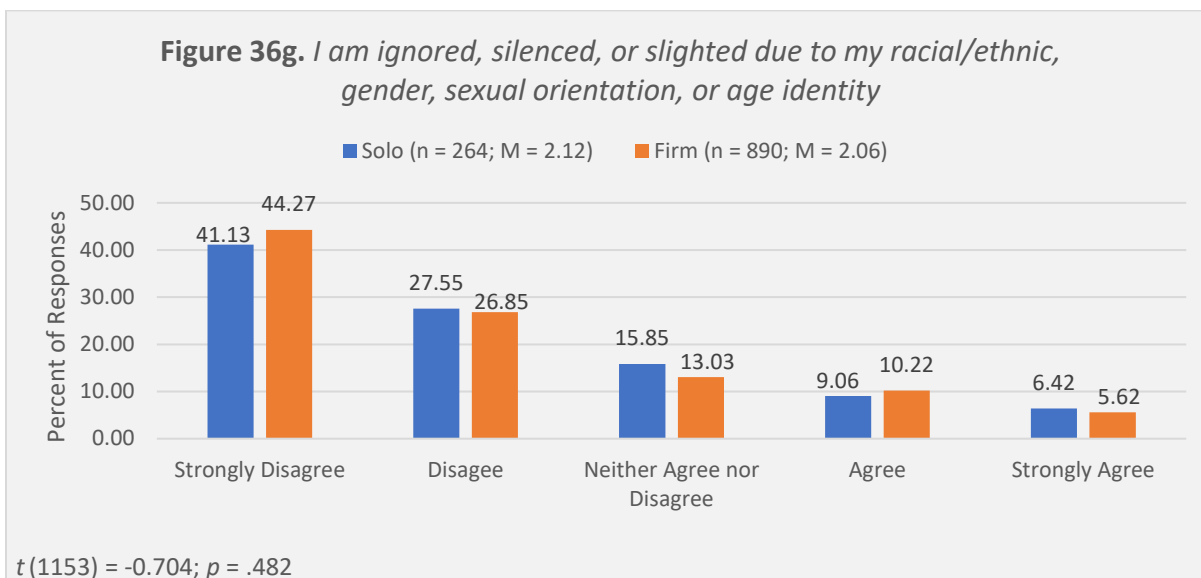
Differences between those with a disability and those without a disability were not statistically significant (see Figure 36e below).



Those in the public sector/government were marginally more likely to agree they are ignored, silenced, or slighted due to their racial/ethnic, gender, sexual orientation, or age identity than those in private practice (see Figure 36f below).

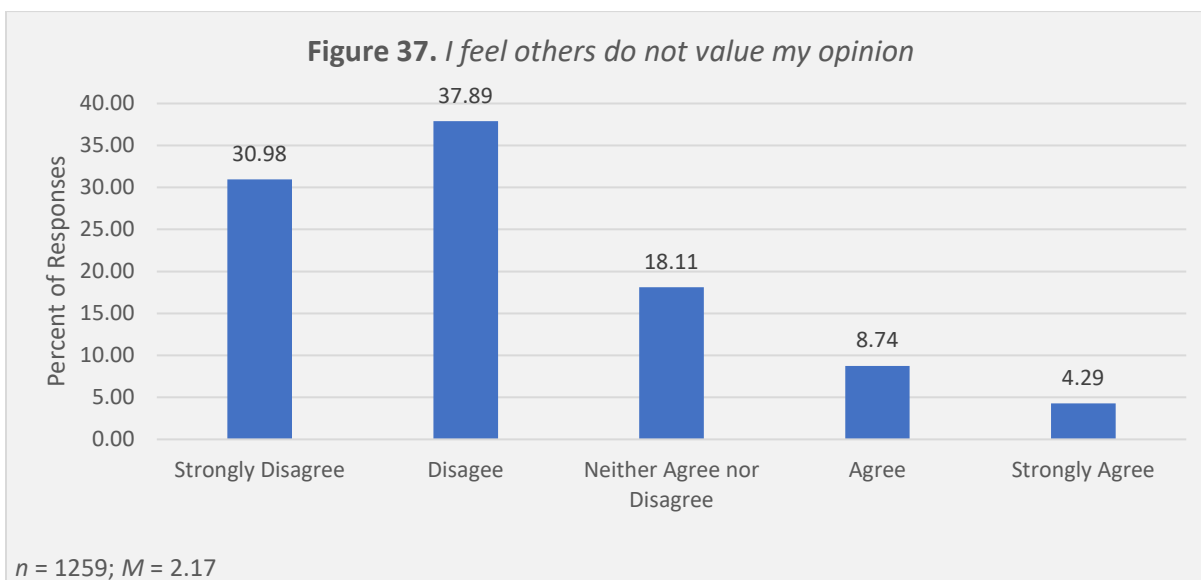


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 36g below).

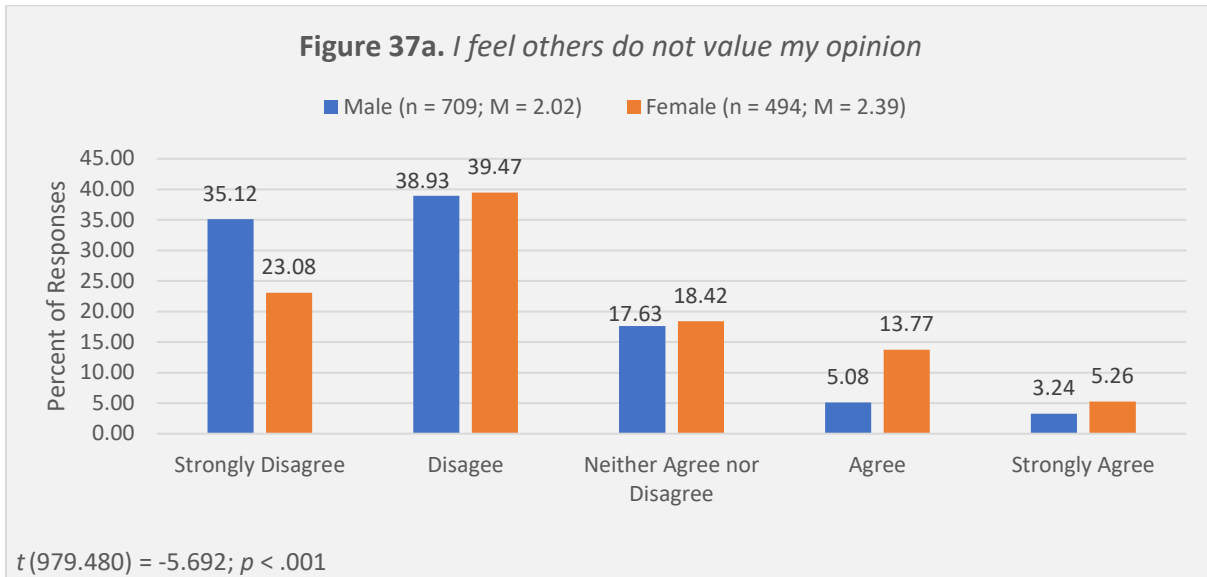


**Item 10. Others Do Not Value Their Opinion**

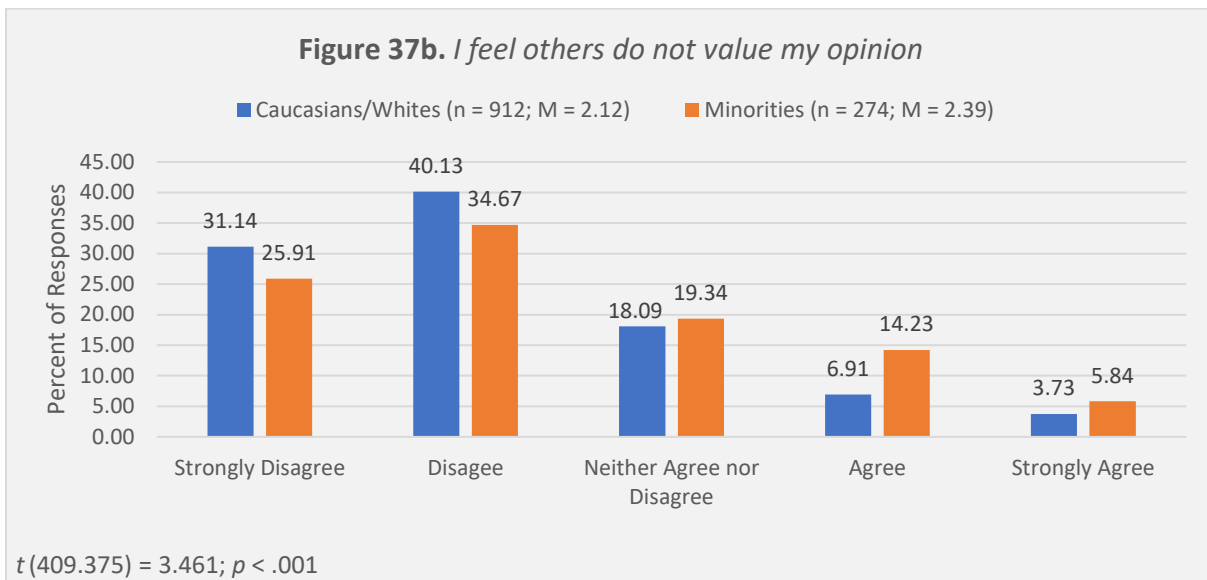
When asked if they feel others do not value their opinion, 13.03% of respondents indicated they agreed or strongly agreed, while 68.87% of respondents indicated they disagreed or strongly disagreed (see Figure 37 below).



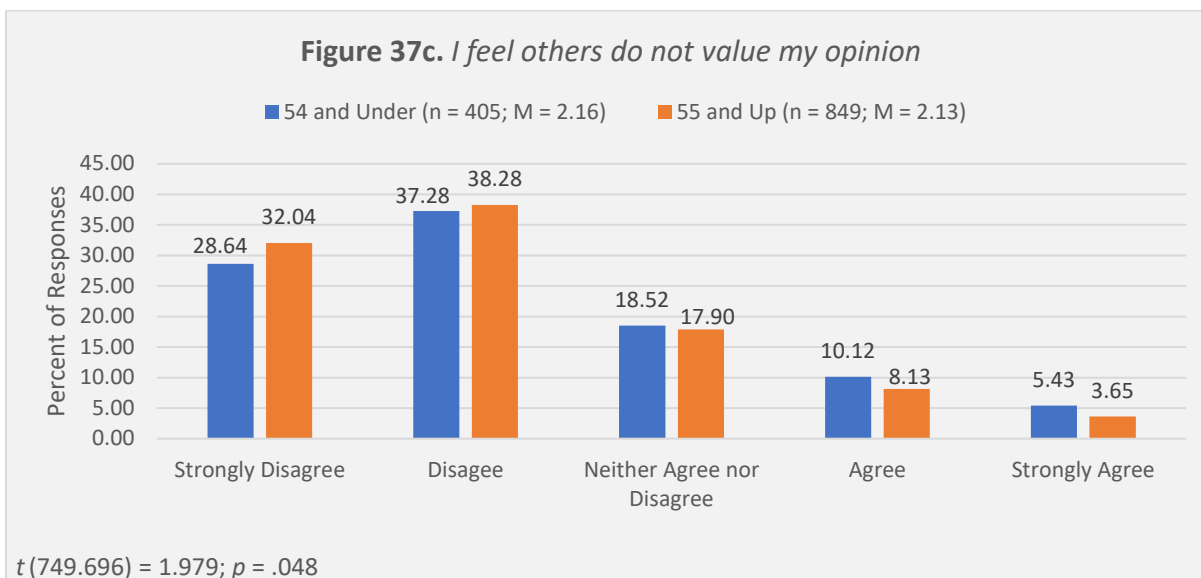
Further analyses revealed females were statistically more likely to agree that they feel others do not value their opinion than males (see Figure 37a below).



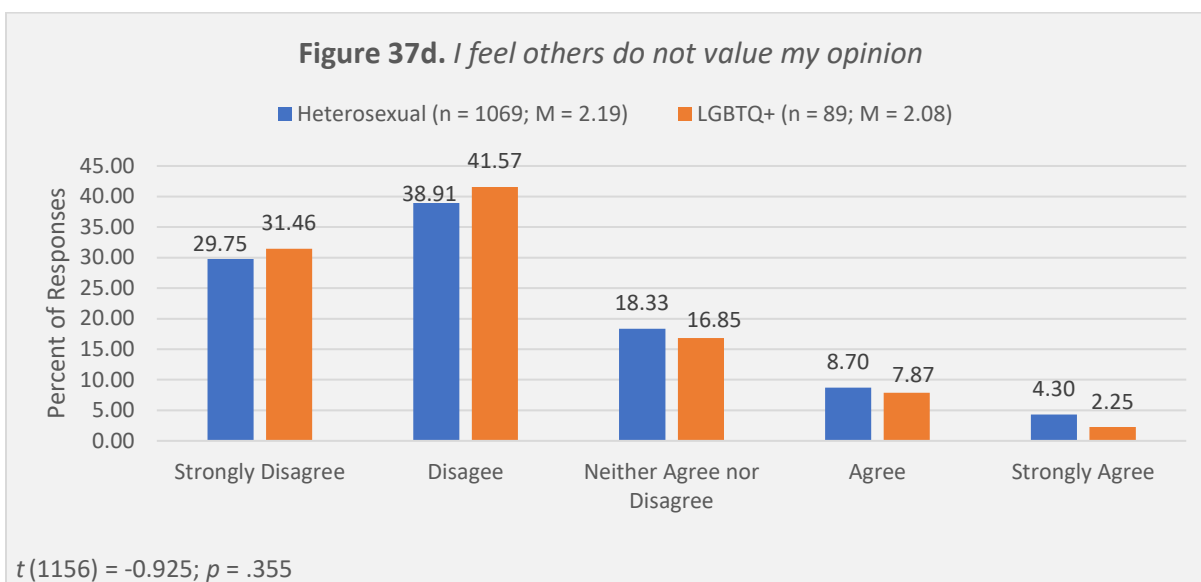
Minorities were statistically more likely to agree that they feel others do not value their opinion than Caucasians/whites (see Figure 37b below).



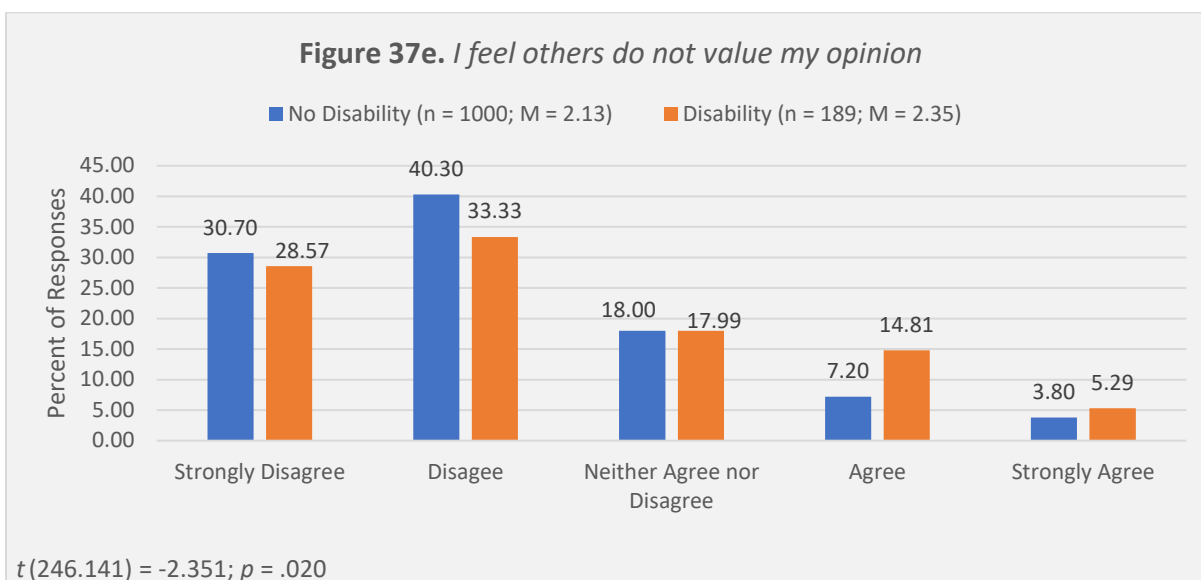
Those who are 54 or younger were statistically more likely to agree that they feel others do not value their opinion than those who are 55 and older (see Figure 37c below).



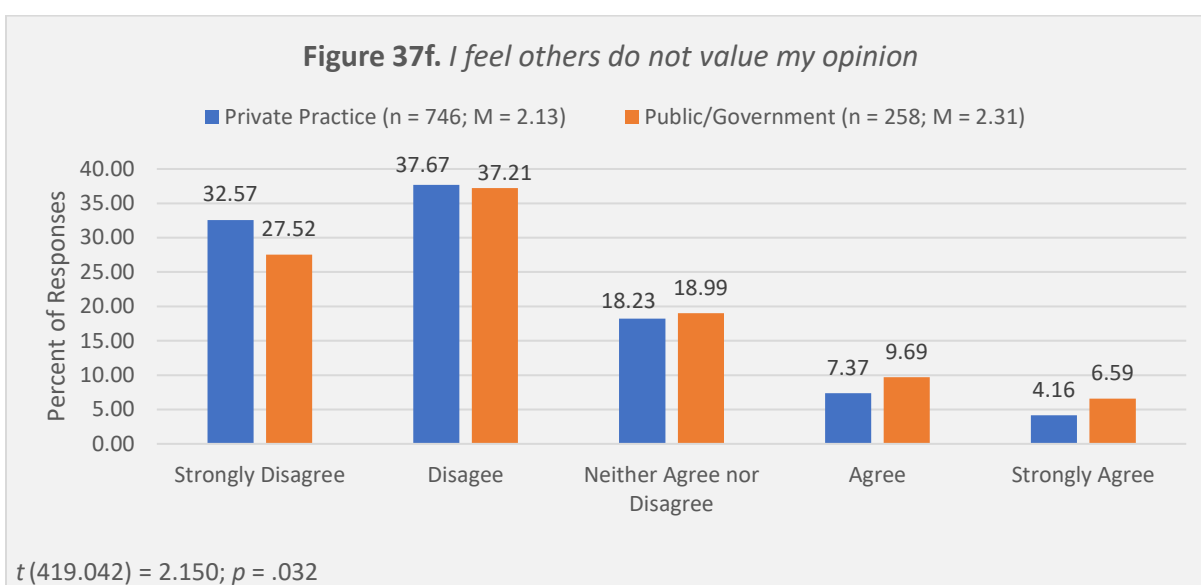
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 37d below).



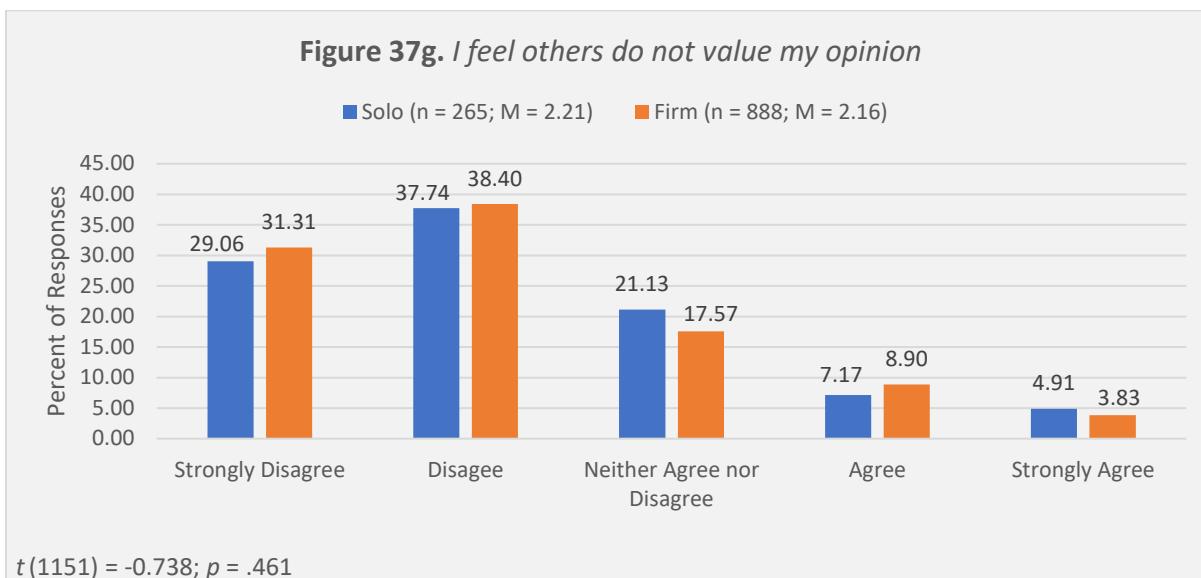
Those with a disability were statistically more likely to agree that they feel others do not value their opinion than those without a disability (see Figure 37e below).



Those in the public sector/government were statistically more likely to agree they feel others do not value their opinion than those in private practice (see Figure 37f below).

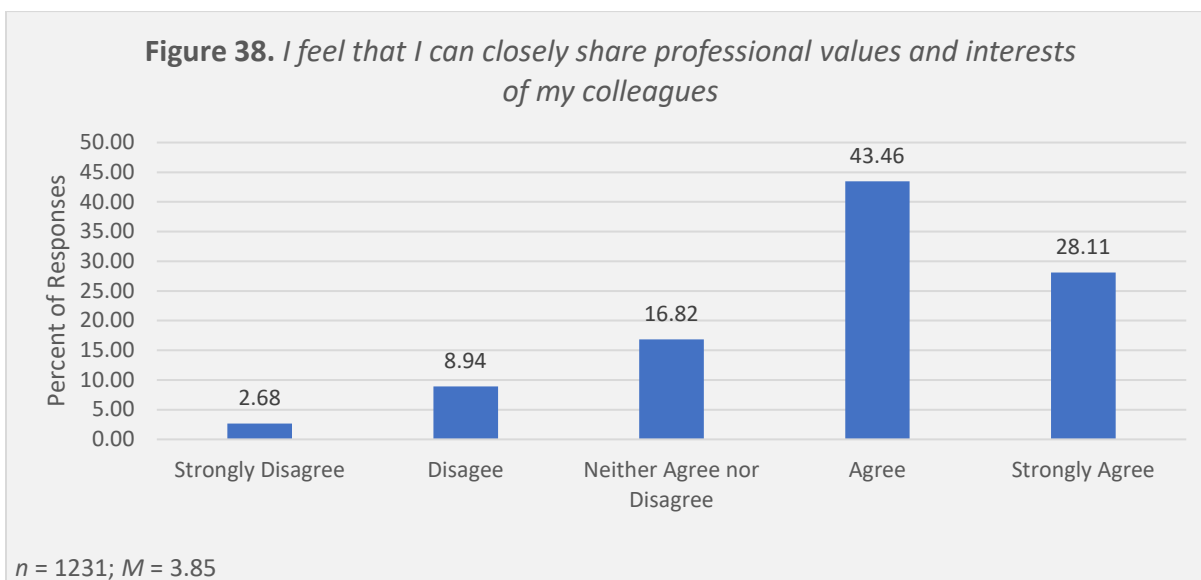


Differences between solo practitioners and those in a firm were not statistically significant (see Figure 37g below).

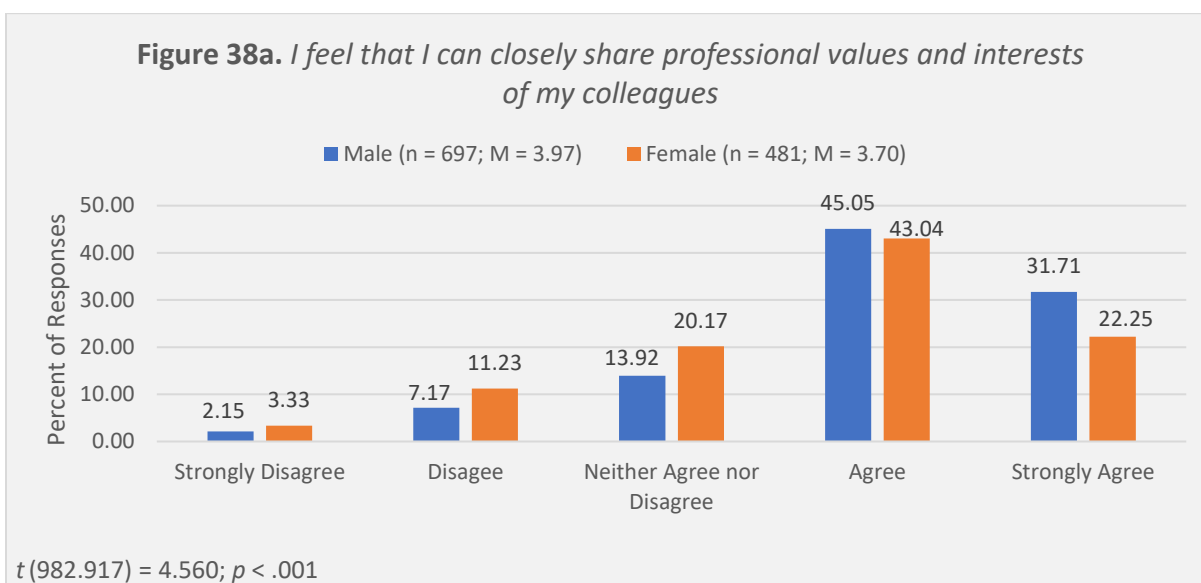


### **Item 11. Share Values and Interests of Colleagues**

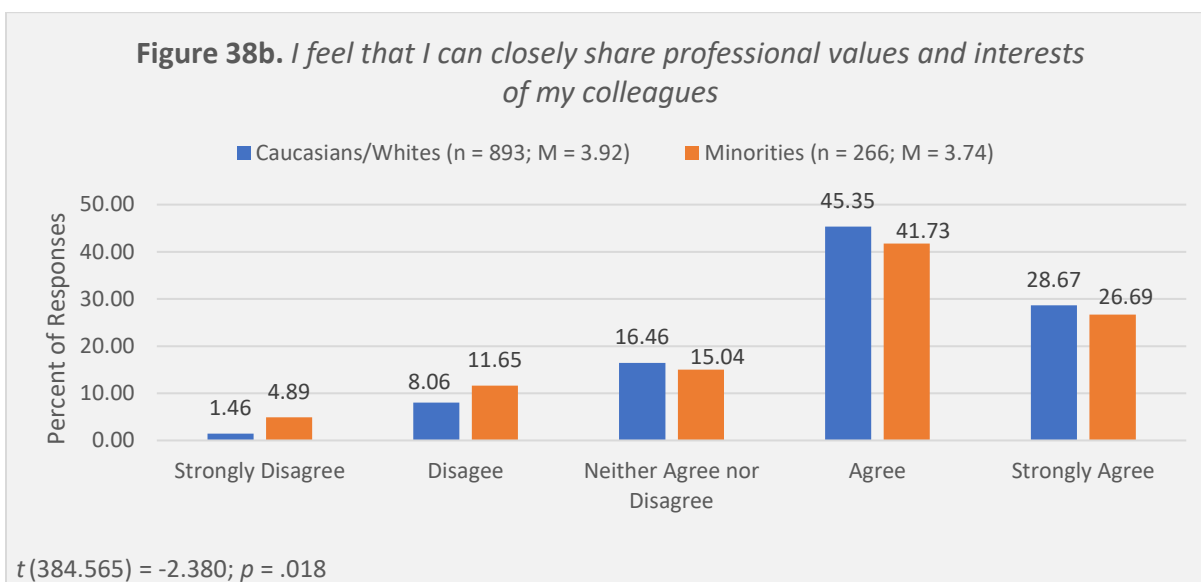
When asked if they feel that they can closely share professional values and interests of their colleagues, 71.57% of respondents indicated they agreed or strongly agreed, while 11.62% of respondents indicated they disagreed or strongly disagreed (see Figure 38 below).



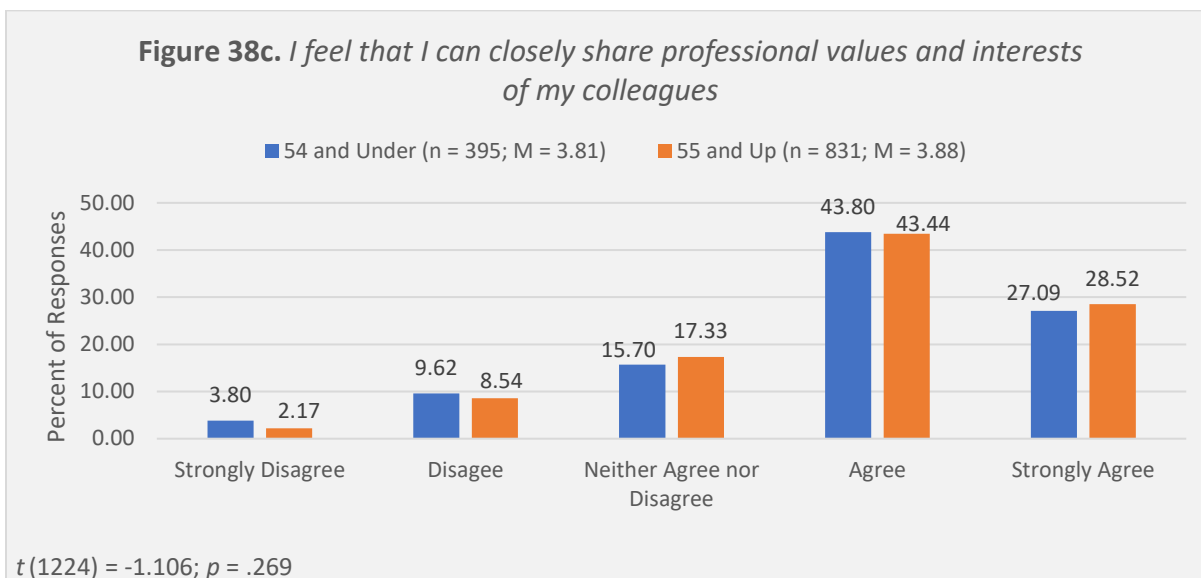
Further analyses revealed females were statistically less likely to agree that they feel that they can closely share professional values and interests of their colleagues than males (see Figure 38a below).



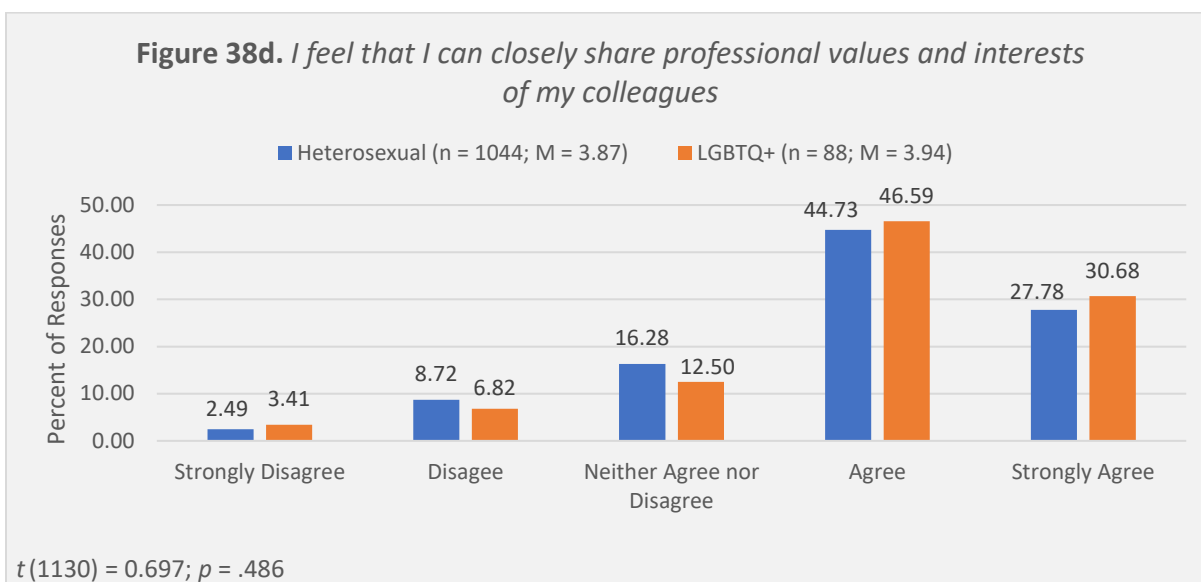
Minorities were statistically less likely to agree that they feel that they can closely share professional values and interests of their colleagues than Caucasians/whites (see Figure 38b below).



Differences between those who are 54 or younger and those who are 55 and older were not statistically significant (see Figure 38c below).

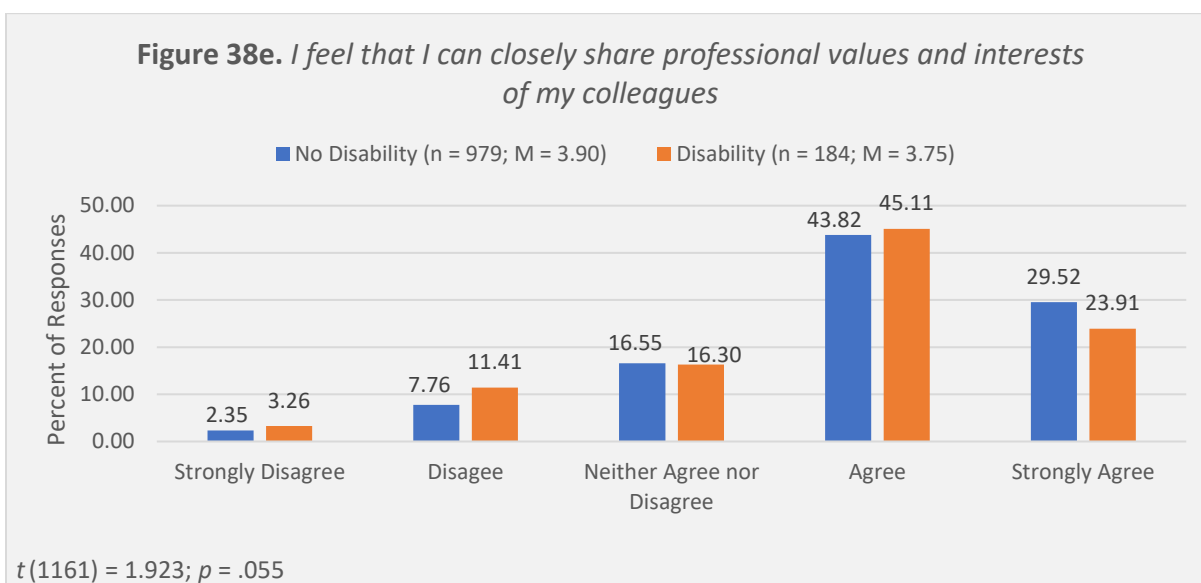


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 38d below).

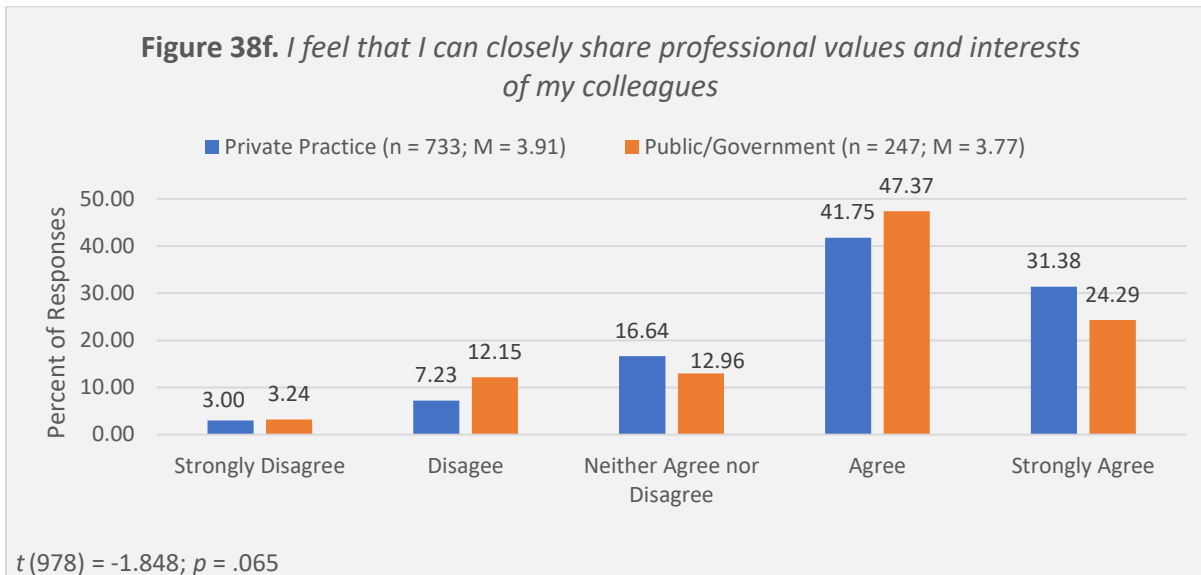




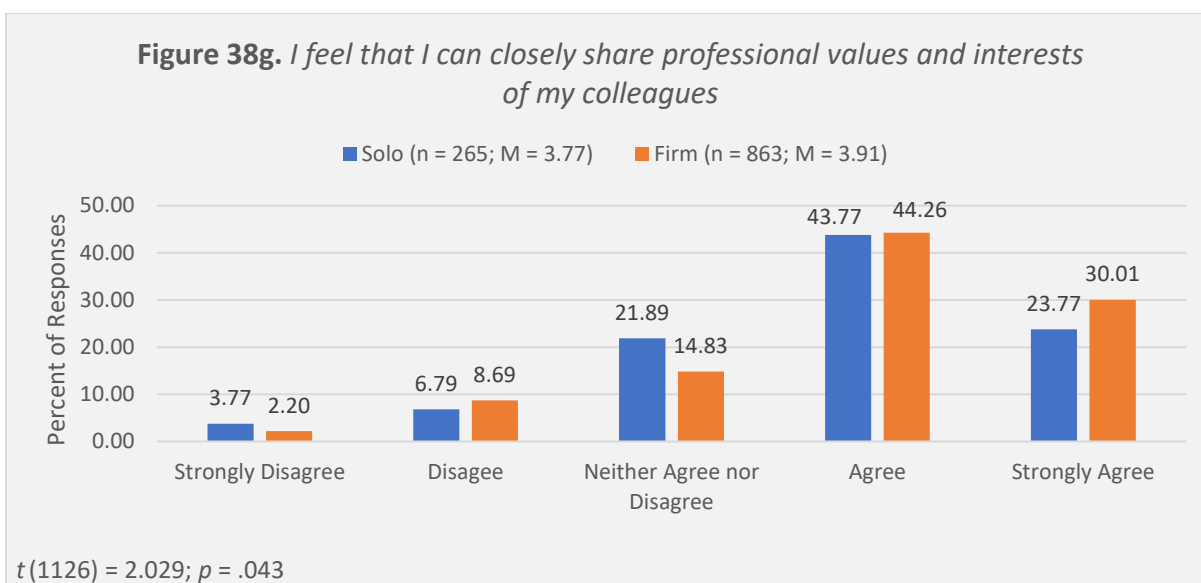
Those with a disability were marginally less likely to agree that they feel that they can closely share professional values and interests of their colleagues than those without a disability (see Figure 38e below).



Differences between those in the public sector/government and those in private practice were not statistically significant (see Figure 38f below).

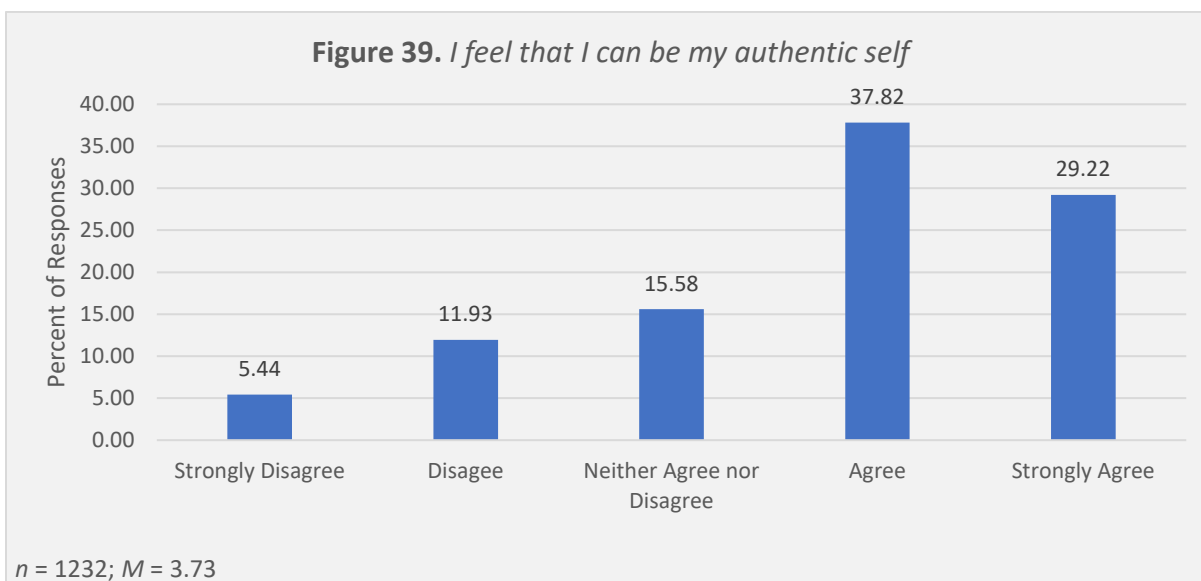


Solo practitioners were statistically less likely to agree that they feel that they can closely share professional values and interests of their colleagues than those in firms (see Figure 38g below).

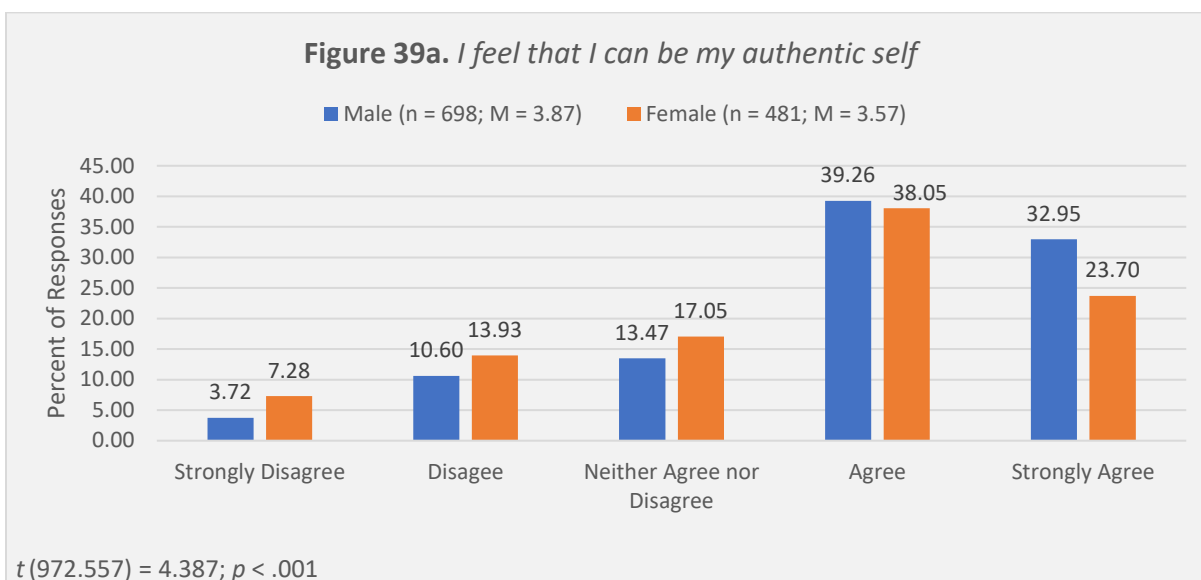


### ***Item 12. Be Their Authentic Self***

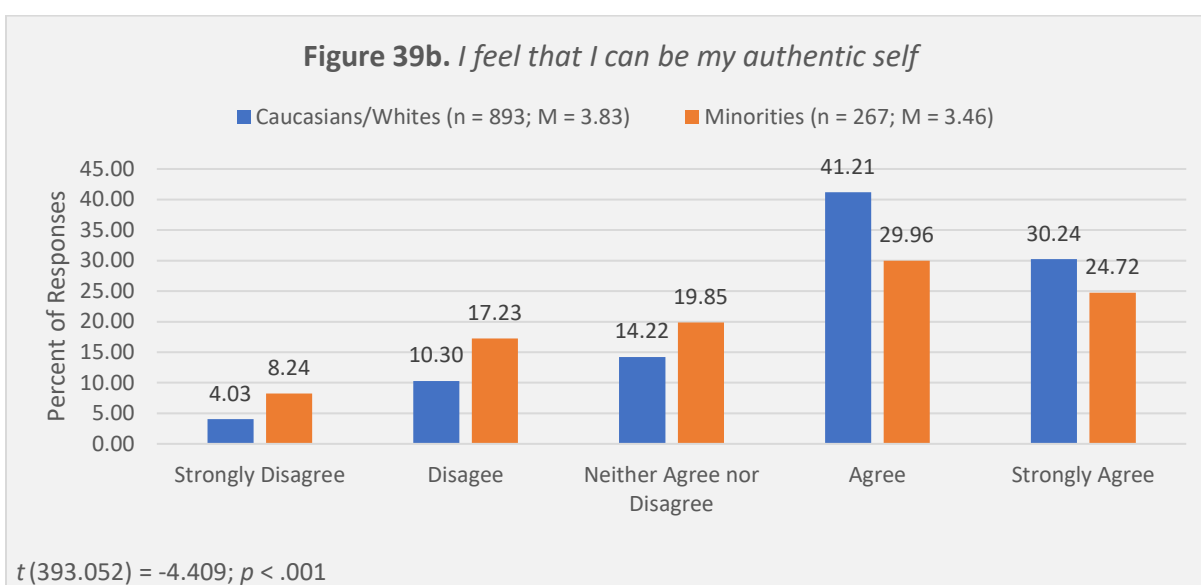
When asked if they feel that they can be their authentic self, 67.04% of respondents indicated they agreed or strongly agreed, while 17.37% of respondents indicated they disagreed or strongly disagreed (see Figure 39 below).



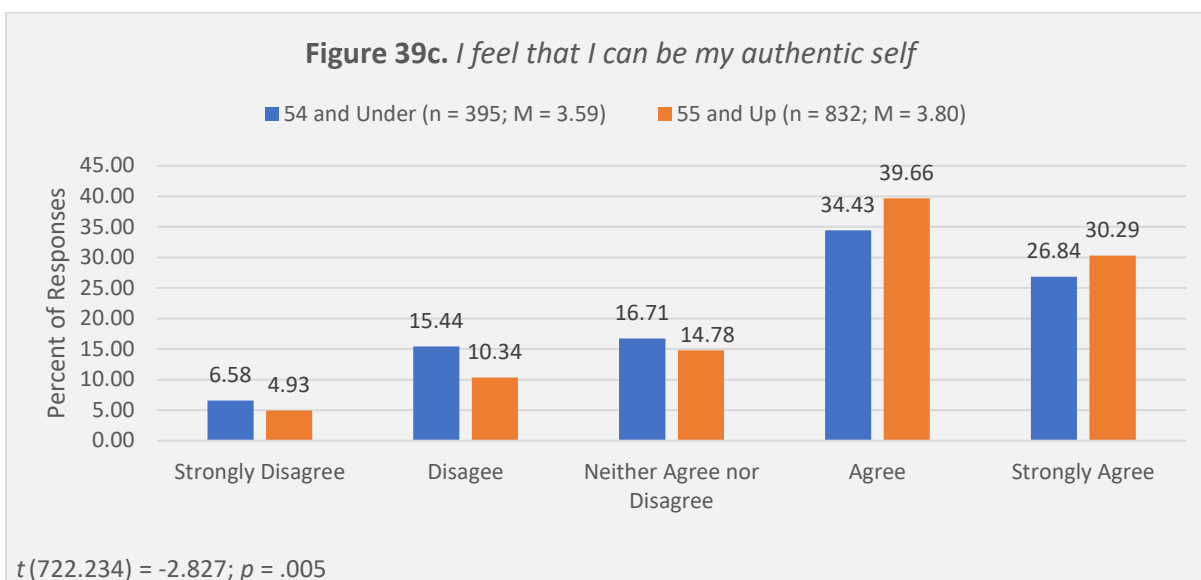
Further analyses revealed females were statistically less likely to agree they feel that they can be their authentic self than males (see Figure 39a below).



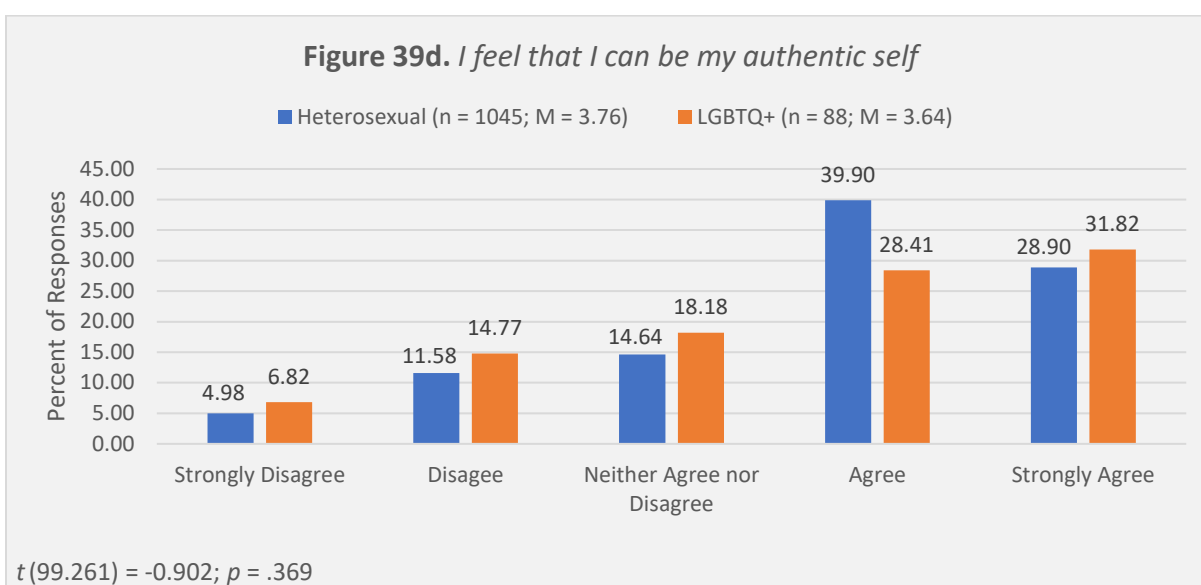
Minorities were statistically less likely to agree that they feel that they can be their authentic self than Caucasians/whites (see Figure 39b below).



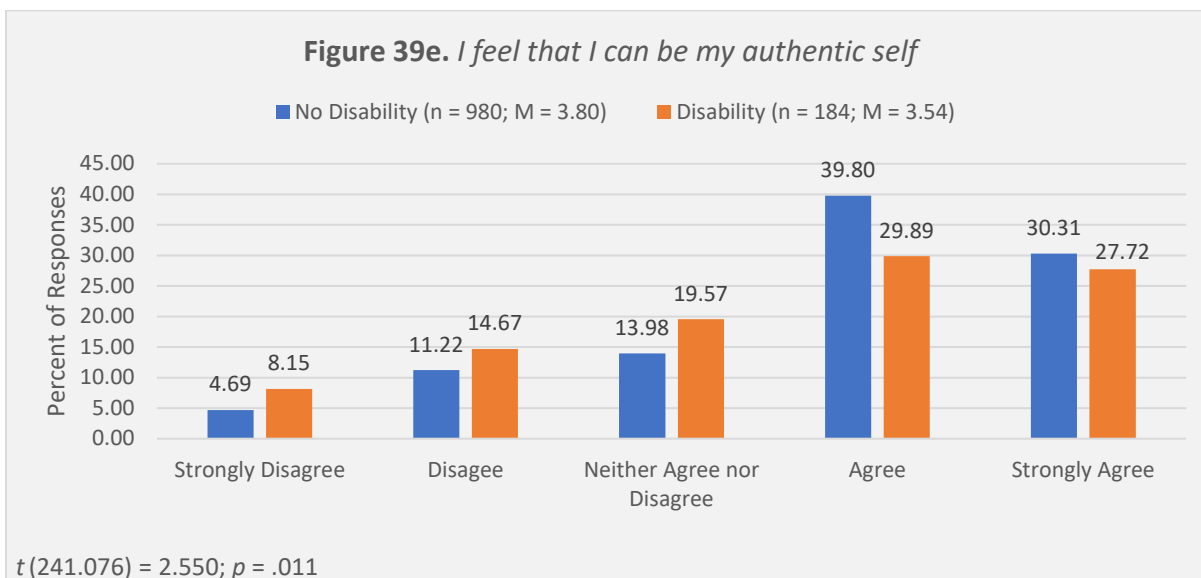
Those who are 54 or younger were statistically less likely to agree that they feel that they can be their authentic self than those who were 55 or older (see Figure 39c below).



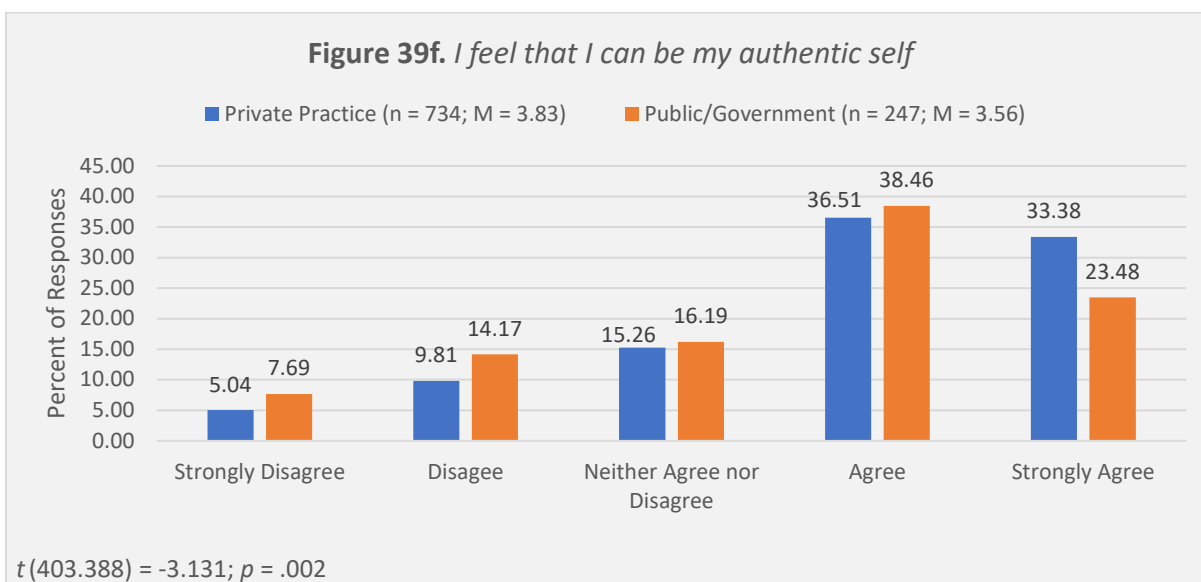
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 39d below).



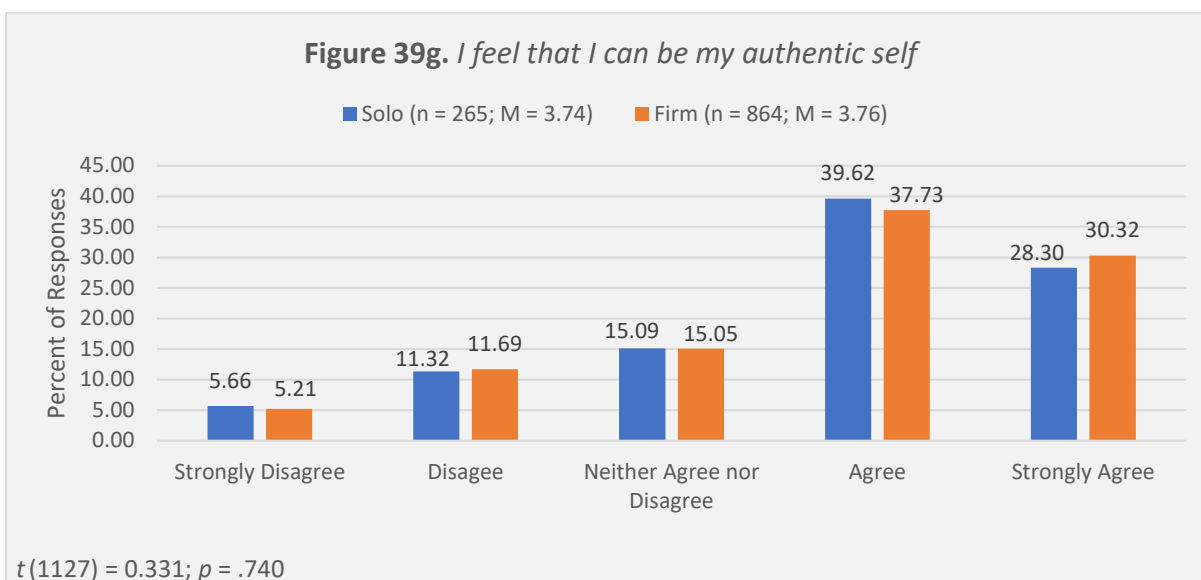
Those with a disability were statistically less likely to agree that they feel that they can be their authentic self than those without a disability (see Figure 39e below).



Those in the public sector/government were statistically less likely to agree that they feel that they can be their authentic self than those in private practice (see Figure 39f below).

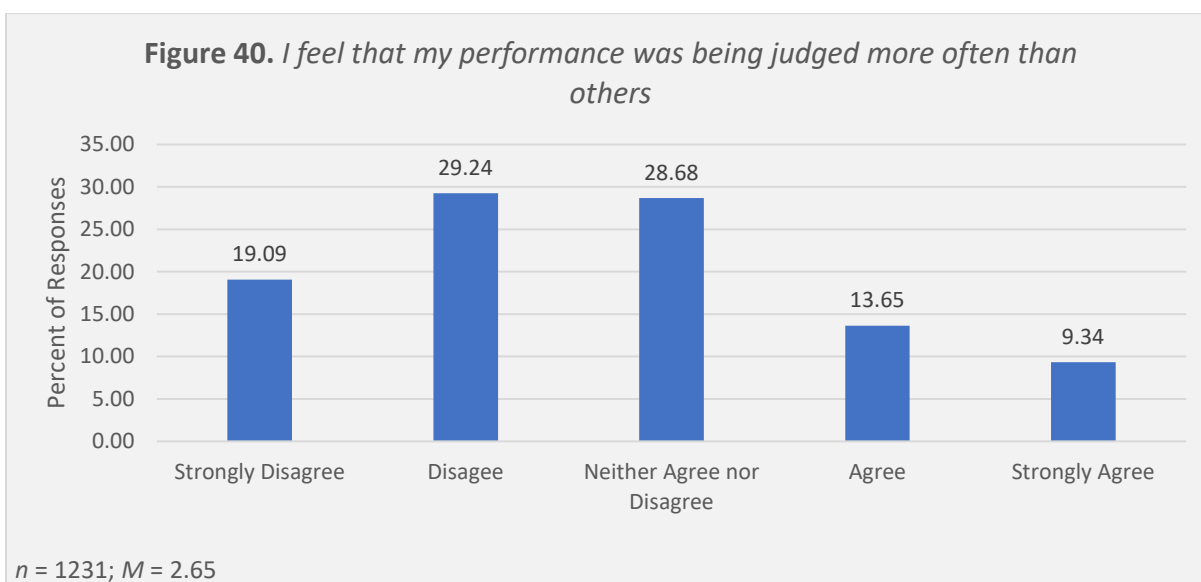


Differences between solo practitioners and those in firms were not statistically significant (see Figure 39g below).

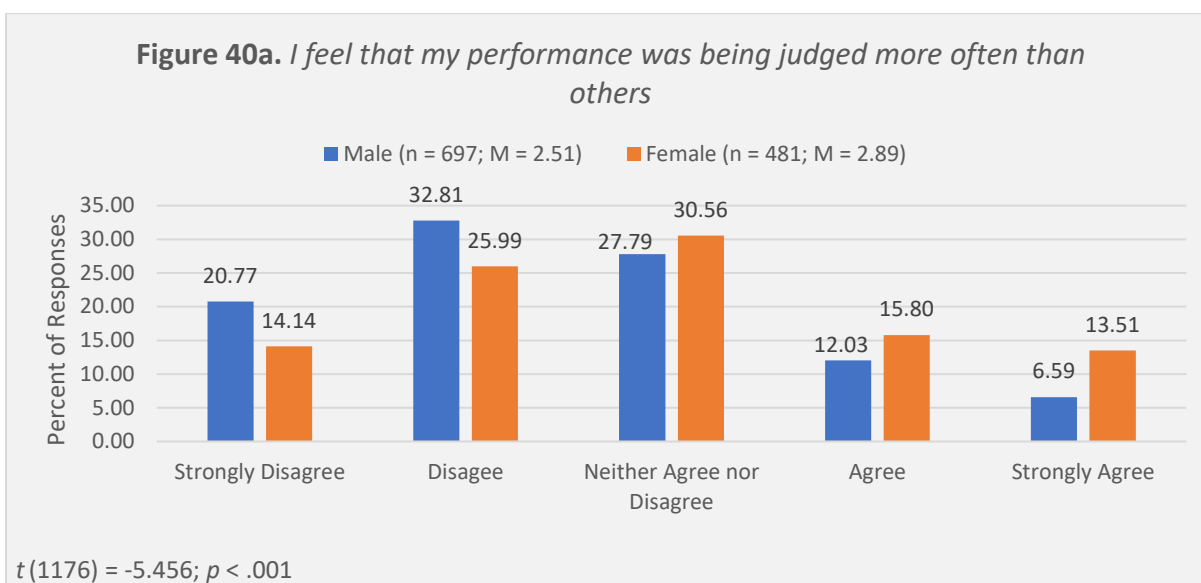


### ***Item 13. Judged More Often***

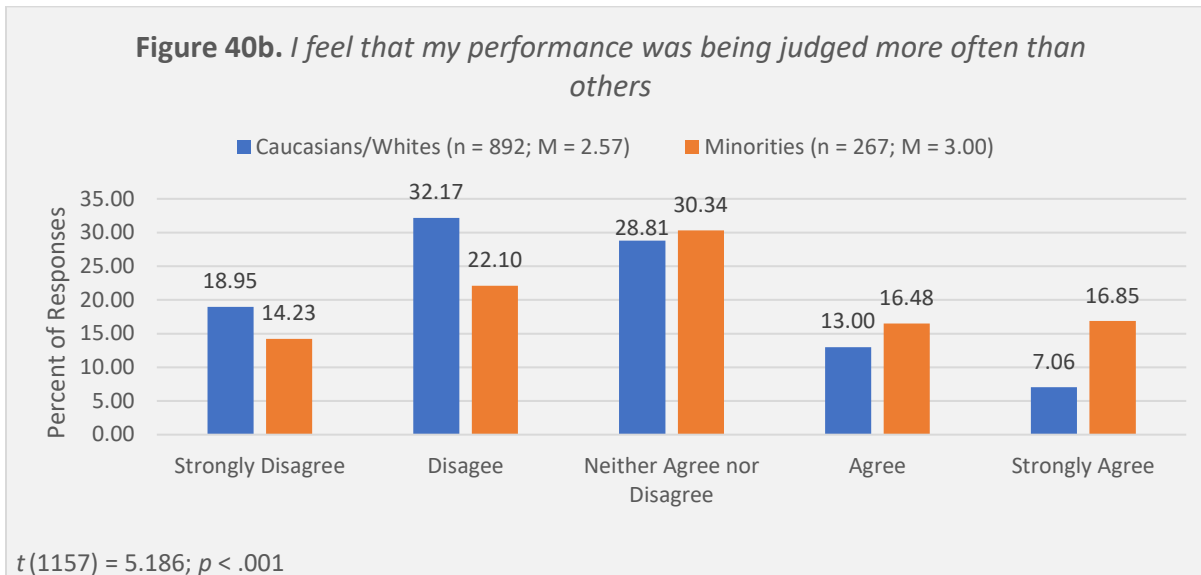
When asked if they feel that their performance was being judged more often than others, 22.99% of respondents indicated they agreed or strongly agreed, while 48.33% of respondents indicated they disagreed or strongly disagreed (see Figure 40 below).



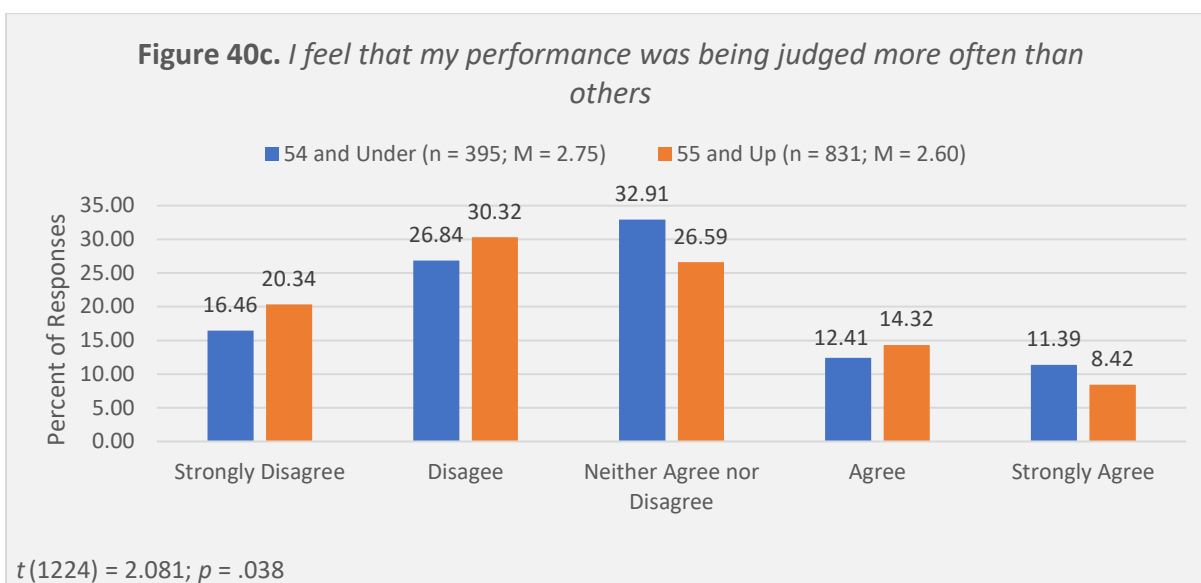
Further analyses revealed females were statistically more likely to agree they feel that their performance was being judged more often than others compared to males (see Figure 40a below).



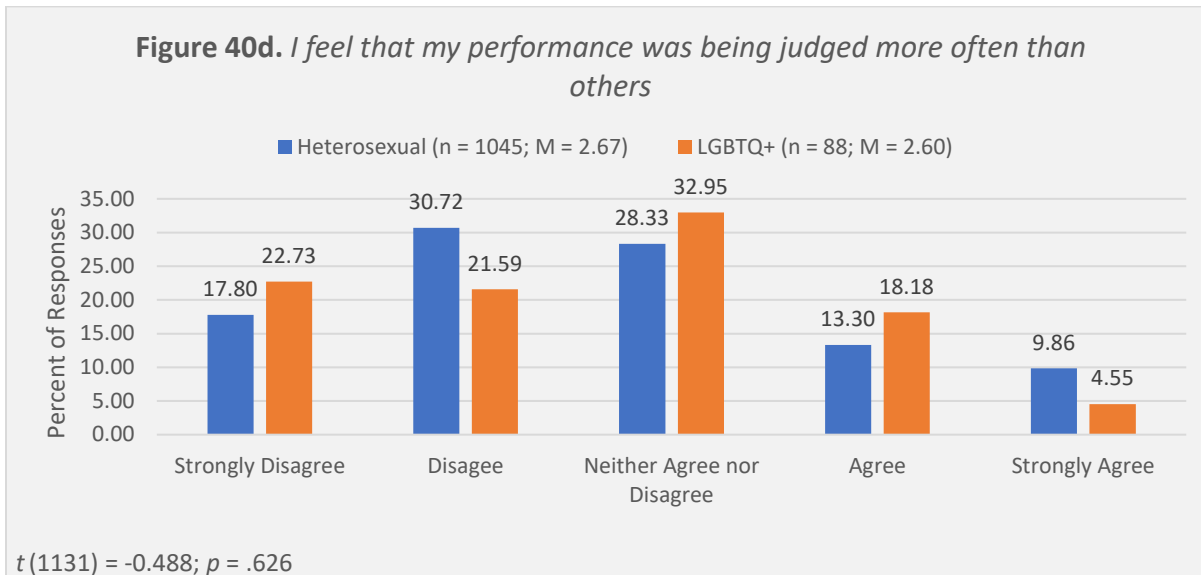
Minorities were statistically more likely to agree that they feel that their performance was being judged more often than others compared to Caucasians/whites (see Figure 40b below).



Those who are 54 or younger were statistically more likely to agree that they feel that their performance was being judged more often than others compared to those who were 55 or older (see Figure 40c below).

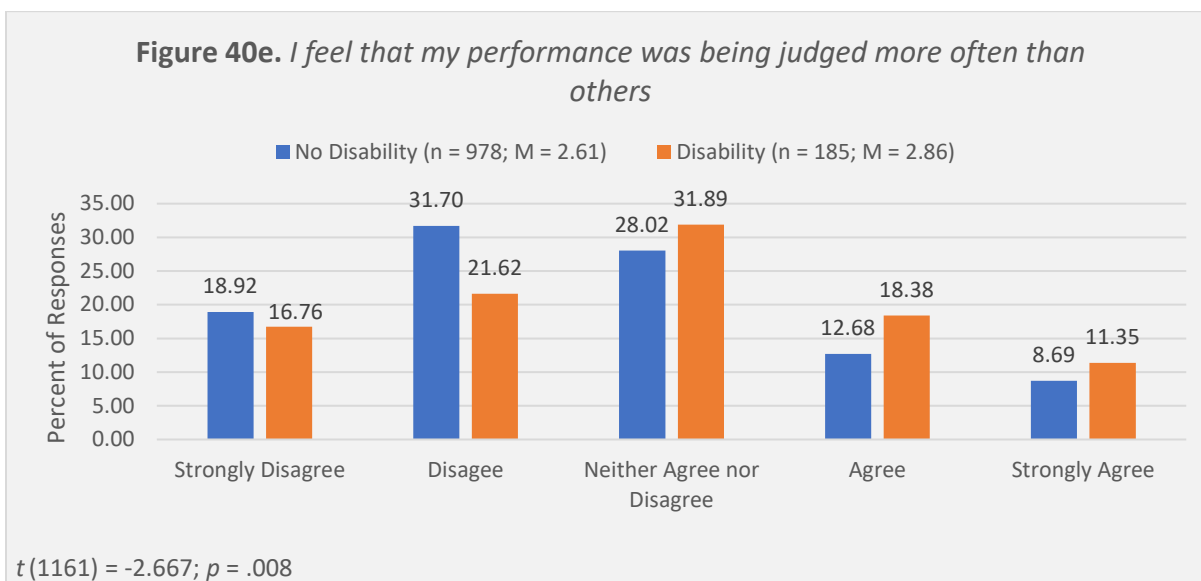


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 40d below).

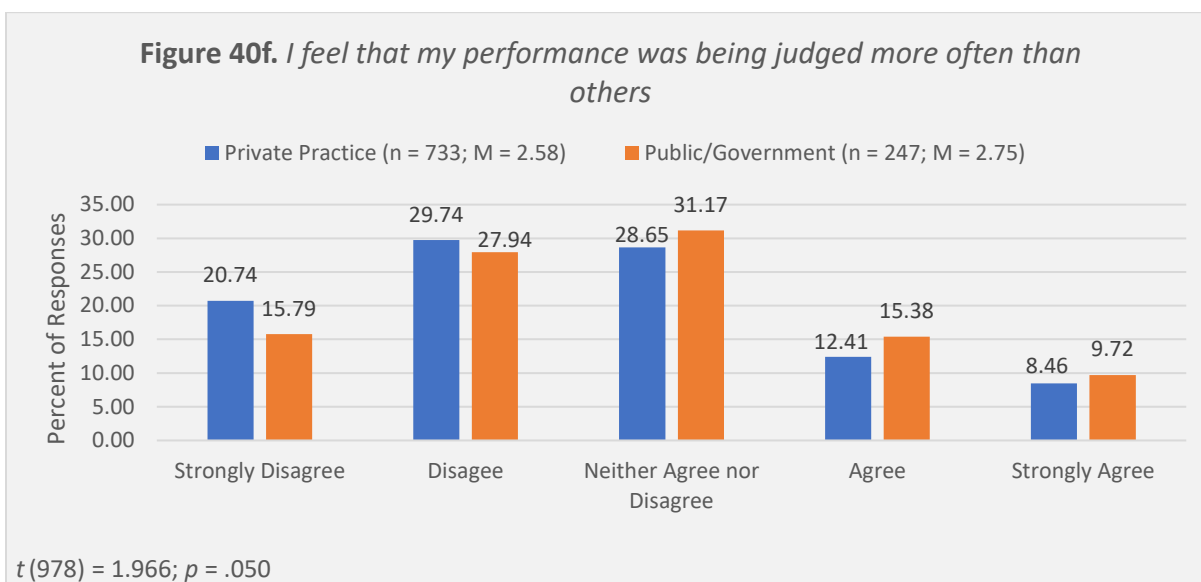




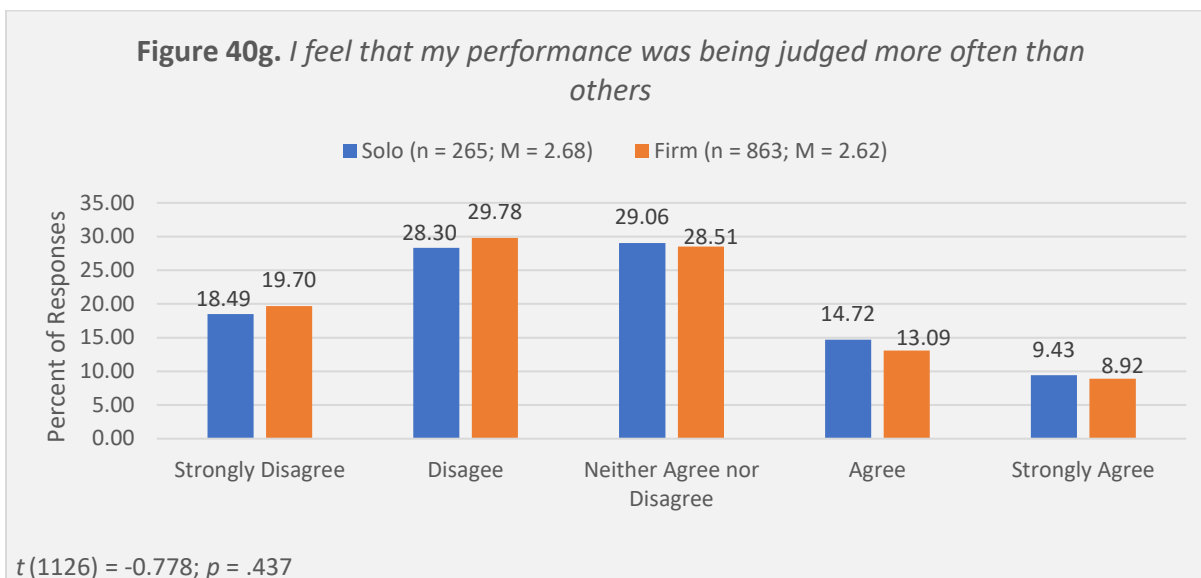
Those with a disability were statistically more likely to agree that they feel that their performance was being judged more often than others compared to those without a disability (see Figure 40e below).



Those in the public sector/government were statistically more likely to agree they feel their performance was being judged more often than others compared to those in private practice (see Figure 40f below).



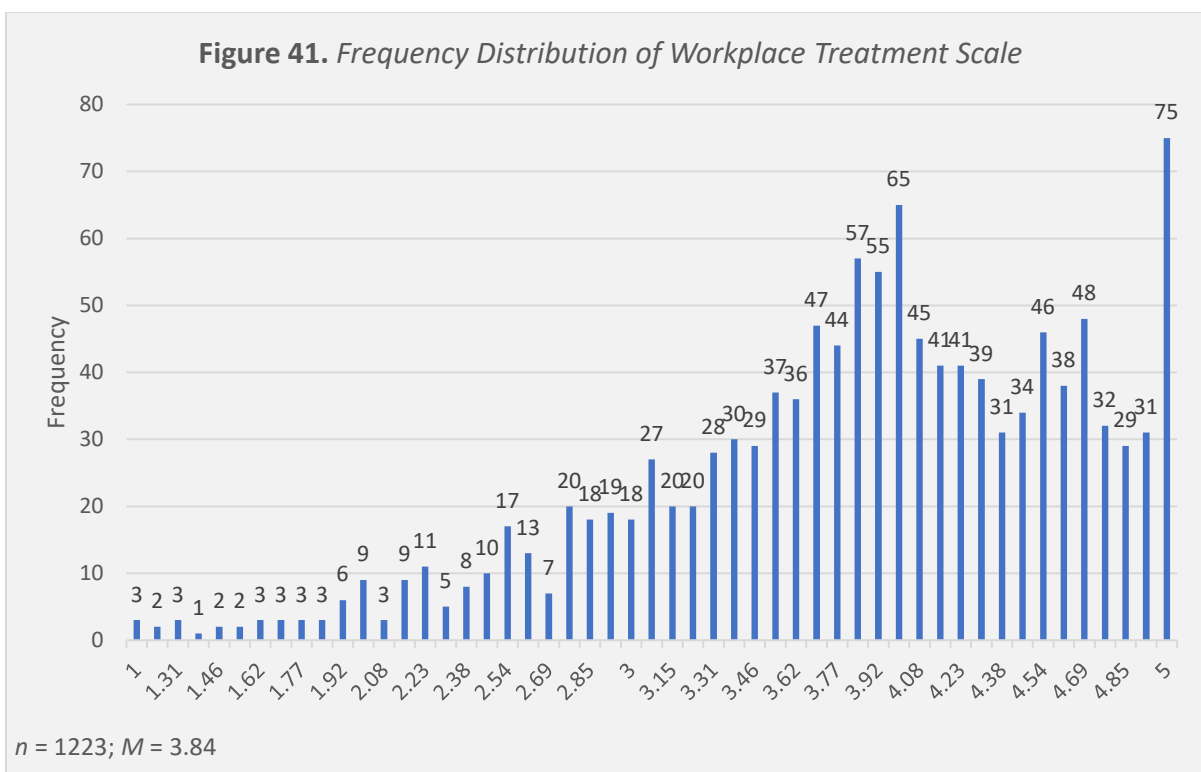
Differences between solo practitioners and those in firms were not statistically significant (see Figure 40g below).



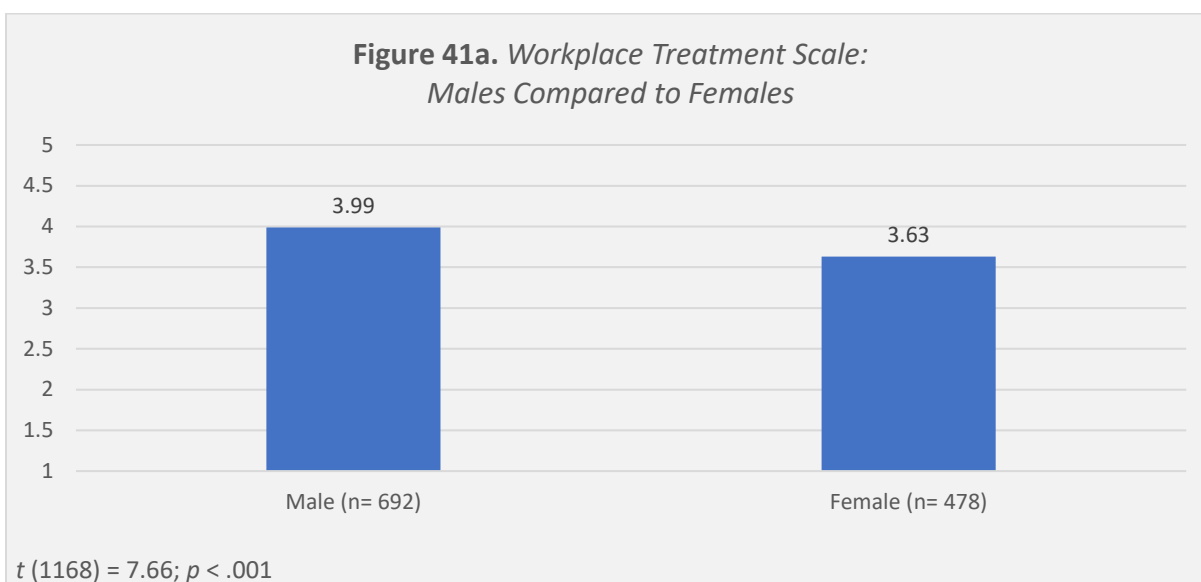
### Scale Level Analyses

The 13 items above (1- I am afforded the same opportunities as others in my role; 2- I am treated with respect; 3- My work is valued; 4- I can count on peers speaking up on my behalf; 5- I have people from whom I can seek support; 6- I must work harder than others to be valued equally; 7- My work experience has had a positive influence on my professional growth; 8- My ideas and opinions are often ignored; 9- I am ignored, silenced, or slighted due to my racial/ethnic, gender, sexual orientation, or age identity; 10- I feel others do not value my opinion; 11- I feel that I can closely share professional values and interests of my colleagues; 12- I feel that I can be my authentic self; and, 13- I feel that my performance was being judged more often than others) were combined to form a scale measuring respondents' perceptions of workplace treatment. The scale ranges from a low of 1 to a high of 5. The higher the score, the more favorable the perception of workplace treatment. This composite workplace treatment scale helps show a clearer overall picture than examining individual items.

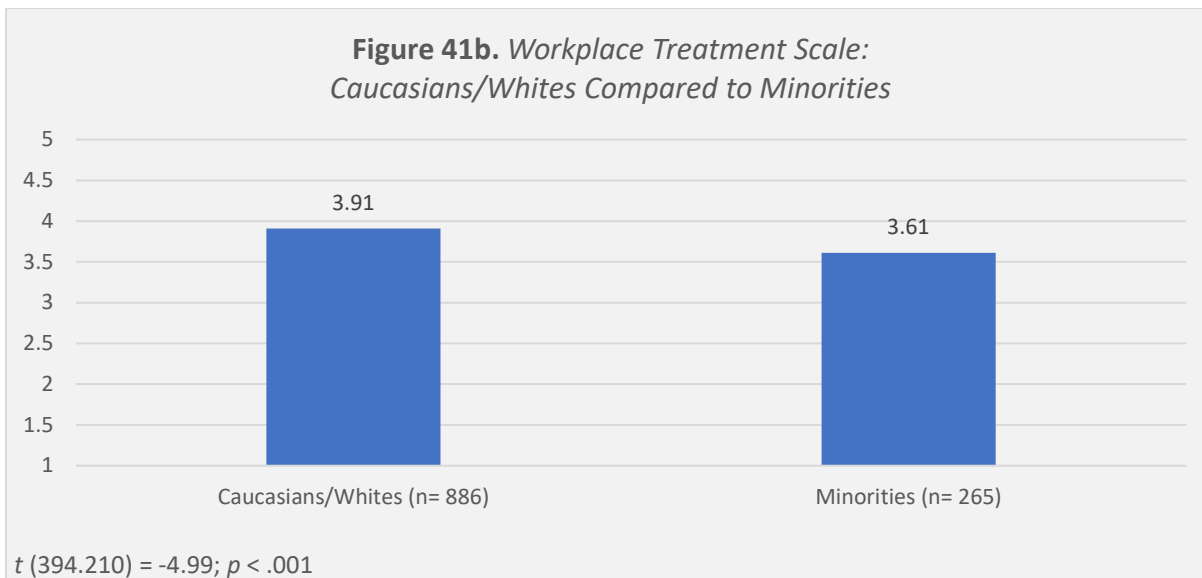
The average score on the workplace treatment scale was 3.84. The frequency distribution for the workplace treatment scale is shown in Figure 41 below.



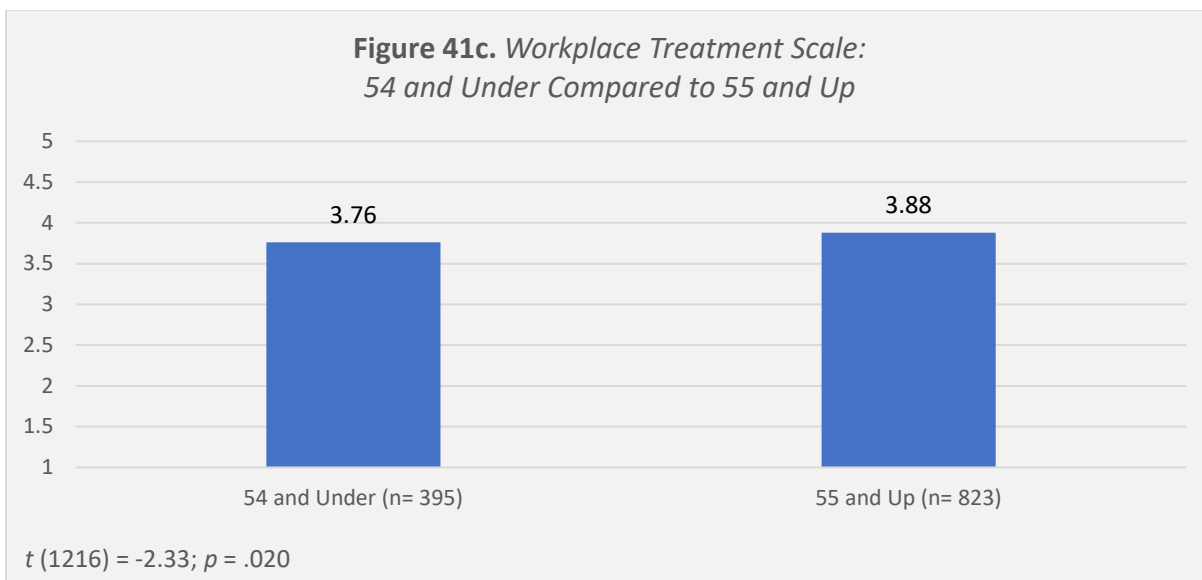
When comparing males to females on the workplace treatment scale, females were significantly lower (see Figure 41a below).



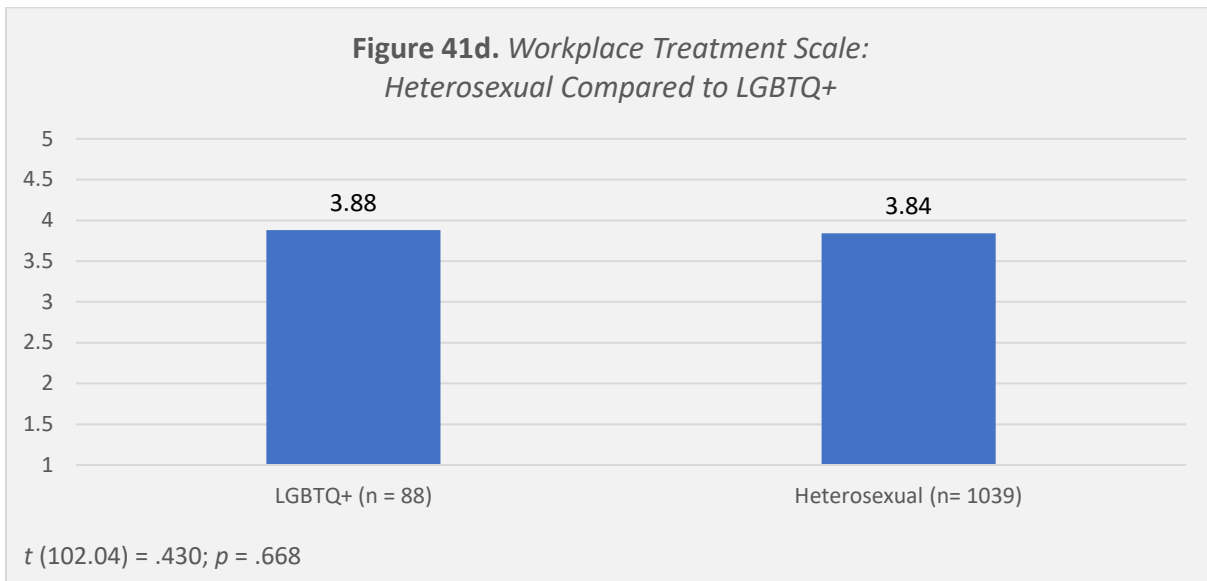
When comparing Caucasians/whites to minorities on the workplace treatment scale, minorities were significantly lower (see Figure 41b below).



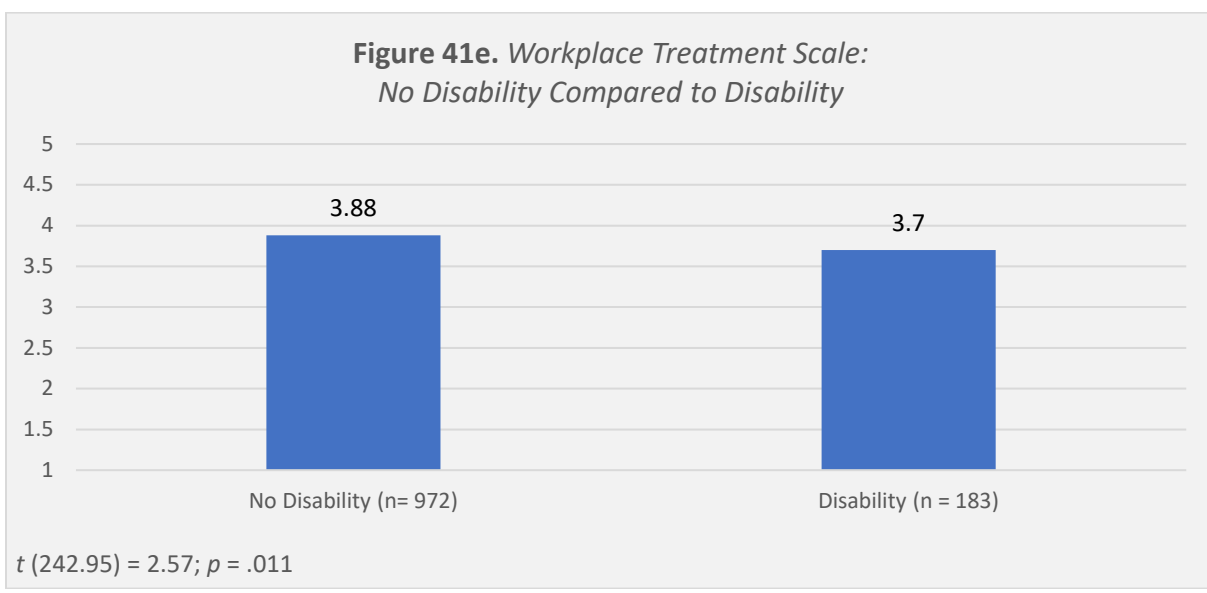
When comparing those who are 54 and younger to those who are 55 and older on the workplace treatment scale, those who are 54 or younger were significantly lower (see Figure 41c below).



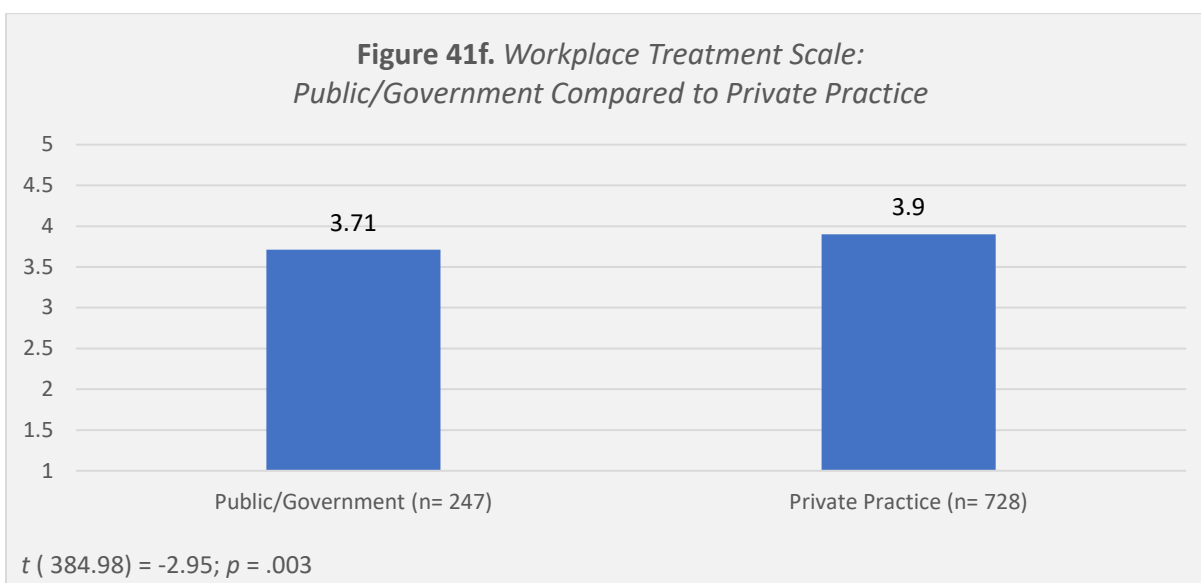
When comparing heterosexuals to LGBTQ+ individuals on the workplace treatment scale, differences were not significant (see Figure 41d below).



When comparing those with a disability to those without a disability on the workplace treatment scale, those with a disability were significantly lower (see Figure 41e below).



When comparing those in the public sector/government to those in private practice on the workplace treatment scale, those in the public sector/government were significantly lower (see Figure 41f).



### **Implicit Bias in the Workplace**

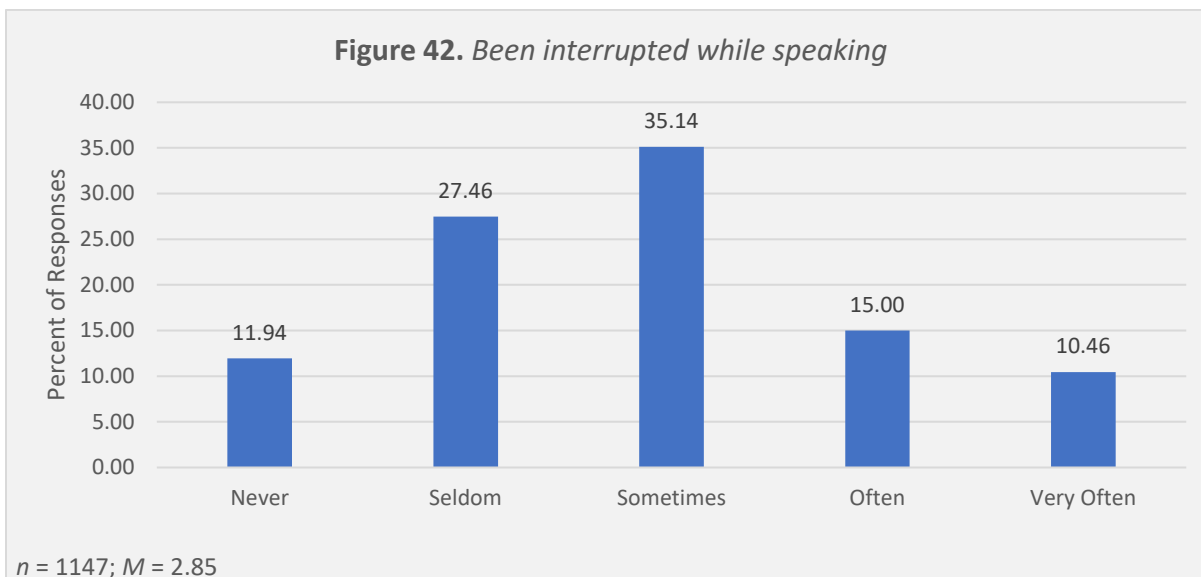
Participants were asked a series of questions taken from existing literature to examine implicit bias that they may potentially experience. Items were taken or adapted from Galek & Kahn (2021). Regarding implicit bias that they have personally experienced, participants were asked to rate the frequency with which they have experienced certain behaviors which may be indicative of unfair treatment. Scale anchor points included: 1- Never; 2- Seldom; 3- Sometimes; 4- Often; and 5- Very Often.

### **Item Level Analyses**

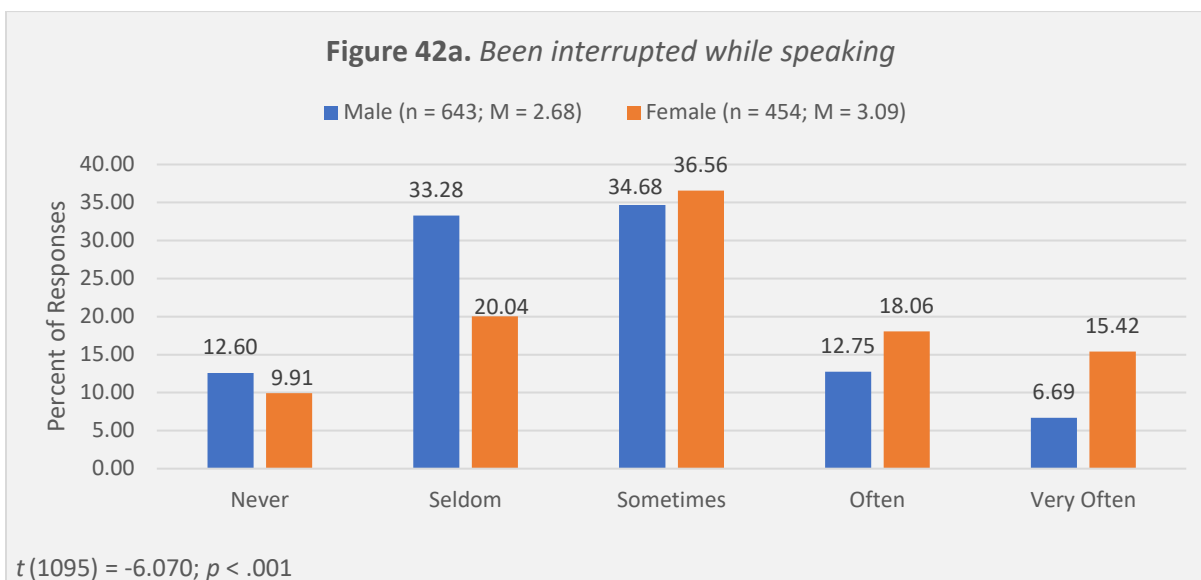
Participants were presented with 10 items pertaining to implicit bias that they have personally experienced. In the following section, responses to each of the 10 items are presented. The total responses to each item are followed by group comparisons for that item.

### Item 1. Interrupted While Speaking

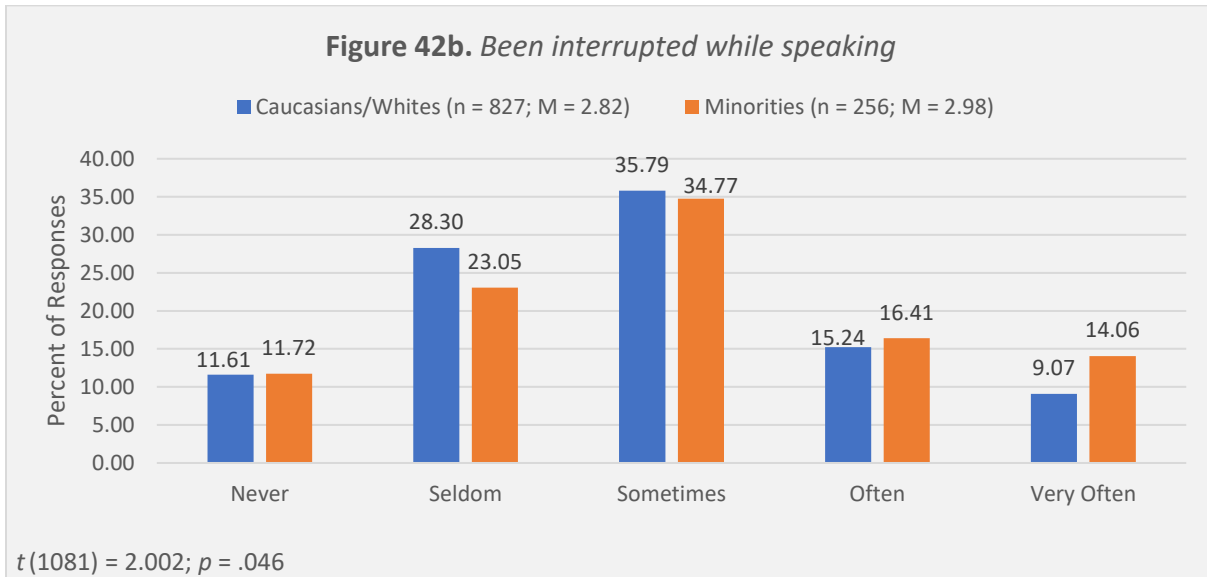
When asked if they have ever been interrupted while speaking, 11.94% of respondents indicated never, 62.60% of respondents indicated seldom or sometimes, and 25.46% of respondents indicated often or very often (see Figure 42 below).



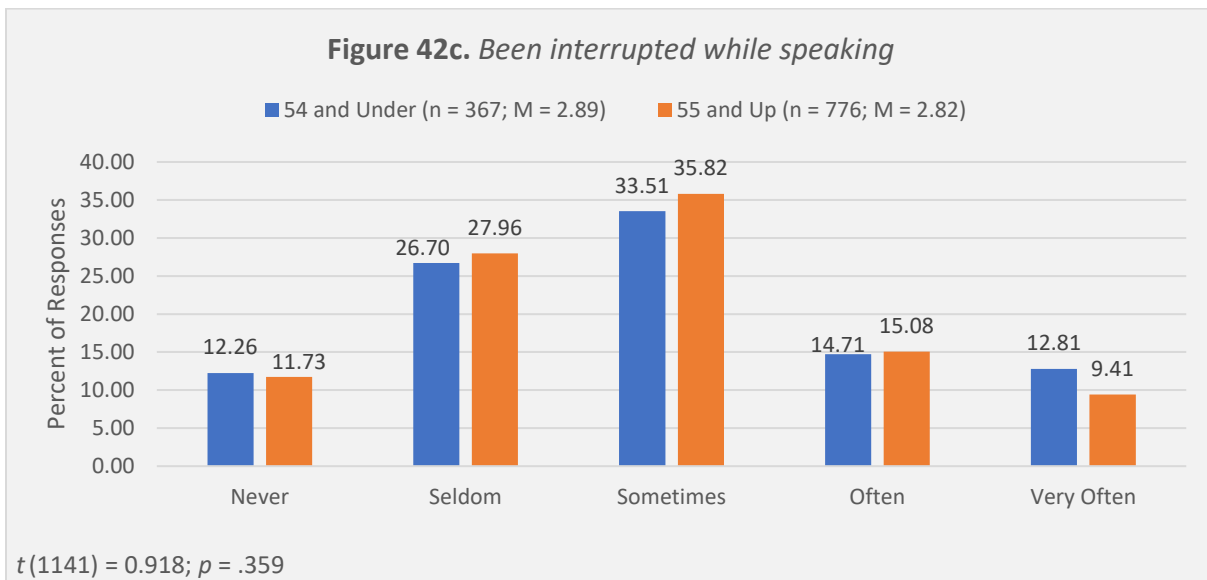
Further analyses revealed females were statistically more likely to report they have been interrupted while speaking than males (see Figure 42a below).



Minorities were statistically more likely to report they have been interrupted while speaking than Caucasians/whites (see Figure 42b below).

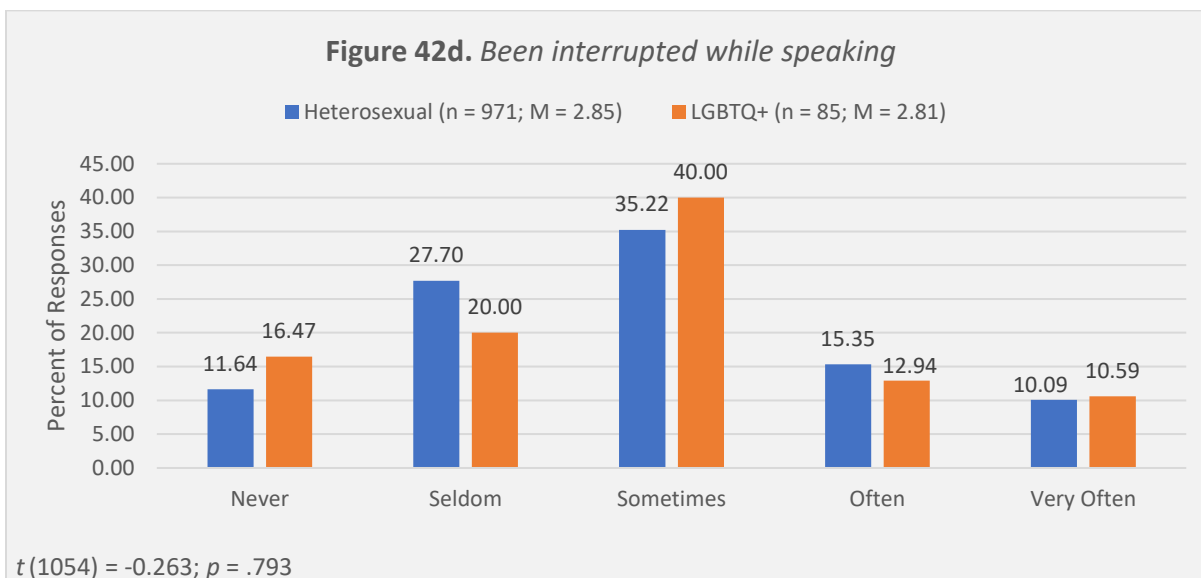


Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 42c below).

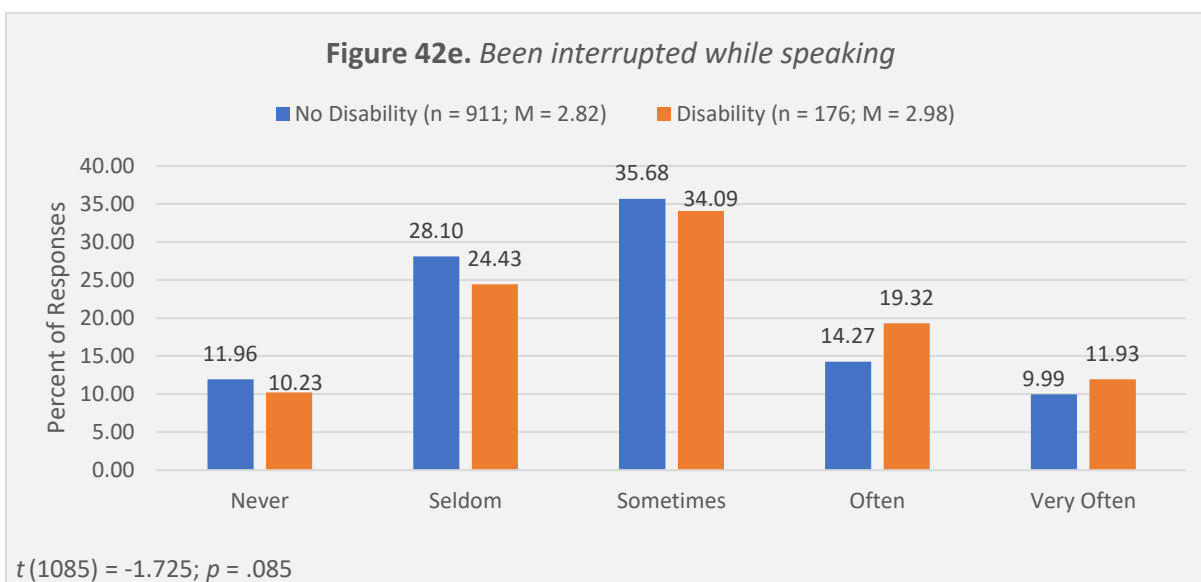




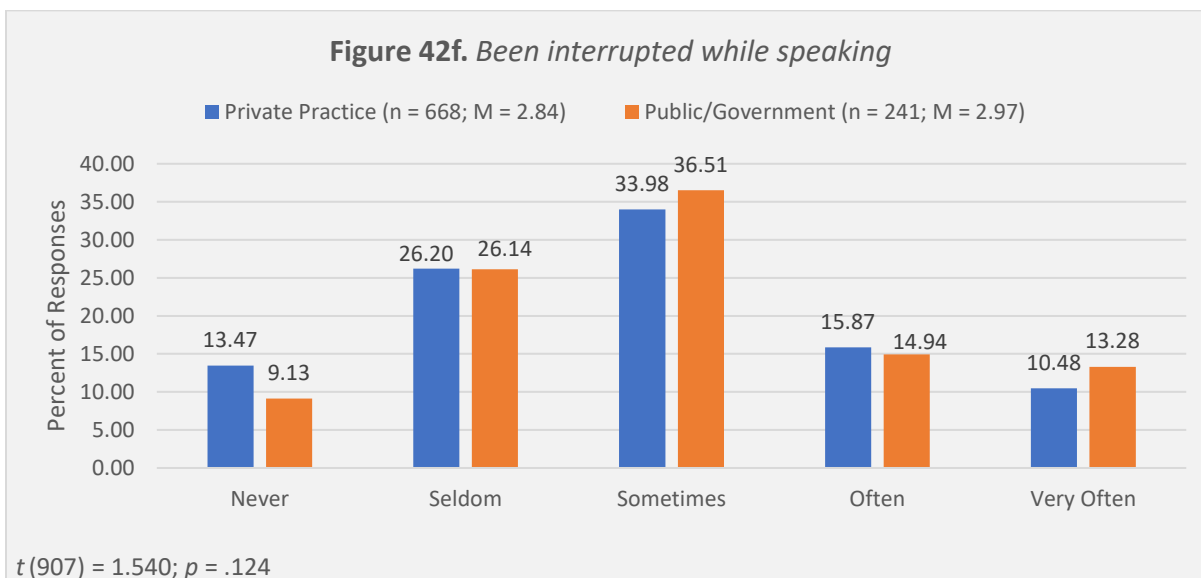
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 42d below).



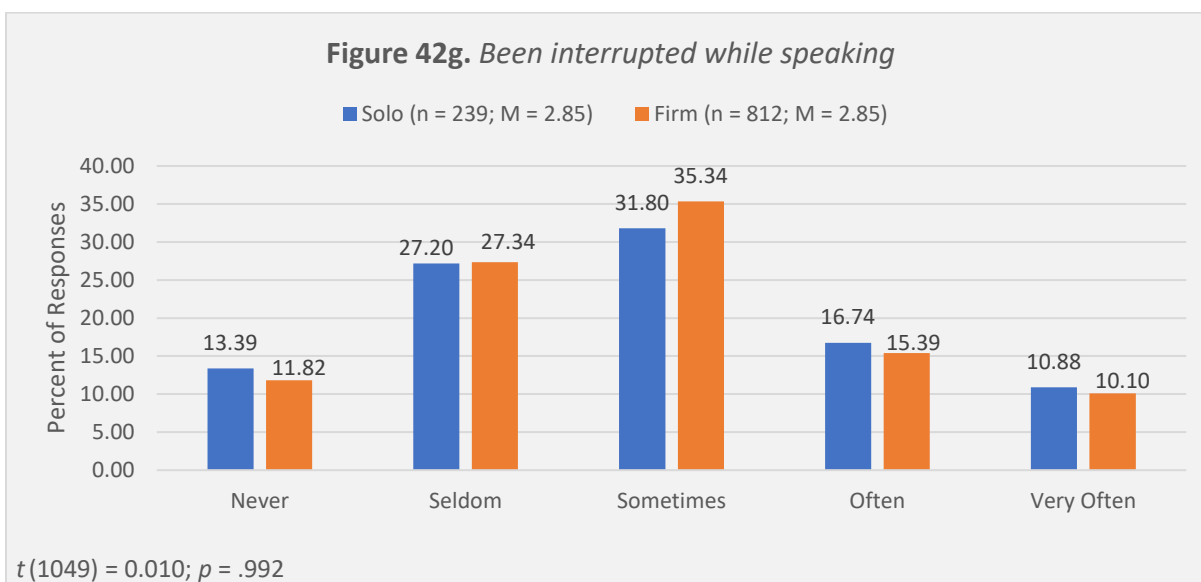
Differences between those with a disability and those without a disability were not statistically significant (see Figure 42e below).



Differences between those in the public sector/government and those in private practice were not statistically significant (see Figure 42f below).

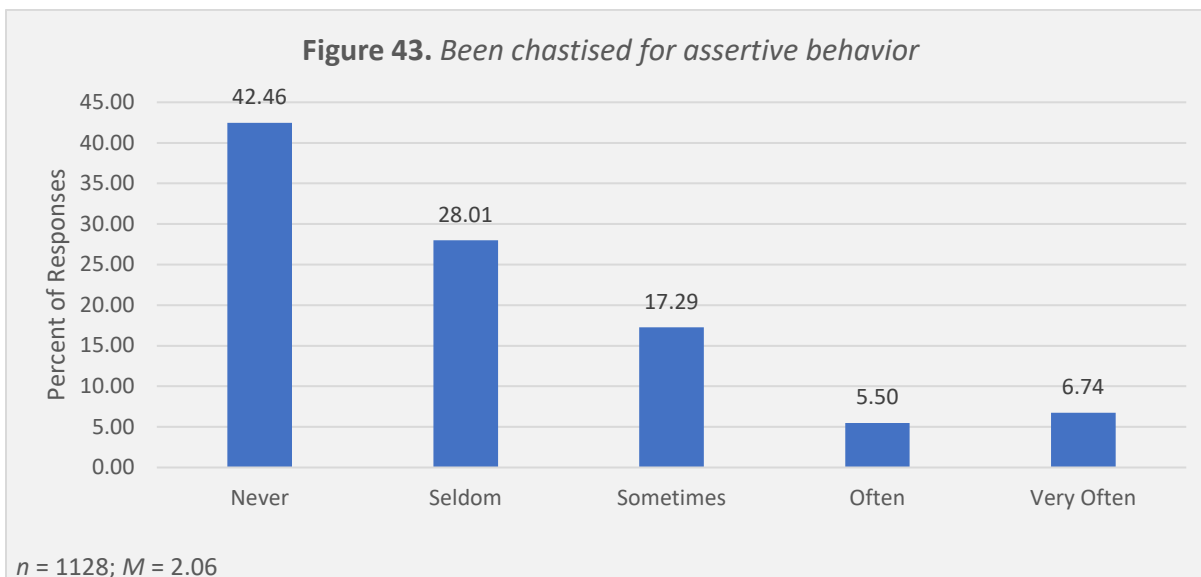


Difference between solo practitioners and those in firms were not statistically significant (see Figure 42g below).

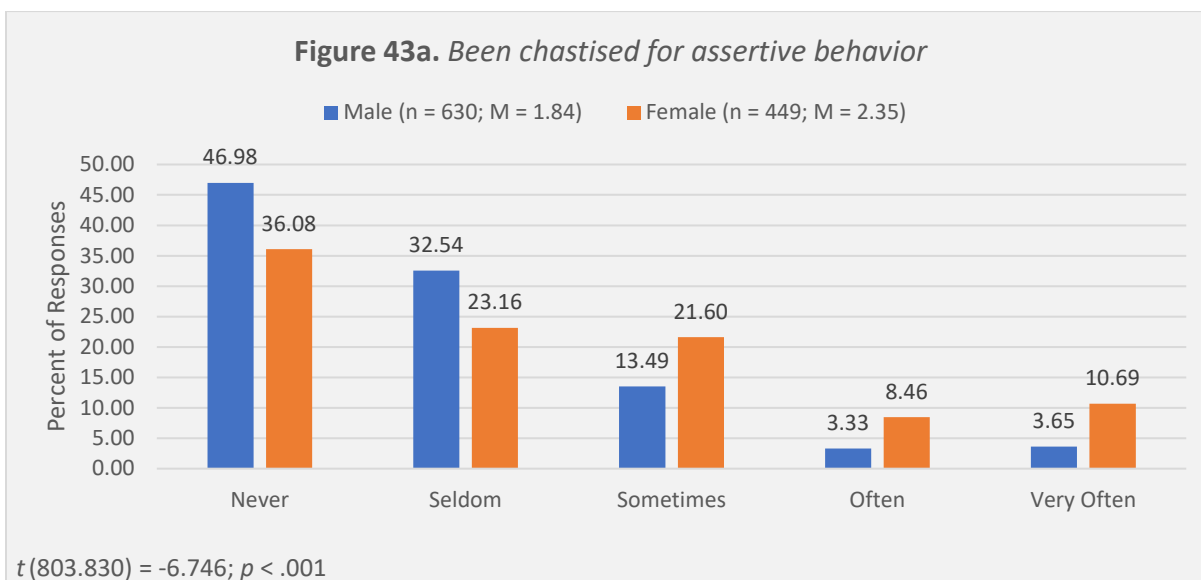


### Item 2. Chastised for Assertive Behavior

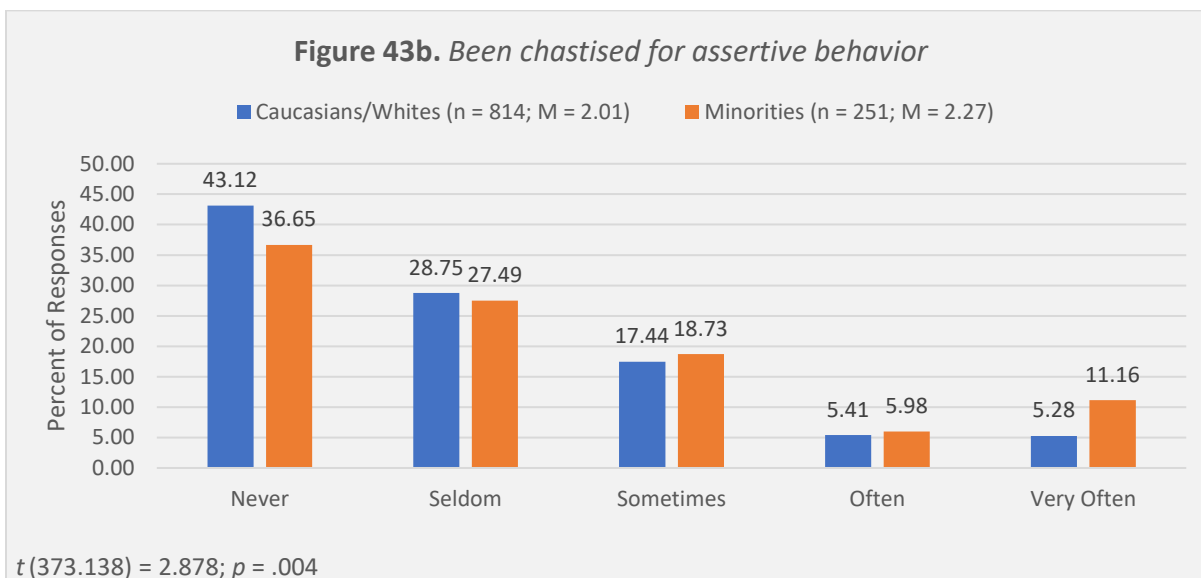
When asked if they had been chastised for assertive behavior, 42.46% of respondents indicated never, 45.30% of respondents indicated seldom or sometimes, and 12.24% of respondents indicated often or very often (see Figure 43 below).



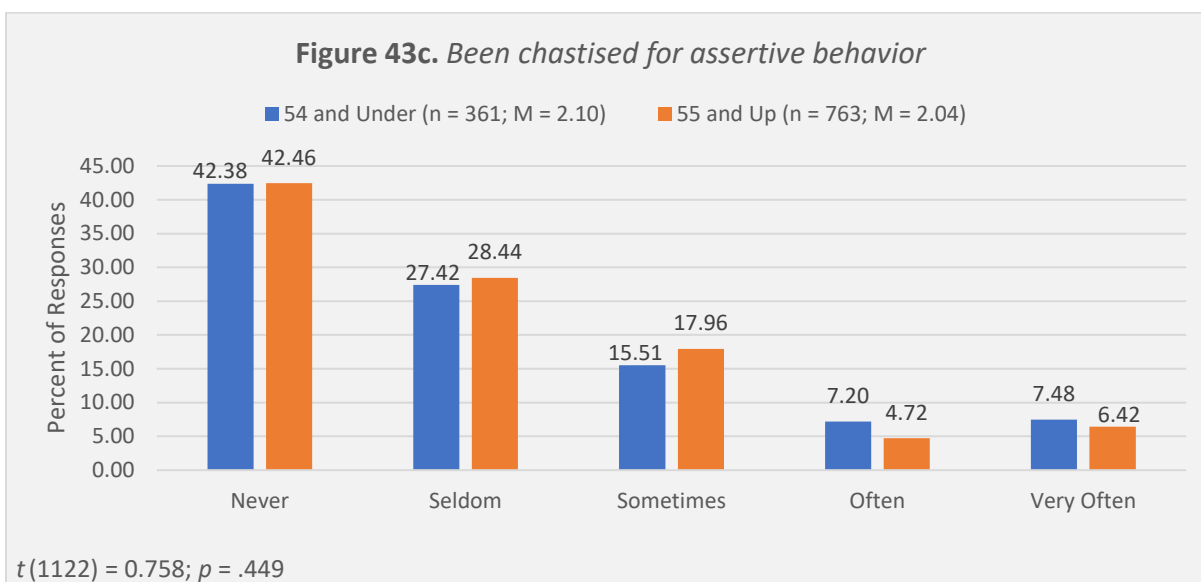
Further analyses revealed females were statistically more likely to report they have been chastised for assertive behavior than males (see Figure 43a below).



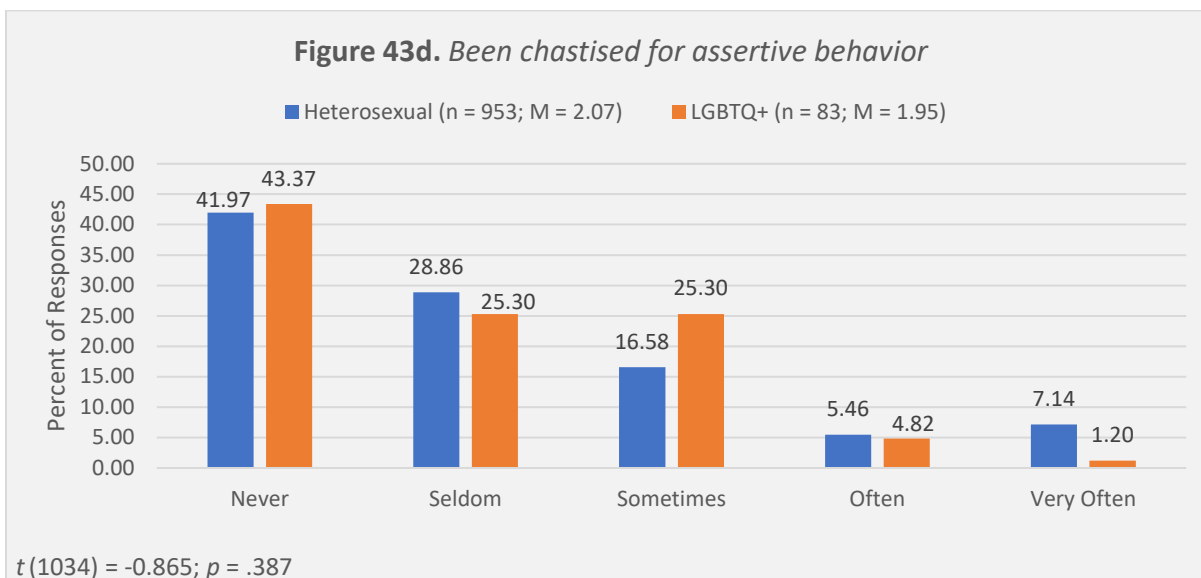
Minorities were statistically more likely to report they have been chastised for assertive behavior than Caucasians/whites (see Figure 43b below).



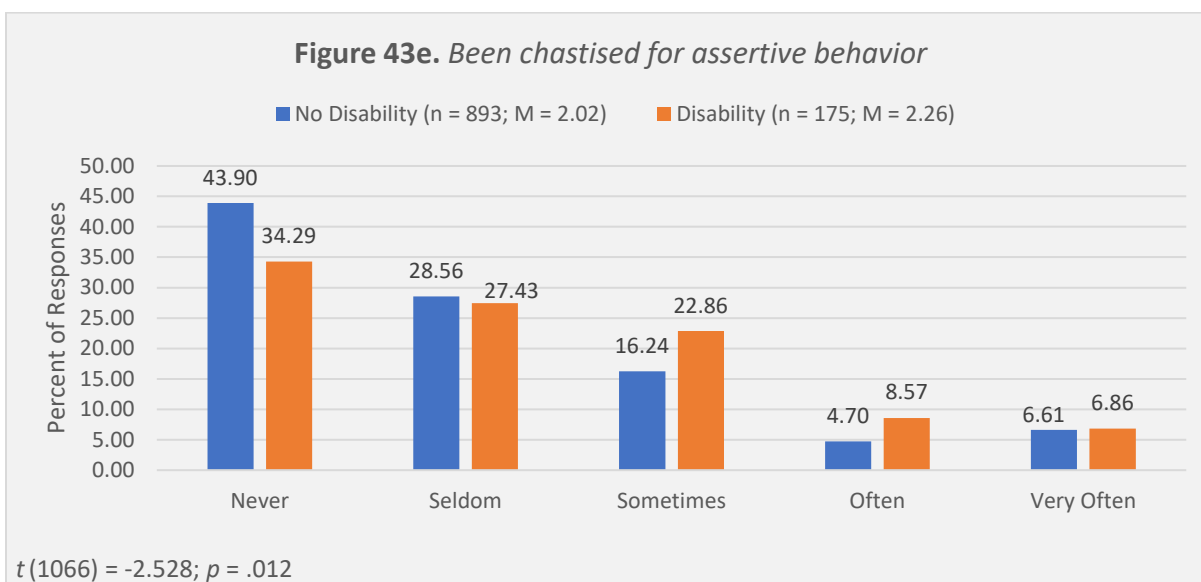
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 43c below).



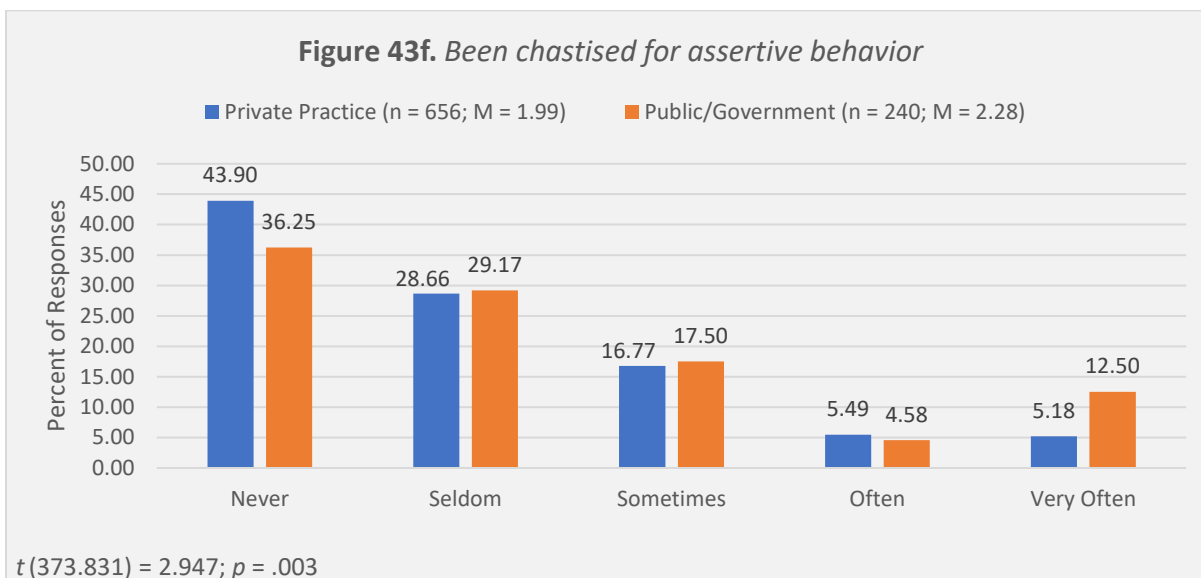
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 43d below).



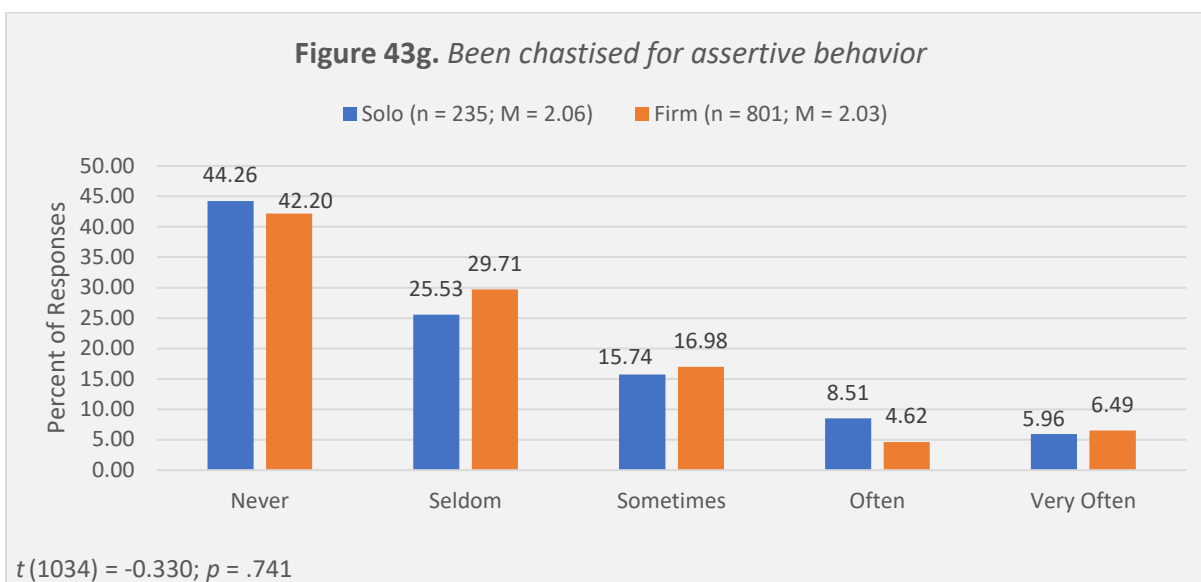
Those with a disability were statistically more likely to report they have been chastised for assertive behavior than those without a disability (see Figure 43e below).



Those in the public sector/government were statistically more likely to report they have been chastised for assertive behavior than those in private practice (see Figure 43f below).

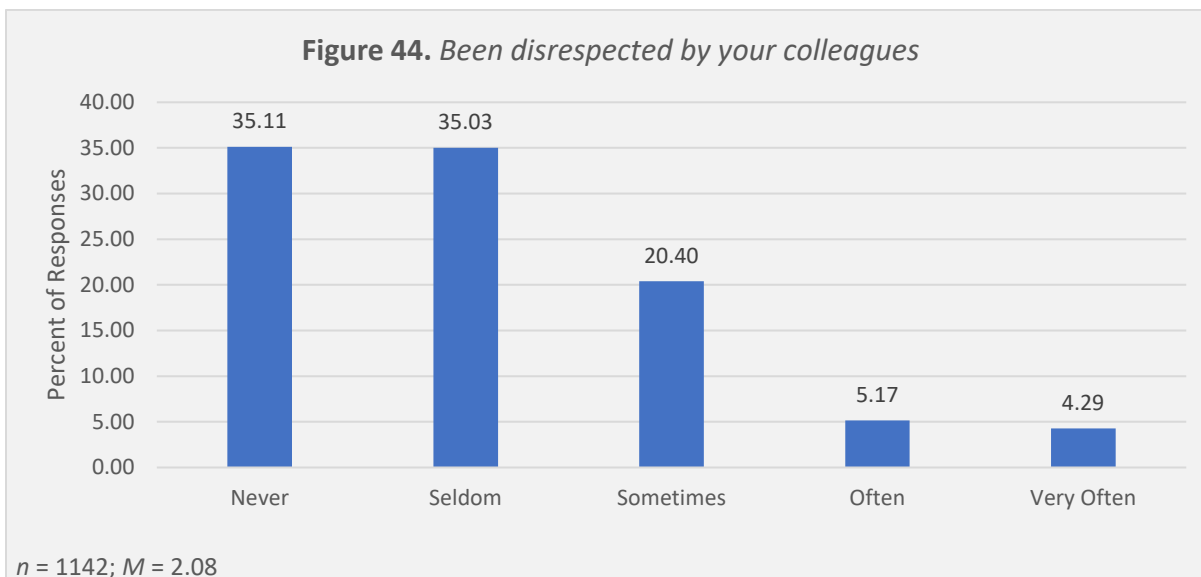


Differences between solo practitioners and those in firms were not statistically significant (see Figure 43g below).

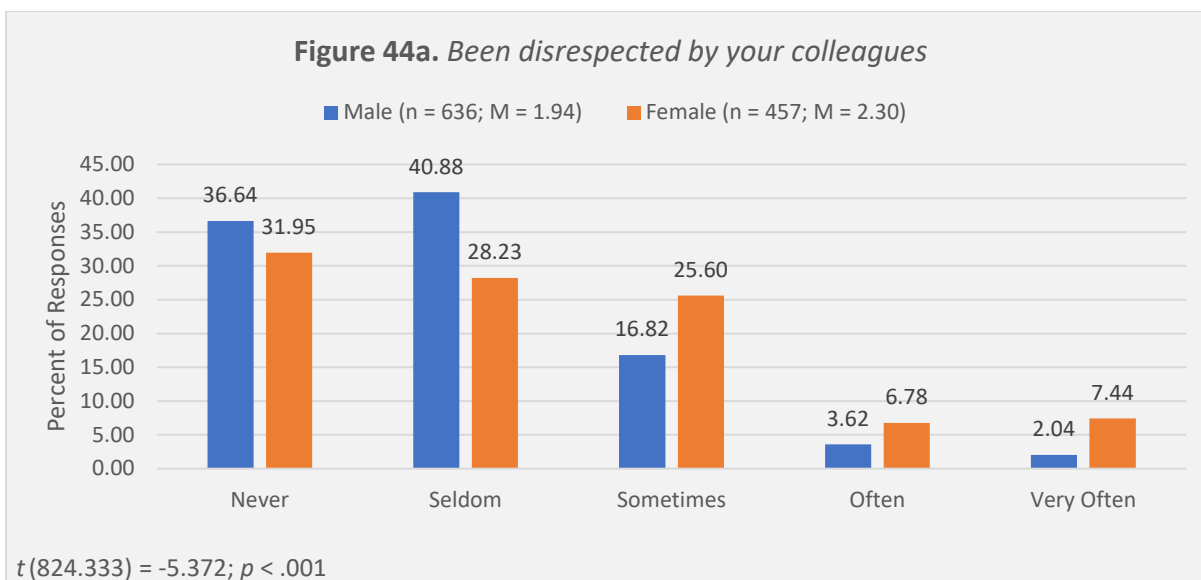


### Item 3. Disrespected by Colleagues

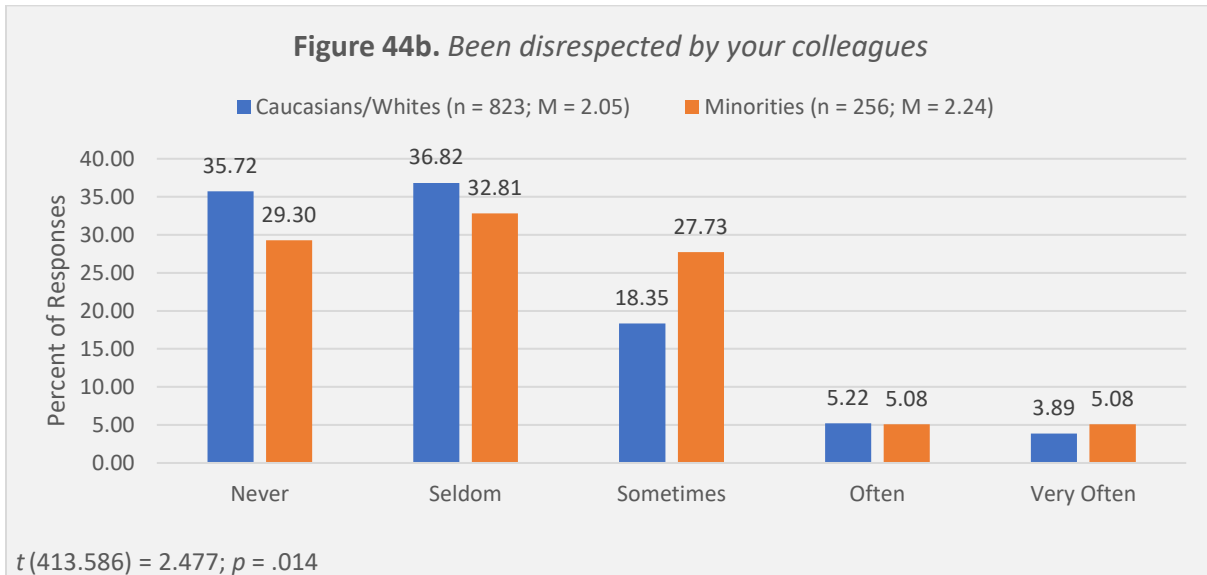
When asked if they had been disrespected by their colleagues, 35.11% of respondents indicated never, 55.43% of respondents indicated seldom or sometimes, and 9.46% of respondents indicated often or very often (see Figure 44 below).



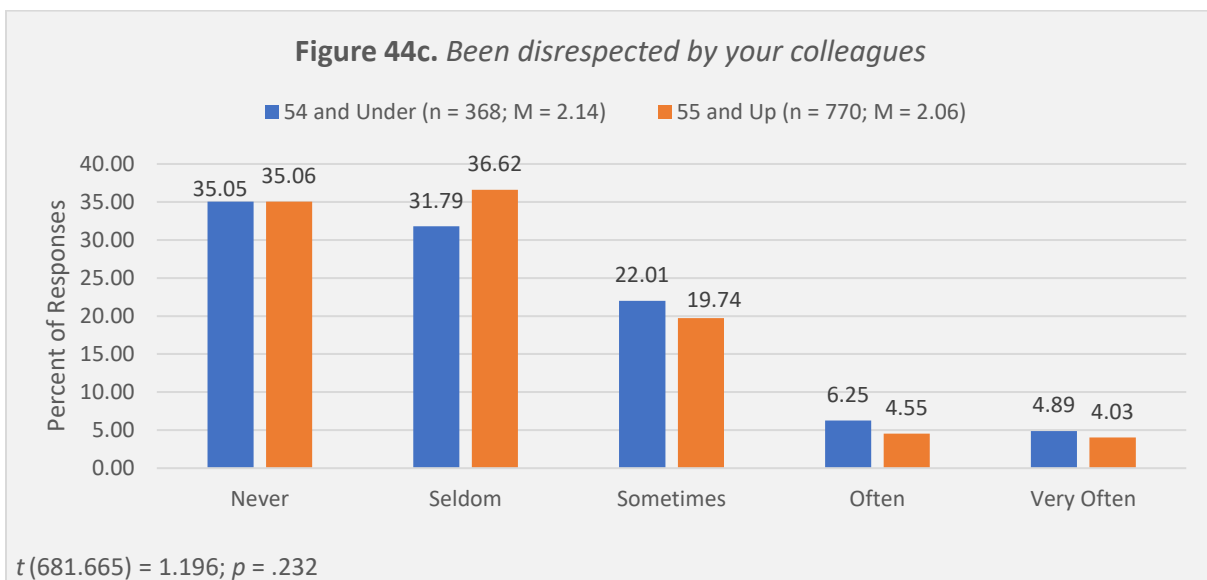
Further analyses revealed females were statistically more likely to report they have been disrespected by their colleagues than males (see Figure 44a below).



Minorities were statistically more likely to report they have been disrespected by their colleagues than Caucasians/whites (see Figure 44b below).

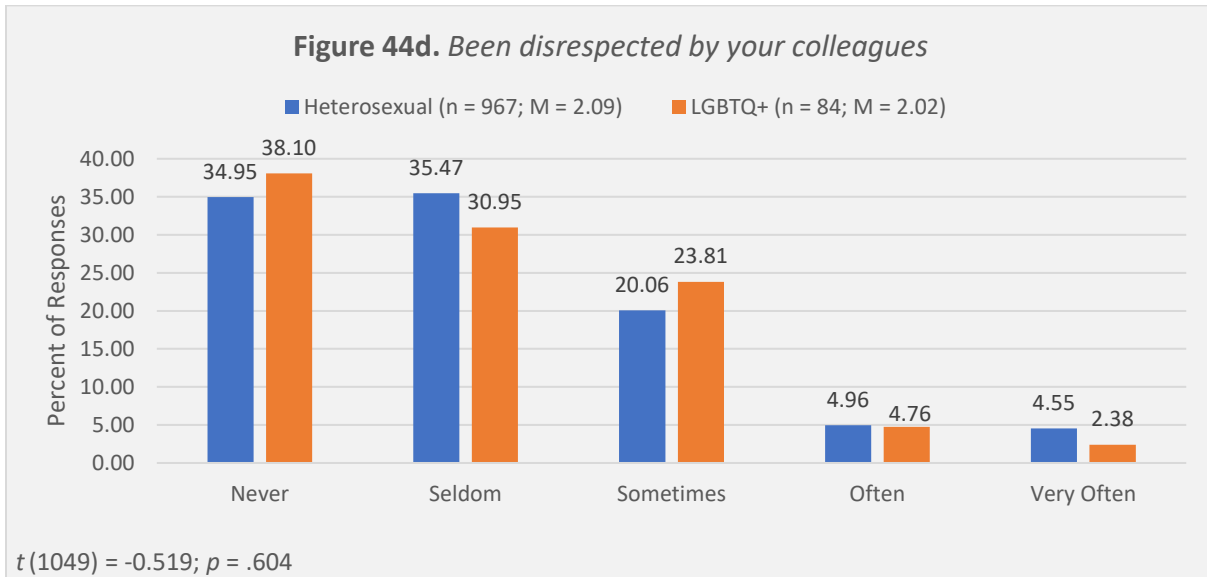


Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 44c below).

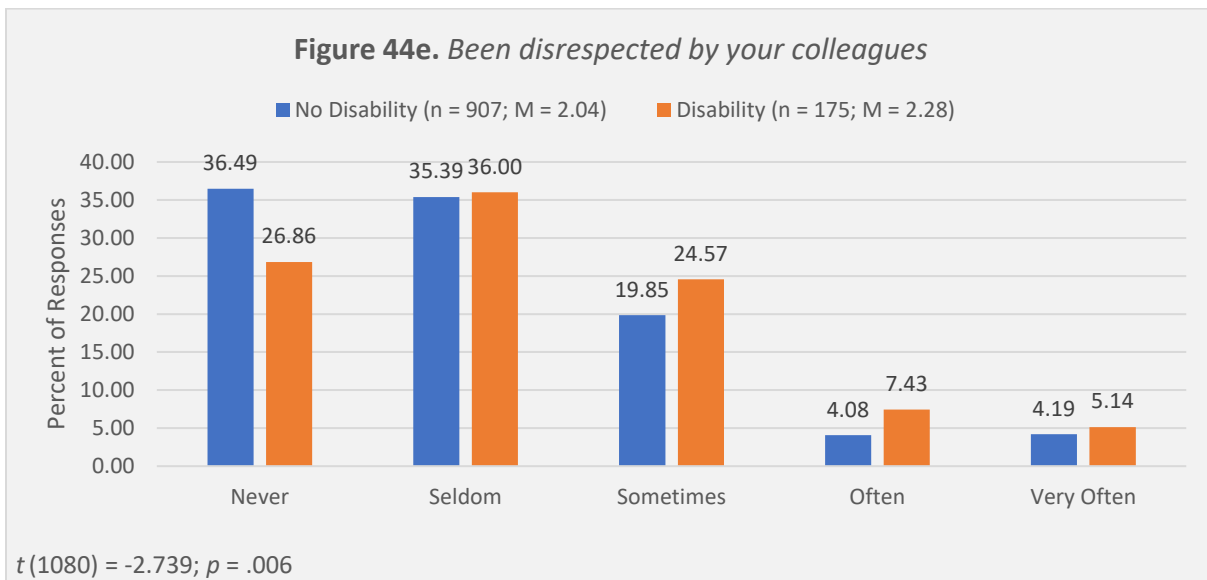




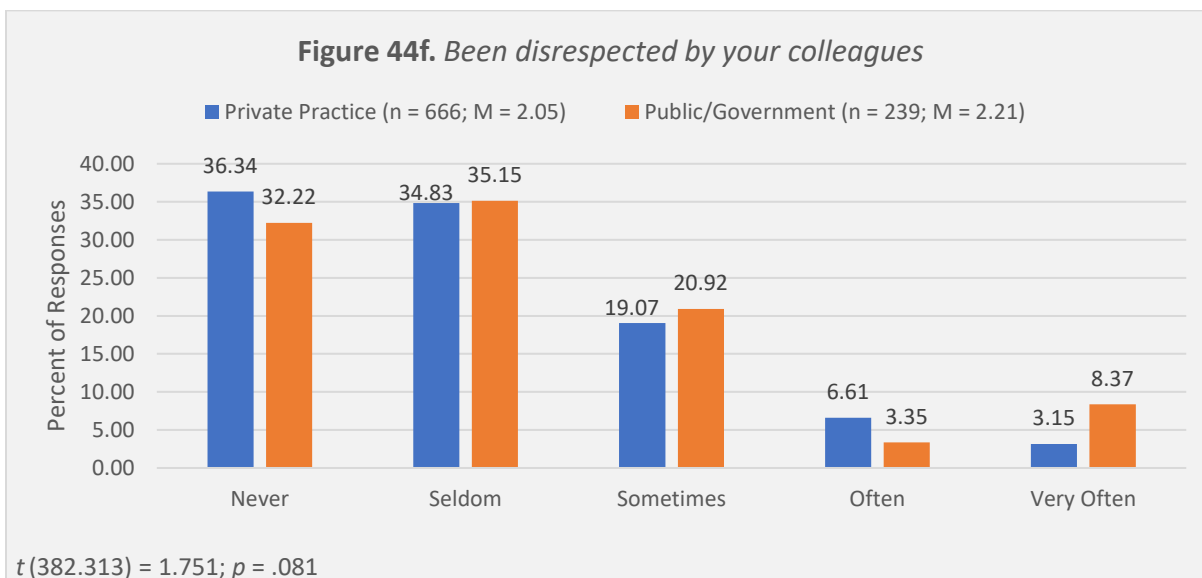
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 44d below).



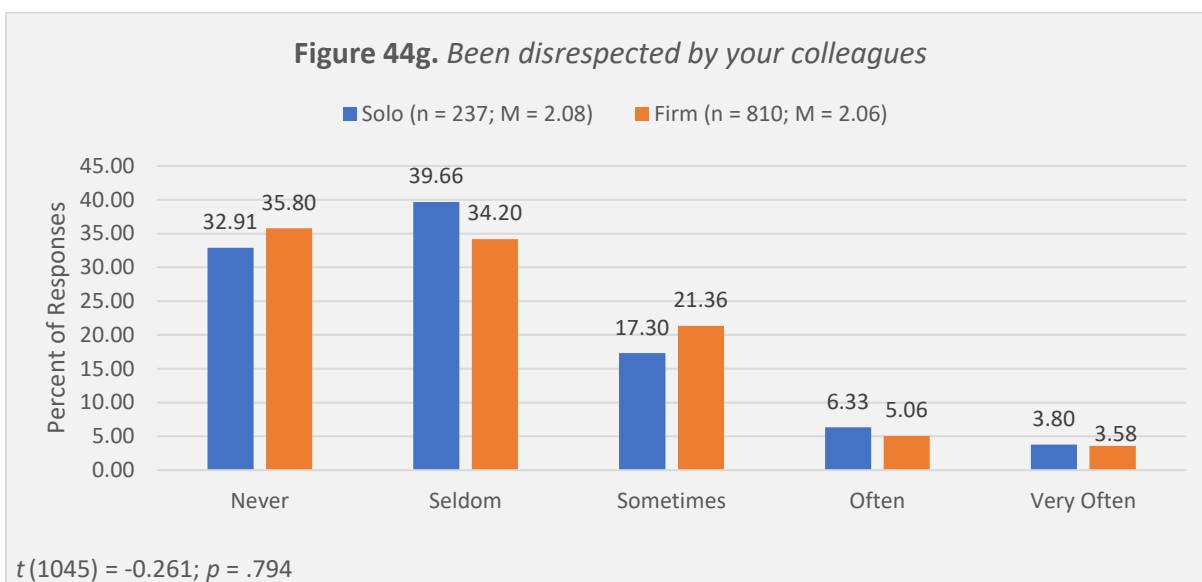
Those with a disability were statistically more likely to report they have been disrespected by their colleagues than those without a disability (see Figure 44e below).



Differences between those in the public sector/government and those in private practice were not statistically significant (see Figure 44f below).

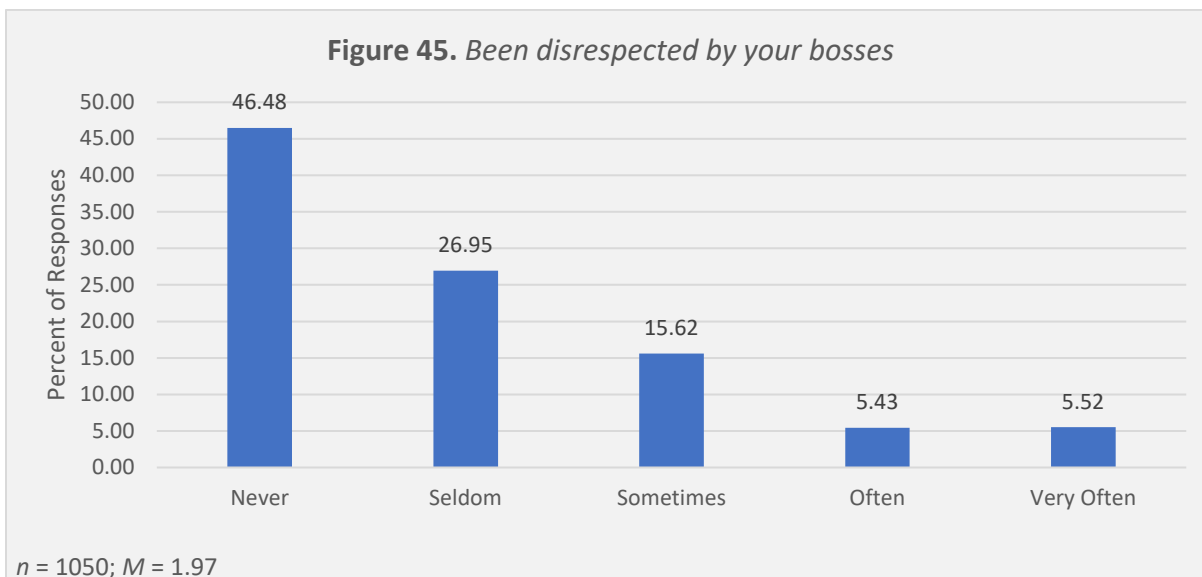


Differences between solo practitioners and those in firms were not statistically significant (see Figure 44g below).

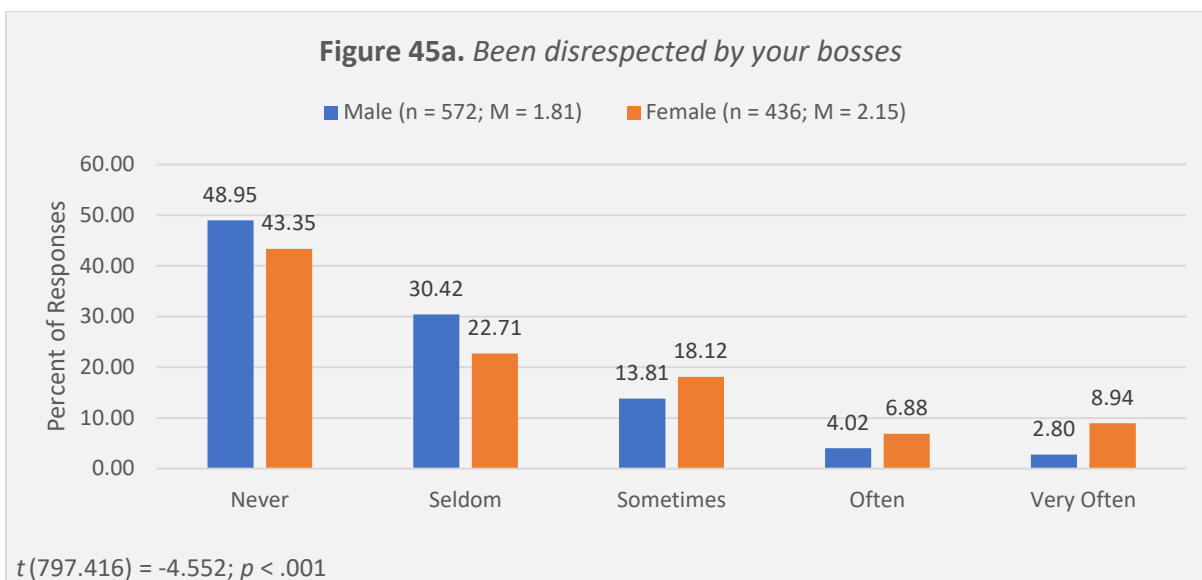


#### Item 4. Disrespected by Bosses

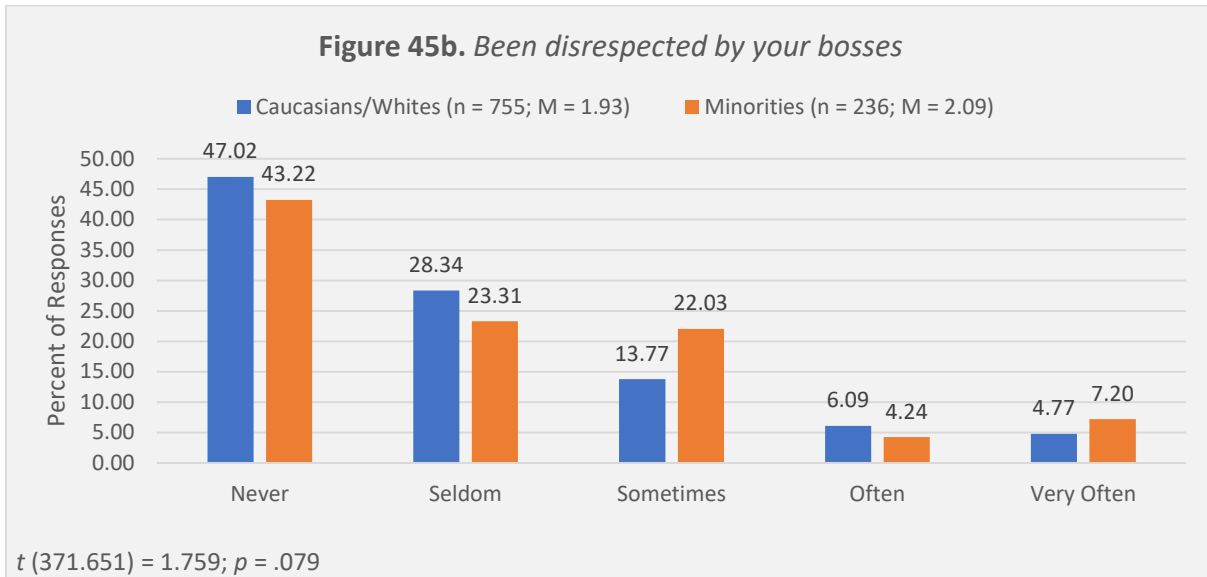
When asked if they had been disrespected by their bosses, 46.48% of respondents indicated never, 42.57% of respondents indicated seldom or sometimes, and 10.95% of respondents indicated often or very often (see Figure 45 below).



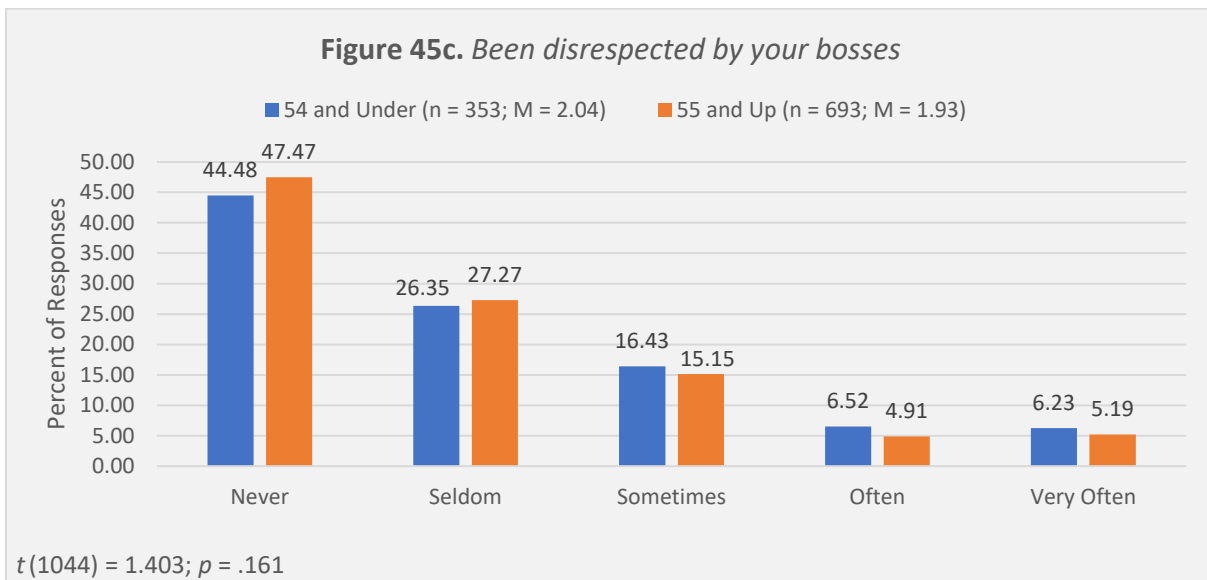
Further analyses revealed females were statistically more likely to report they have been disrespected by their bosses than males (see Figure 45a below).



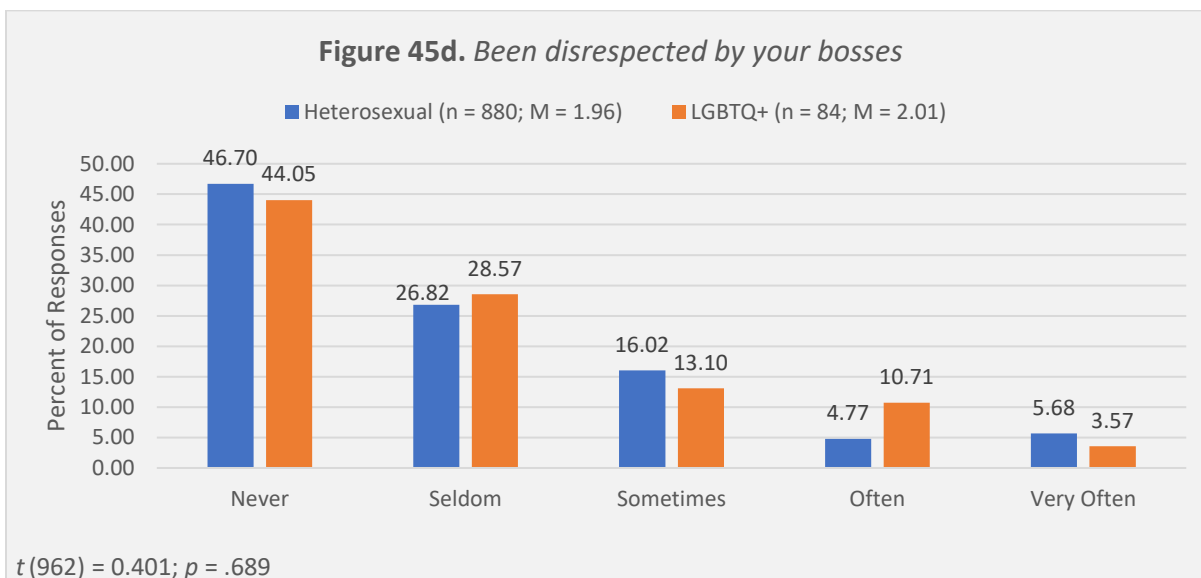
Differences between minorities and Caucasians/whites were not statistically significant (see Figure 45b below).



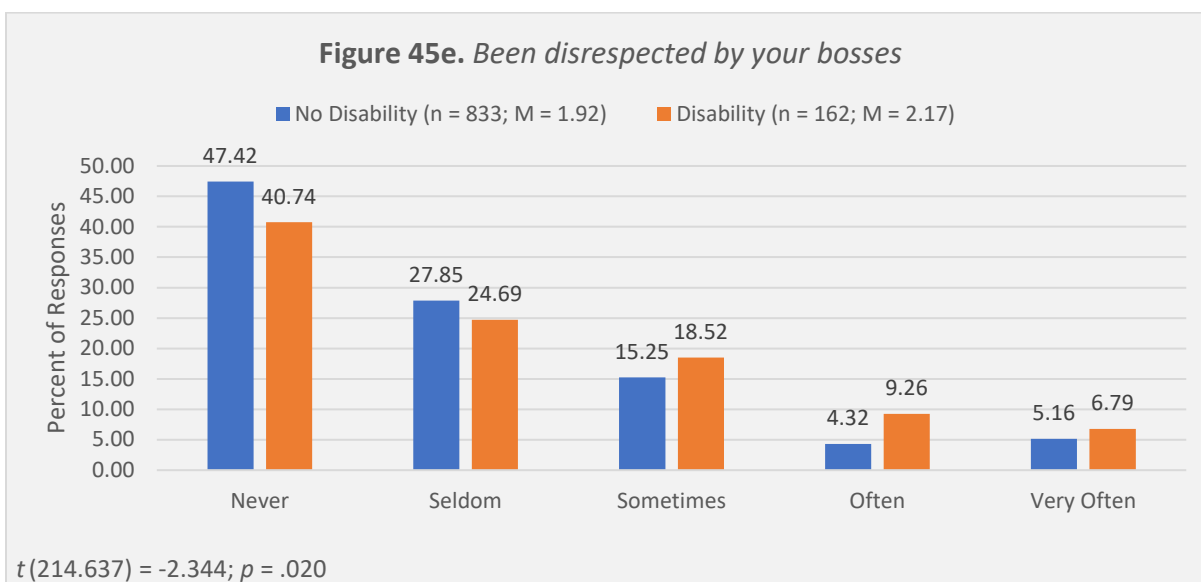
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 45c below).



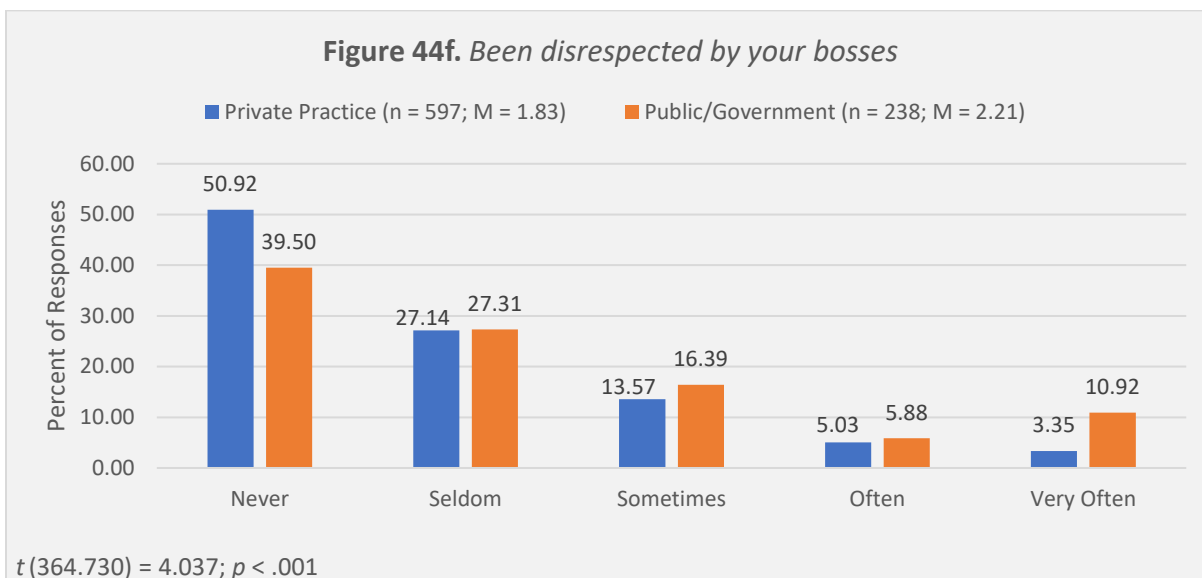
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 45d below).



Those with a disability were statistically more likely to report they have been disrespected by their bosses than those without a disability (see Figure 54e below).

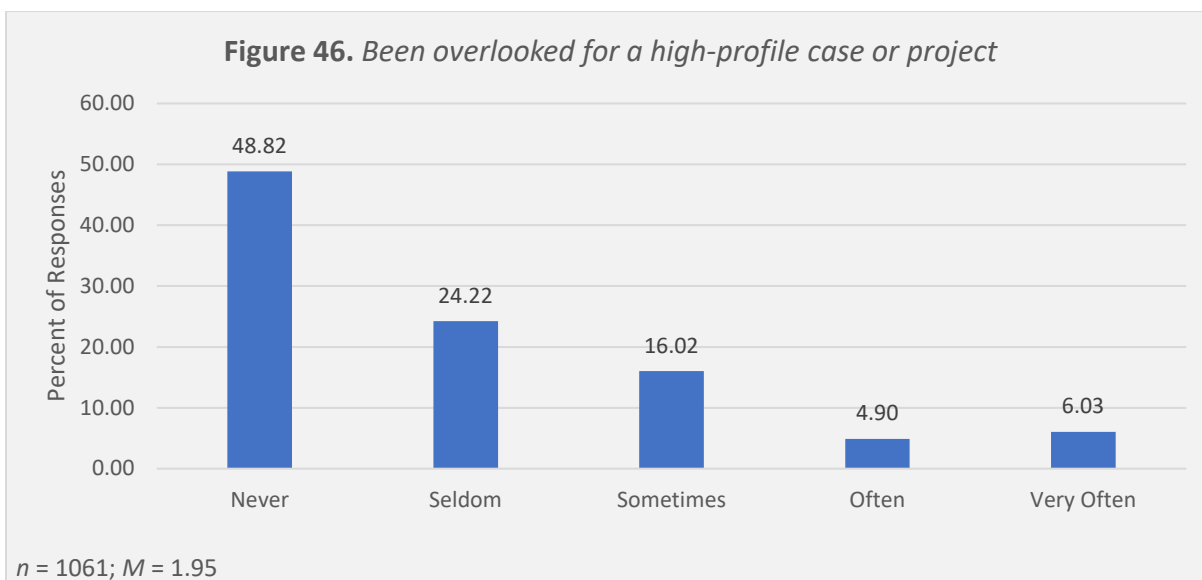


Those in the public sector/government were statistically more likely to report they have been disrespected by their bosses than those in private practice (see Figure 45f below).

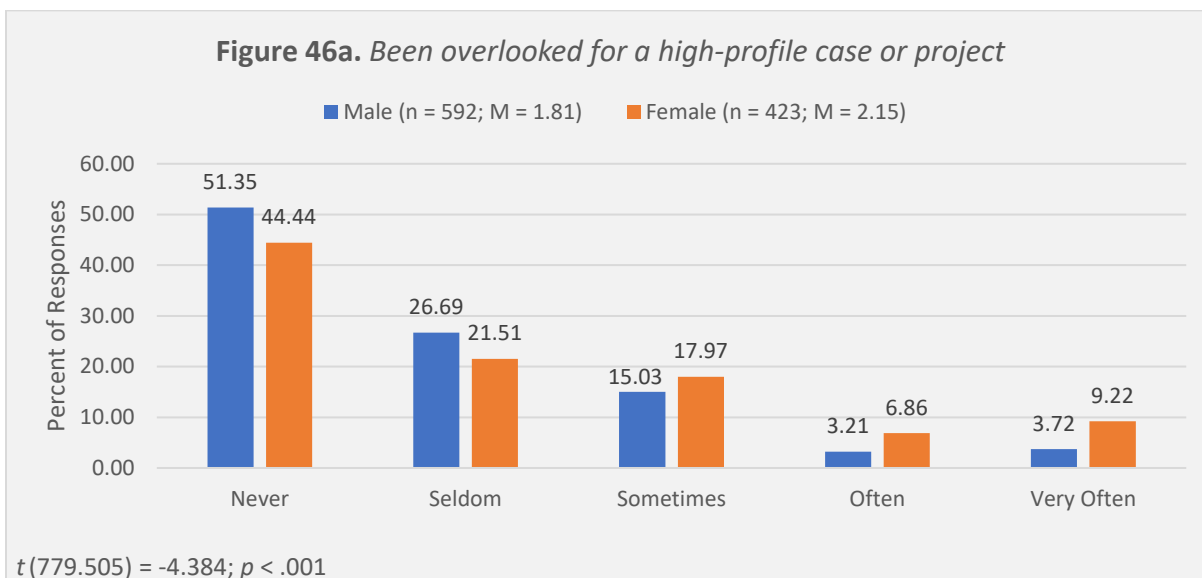


#### **Item 5. Overlooked for High-Profile Case**

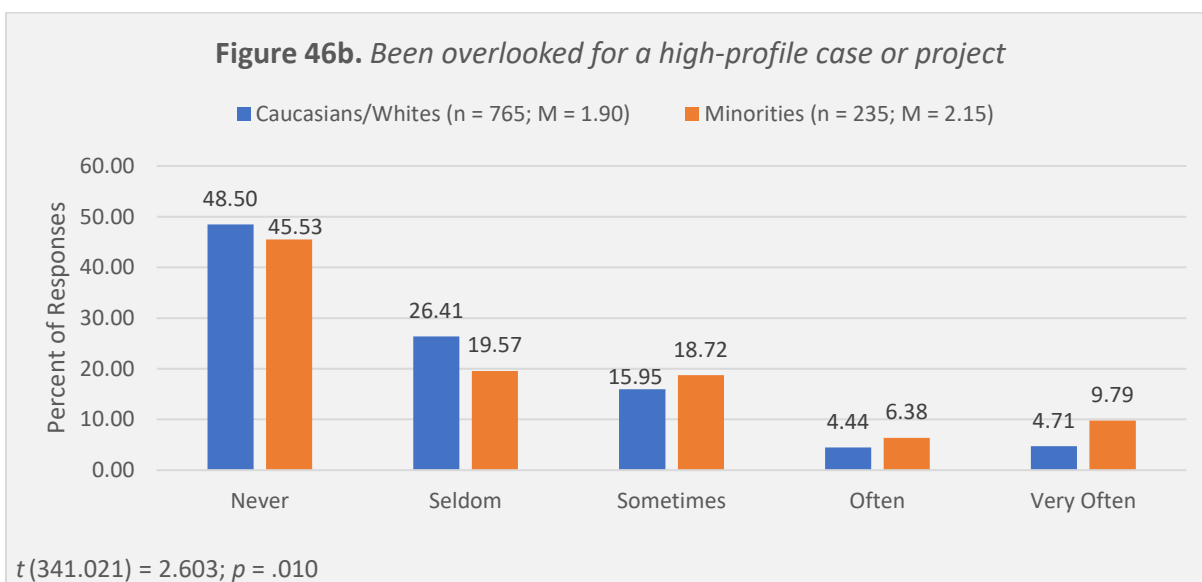
When asked if they had been overlooked for a high-profile case or project, 48.82% of respondents indicated never, 40.24% of respondents indicated seldom or sometimes, and 10.93% of respondents indicated often or very often (see Figure 46 below).



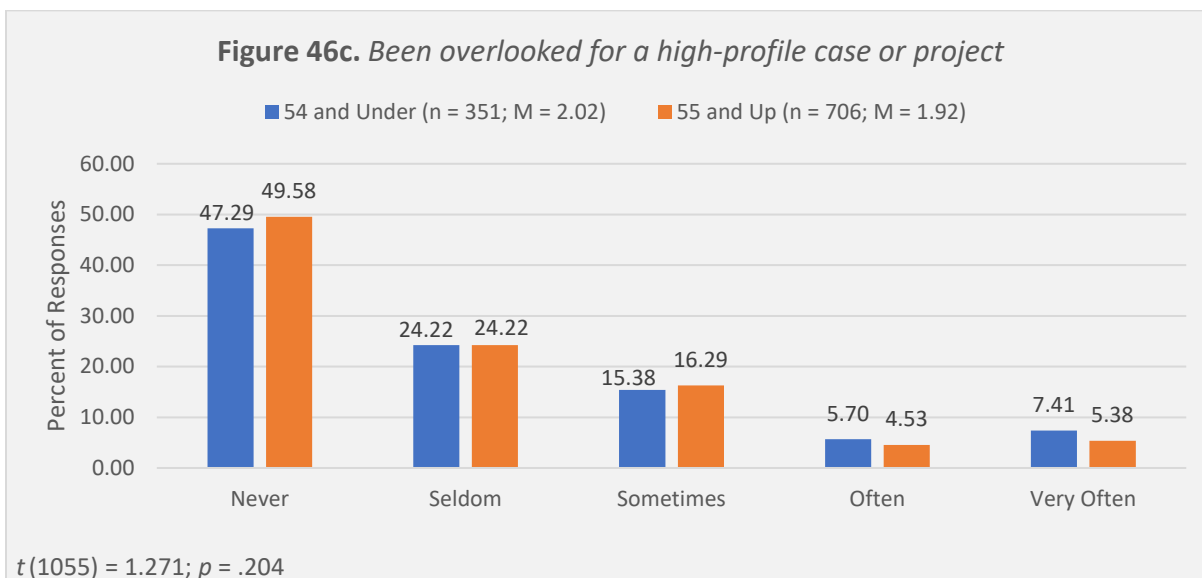
Further analyses revealed females were statistically more likely to report they have been overlooked for a high-profile case or project than males (see Figure 46a below).



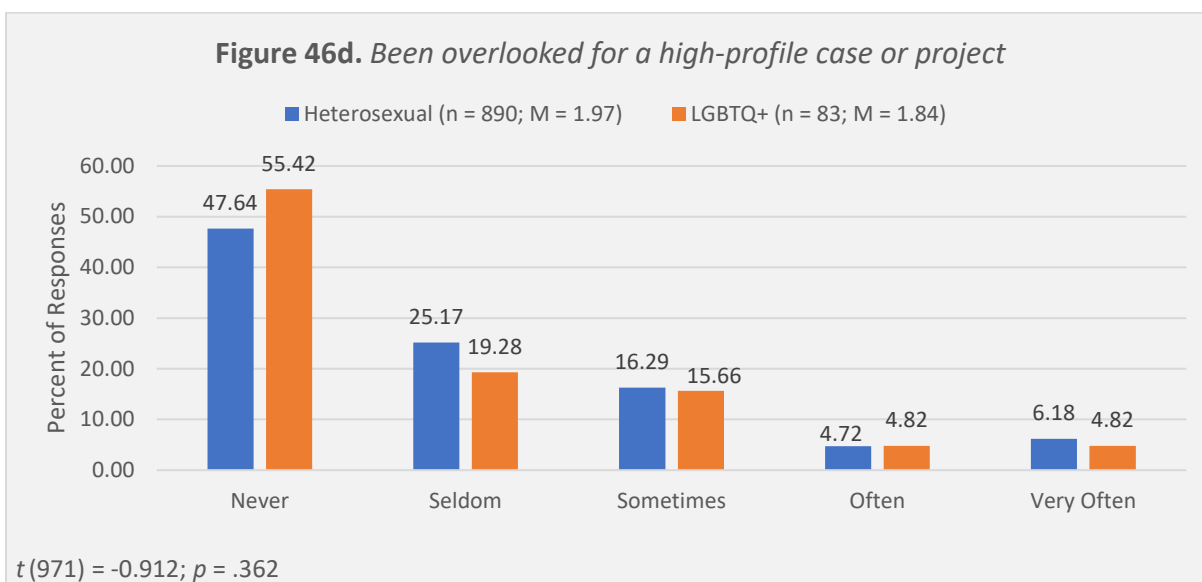
Minorities were statistically more likely to report they have been overlooked for a high-profile case or project than Caucasians/whites (see Figure 46b below).



Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 46c below).

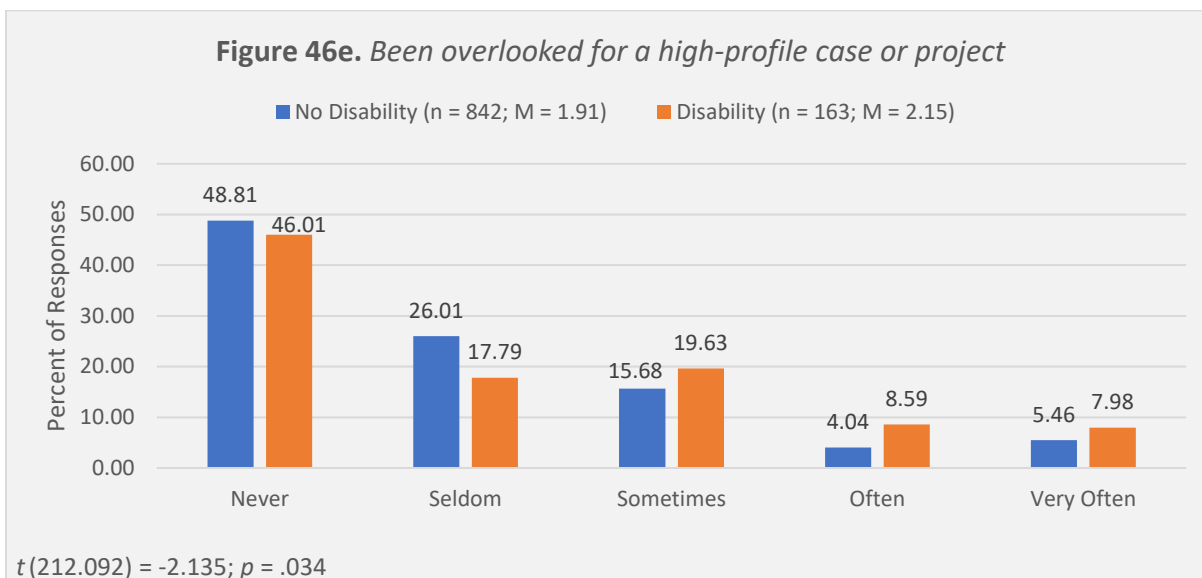


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 46d below).

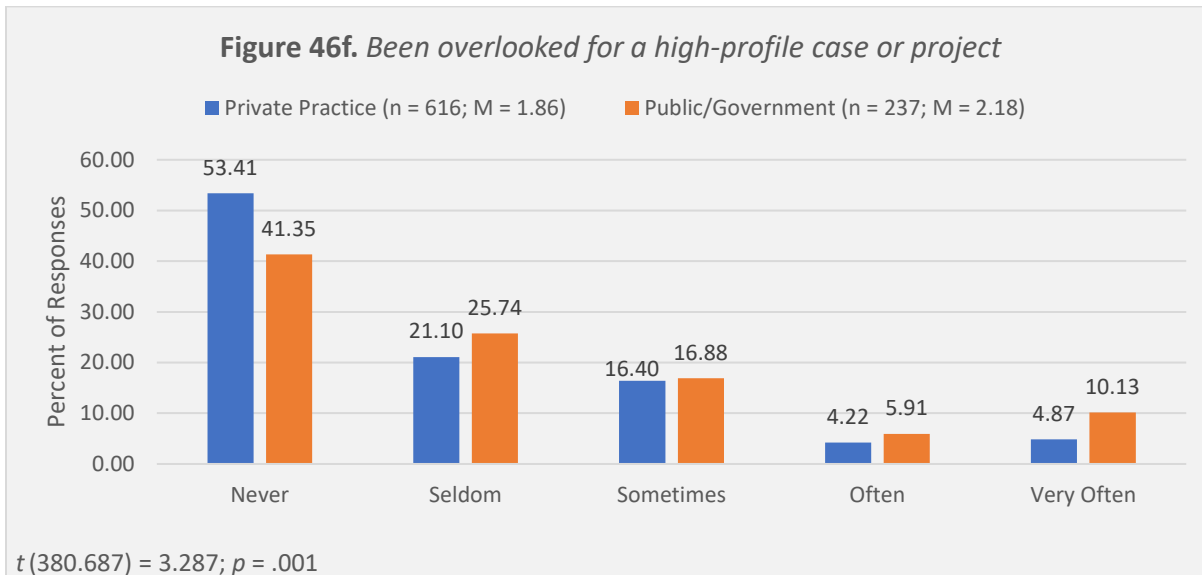




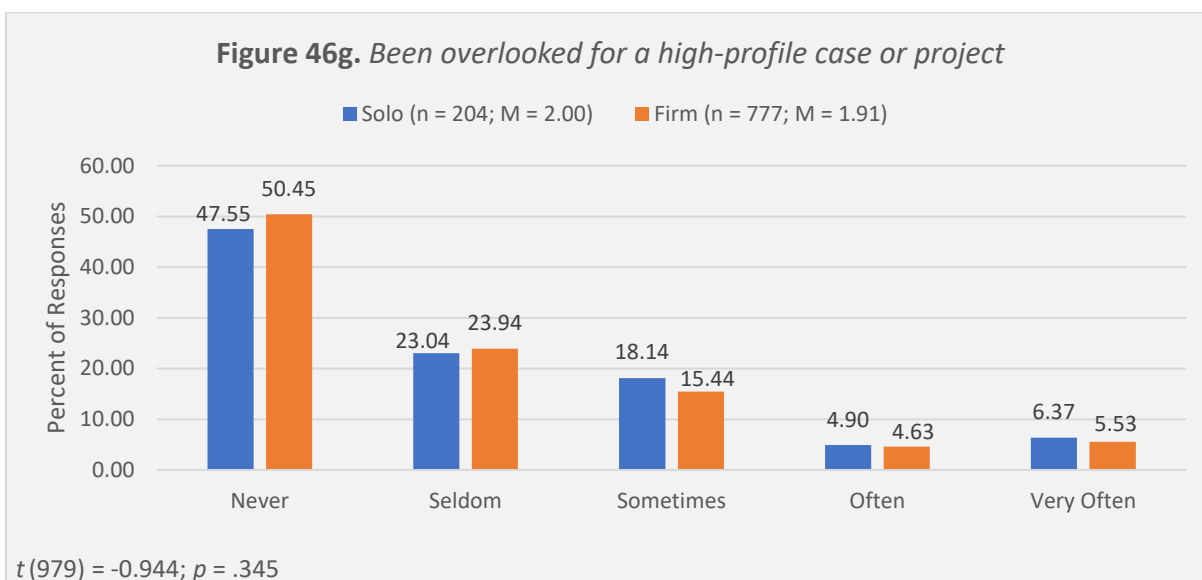
Those with a disability were statistically more likely to report they have been overlooked for a high-profile case or project than those without a disability (see Figure 46e below).



Those in the public sector/government were statistically more likely to report they have been overlooked for a high-profile case or project than those in private practice (see Figure 46f below).

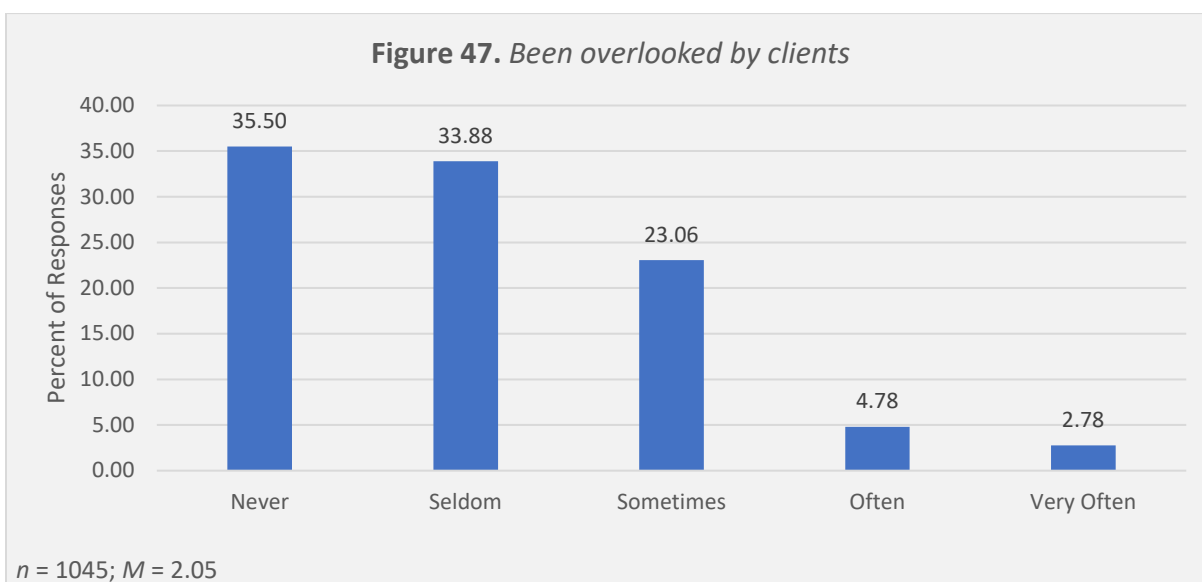


Differences between solo practitioners and those in firms were not statistically significant (see Figure 46g below).

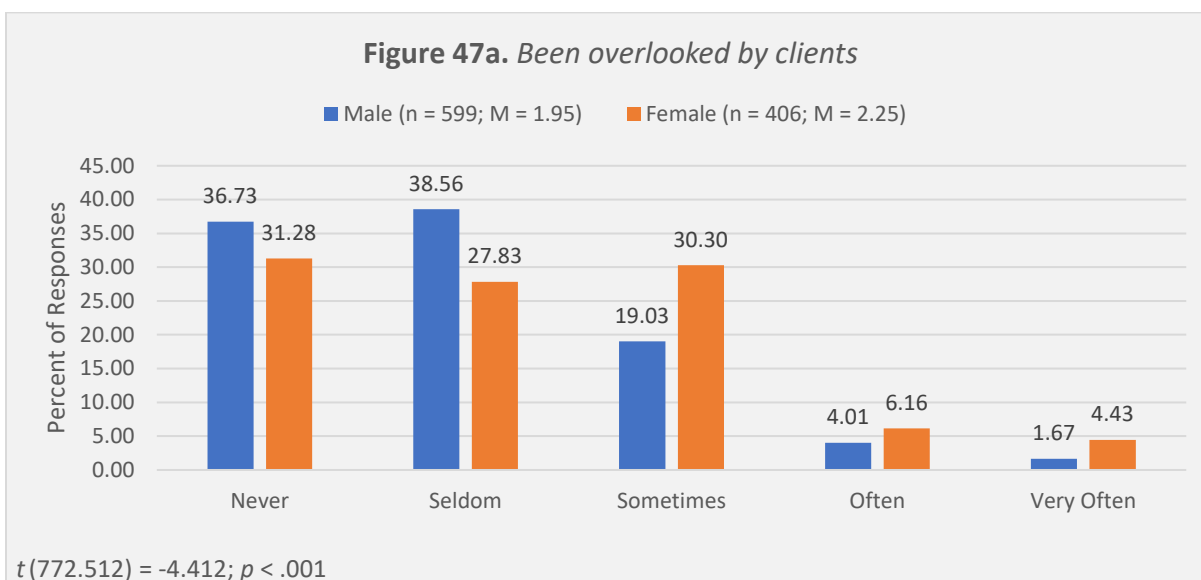


#### **Item 6. Overlooked by Clients**

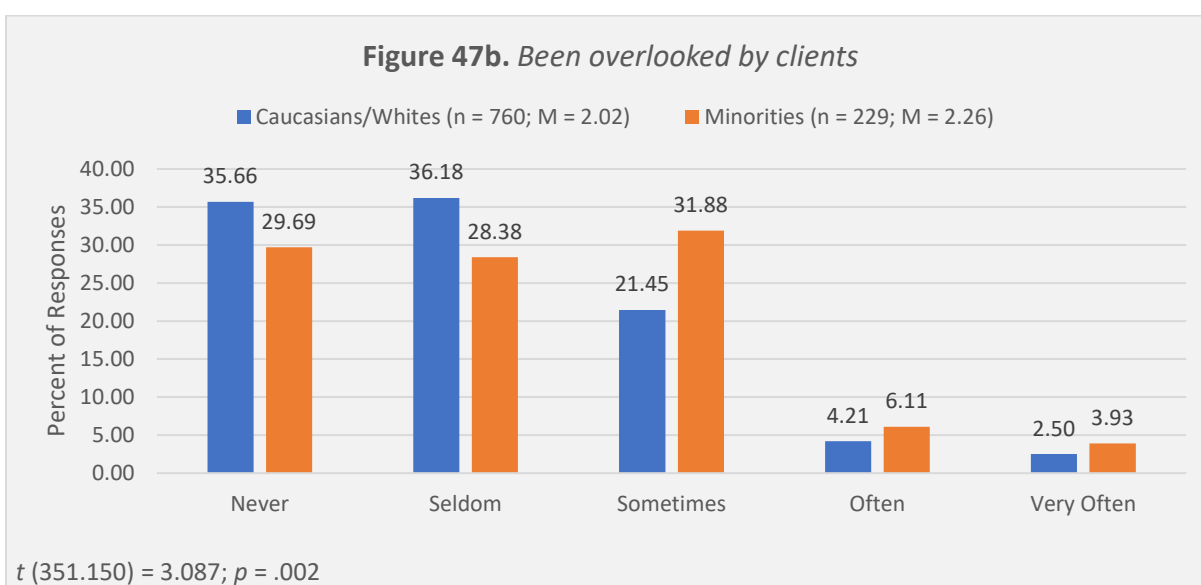
When asked if they had been overlooked by clients, 35.50% of respondents indicated never, 33.88% of respondents indicated seldom or sometimes, and 7.56% of respondents indicated often or very often (see Figure 47 below).



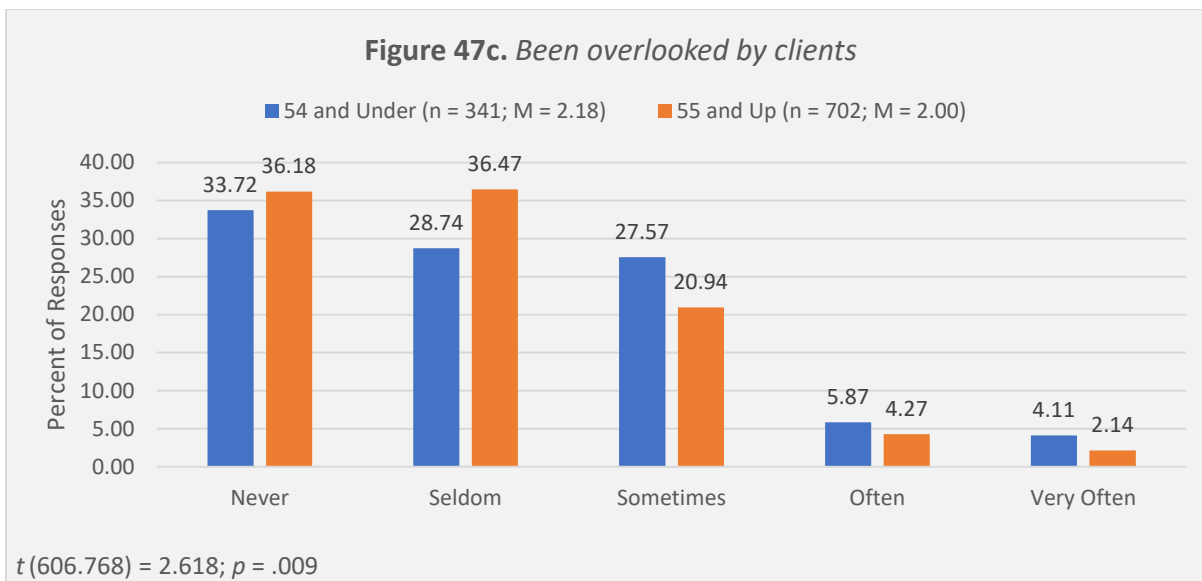
Further analyses revealed females were statistically more likely to report they have been overlooked by clients than males (see Figure 47a below).



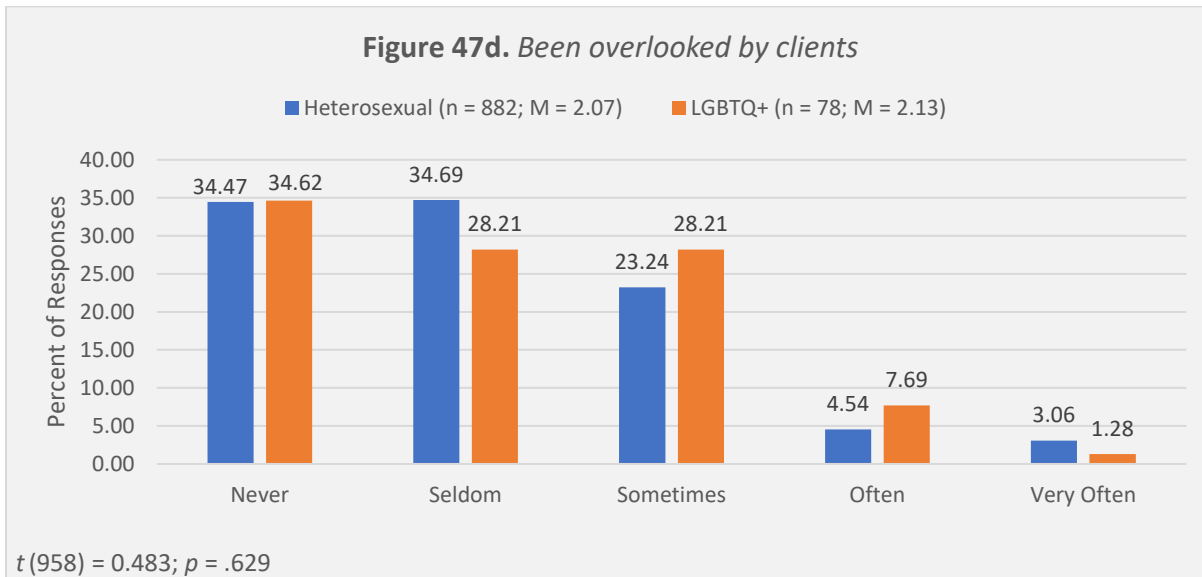
Minorities were statistically more likely to report they have been overlooked by clients than Caucasians/whites (see Figure 47b below).



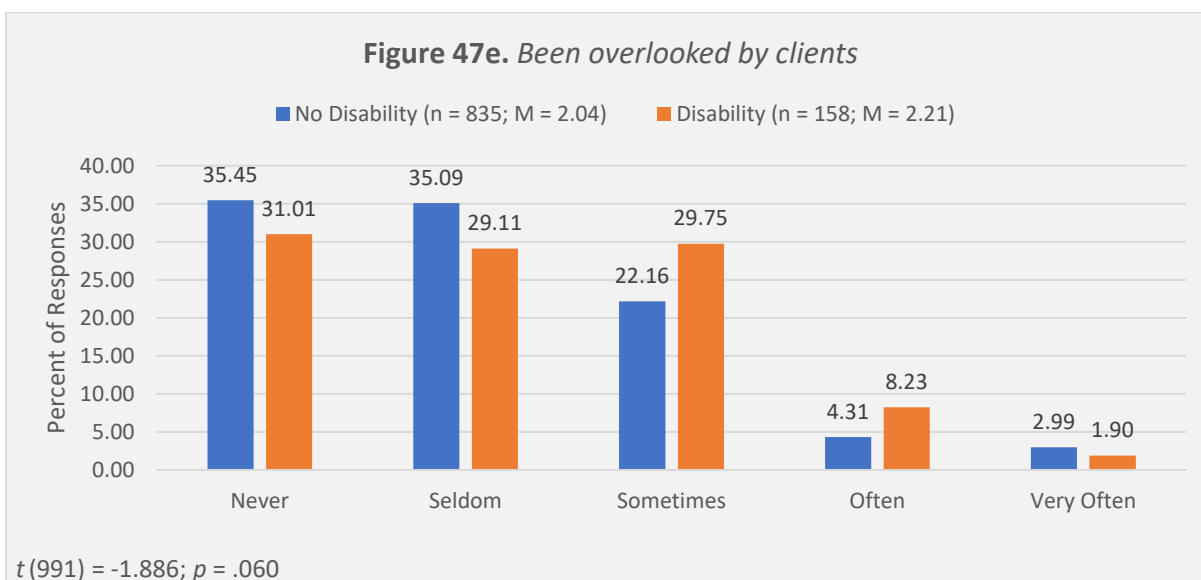
Those who are 54 or younger were statistically more likely to report they have been overlooked by clients than those who are 55 or older (see Figure 47c below).



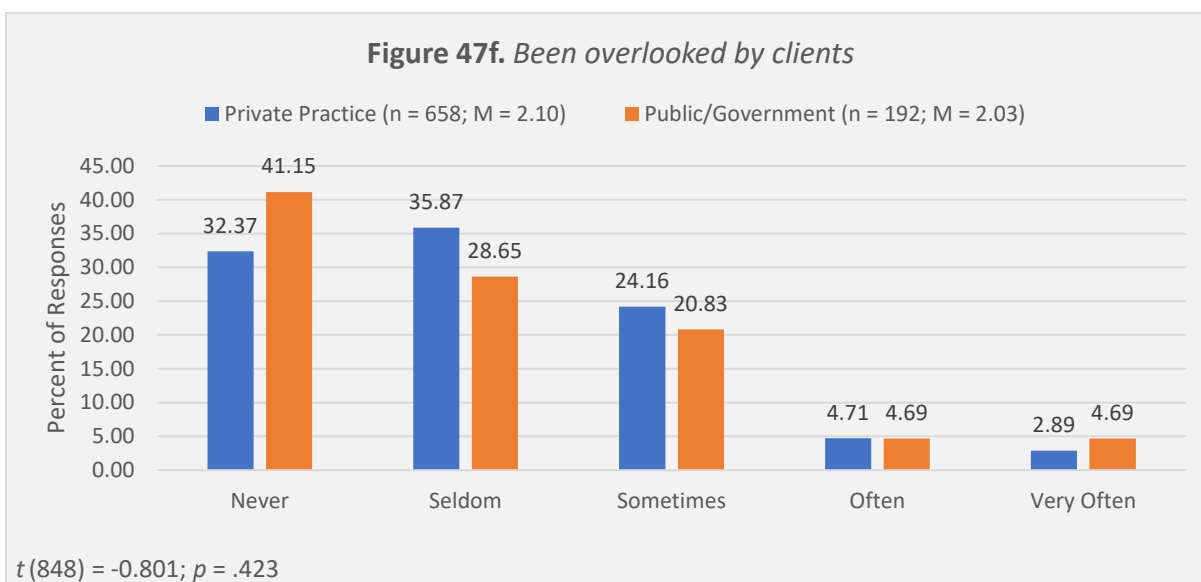
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 47d below).



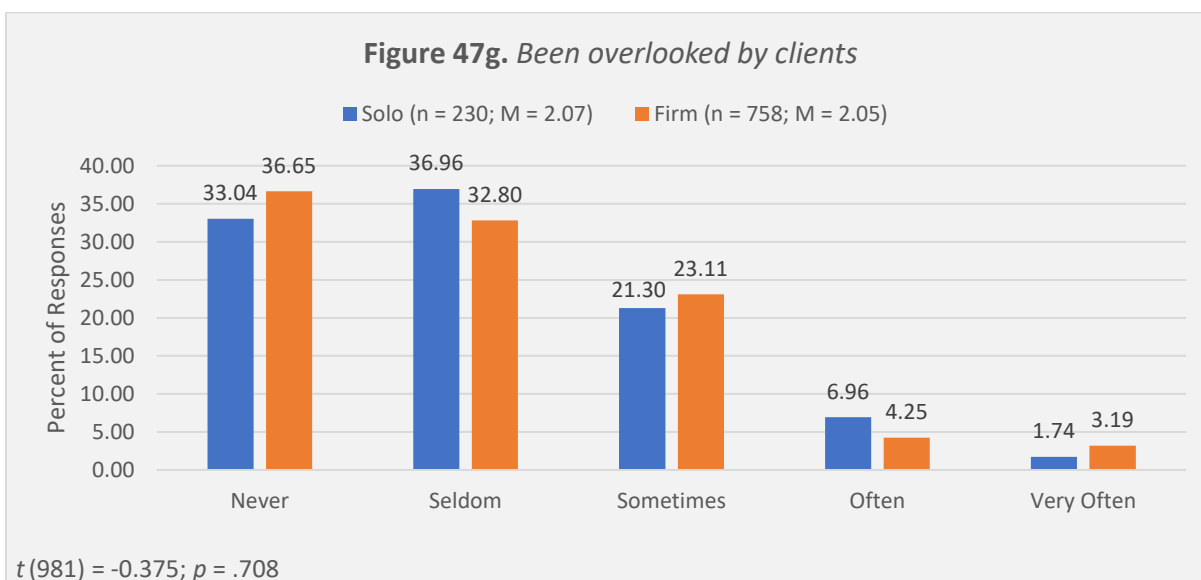
Those with a disability were marginally more likely to report they have been overlooked by clients than those without a disability (see Figure 47e below).



Differences between those in the public sector/government and those in private practice were not statistically significant (see Figure 47f).

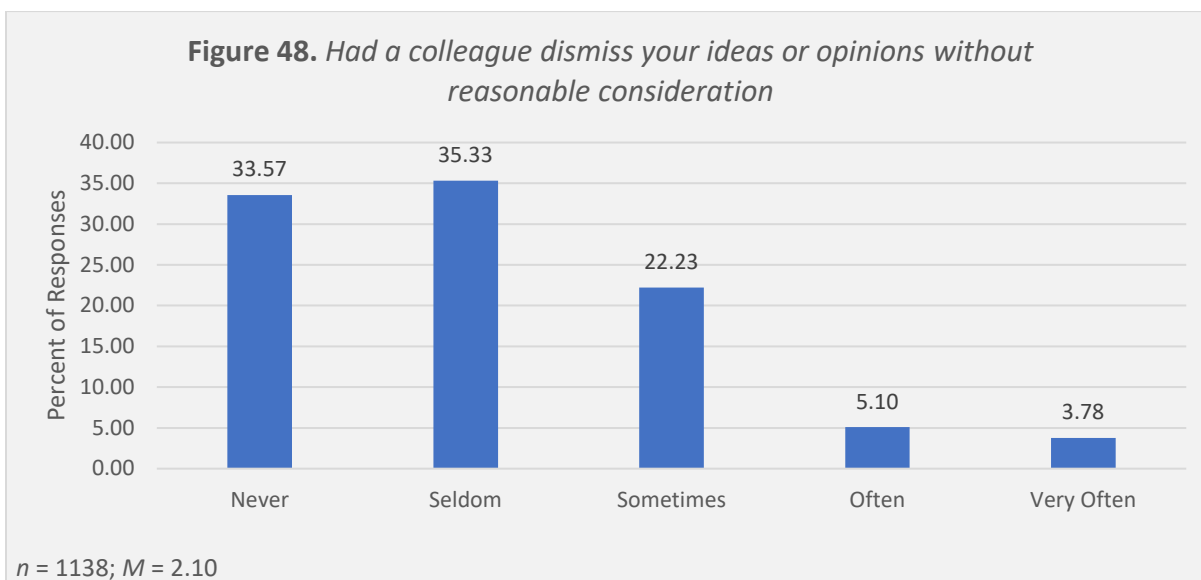


Differences between solo practitioners and those in firms were not statistically significant (see Figure 47g below).

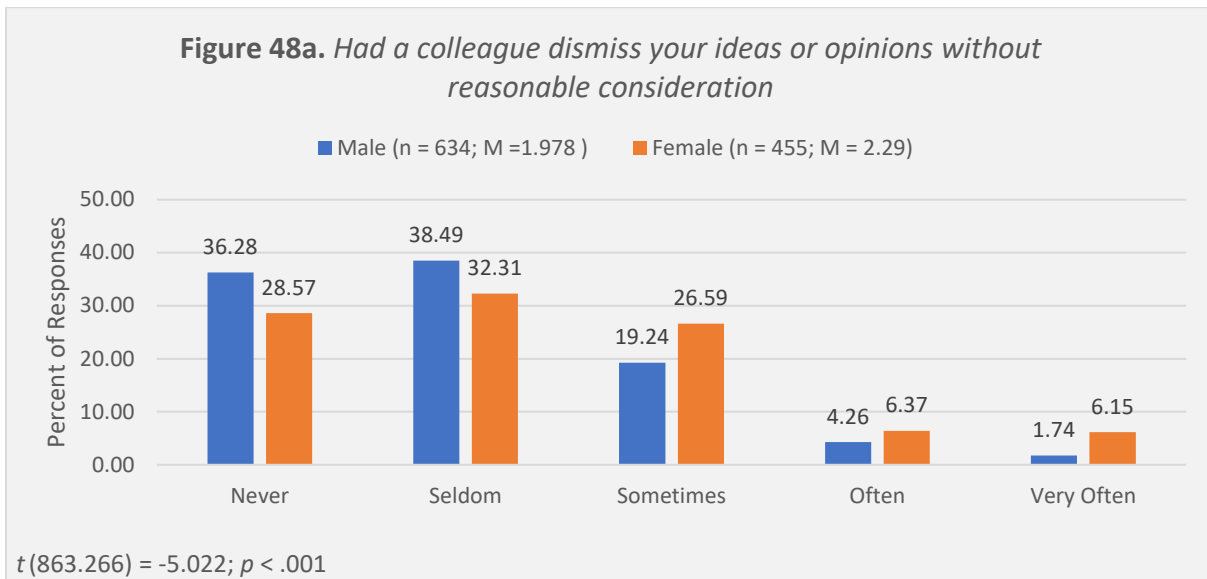


### ***Item 7. Ideas or Opinions Dismissed***

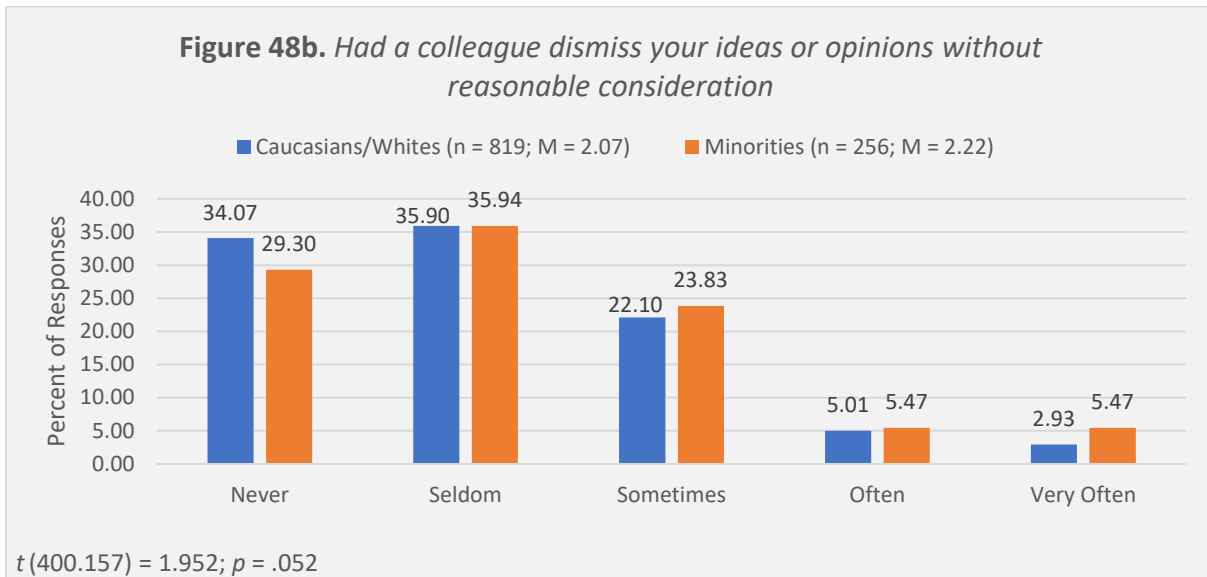
When asked if they had a colleague dismiss their ideas or opinions without reasonable consideration, 33.57% of respondents indicated never, 35.33% of respondents indicated seldom or sometimes, and 8.88% of respondents indicated often or very often (see Figure 48 below).



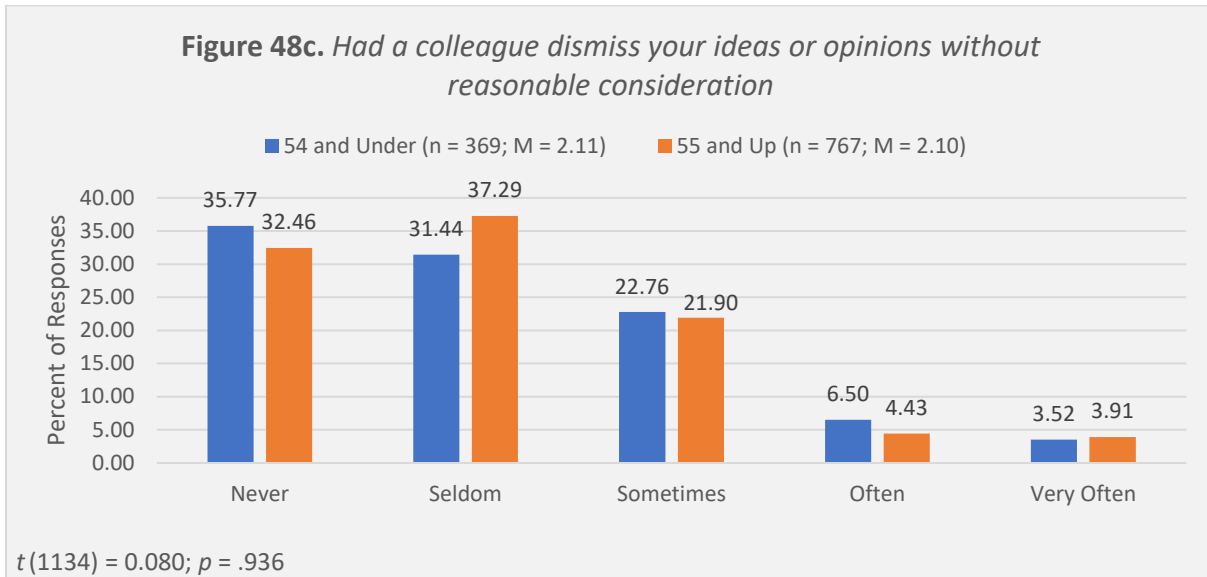
Further analyses revealed females were statistically more likely to report they had a colleague dismiss their ideas or opinions without reasonable consideration than males (see Figure 48a below).



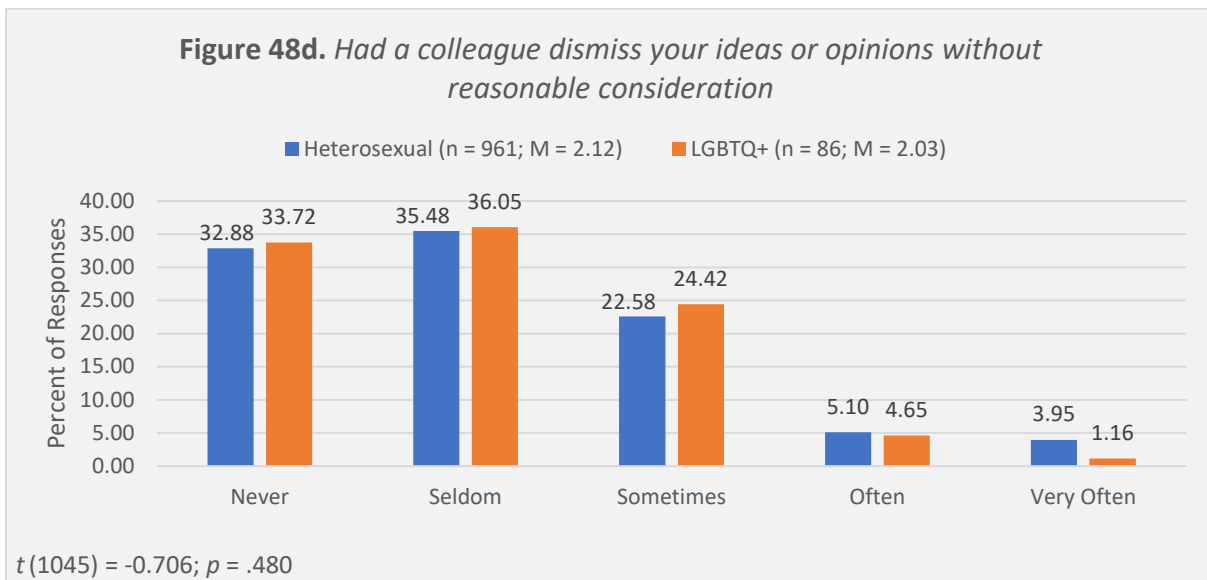
Minorities were marginally more likely to report they had a colleague dismiss their ideas or opinions without reasonable consideration than Caucasians/whites (see Figure 48b below).



Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 48c below).

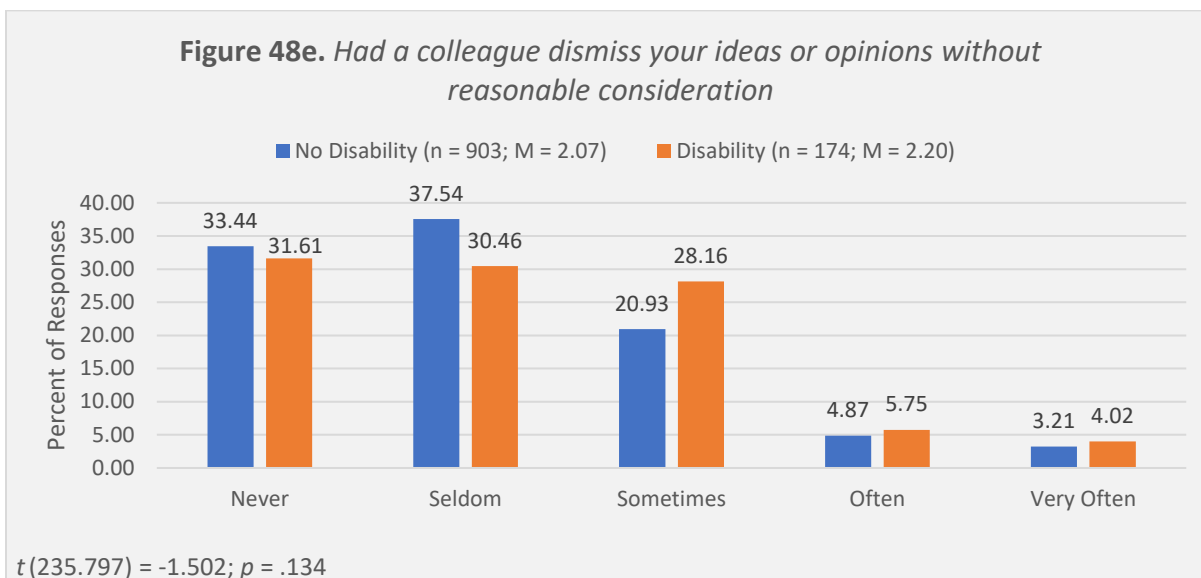


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 48d below).

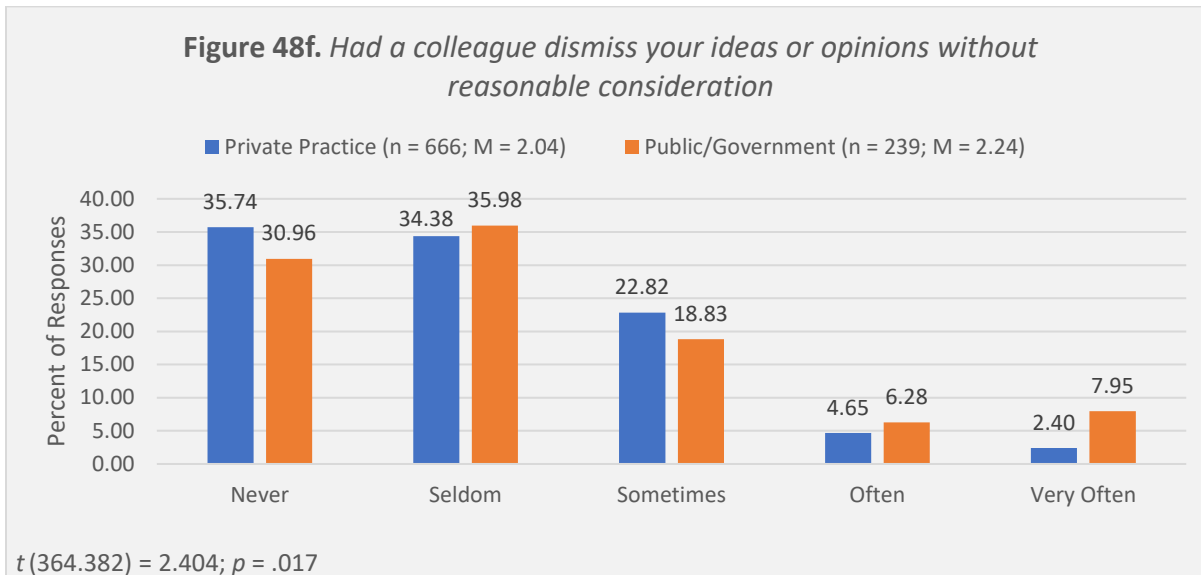




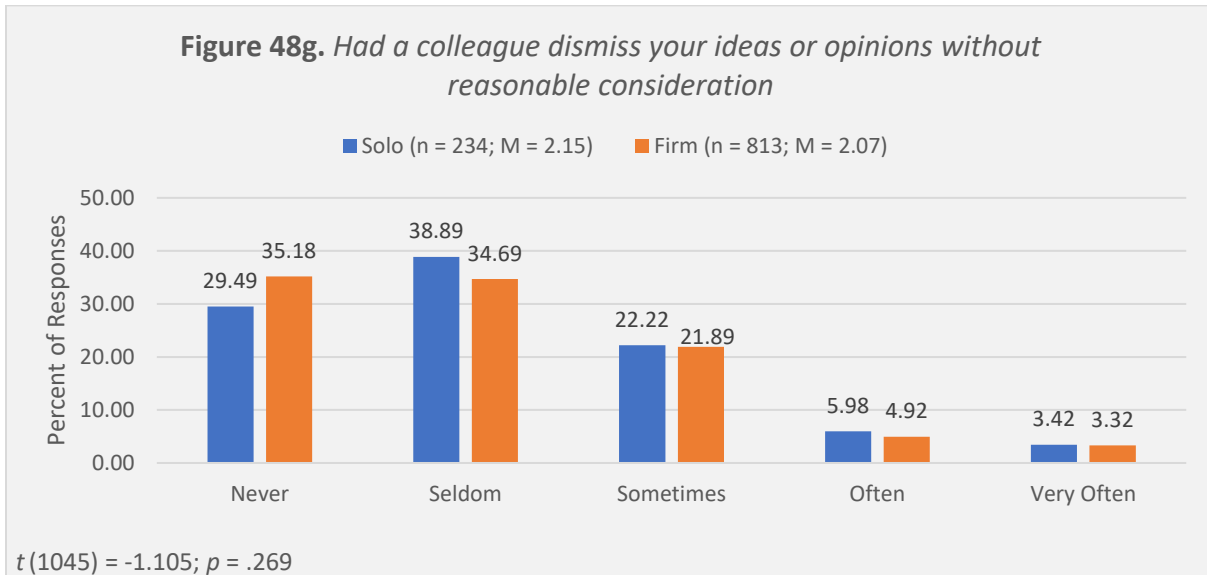
Differences between those with a disability and those without a disability were not statistically significant (see Figure 48e below).



Those in the public sector/government were statistically more likely to report they had a colleague dismiss their ideas or opinions without reasonable consideration than those in private practice (see Figure 48f).

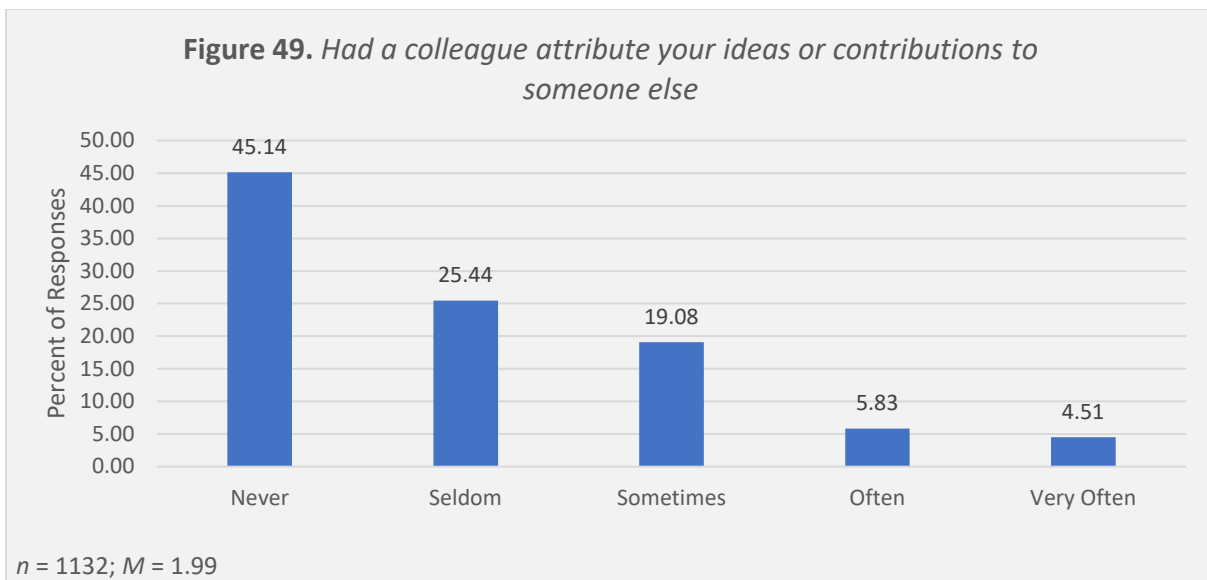


Differences between solo practitioners and those in firms were not statistically significant (see Figure 48g below).

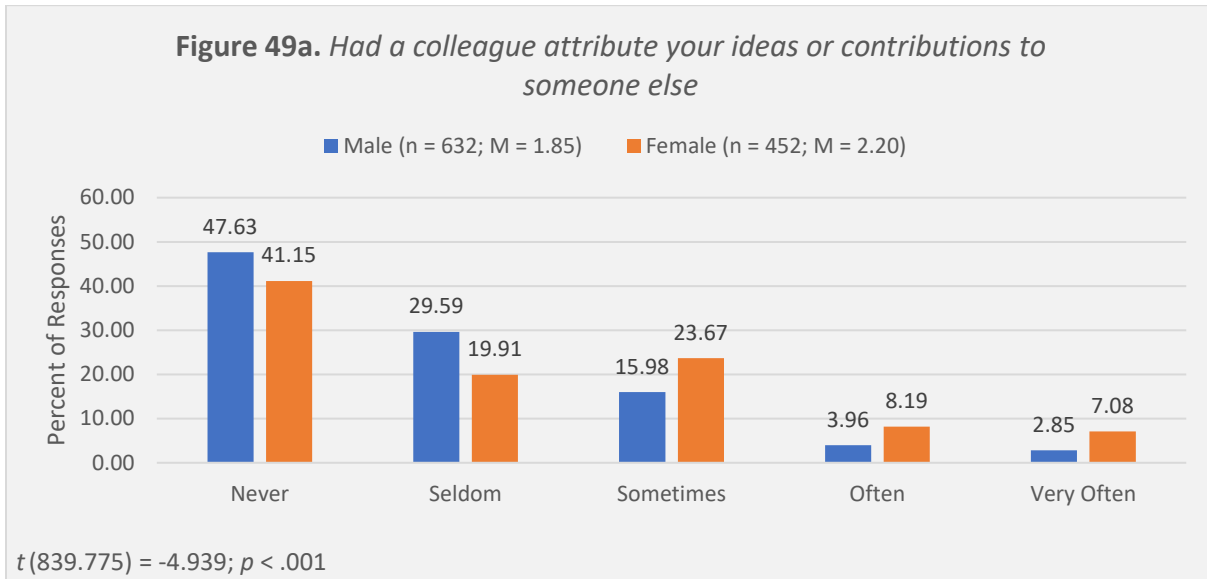


**Item 8. Ideas or Contributions Attributed to Someone Else**

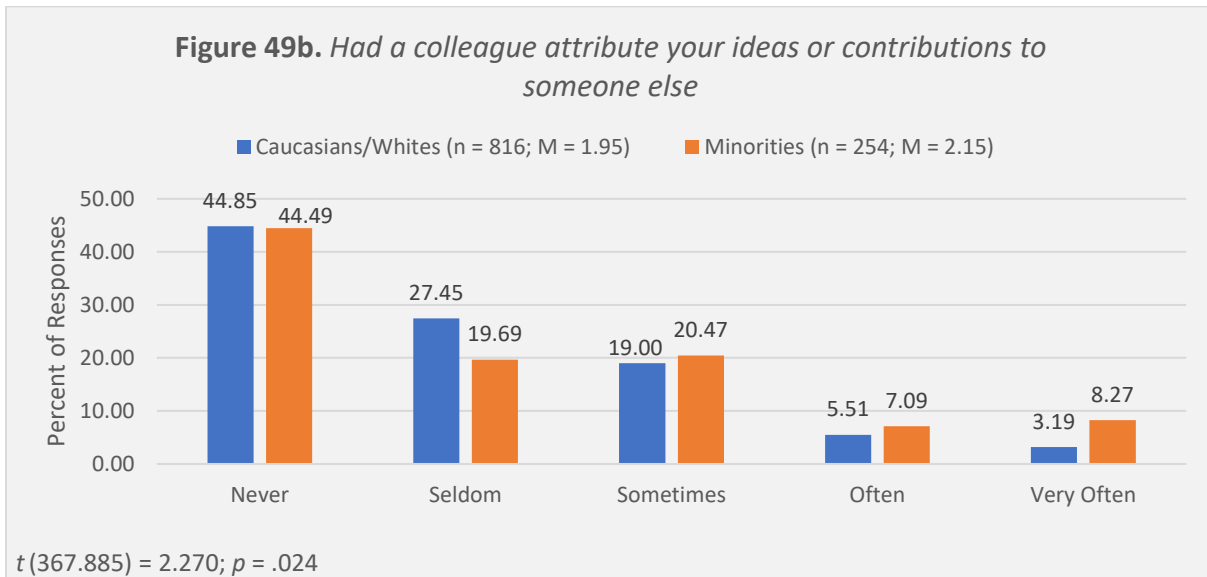
When asked if they had a colleague attribute their ideas or contributions to someone else, 45.14% of respondents indicated never, 44.52% of respondents indicated seldom or sometimes, and 10.34% of respondents indicated often or very often (see Figure 49).



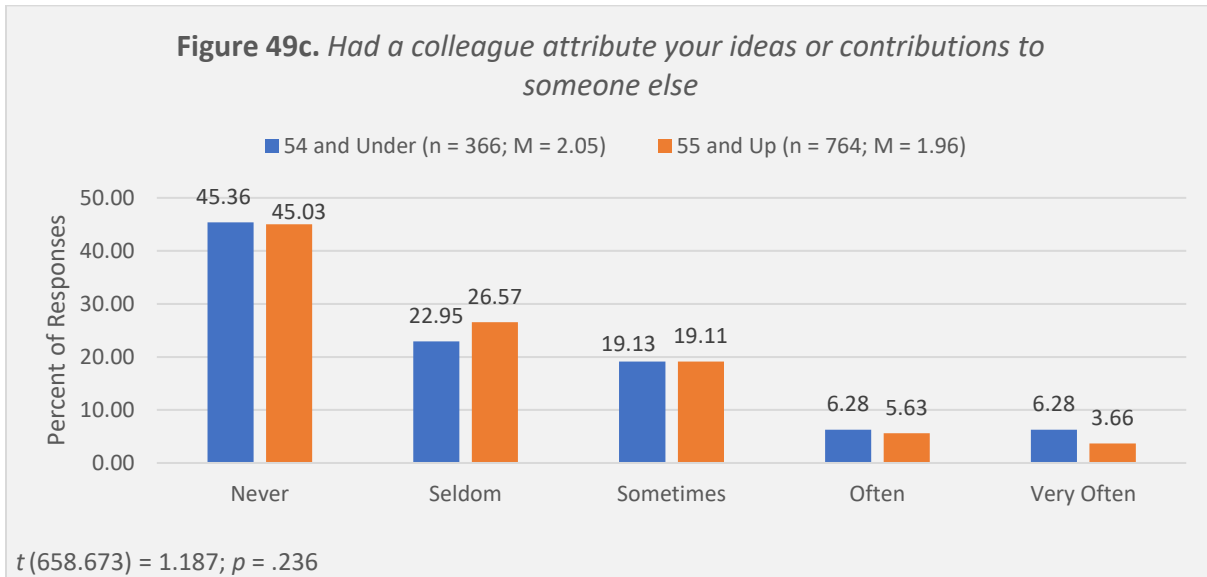
Further analyses revealed females were statistically more likely to report they had a colleague attribute their ideas or contributions to someone else than males (see Figure 49a below).



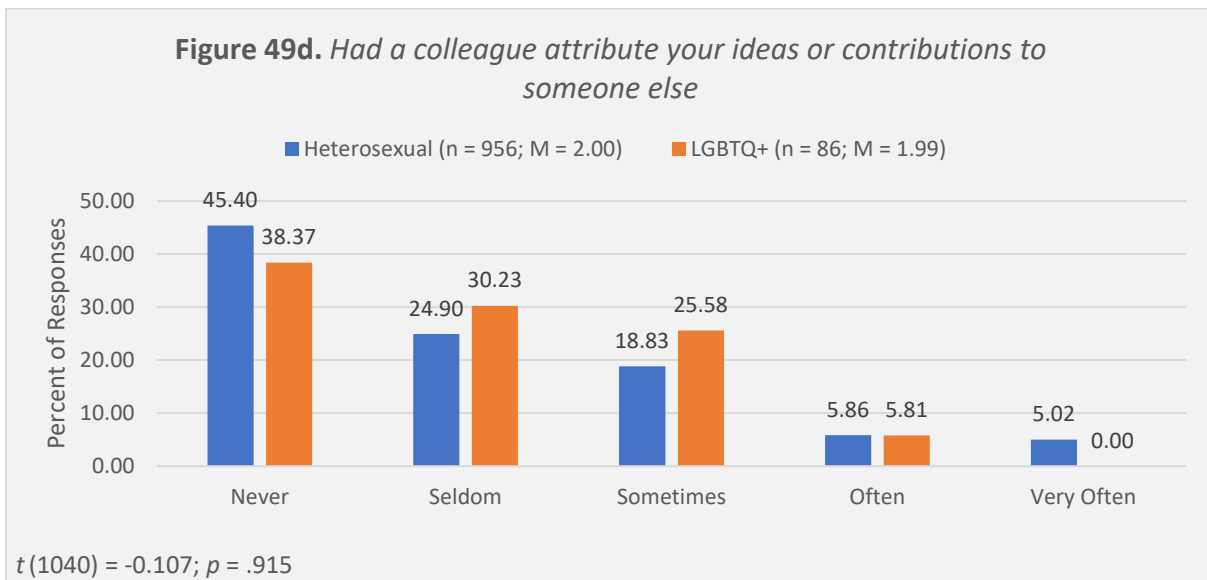
Minorities were statistically more likely to report they had a colleague attribute their ideas or contributions to someone else than Caucasians/whites (see Figure 49b below).



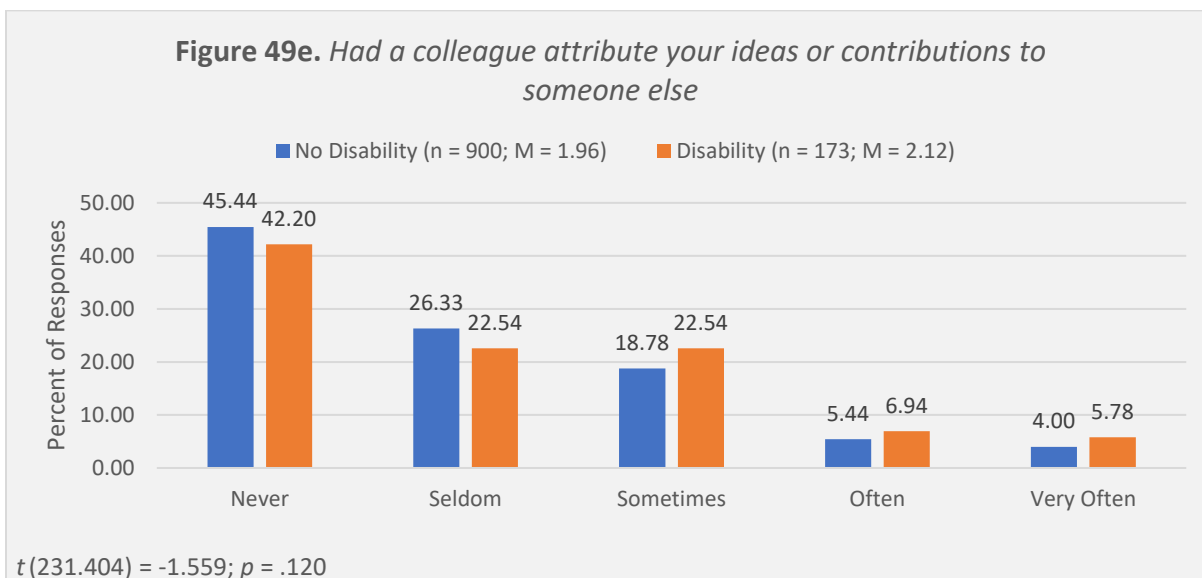
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 49c below).



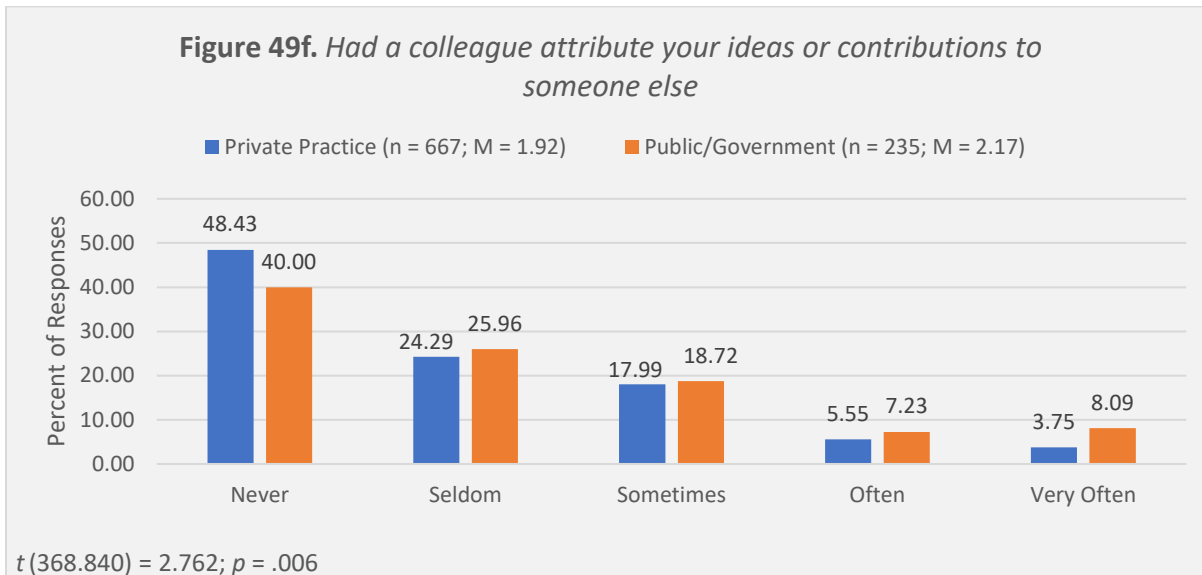
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 49d below).



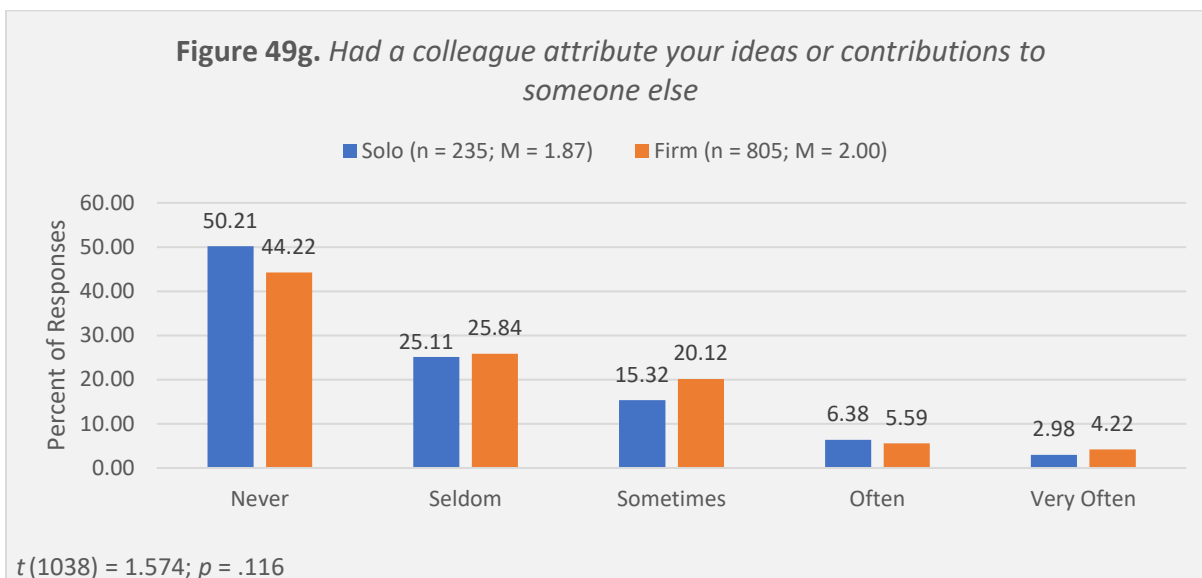
Differences between those with a disability and those without a disability were not statistically significant (see Figure 49e below).



Those in the public sector/government were statistically more likely to report they had a colleague attribute their ideas or contributions to someone else than those in private practice (see Figure 49f below).

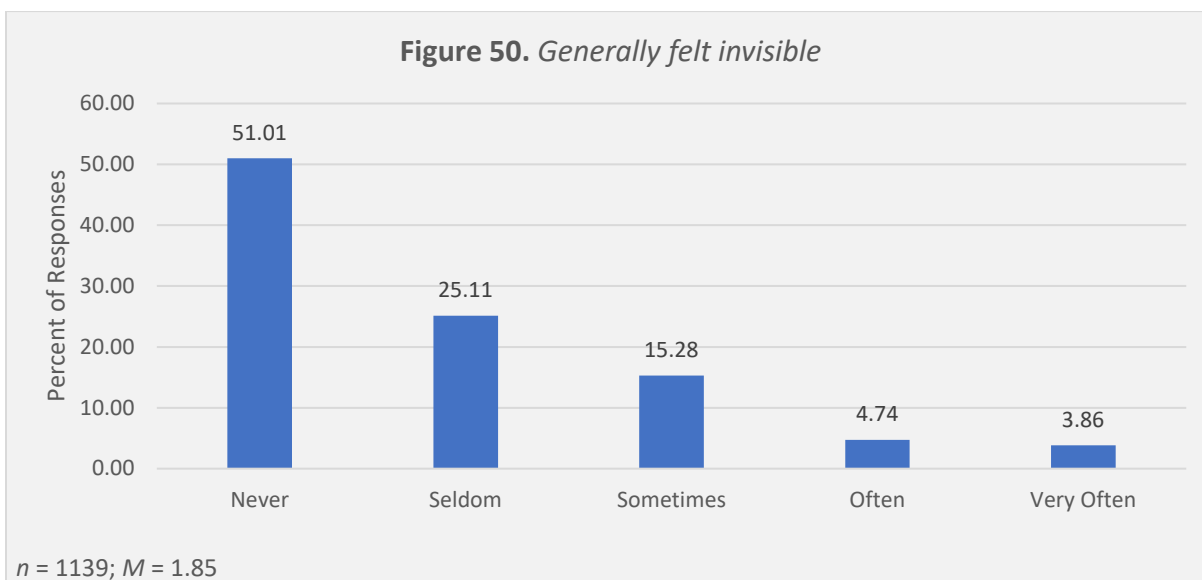


Differences between solo practitioners and those in firms were not statistically significant (see Figure 49g below).

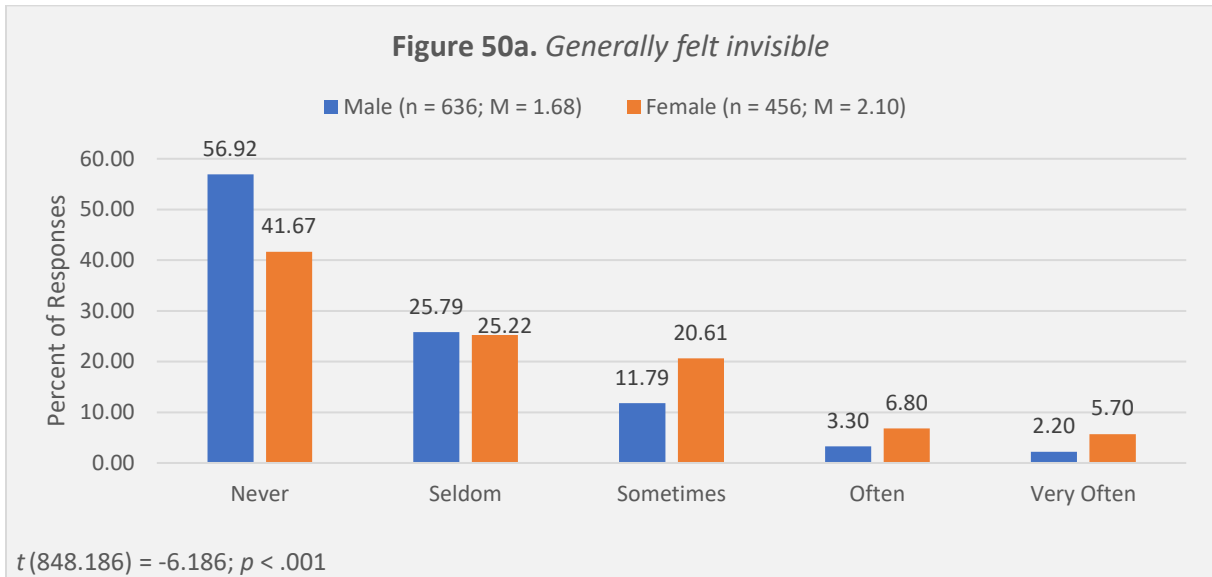


### ***Item 9. Generally Felt Invisible***

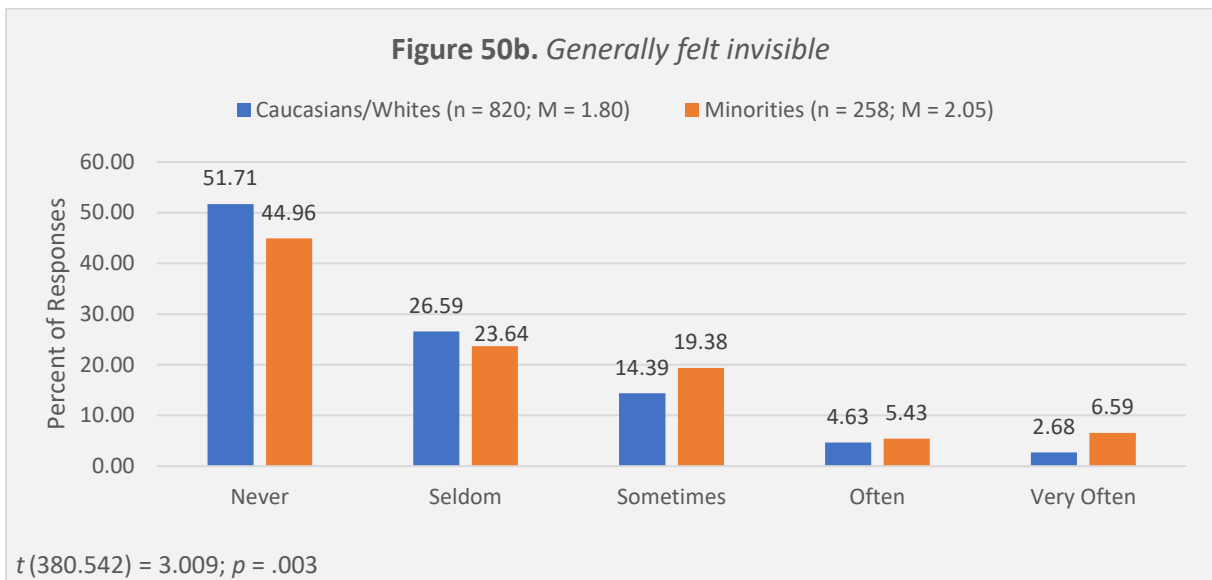
When asked if they generally felt invisible, 51.01% of respondents indicated never, 40.39% of respondents indicated seldom or sometimes, and 8.60% of respondents indicated often or very often (see Figure 50).



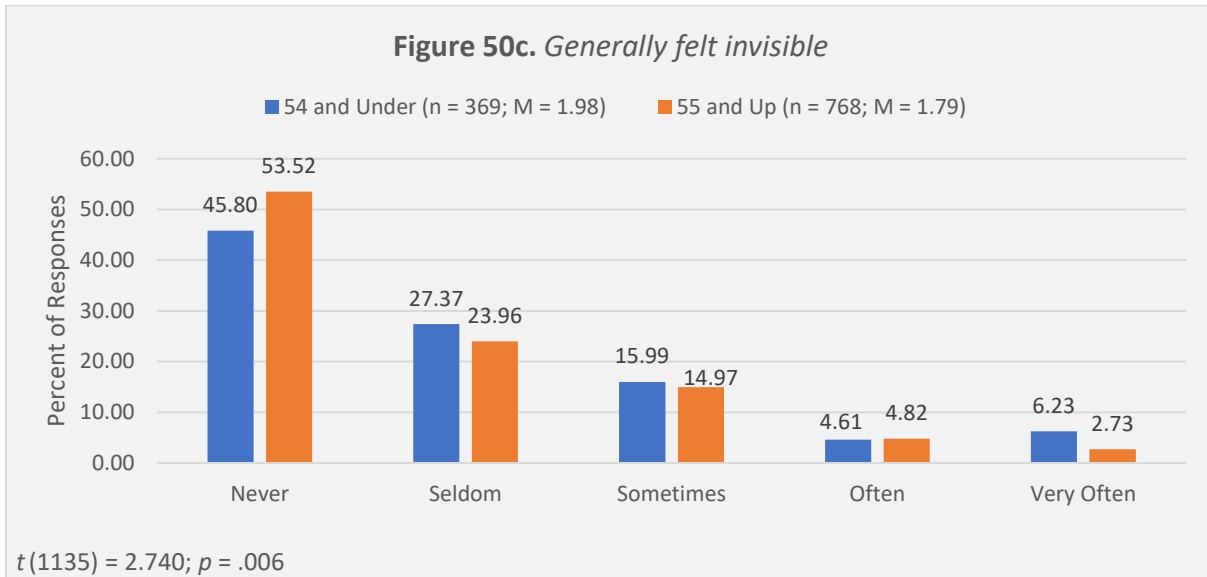
Further analyses revealed females were statistically more likely to report they generally felt invisible than males (see Figure 50a below).



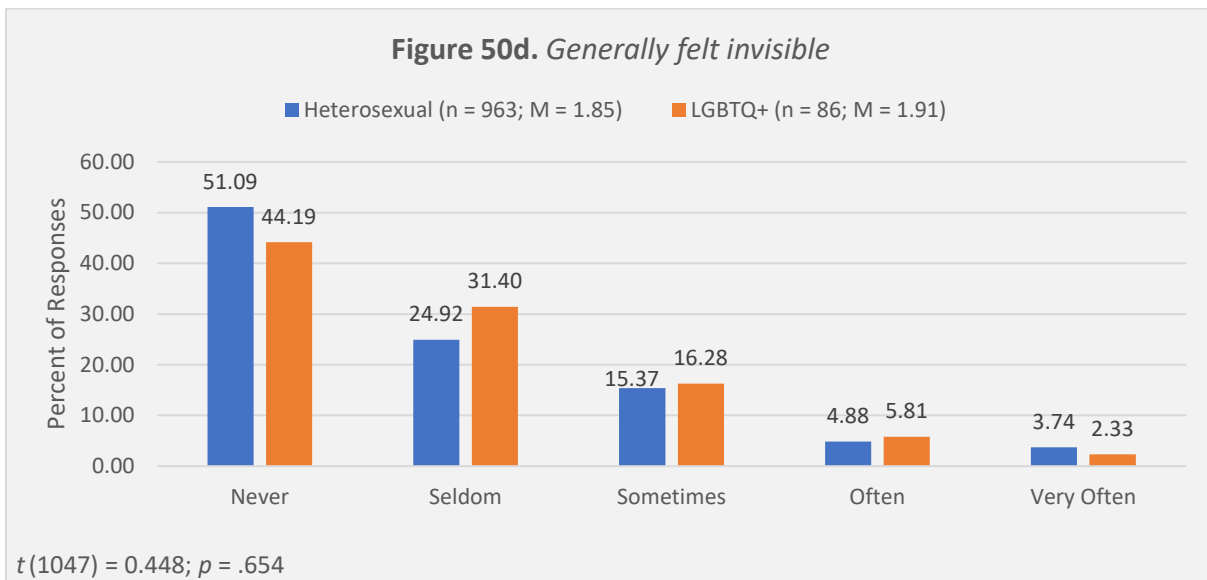
Minorities were statistically more likely to report they generally felt invisible than Caucasians/whites (see Figure 50b below).



Those who are 54 or younger were statistically more likely to report they generally felt invisible than those who are 55 or older (see Figure 50c below).

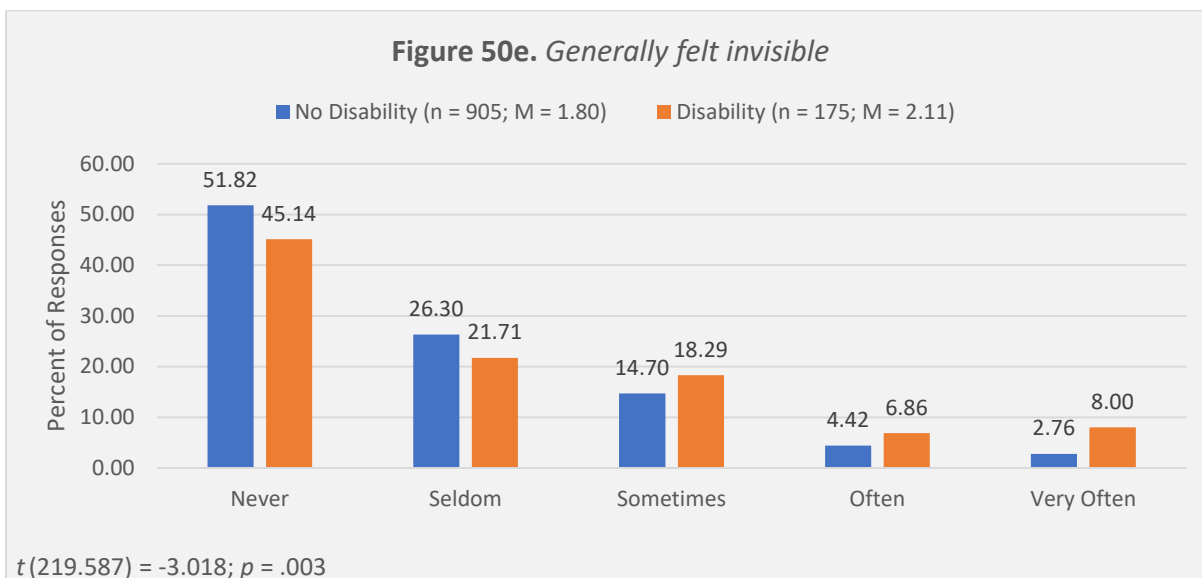


Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 50d below).

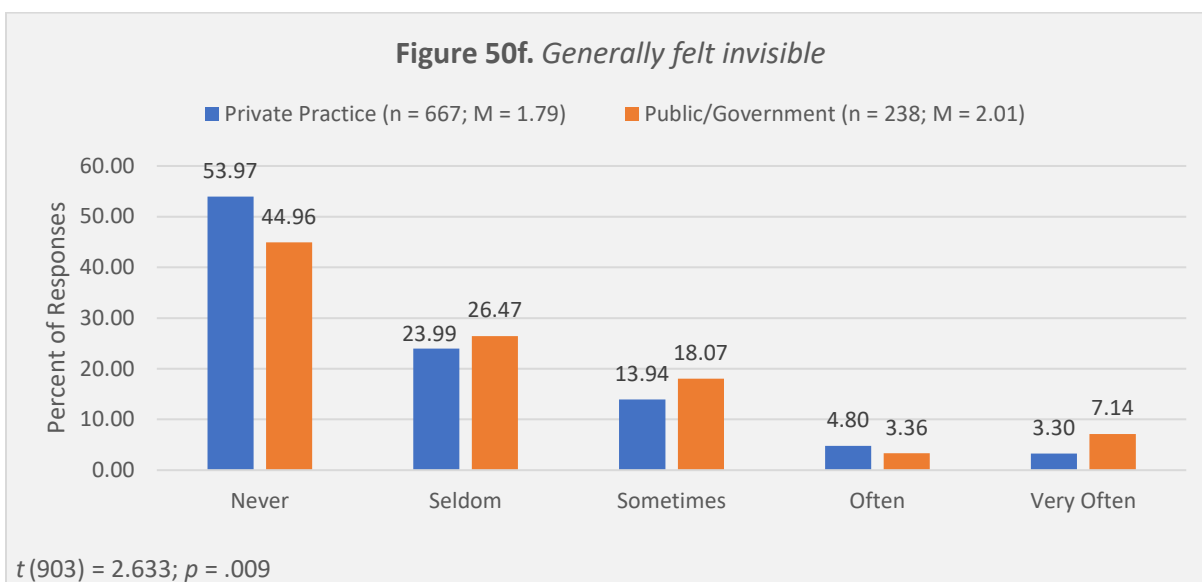




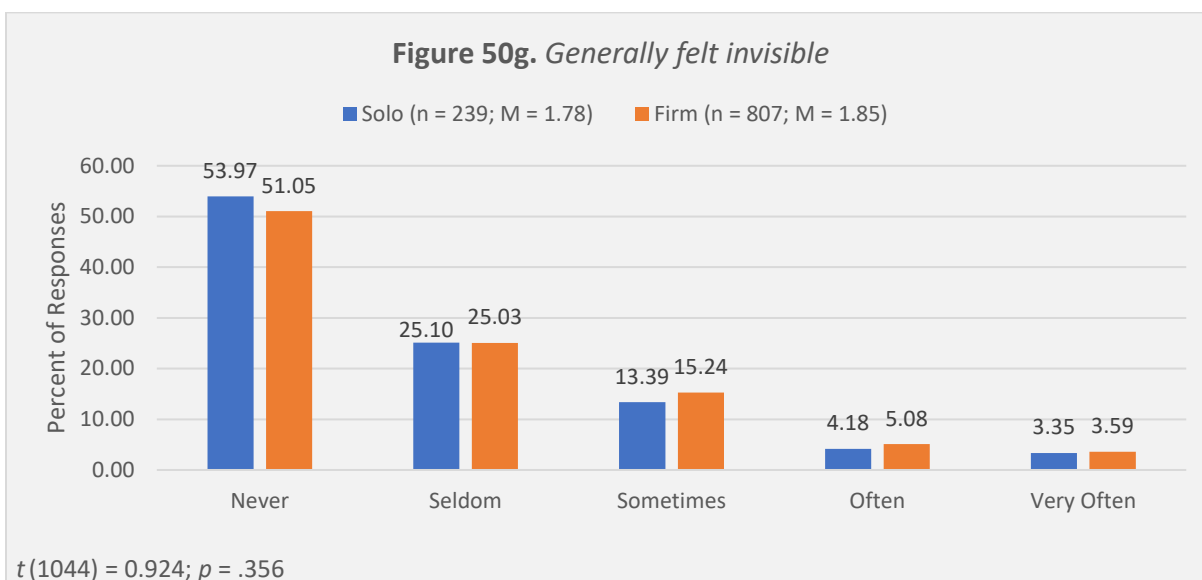
Those with a disability were statistically more likely to report they generally felt invisible than those without a disability (see Figure 50e below).



Those in the public sector/government were statistically more likely to report they generally felt invisible than those in private practice (see Figure 50f below).

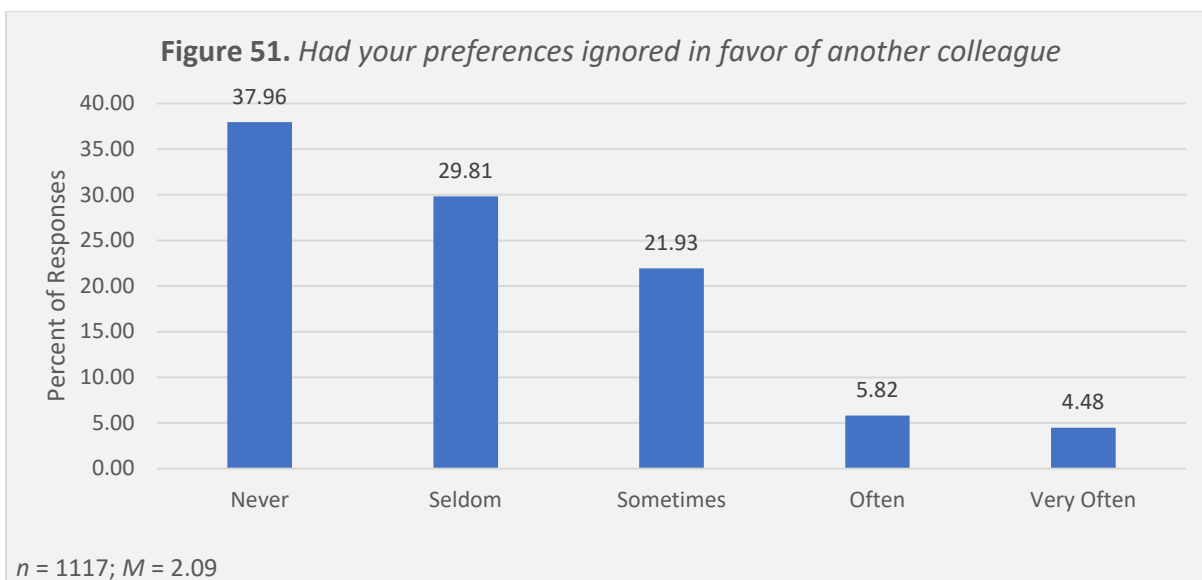


Differences between solo practitioners and those in firms were not statistically significant (see Figure 50g below).

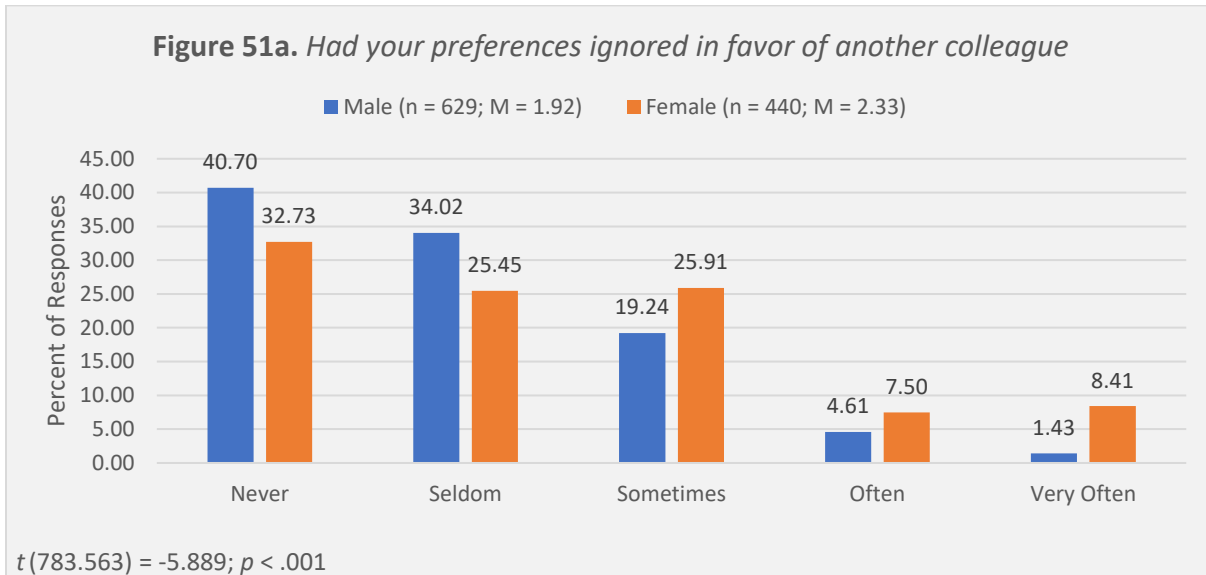


### ***Item 10. Preferences Ignored***

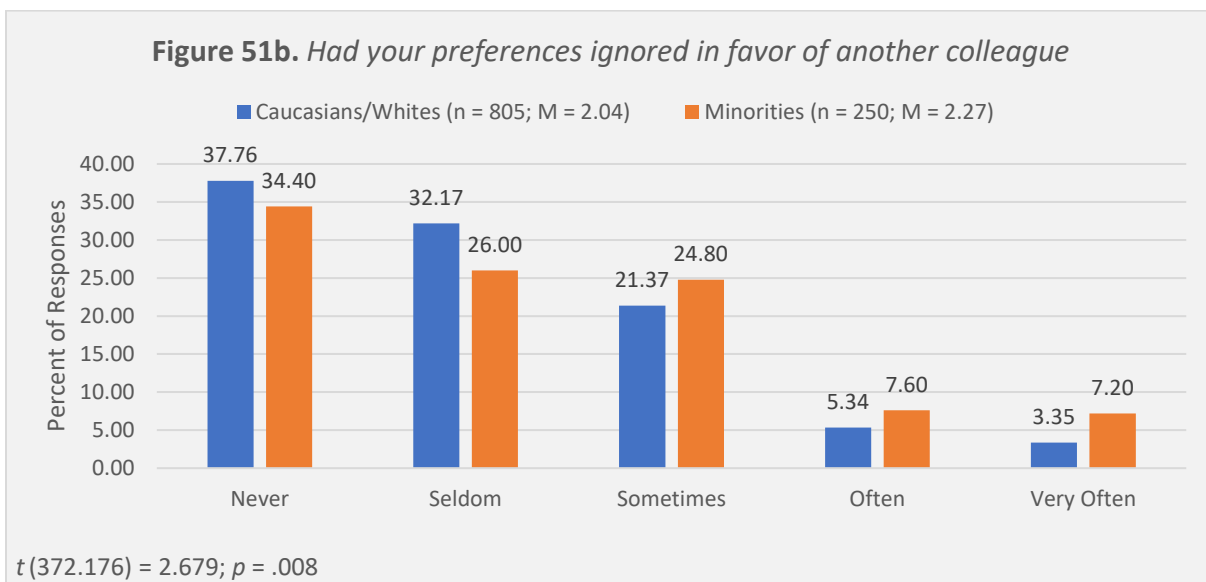
When asked if they had their preferences ignored in favor of another colleague, 37.96% of respondents indicated never, 51.74% of respondents indicated seldom or sometimes, and 10.30% of respondents indicated often or very often (see Figure 51).



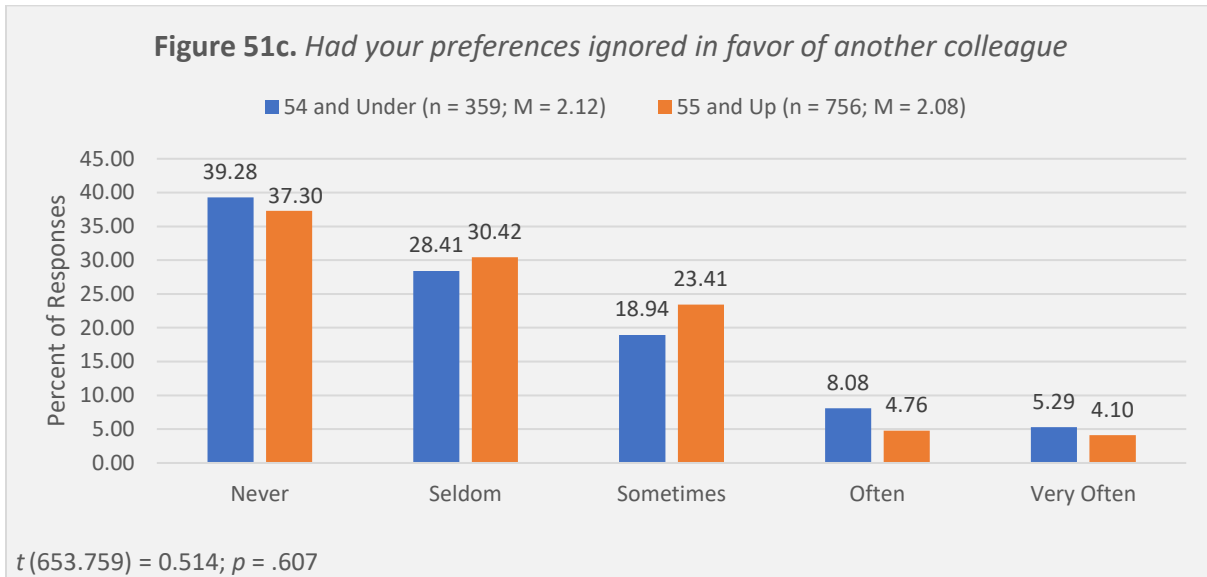
Further analyses revealed females were statistically more likely to report they had their preferences ignored in favor of another colleague than males (see Figure 51a below).



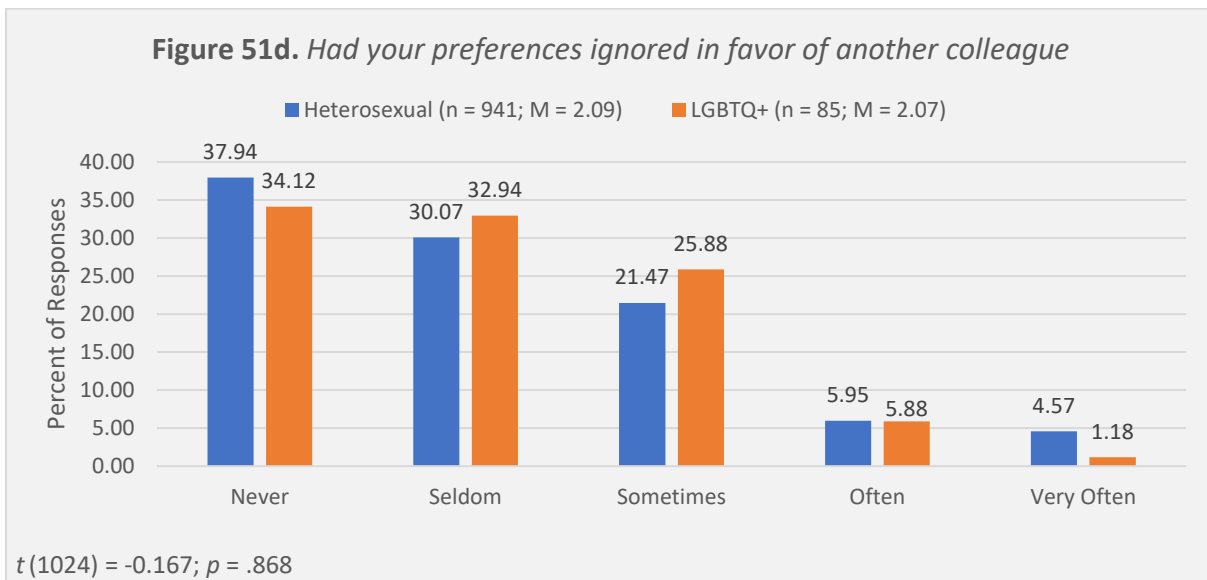
Minorities were statistically more likely to report they had their preferences ignored in favor of another colleague than Caucasians/whites (see Figure 51b below).



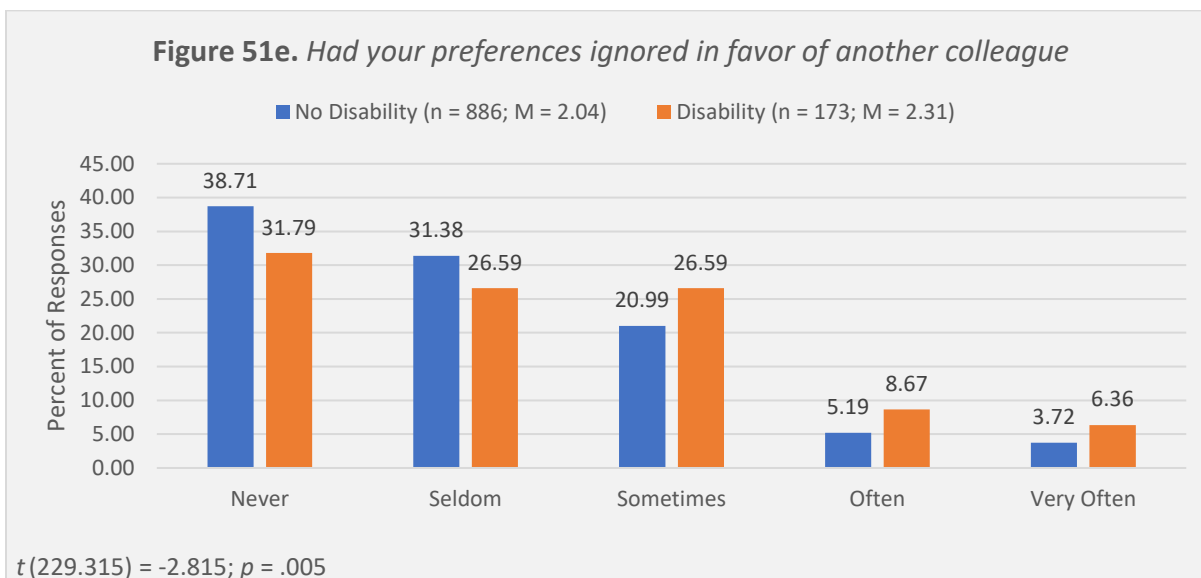
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 51c below).



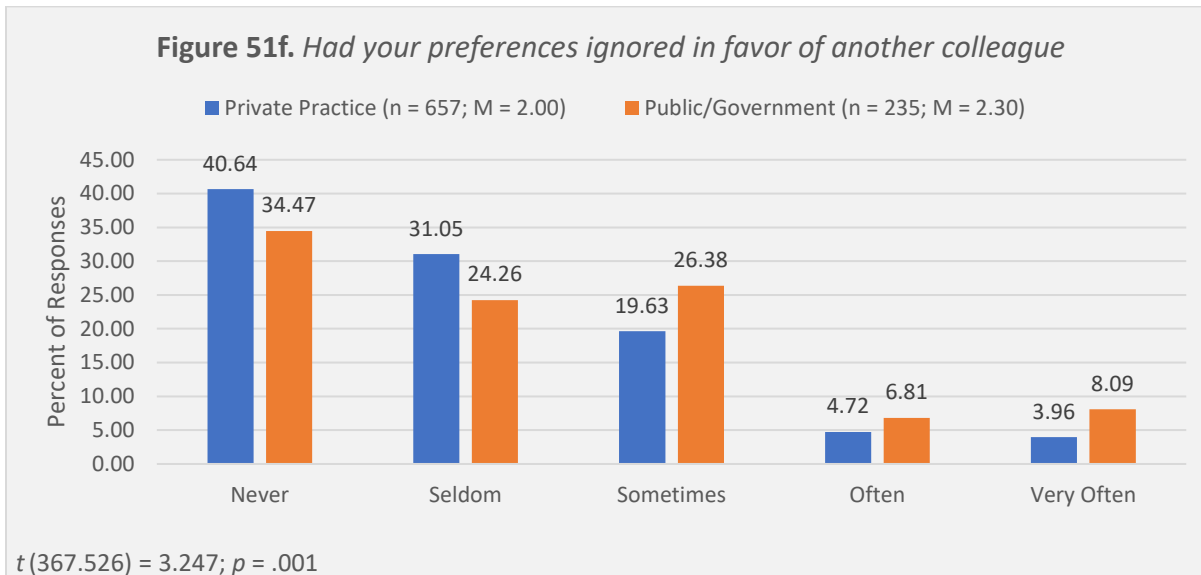
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 51d below).



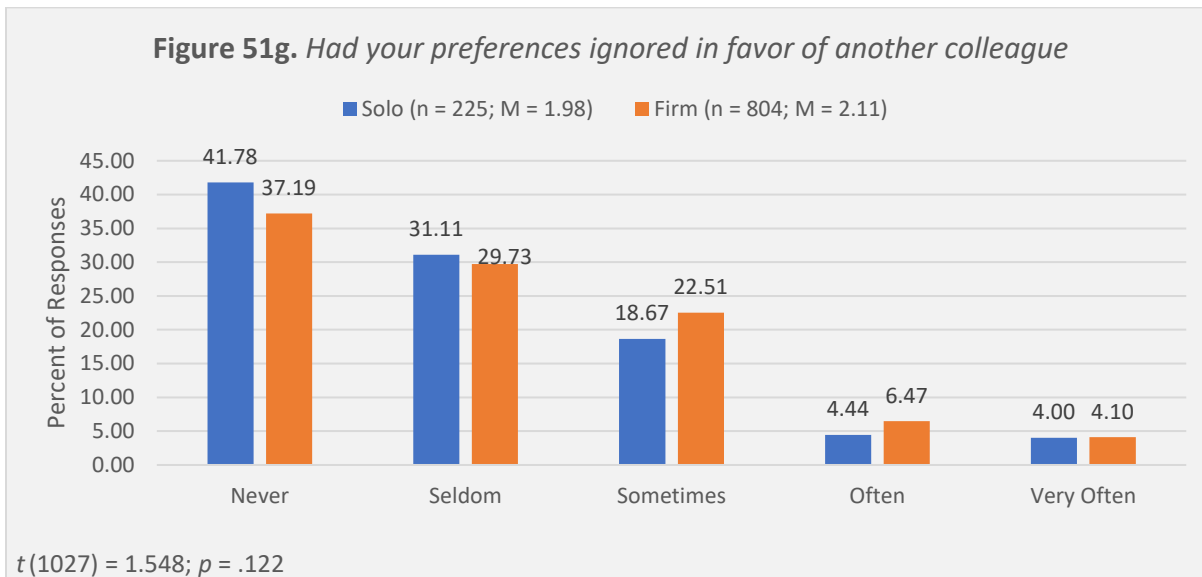
Those with a disability were statistically more likely to report they had their preferences ignored in favor of another colleague than those without a disability (see Figure 51e below).



Those in the public sector/government were statistically more likely to report they had their preferences ignored in favor of another colleague than those in private practice (see Figure 51f below).



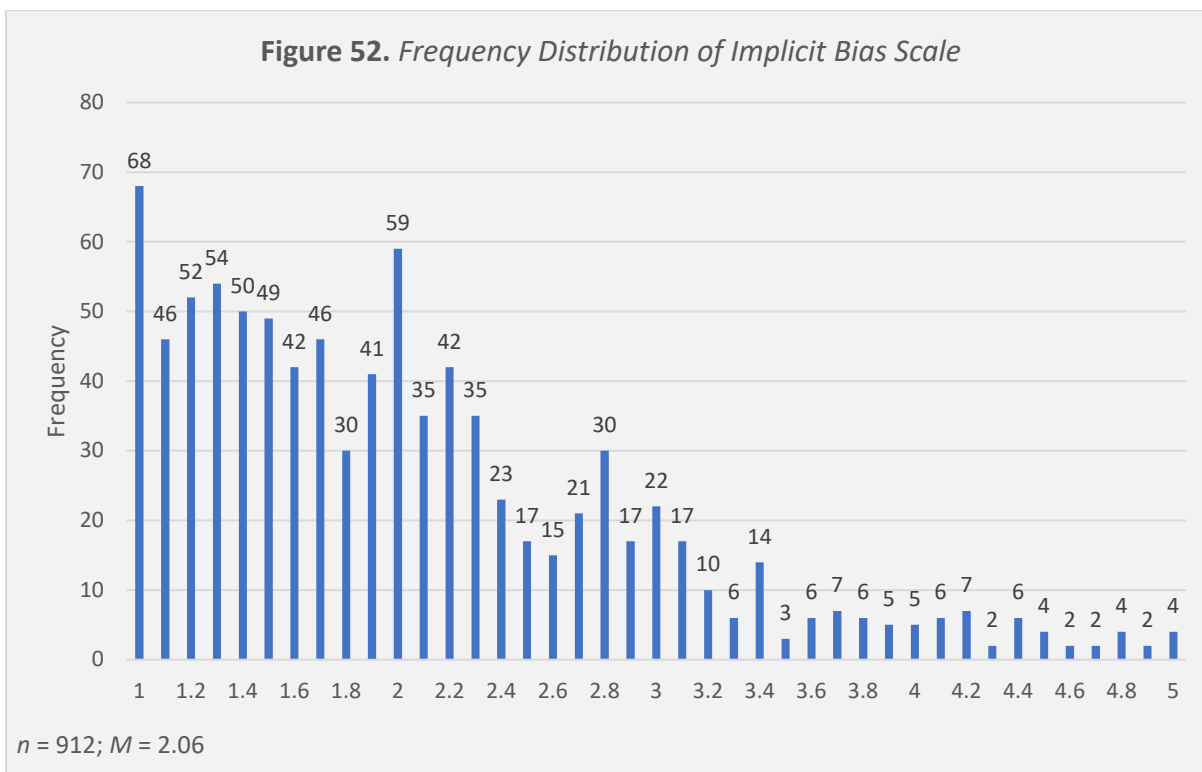
Differences between solo practitioners and those in firms were not statistically significant (see Figure 51g below).



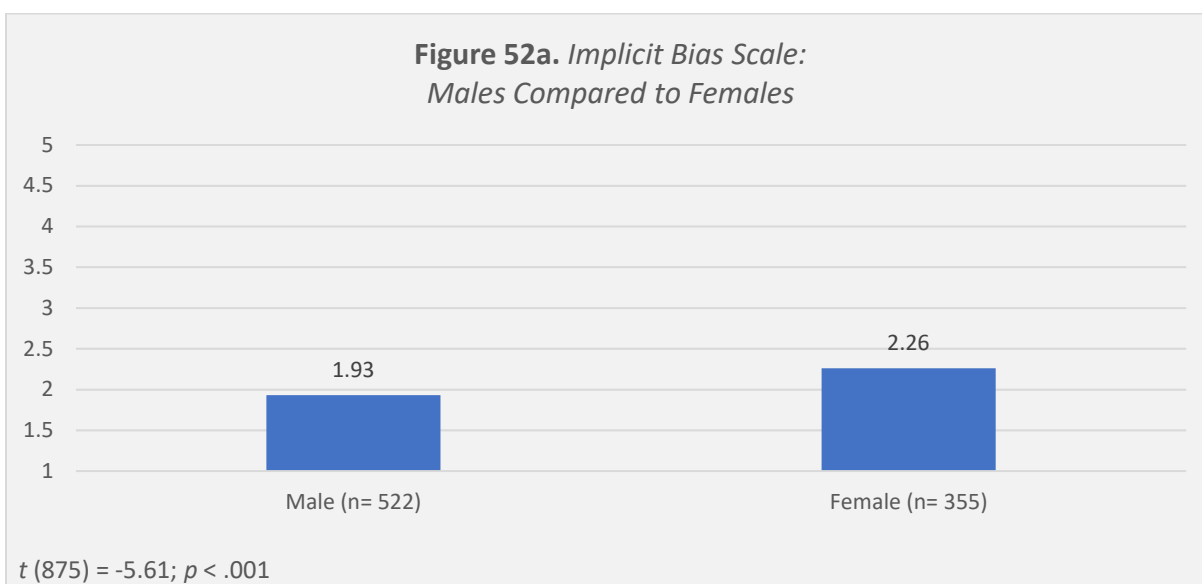
### Scale Level Analyses

The 10 items above pertaining to experiencing implicit bias (*1- Been interrupted while speaking; 2- Been chastised for assertive behavior; 3- Been disrespected by your colleagues; 4- Been disrespected by your bosses; 5- Been overlooked for a high-profile case or project; 6- Been overlooked by clients; 7- Had a colleague dismiss your ideas or opinions without reasonable consideration; 8- Had a colleague attribute your ideas or contributions to someone else; 9- Generally felt invisible; and, 10- Had your preferences ignored in favor of another colleague*) were combined to form a scale. The scale ranges from a low of 1 to a high of 5. The higher the score, the more often the respondent experiences implicit bias in the workplace. This composite implicit bias scale helps show a clearer overall picture than examining individual items.

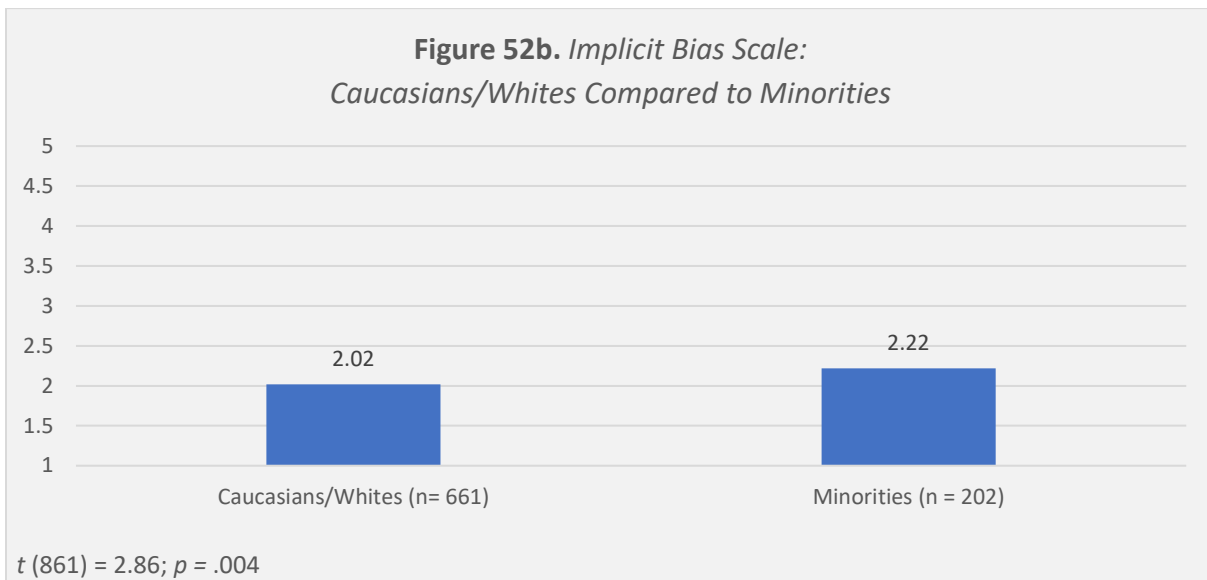
The average score on the implicit bias scale was 2.06. The frequency distribution for the implicit bias scale is shown in Figure 52 below.



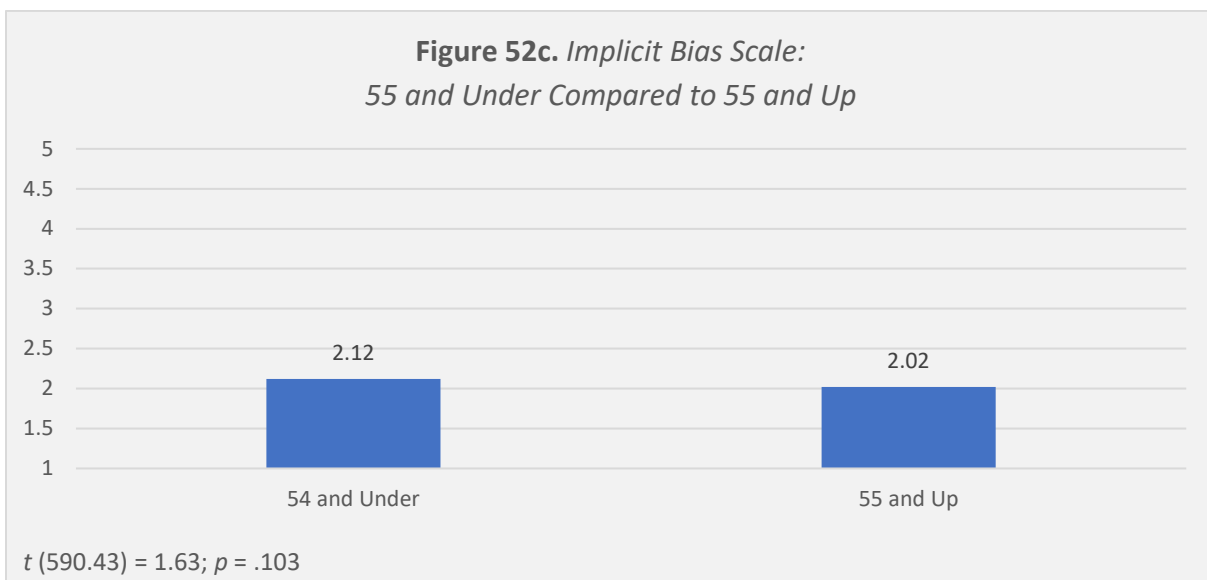
When comparing males to females on the implicit bias scale, females were significantly higher (see Figure 52a below).



When comparing Caucasians/whites to minorities on the implicit bias scale, minorities were significantly higher (see Figure 52b below).

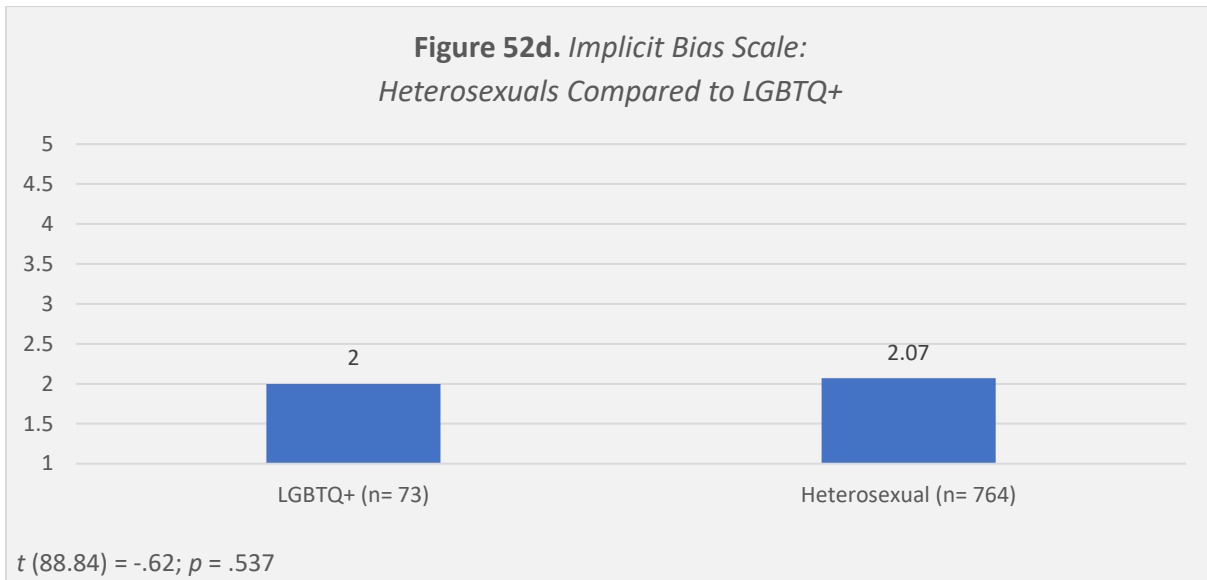


When comparing those who are 54 and younger to those who are 55 and older on the implicit bias scale, differences were not statistically significant (see Figure 52c below).

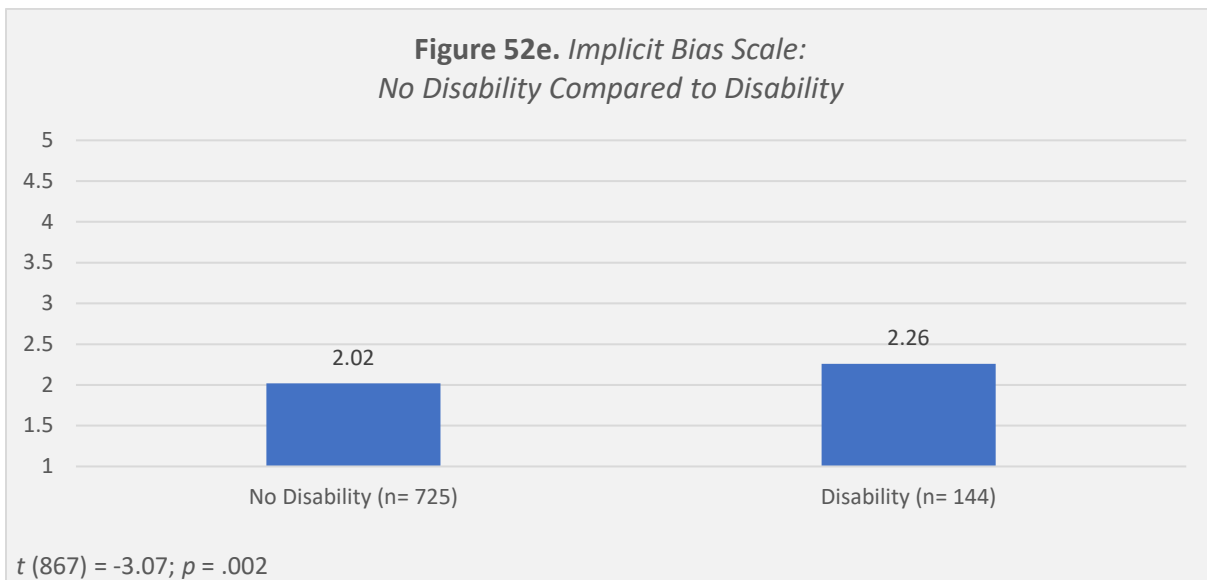




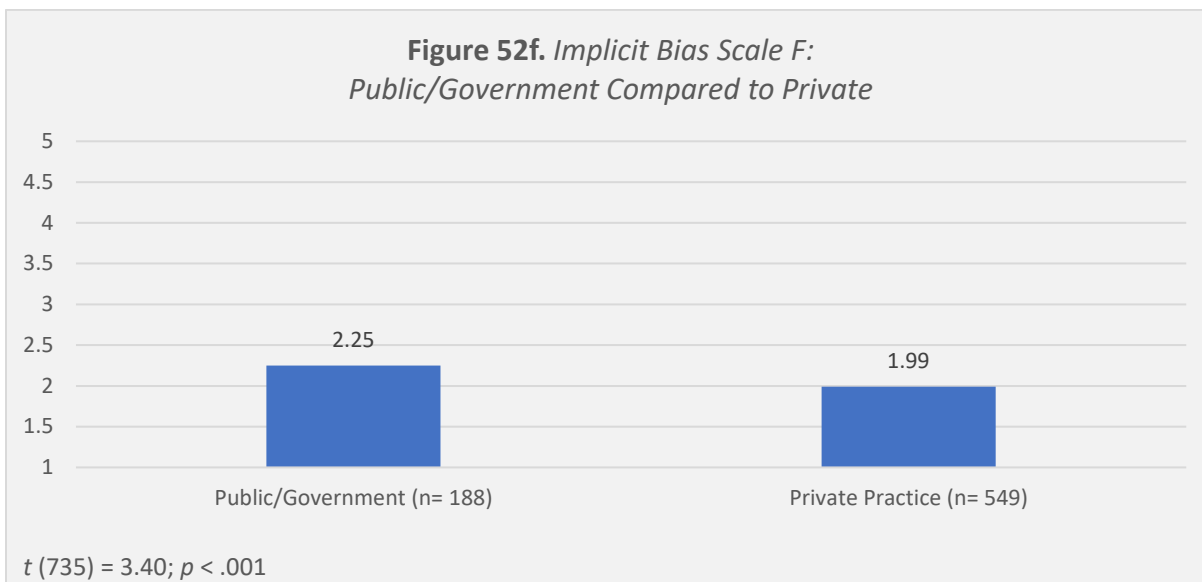
When comparing heterosexuals to LGBTQ+ individuals on the implicit bias scale, differences were not significant (see Figure 52d below).



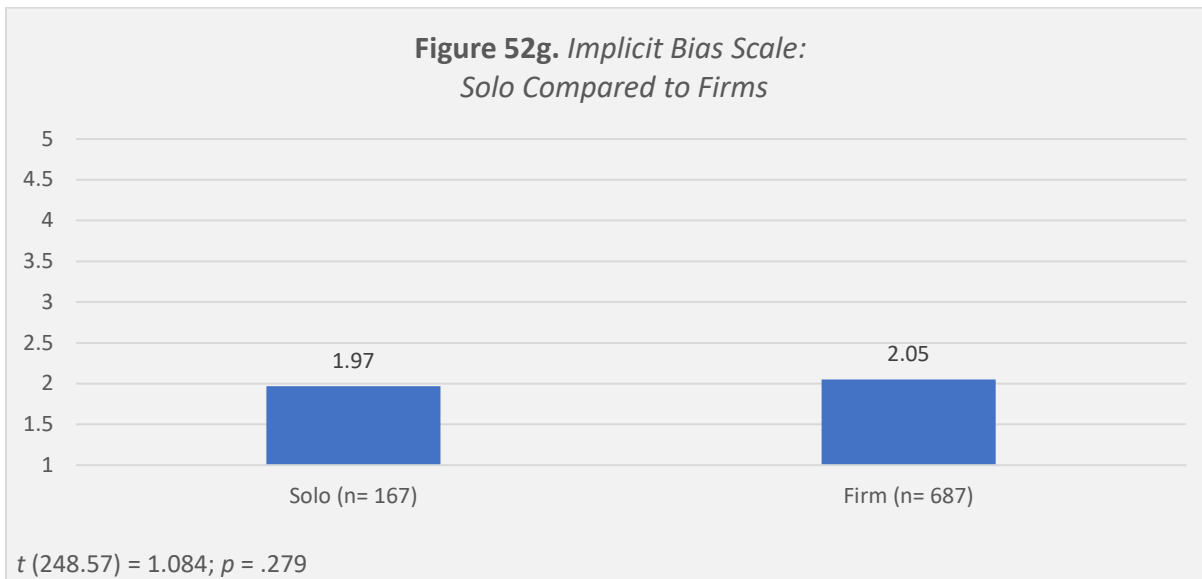
When comparing those with a disability to those without a disability on the implicit bias scale, those with a disability were significantly higher (see Figure 52e below).



When comparing those in the public sector/government to those in private practice on the implicit bias scale, those in the public sector/government were significantly higher (see Figure 52f below).



When comparing solo practitioners to those in firms on the implicit bias scale, differences were not statistically significant (see Figure 52g below).



### Witnessing Unfair Treatment

Participants were asked if they had witnessed unfair treatment by anyone in the legal profession based on various statuses, including those protected by the Equal Employment Opportunity Commission (EEOC). This question was adapted from Galek & Kahn (2021) and The University of Michigan (2016).

### Item Level Analyses

Political views (40.1%, not an EEOC protected status) were selected most often, followed by age (39.1%, an EEOC protected status), racial/ethnic identity (28.8%, an EEOC protected status), and gender identity (28.2%, an EEOC protected status). Responses to this question are summarized in Table 2 below.

**Table 2.** *Within the last five years, have you personally witnessed unfair treatment by anyone in the legal profession based on the following factors?*

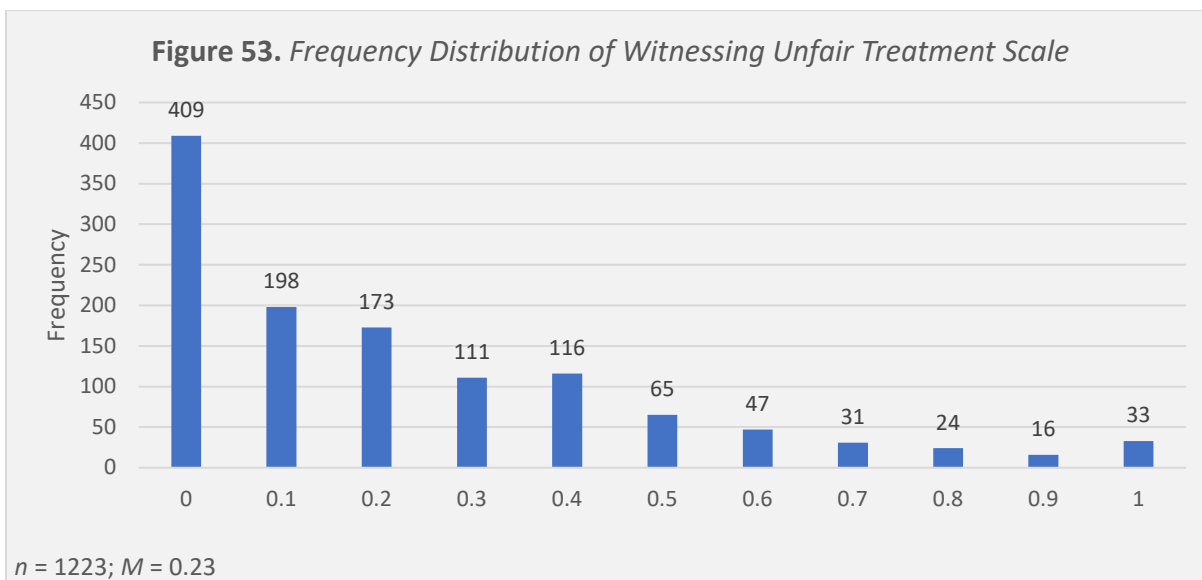
	Yes	No	Percent Yes
Political Views	499	746	40.1
Age	487	758	39.1
Racial/Ethnic Identity	358	885	28.8
Gender Identity	351	893	28.2
Religion	295	951	23.7
Care-Giving Responsibilities	255	987	20.5
Sexual Orientation	185	1059	14.9
Disability Status	179	1060	14.4
Citizenship Status	167	1075	13.4
Marital Status	144	1098	11.6
Other	91	779	10.5

Above, participants were provided with an “Other” category. Responses varied within this category. As examples, a few respondents indicated that their firm was being dismissive of issues that might occur in a person's personal life, such as divorce, difficulty with childcare, and pregnancy. Another respondent indicated that they witnessed someone being treated unfairly because they spoke up. Other respondents indicated that they witnessed unfair treatment in their firm based on someone's biological sex (especially females), residing in a rural area, anti-white male bias, polyamory, sexual relations, income, and appearance. A few respondents said that they experienced unfair treatment because they were a veteran or because of their military affiliation. A respondent indicated that they witnessed unfair treatment based on a person's national identity, but specifically because of a person's fear of Chinese citizens. Another respondent indicated that they witnessed unfair treatment because of someone's COVID-19 vaccination status.

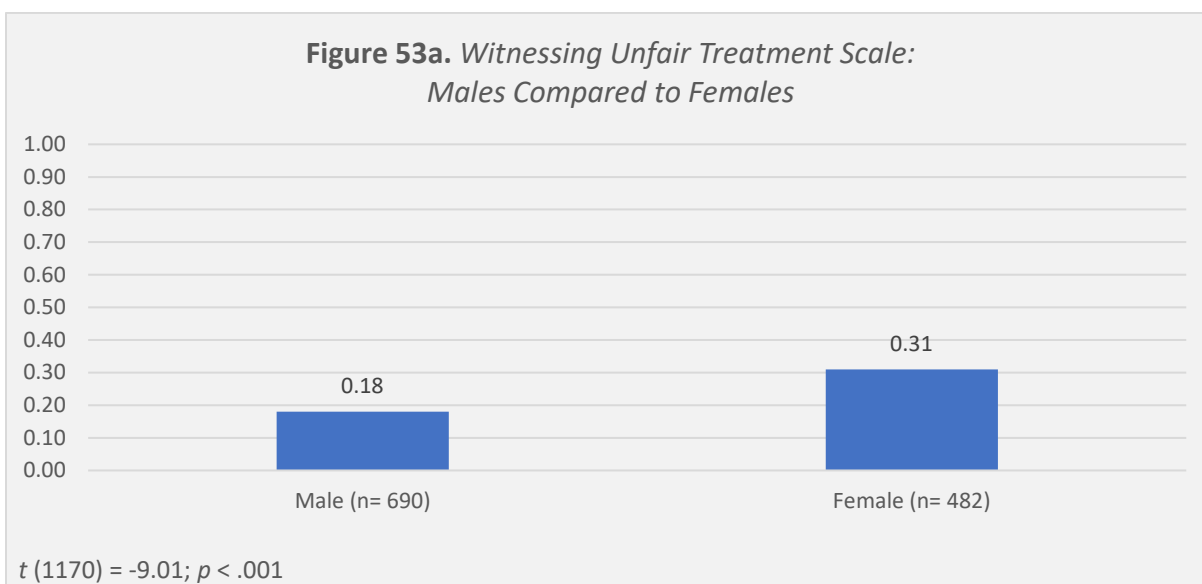
### Scale Level Analyses

Responses to the 10 items above (see Table 2) were combined into a scale (excluding the eleventh item, “Other”). The scale ranges from a low of 0.0 to a high of 1.0. The higher the score, the more unfair treatment the participant reported having witnessed. This composite witnessing unfair treatment scale helps show a clearer overall picture.

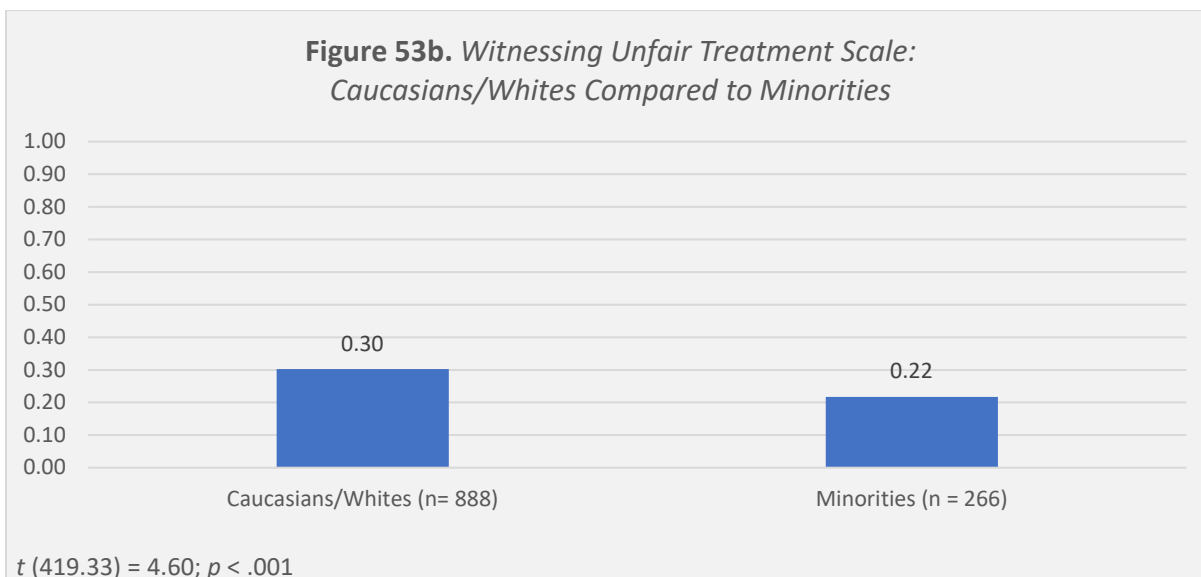
The average score on the witnessing unfair treatment scale was 0.23. The frequency distribution for the witnessing unfair treatment scale is shown in Figure 53 below.



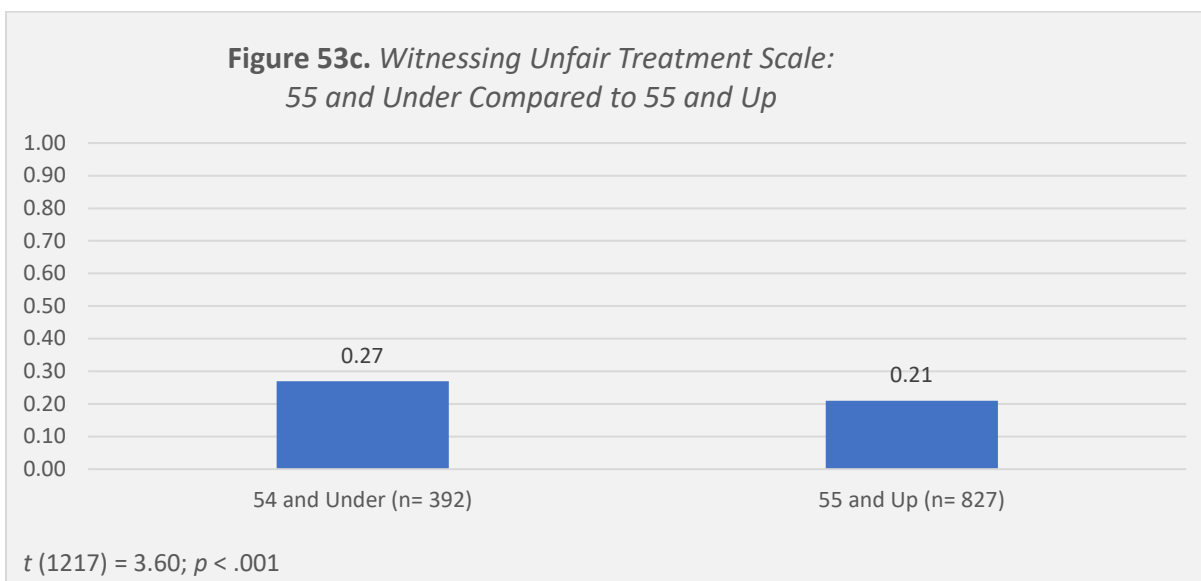
When comparing males to females on the witnessing unfair treatment scale, females were significantly higher (see Figure 53a below).



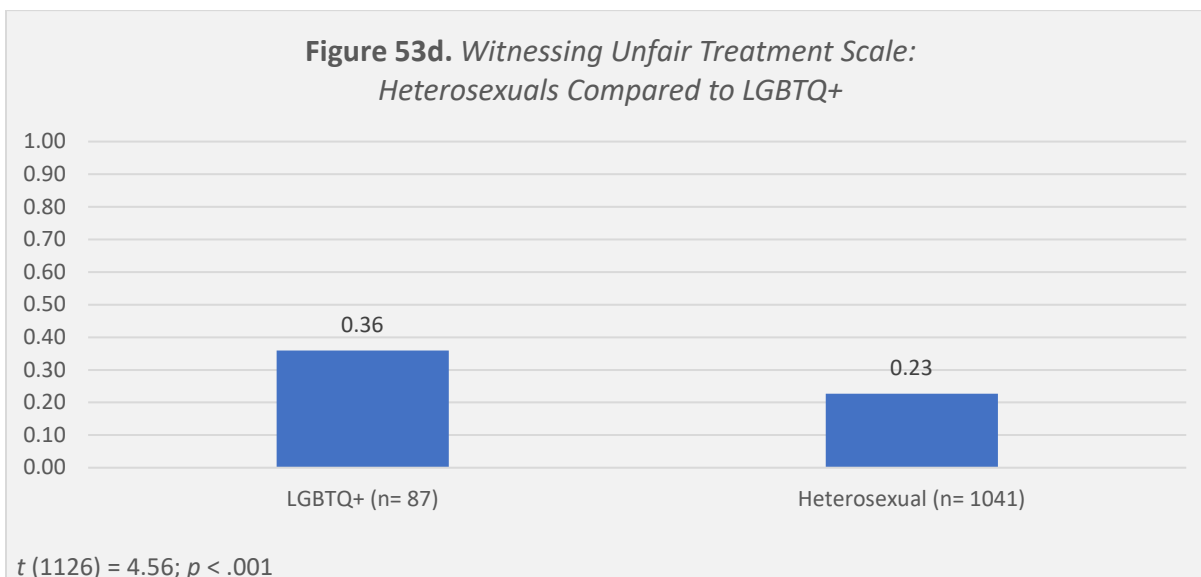
When comparing Caucasians/whites to minorities on the witnessing unfair treatment scale, minorities were significantly higher (see Figure 53b below).



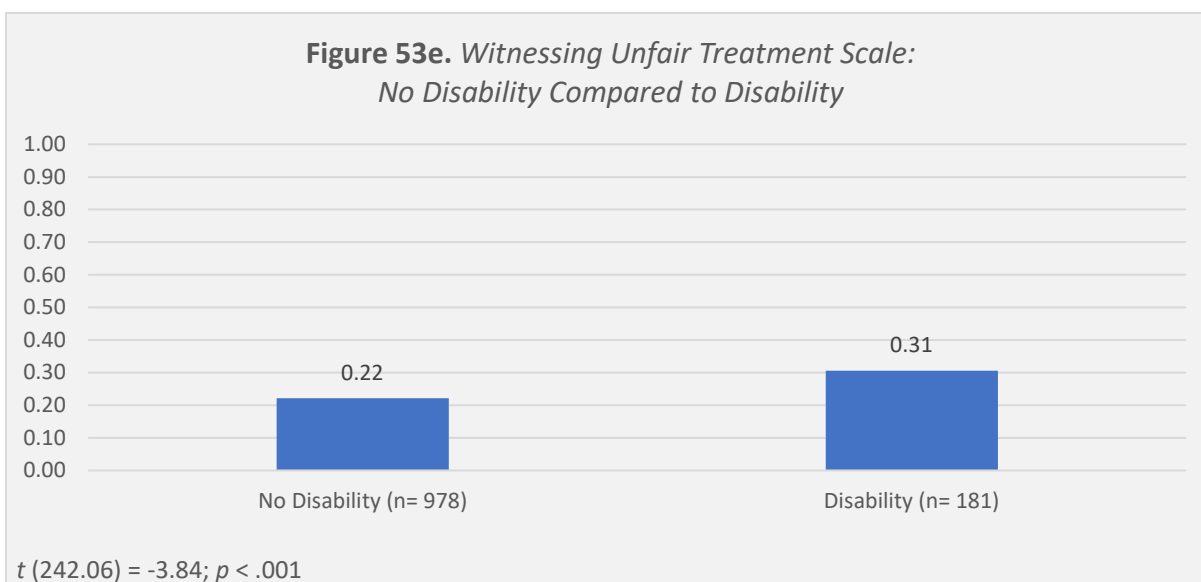
When comparing those who are 54 and younger to those who are 55 and older on the witnessing unfair treatment scale, those who are 54 and younger were statistically higher (see Figure 53c below).



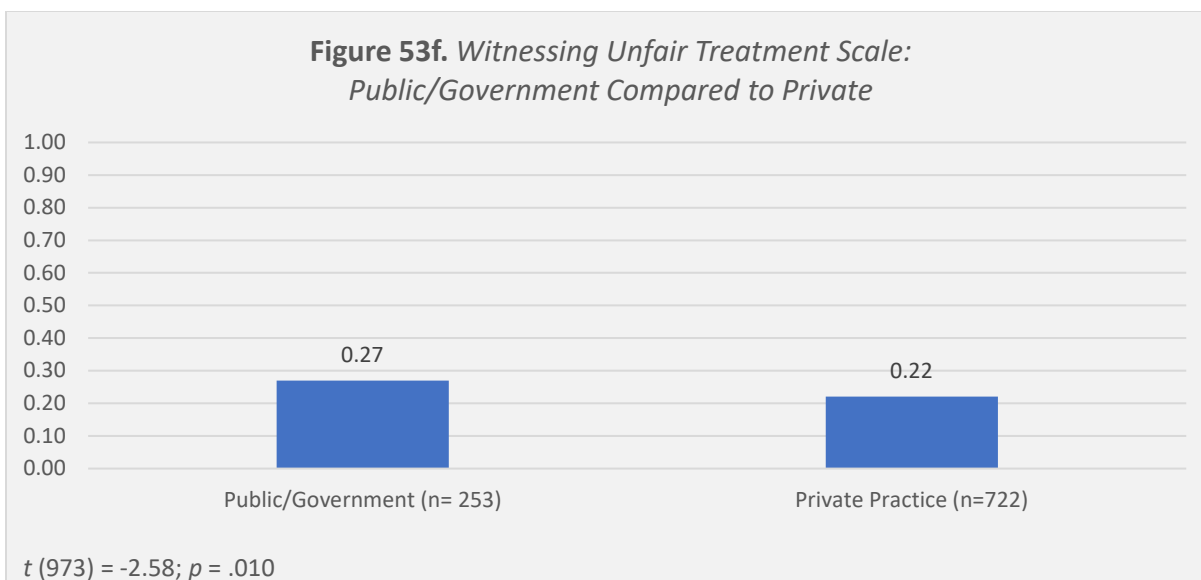
When comparing heterosexuals to LGBTQ+ individuals on the witnessing unfair treatment scale, LGBTQ+ individuals were significantly higher (see Figure 53d below).



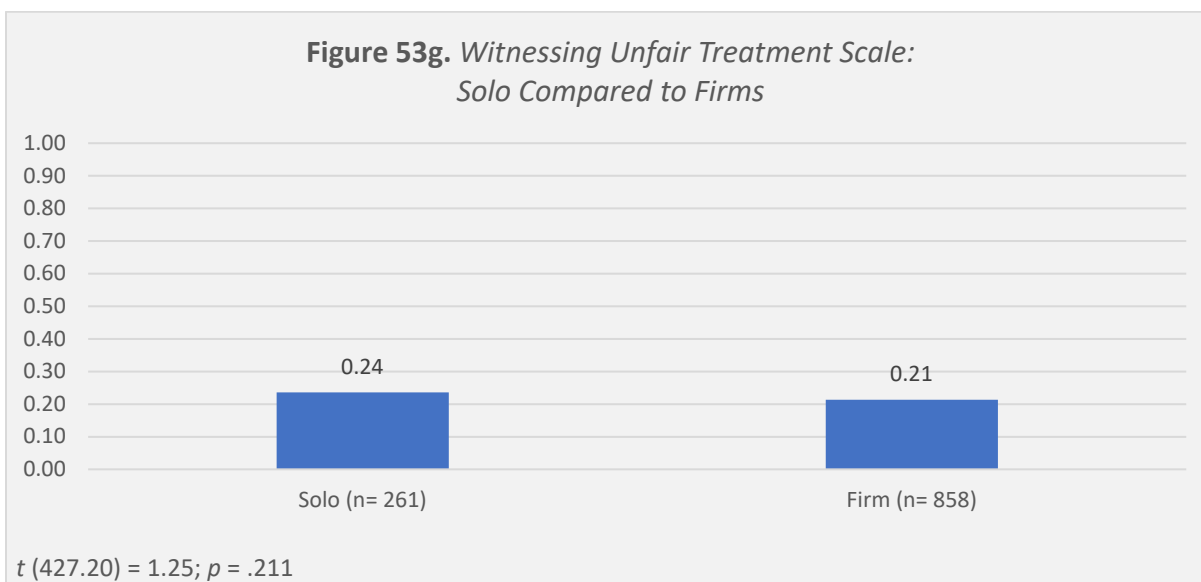
When comparing those with a disability to those without a disability on the witnessing unfair treatment scale, those with a disability were significantly higher (see Figure 53e below).



When comparing those in the public sector/government to those in private practice on the witnessing unfair treatment scale, those in the public sector/government were significantly higher (see Figure 53f below).



When comparing solo practitioners to those in firms on the witnessing unfair treatment scale, differences were not statistically significant (see Figure 53g below).



### Workplace Climate

Participants were asked to rate how much certain adjectives represented the climate of their current or most recent workplace in Nevada on a scale. For example, rating the adjective “Friendly,” a 0 would indicate least friendly while a 10 would be most friendly. Items were adapted from The University of Michigan (2016).

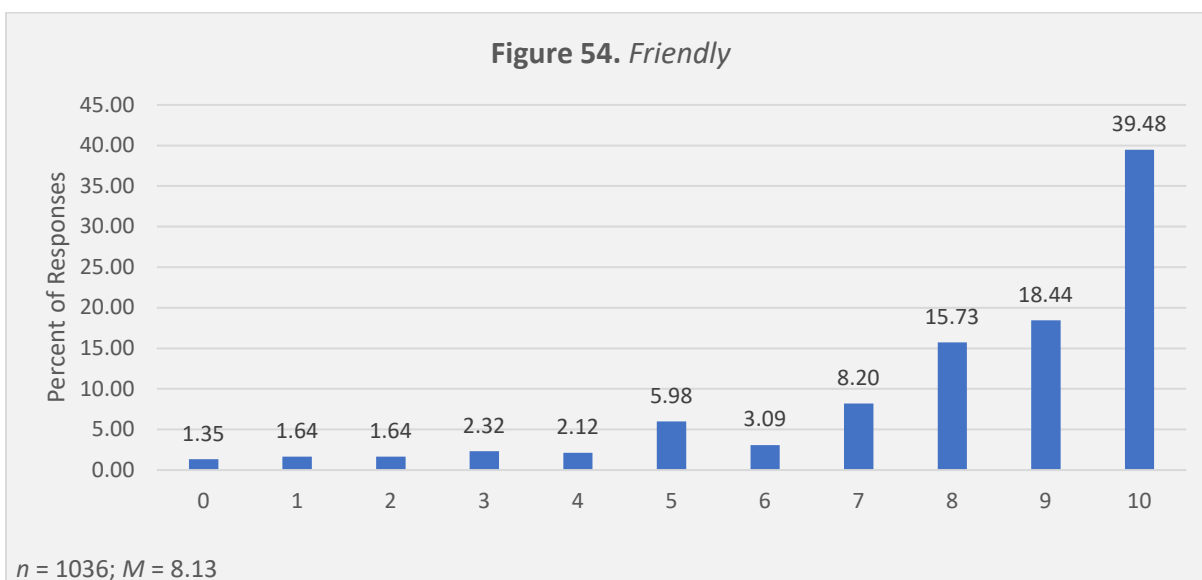
#### Item Level Analyses

Participants were presented with 10 adjectives pertaining to their workplace culture. In the following section, ratings for each of the 10 adjectives are presented. The total responses to

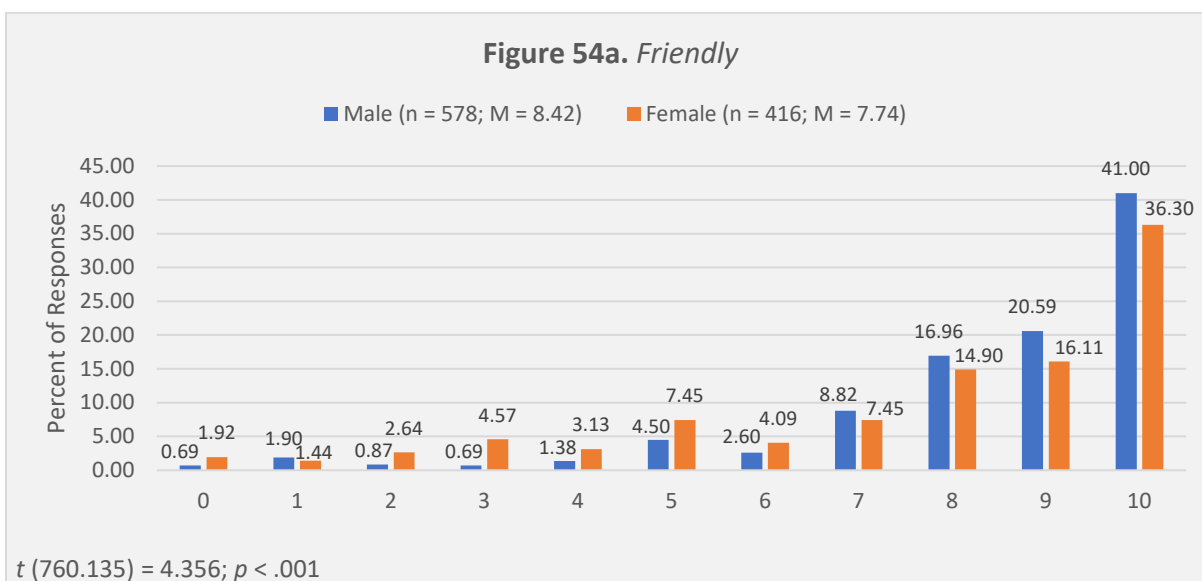
each adjective are followed by group comparisons for that adjective. Most adjectives had an average rating above 7, whereas only diverse and competitive had averages below 7.

### **Item 1. Friendly**

The average rating for friendly was 8.13, with 39.48% of respondents rating their current or most recent workplace a 10 (see Figure 54 below).

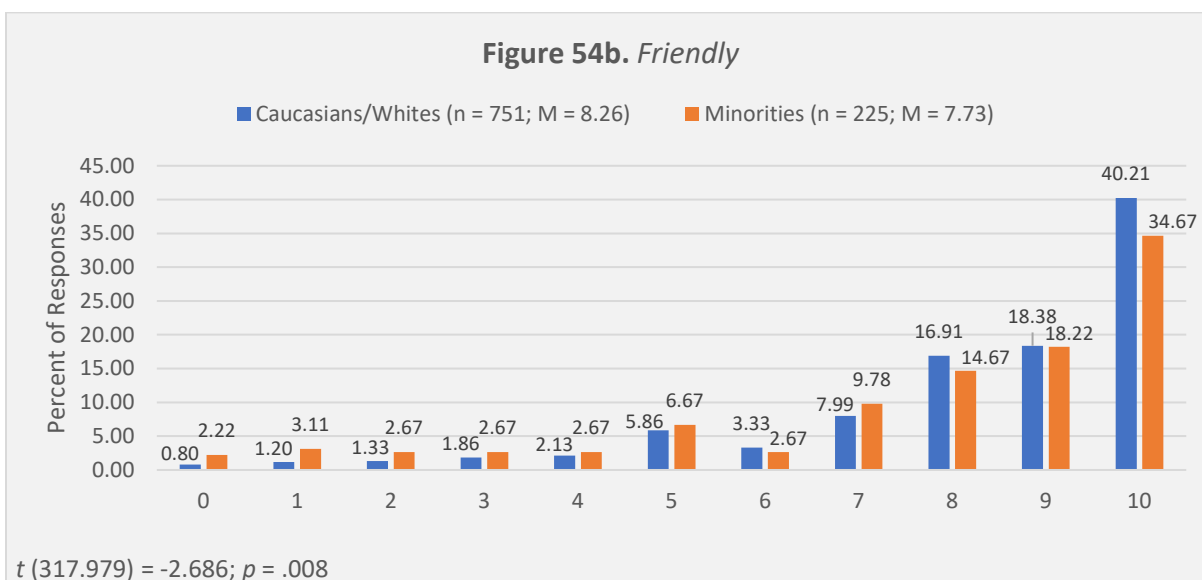


Further analyses revealed females were statistically lower on rating their current or most recent workplace as friendly than males (see Figure 54a below).

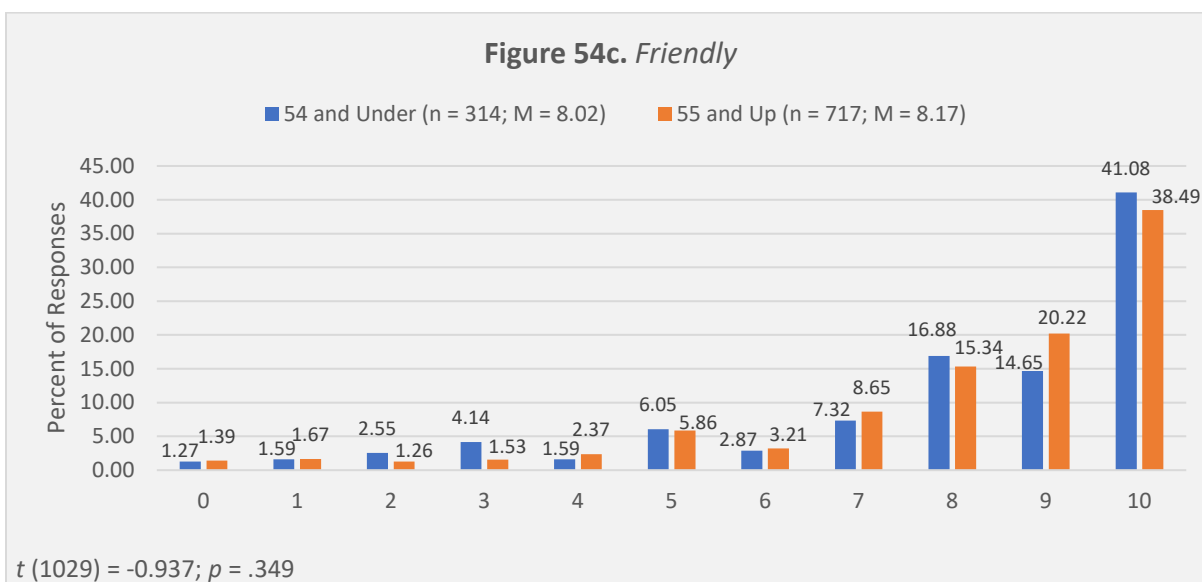




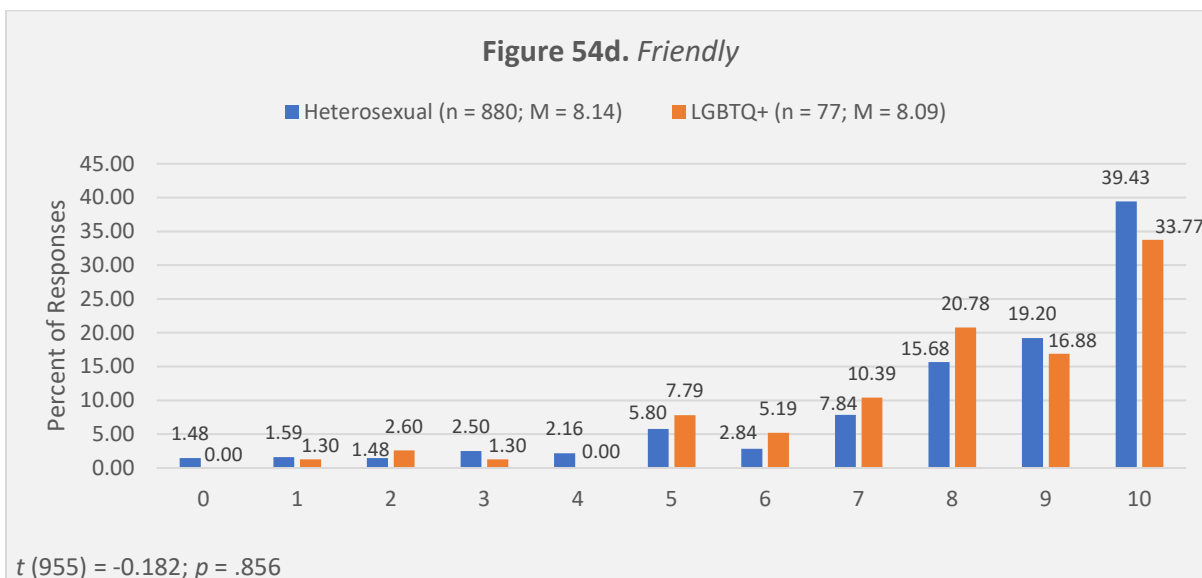
Minorities were statistically lower on rating their current or most recent workplace as friendly than Caucasians/whites (see Figure 54b below).



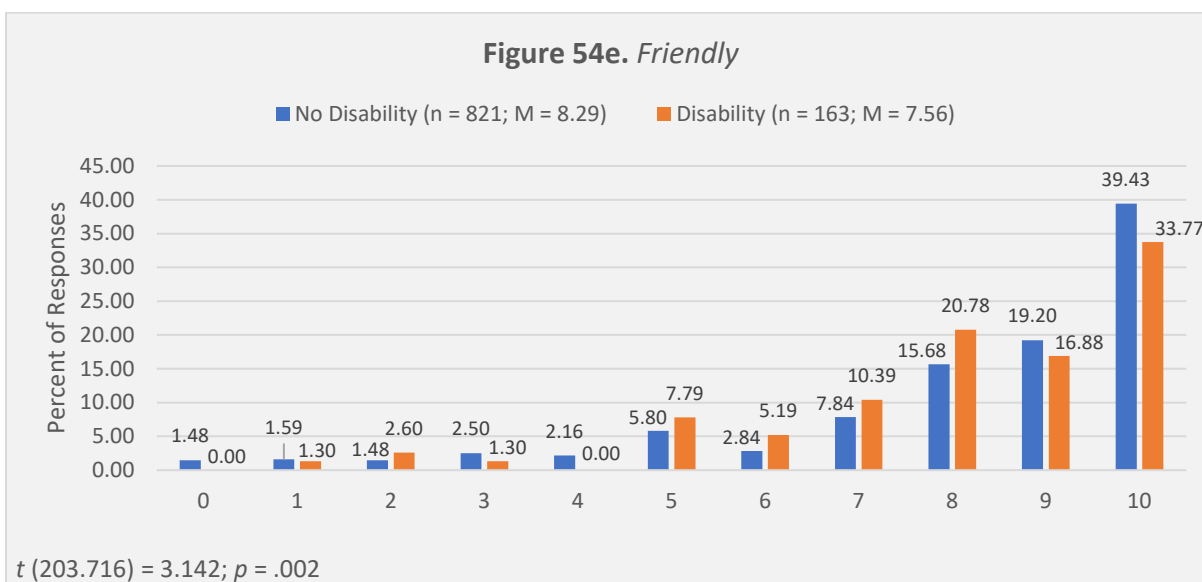
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 54c below).



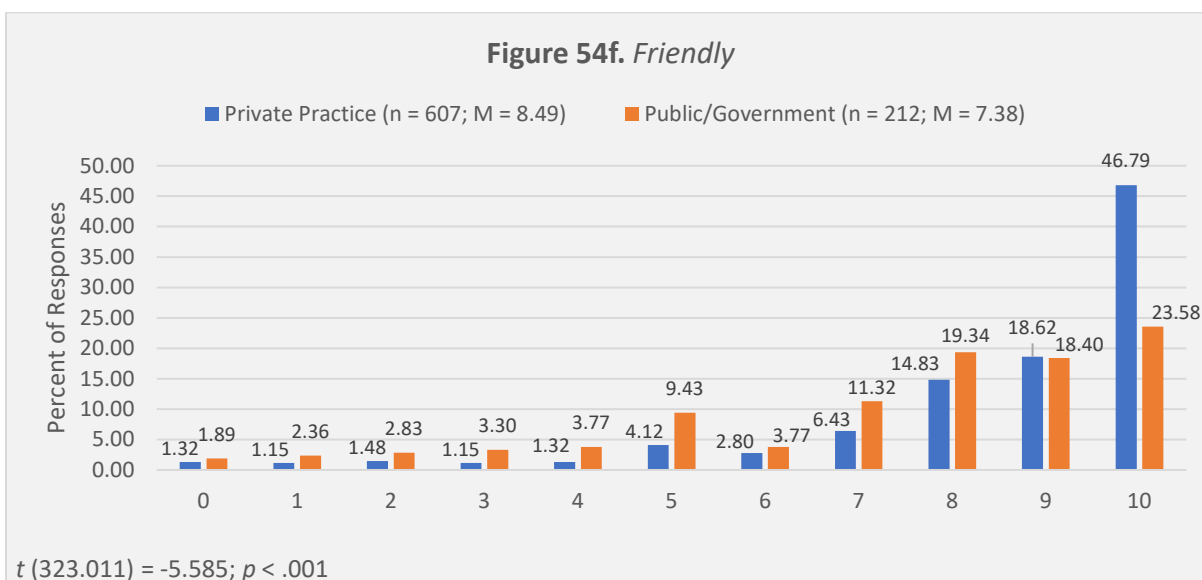
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 54d below).



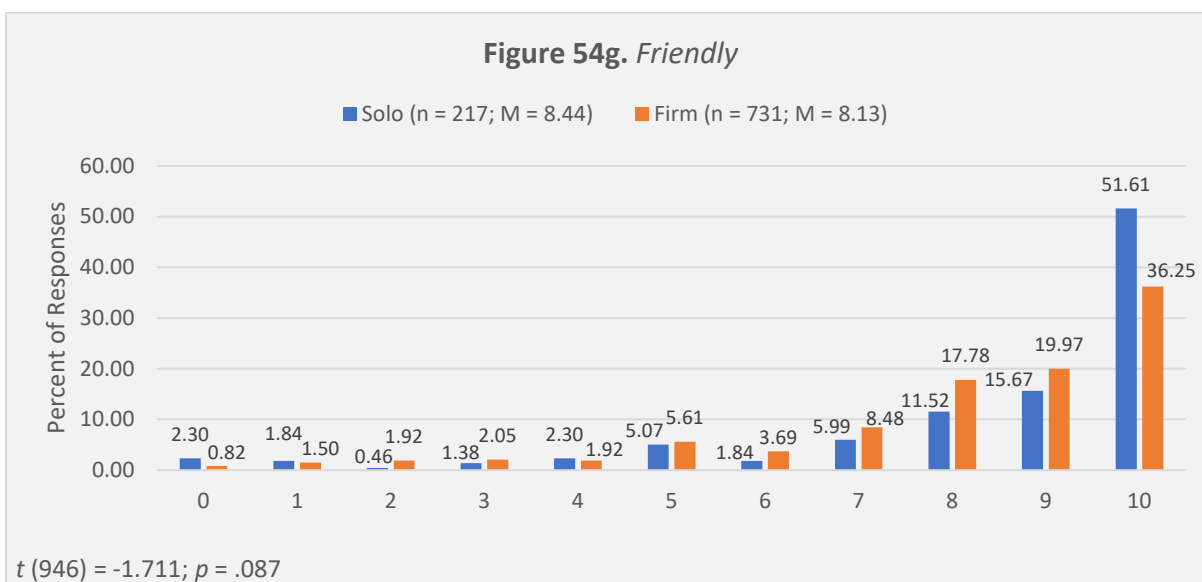
Those with a disability were statistically lower on rating their current or most recent workplace as friendly than those without a disability (see Figure 54e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as friendly than those in private practice (see Figure 54f below).

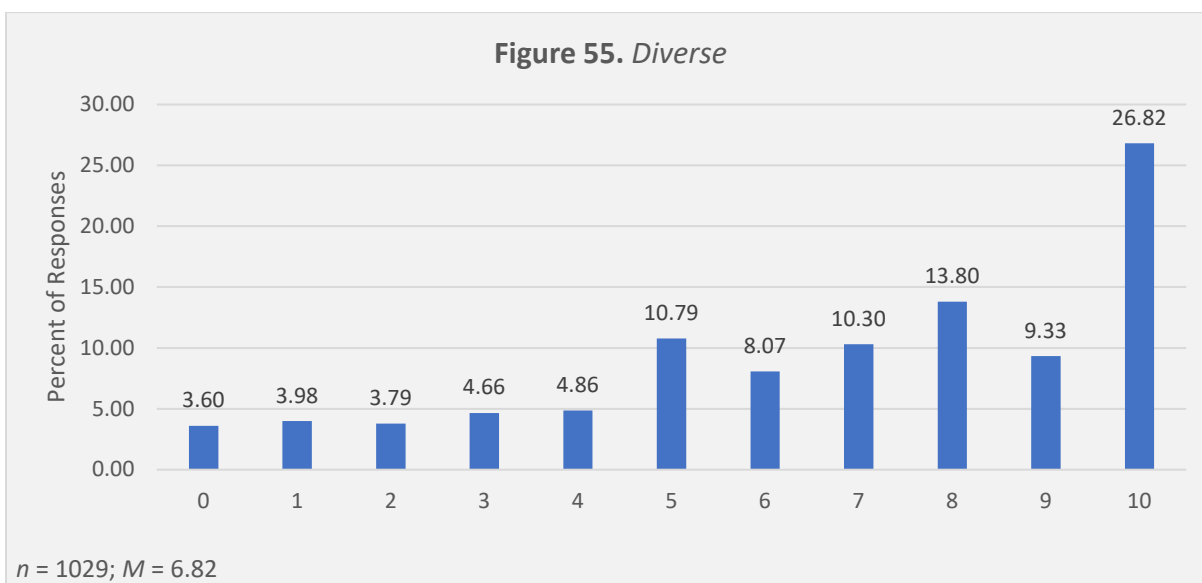


Differences between solo practitioners and those in firms were not statistically significant (see Figure 54g below).

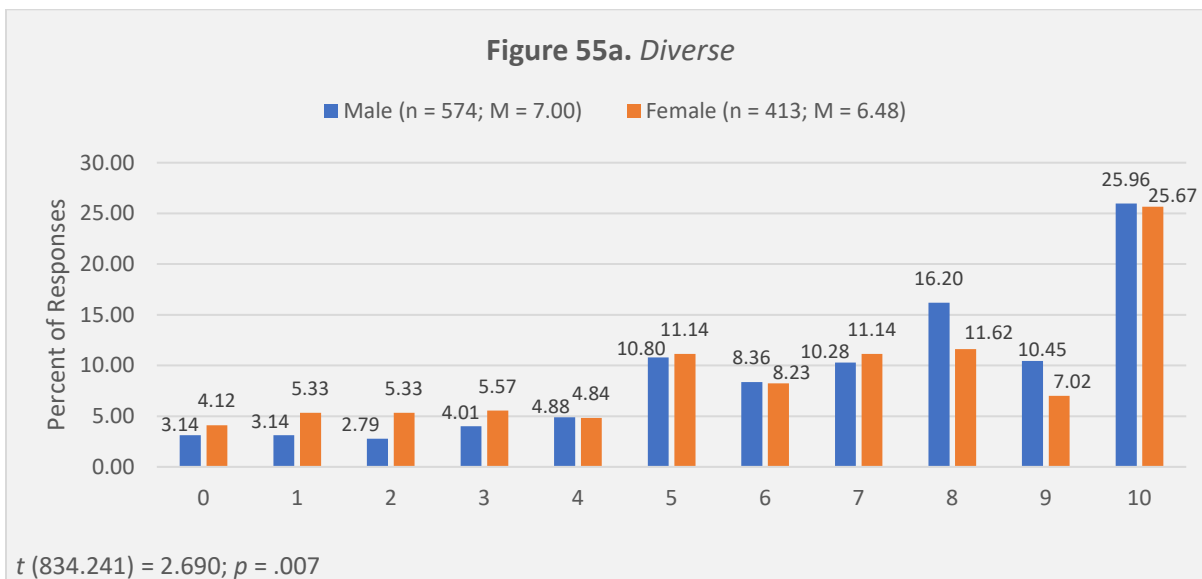


### Item 2. Diverse

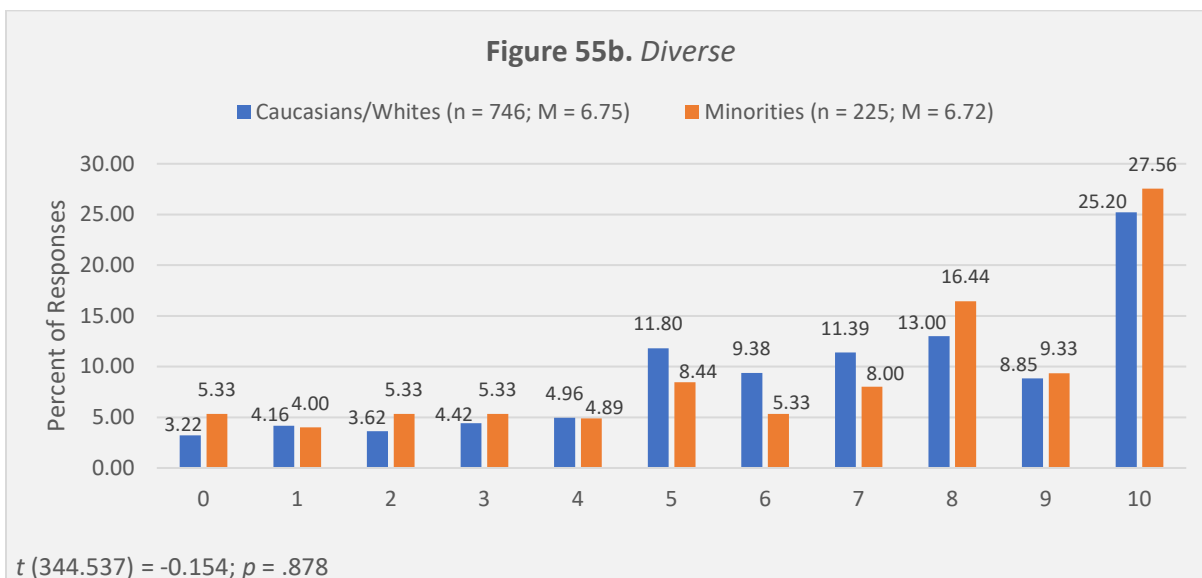
The average rating for diverse was 6.82, with 26.82% of respondents rating their current or most recent workplace a 10 (see Figure 55 below).



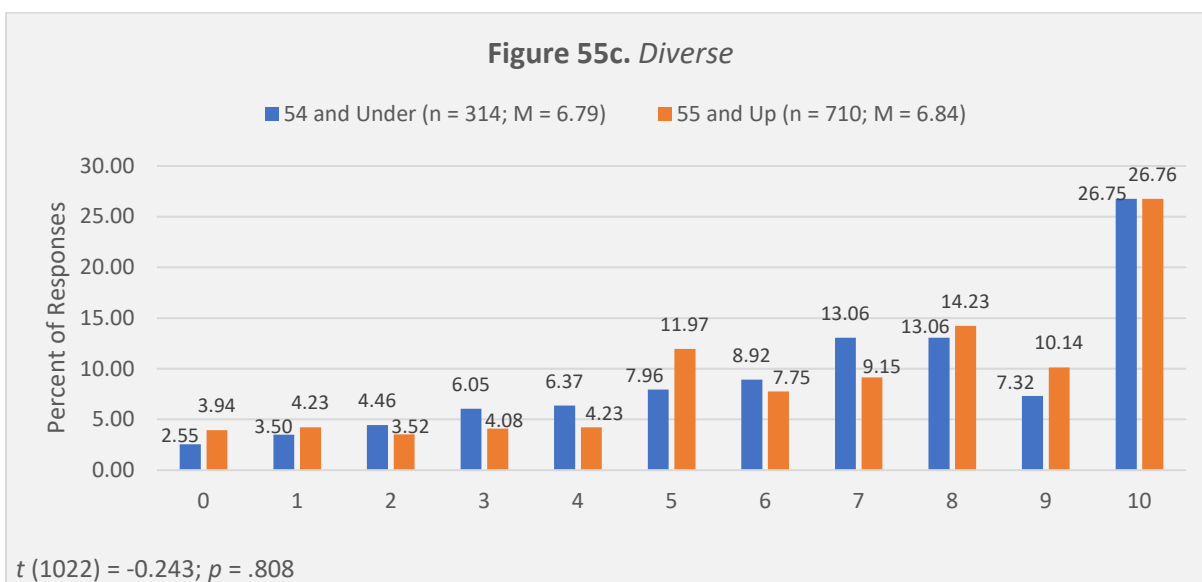
Further analyses revealed females were statistically lower on rating their current or most recent workplace as diverse than males (see Figure 55a below).



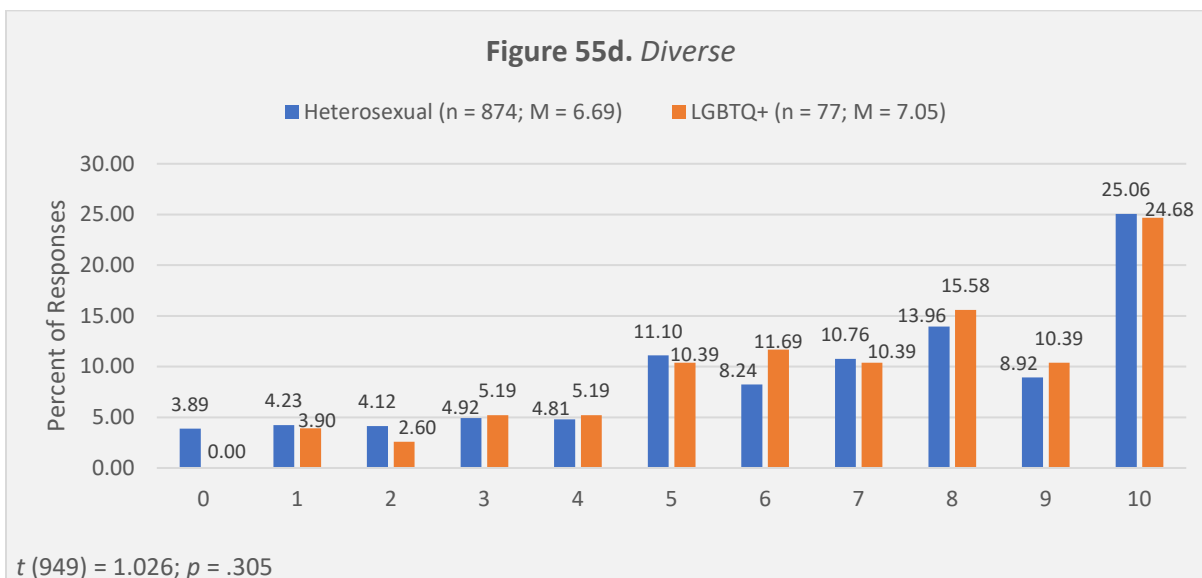
Differences between minorities and Caucasians/whites were not statistically significant (see Figure 55b below).



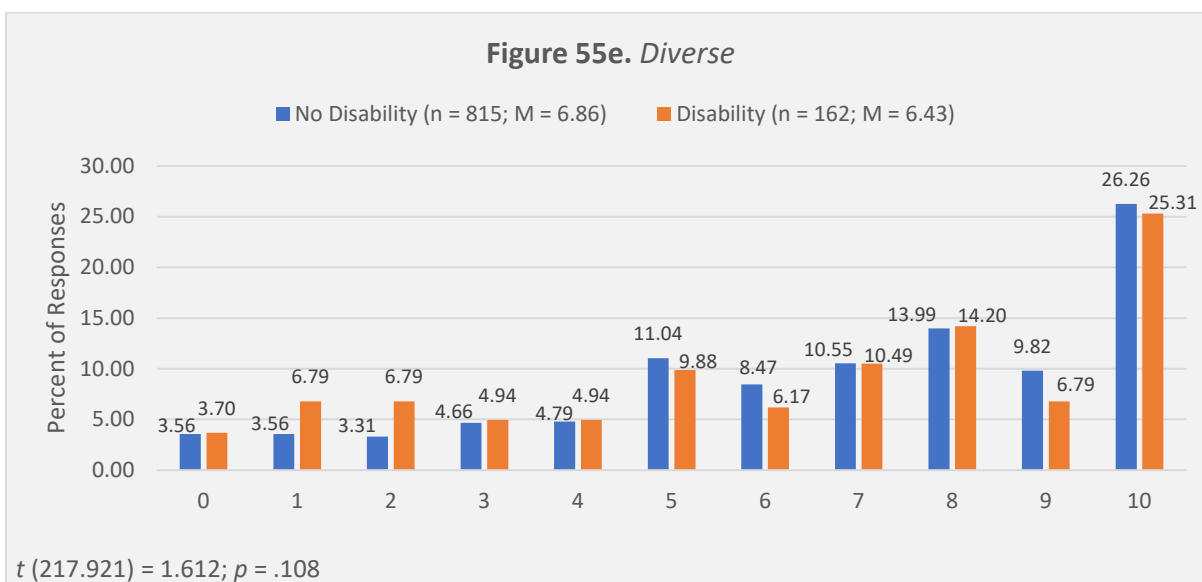
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 55c below).



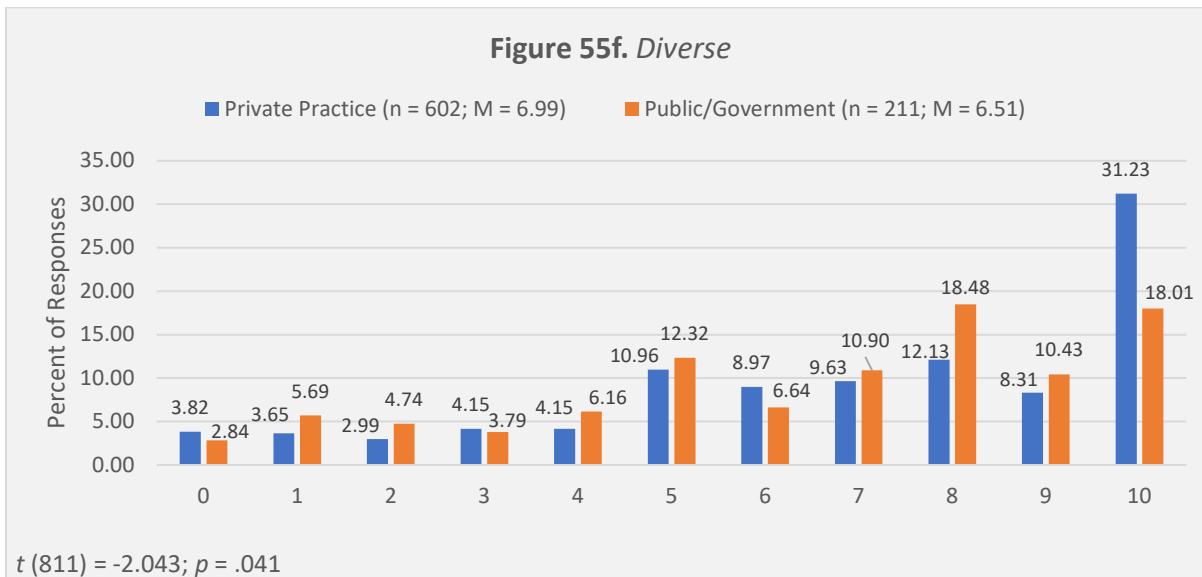
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 55d below).



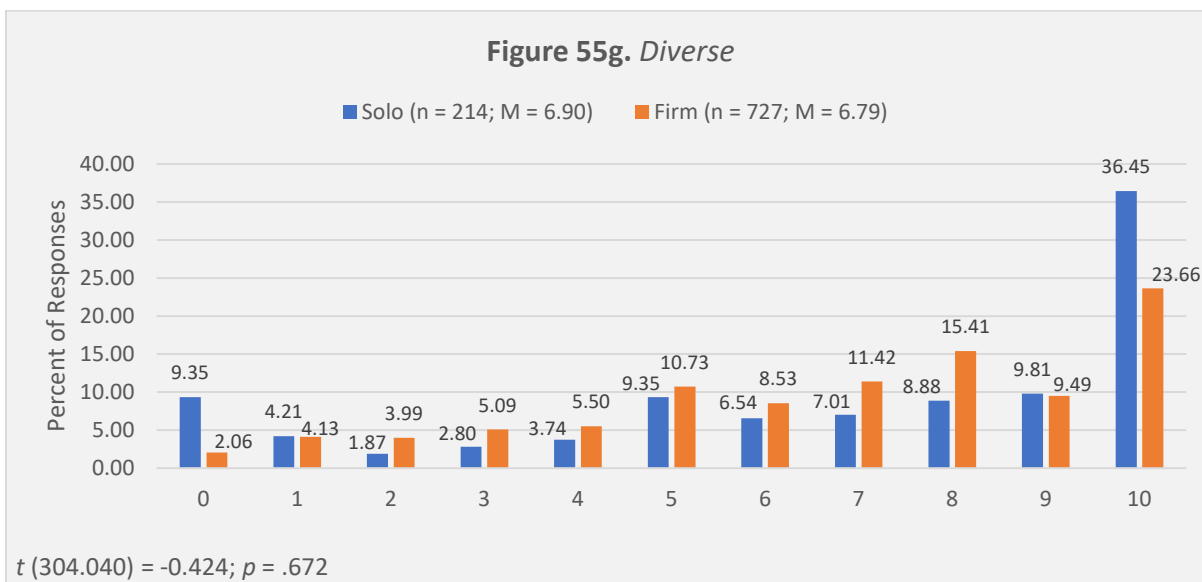
Differences between those with a disability and those without a disability were not statistically significant (see Figure 55e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as diverse than those in private practice (see Figure 55f below).

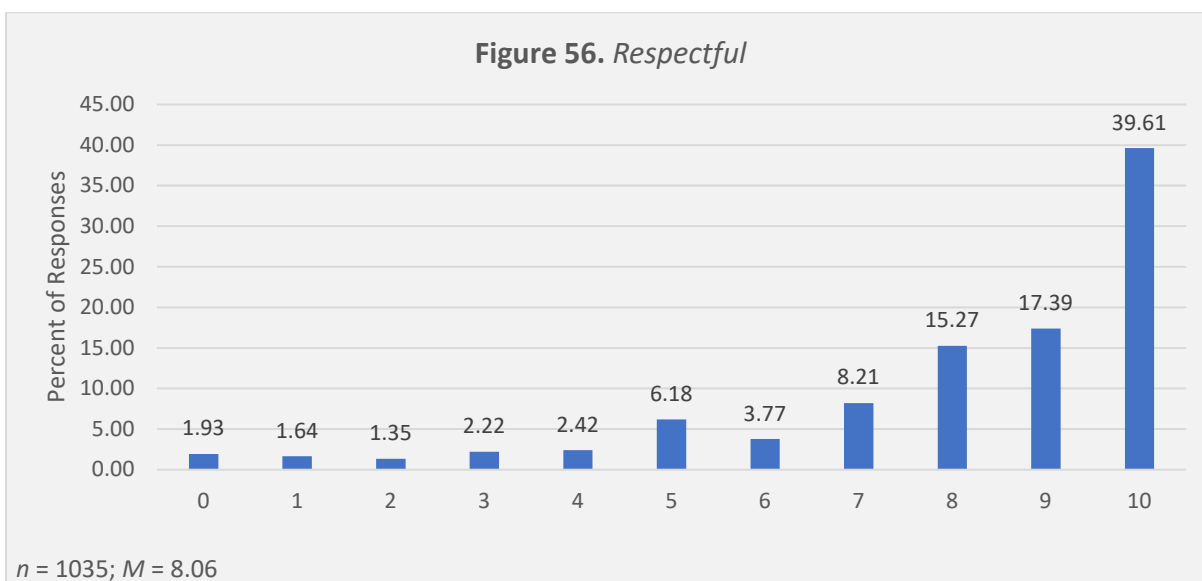


Differences between solo practitioners and those in firms were not statistically significant (see Figure 55g below).

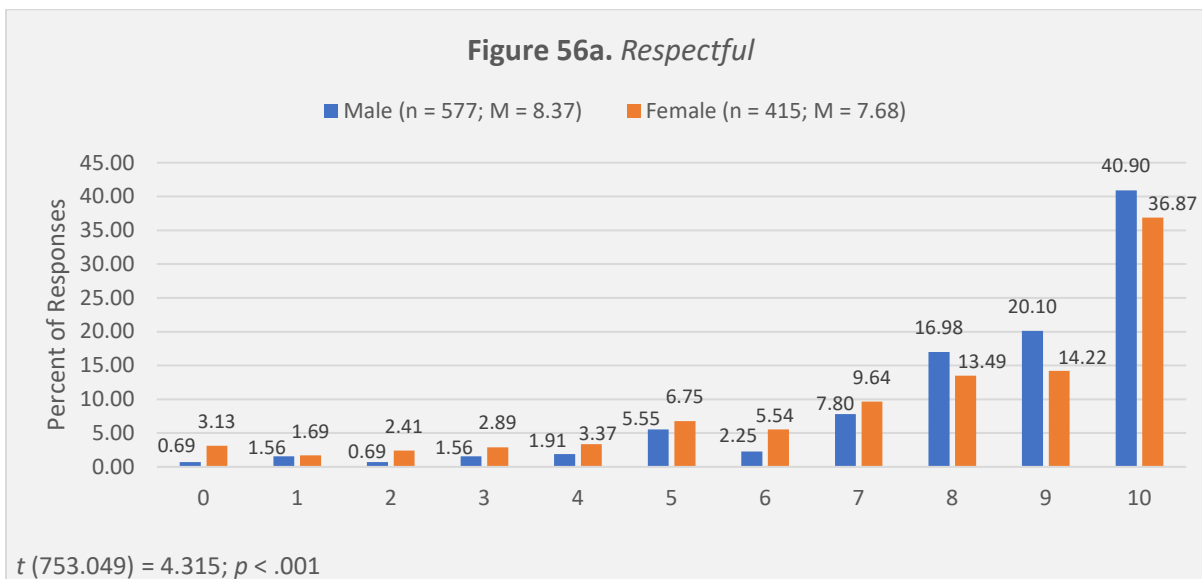


### Item 3. Respectful

The average rating for respectful was 8.06, with 39.61% of respondents rating their current or most recent workplace a 10 (see Figure 56 below).

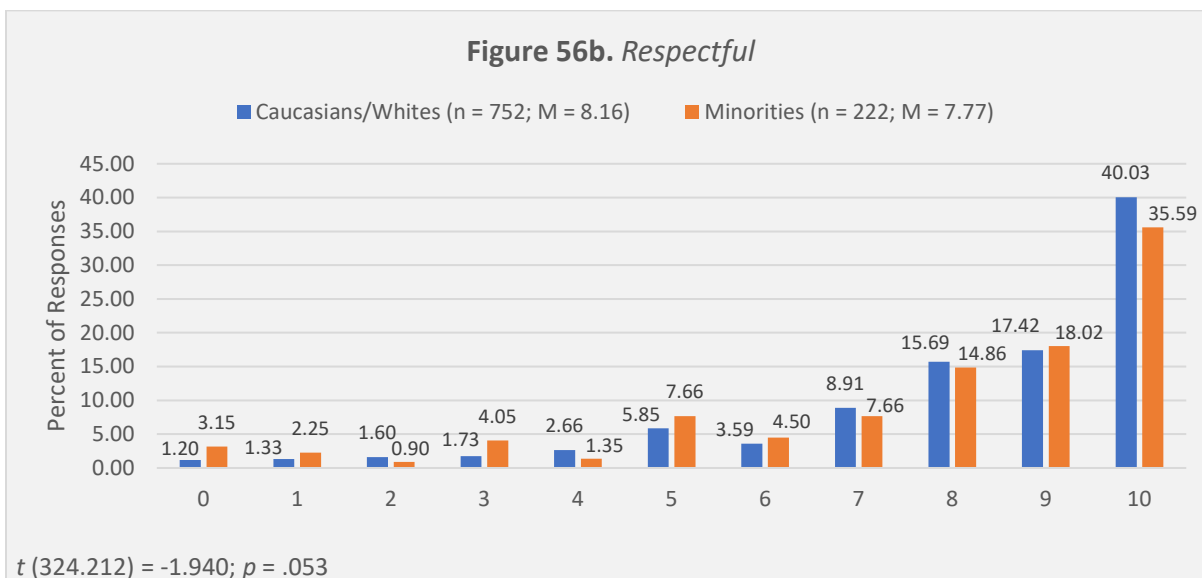


Further analyses revealed females were statistically lower on rating their current or most recent workplace as respectful than males (see Figure 56a below).

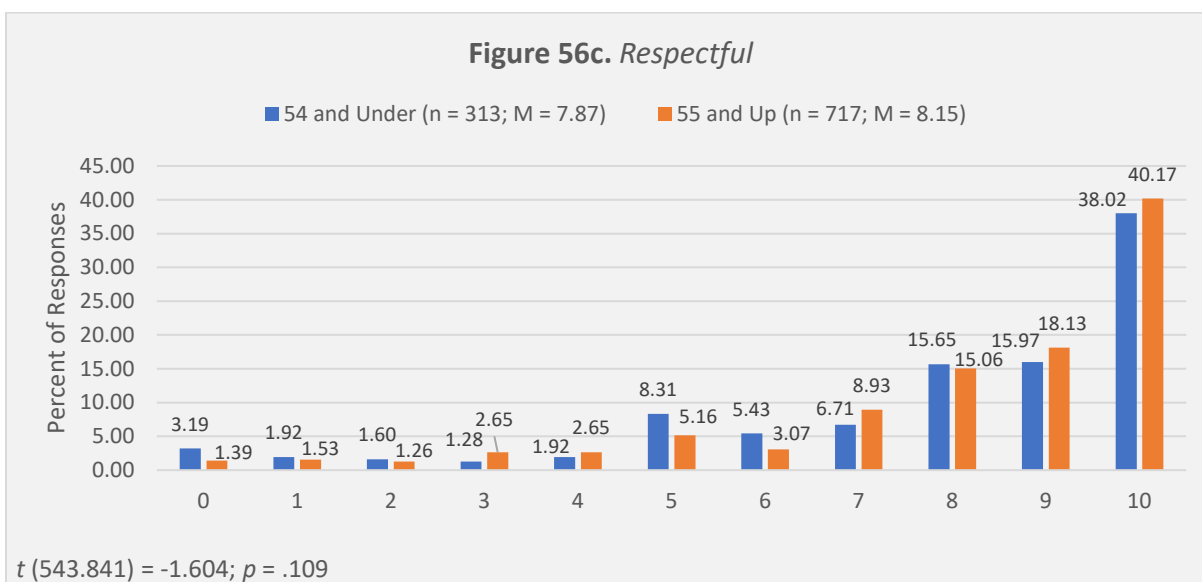




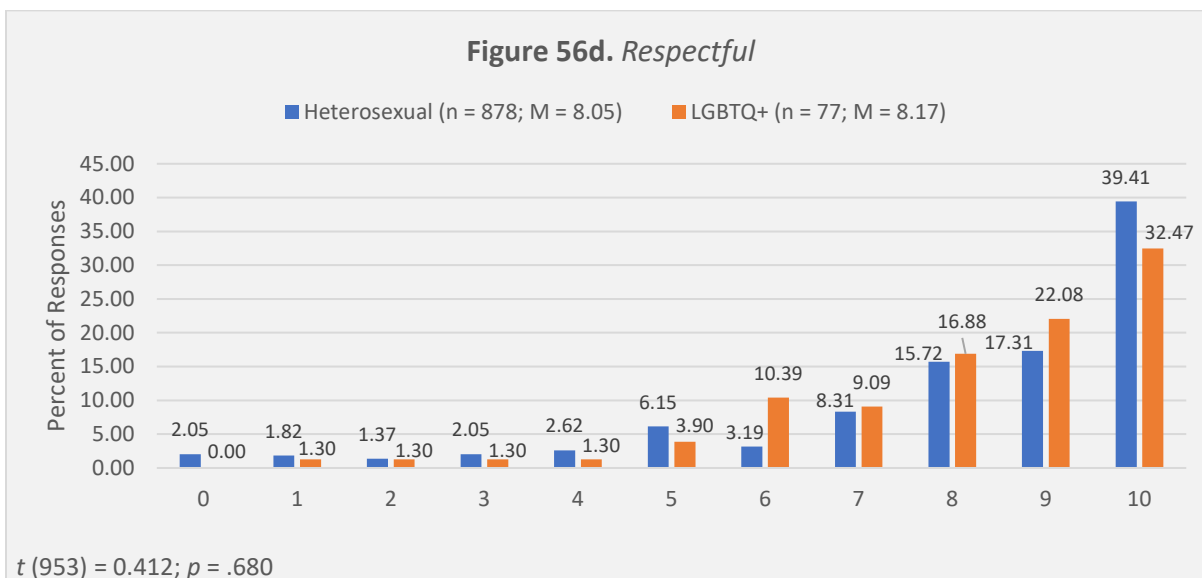
Minorities were marginally lower on rating their current or most recent workplace as respectful than Caucasians/whites (see Figure 56b below).



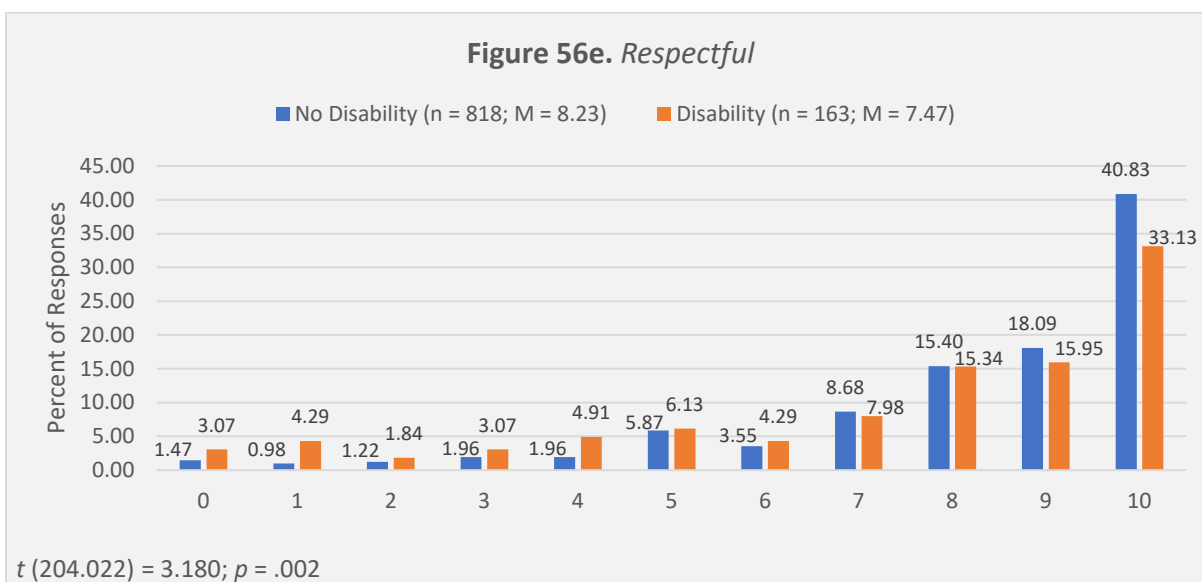
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 56c).



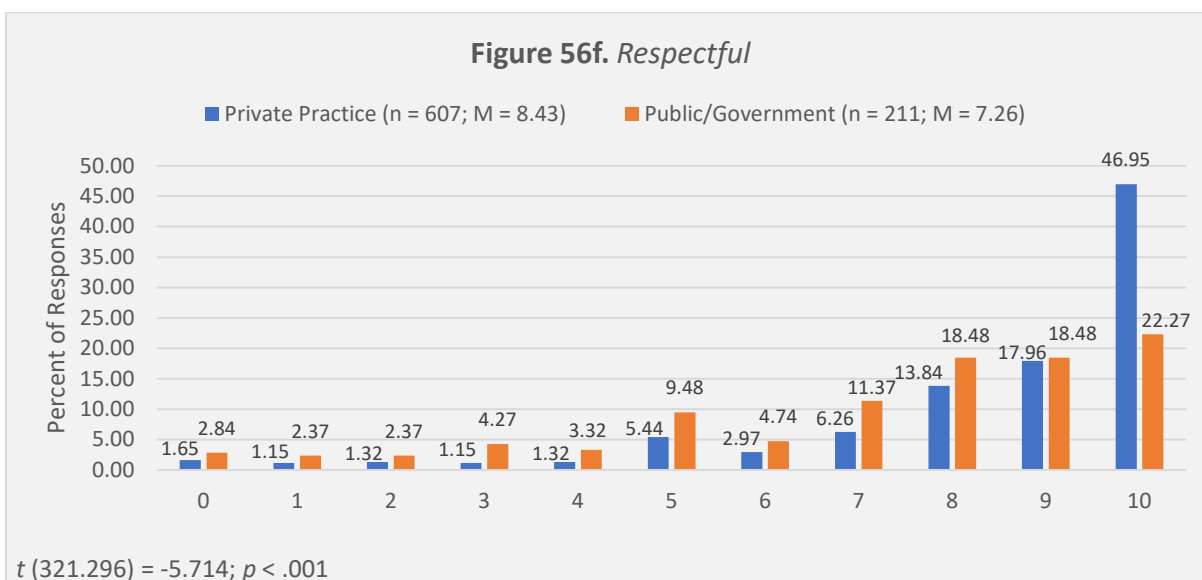
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 56d below).



Those with a disability were statistically lower on rating their current or most recent workplace as respectful than those without a disability (see Figure 56e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as respectful than those in private practice (see Figure 56f below).

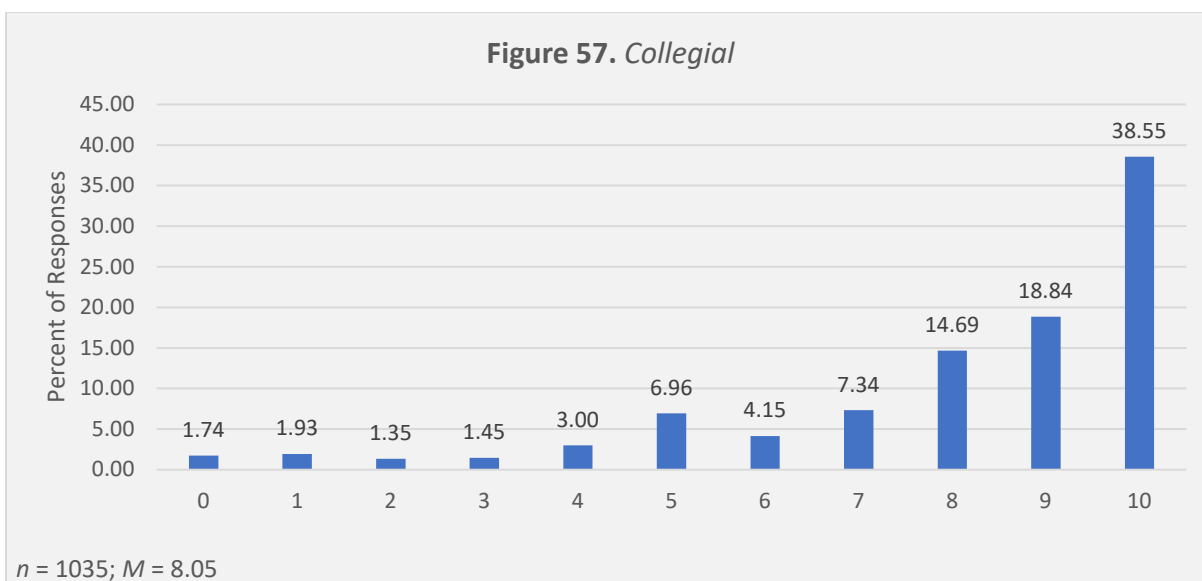


Those in firms were statistically lower on rating their current or most recent workplace as respectful than solo practitioners (see Figure 56g below).

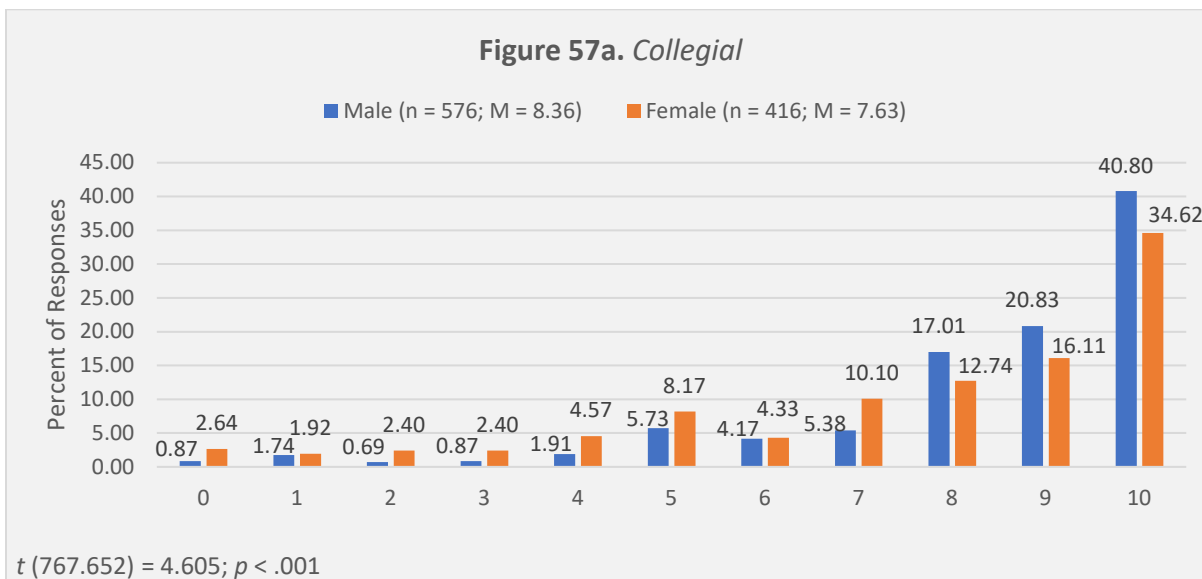


#### Item 4. Collegial

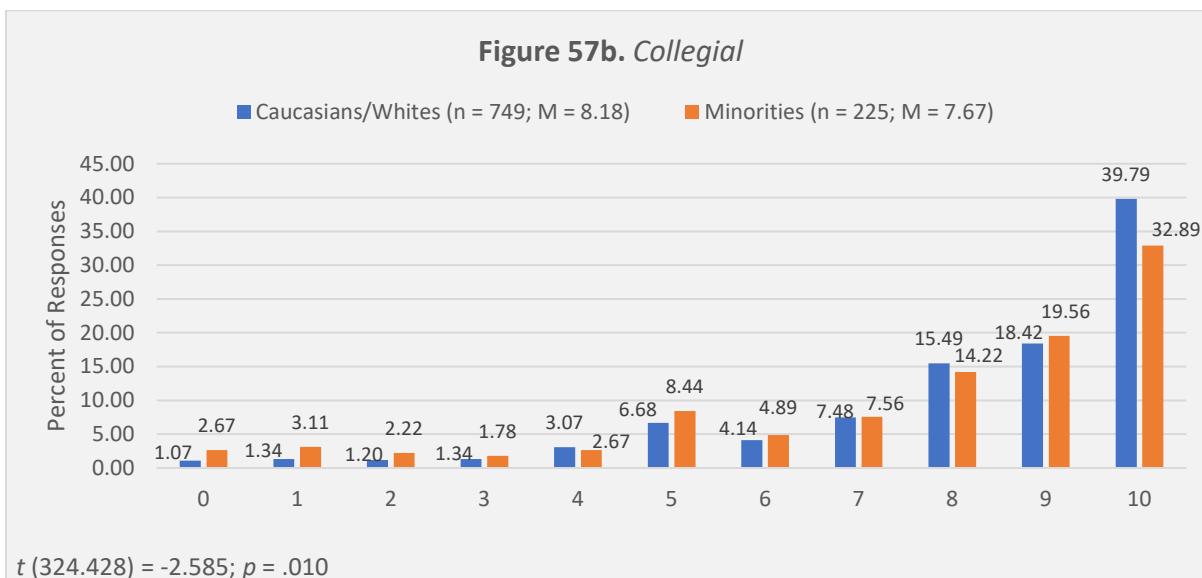
The average rating for collegial was 8.05, with 38.55% of respondents rating their current or most recent workplace a 10 (see Figure 57 below).



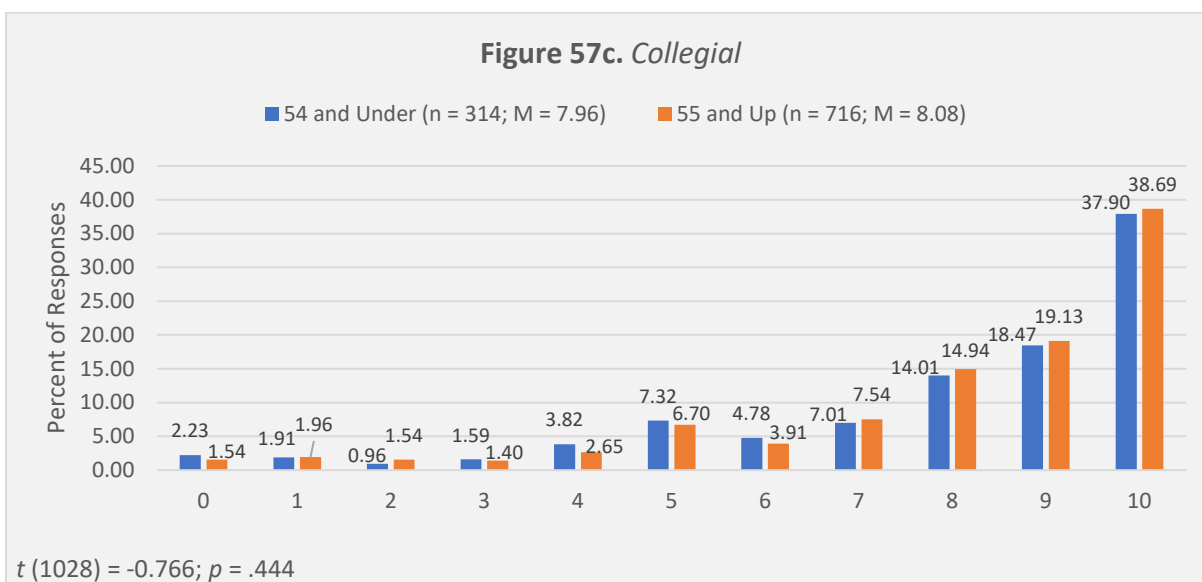
Further analyses revealed females were statistically lower on rating their current or most recent workplace as collegial than males (see Figure 57a below).



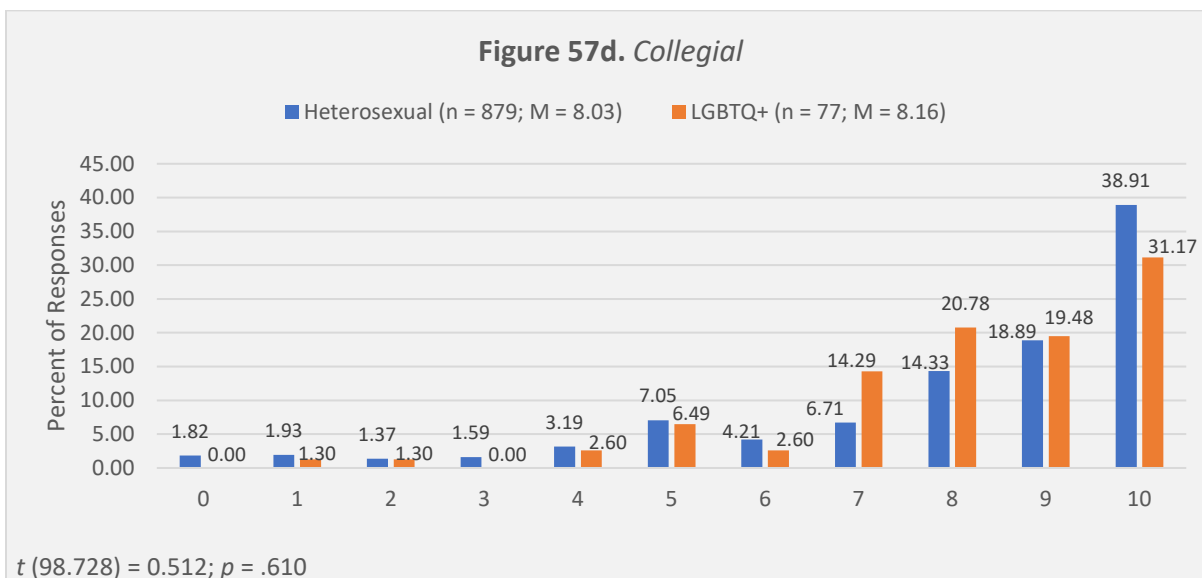
Minorities were statistically lower on rating their current or most recent workplace as collegial than Caucasians/whites (see Figure 57b below).



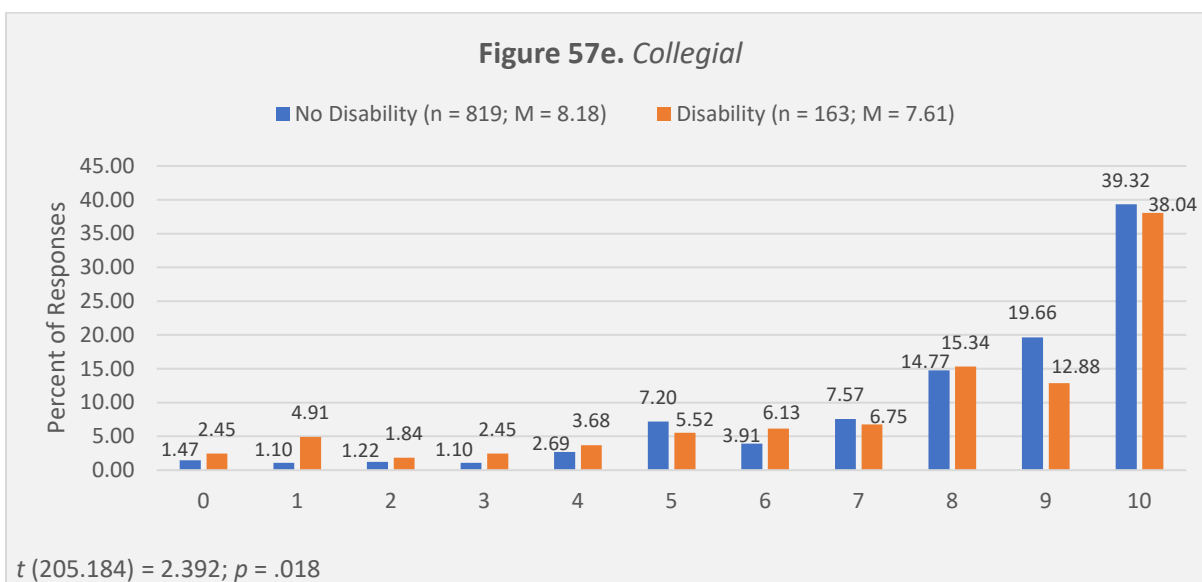
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 57c below).



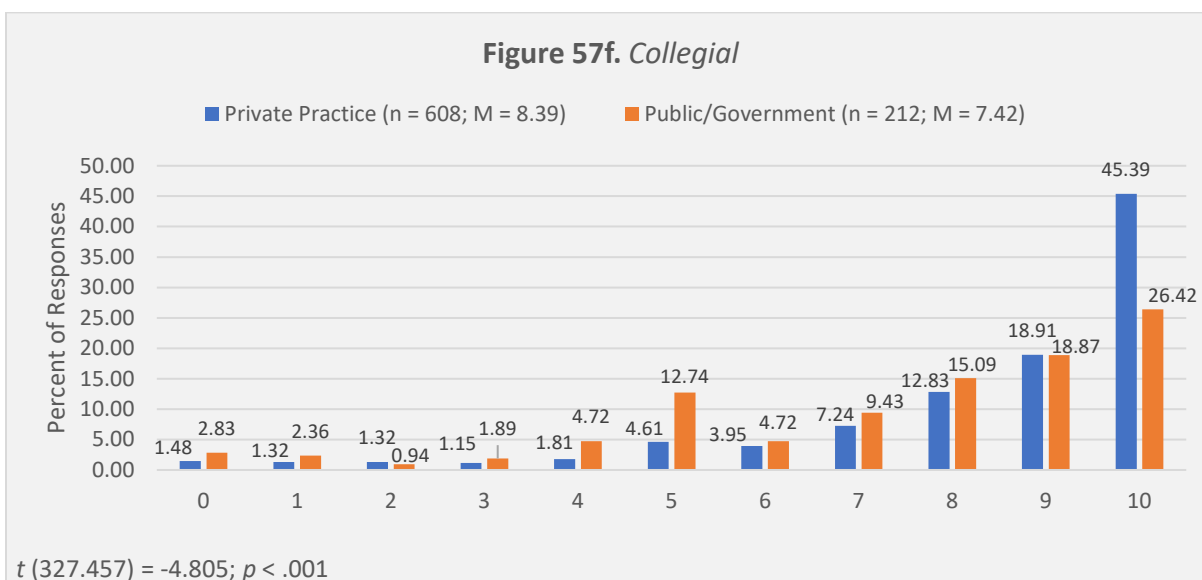
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 57d below).



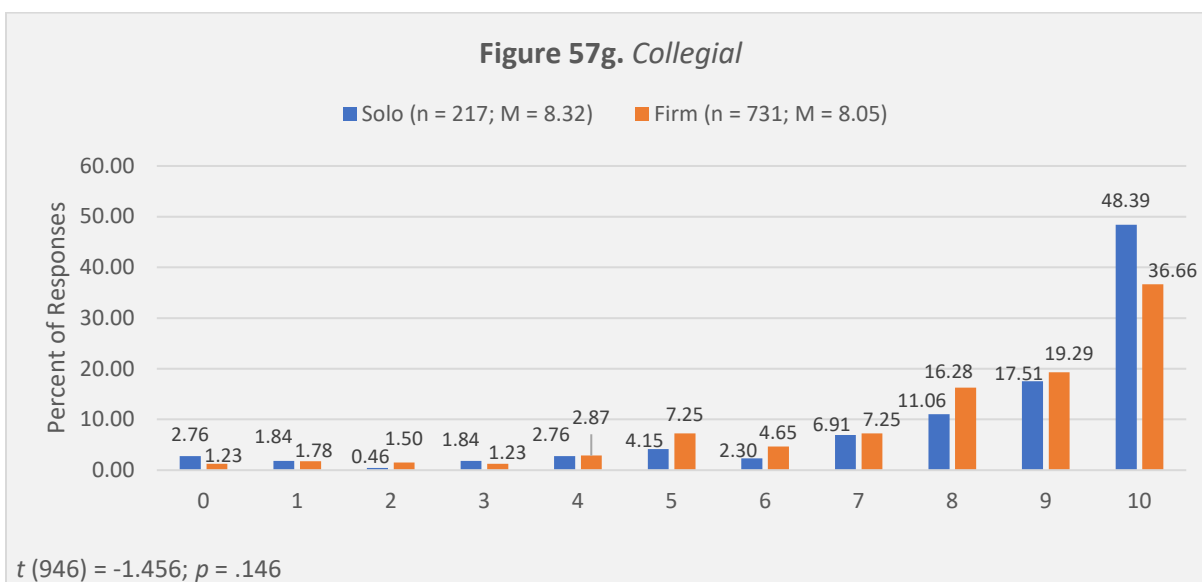
Those with a disability were statistically lower on rating their current or most recent workplace as collegial than those without a disability (see Figure 57e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as collegial than those in private practice (see Figure 57f below).

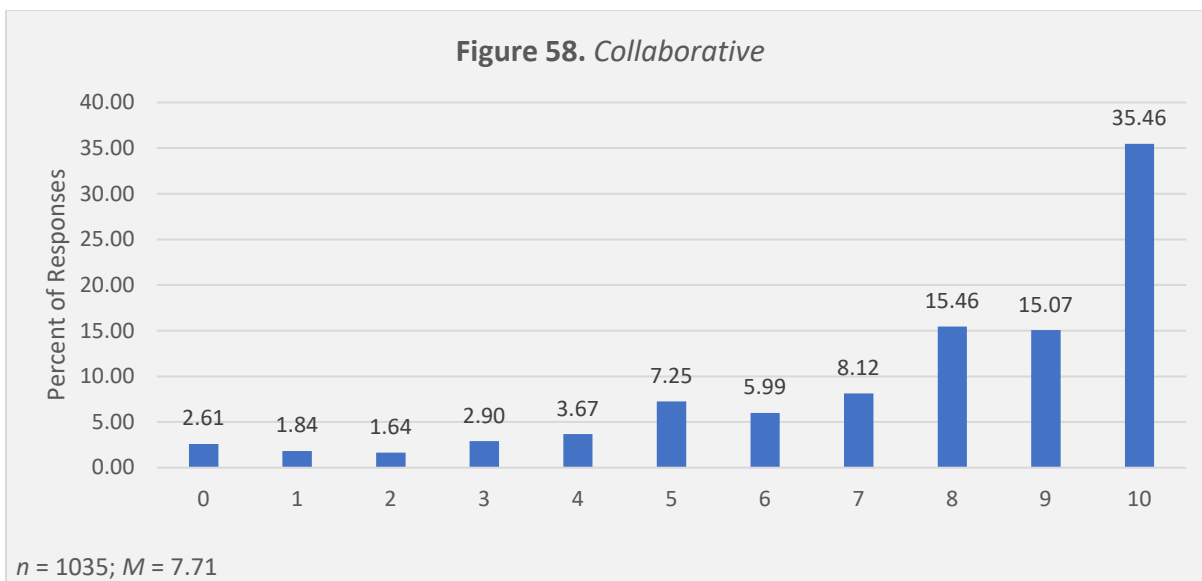


Differences between those in firms and solo practitioners were not statistically significant (see Figure 57g below).

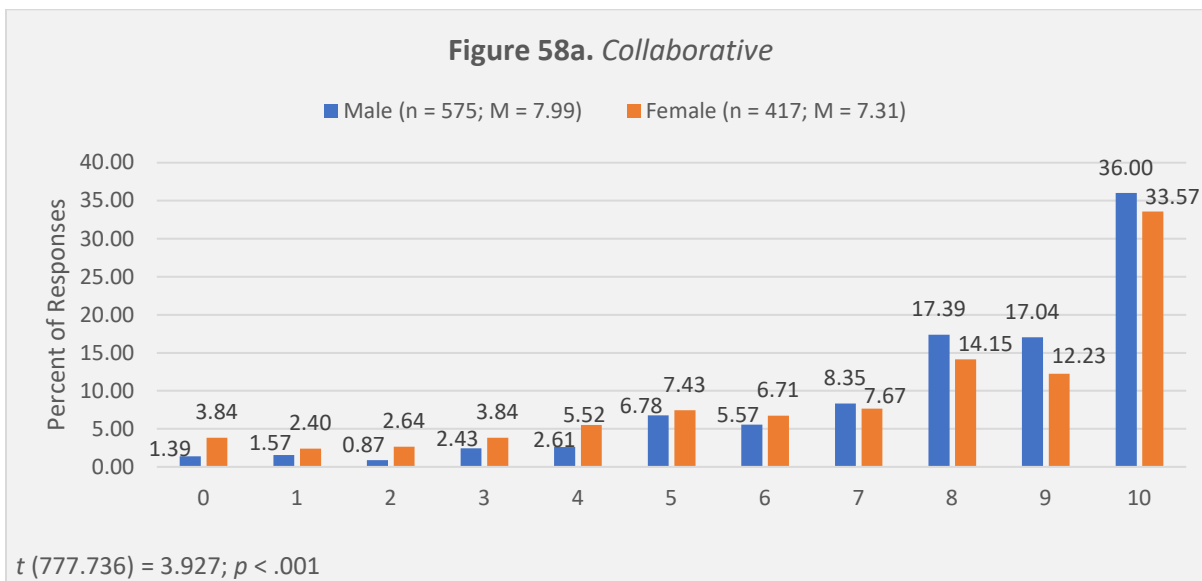


### Item 5. Collaborative

The average rating for collaborative was 7.71, with 35.46% of respondents rating their current or most recent workplace a 10 (see Figure 58 below).

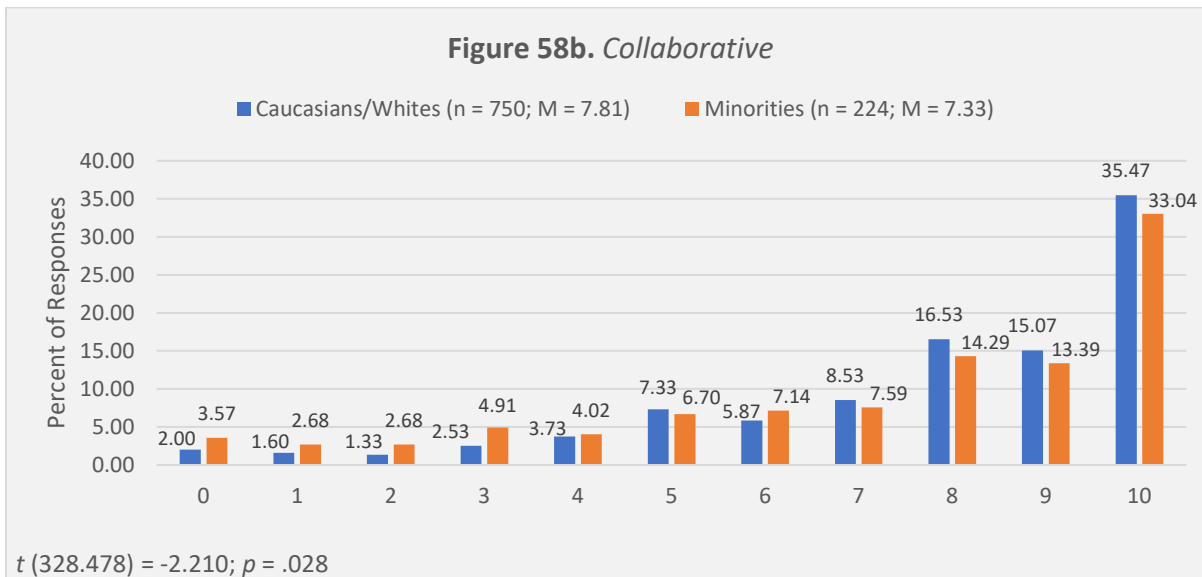


Further analyses revealed females were statistically lower on rating their current or most recent workplace as collaborative than males (see Figure 58a below).

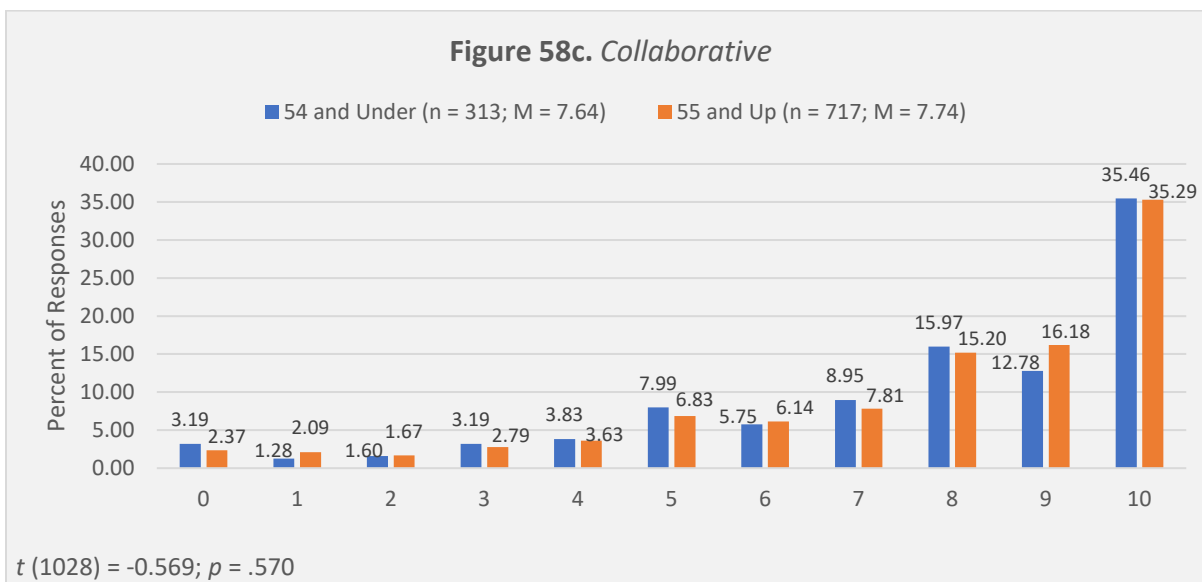




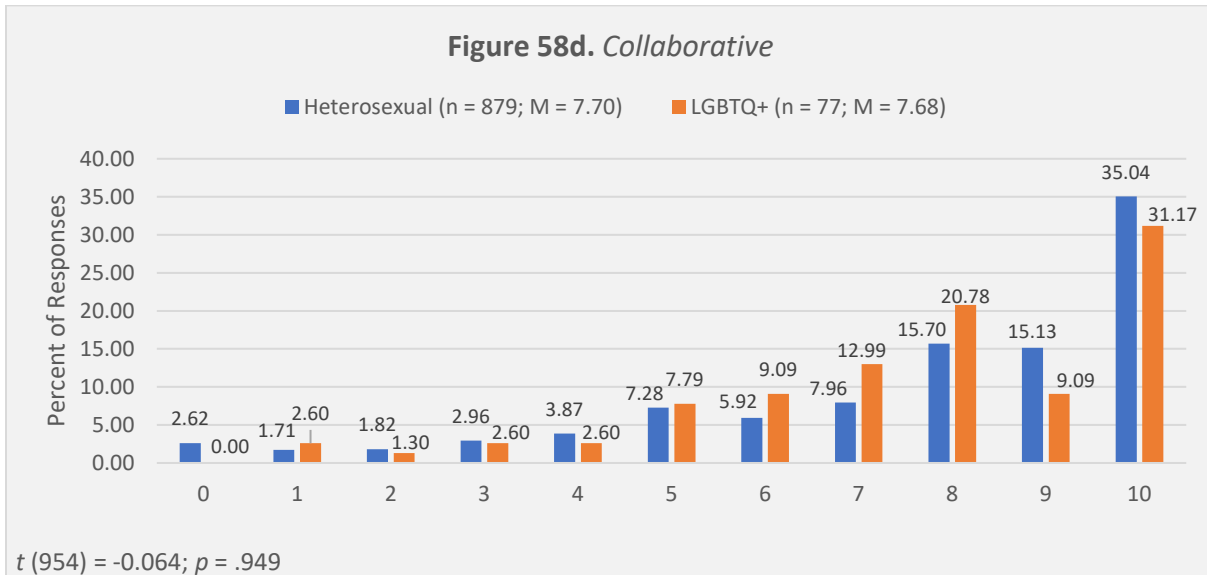
Minorities were statistically lower on rating their current or most recent workplace as collaborative than Caucasians/whites (see Figure 58b below).



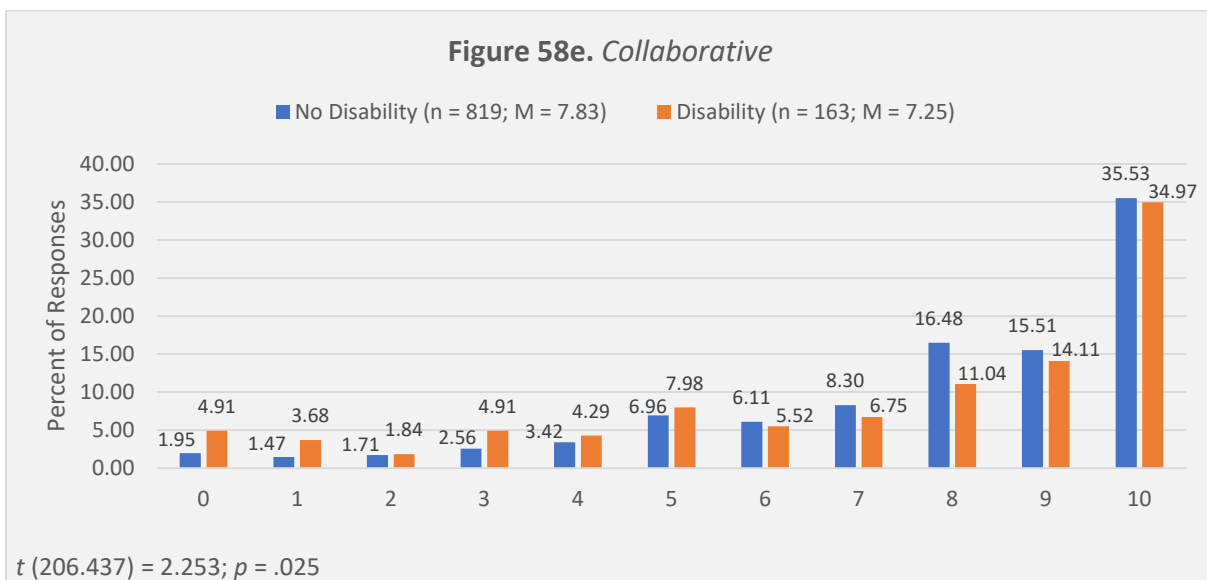
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 58c below).



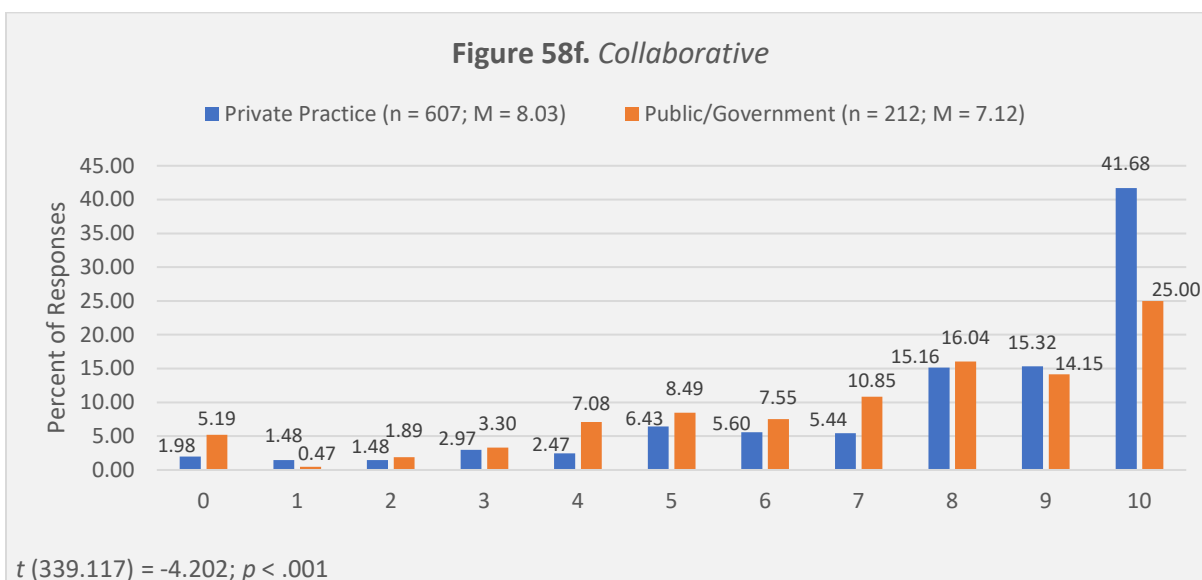
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 58d below).



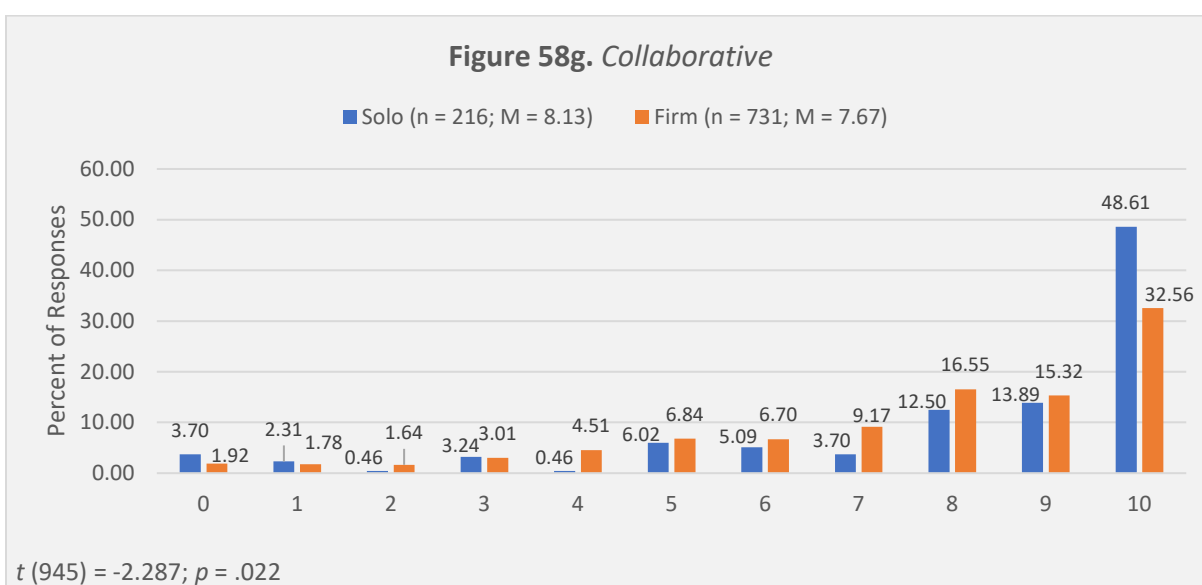
Those with a disability were statistically lower on rating their current or most recent workplace as collaborative than those without a disability (see Figure 58e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as collaborative than those in private practice (see Figure 58f below).

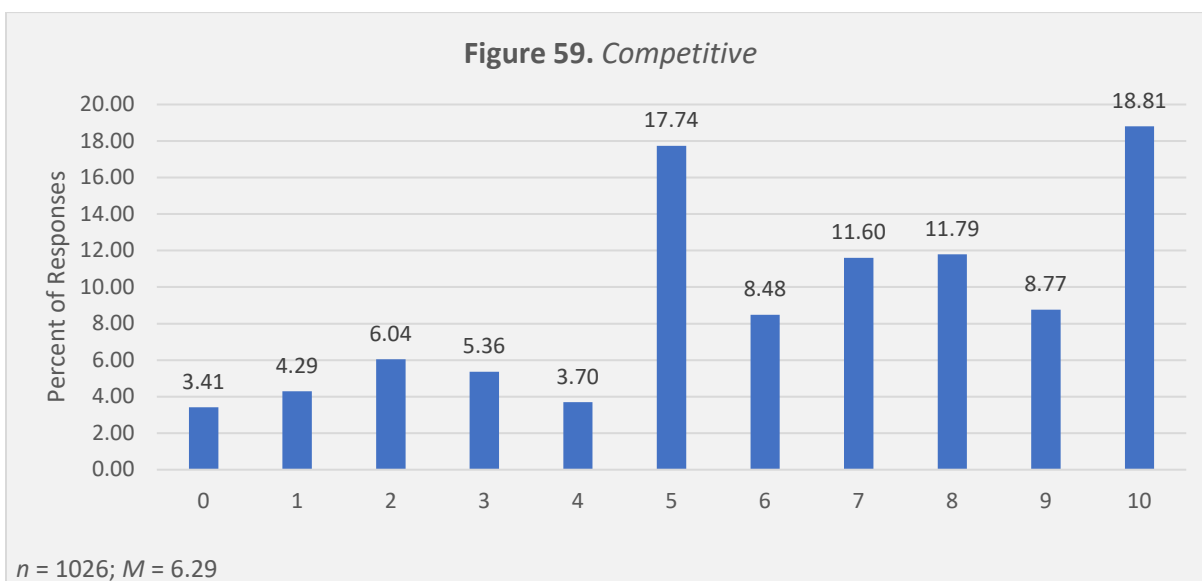


Those in firms were statistically lower on rating their current or most recent workplace as collaborative than solo practitioners (see Figure 58g below).

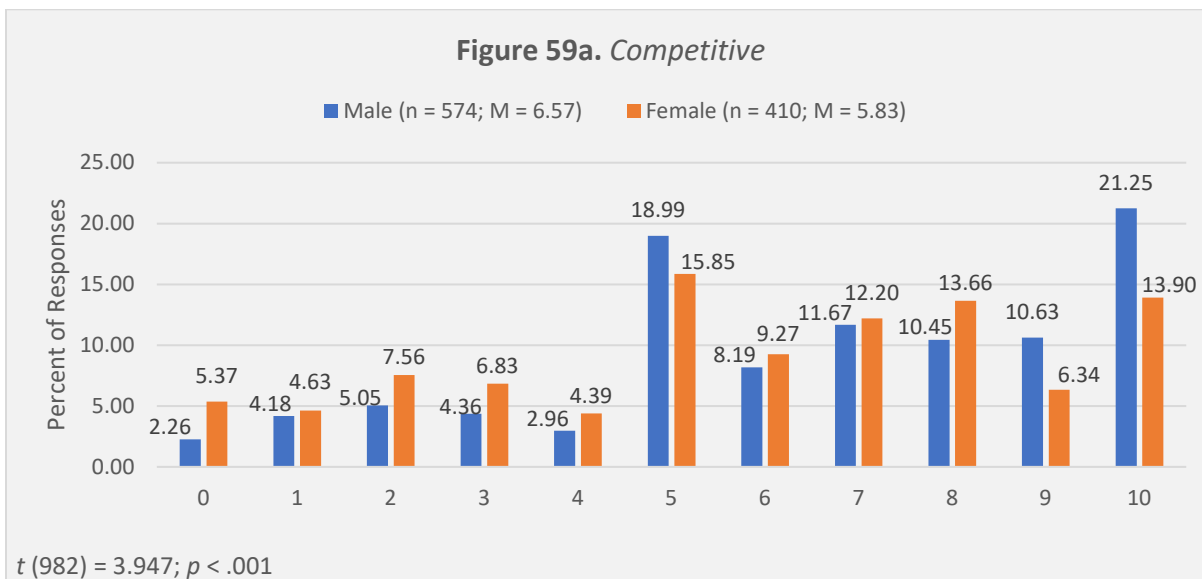


### Item 6. Competitive

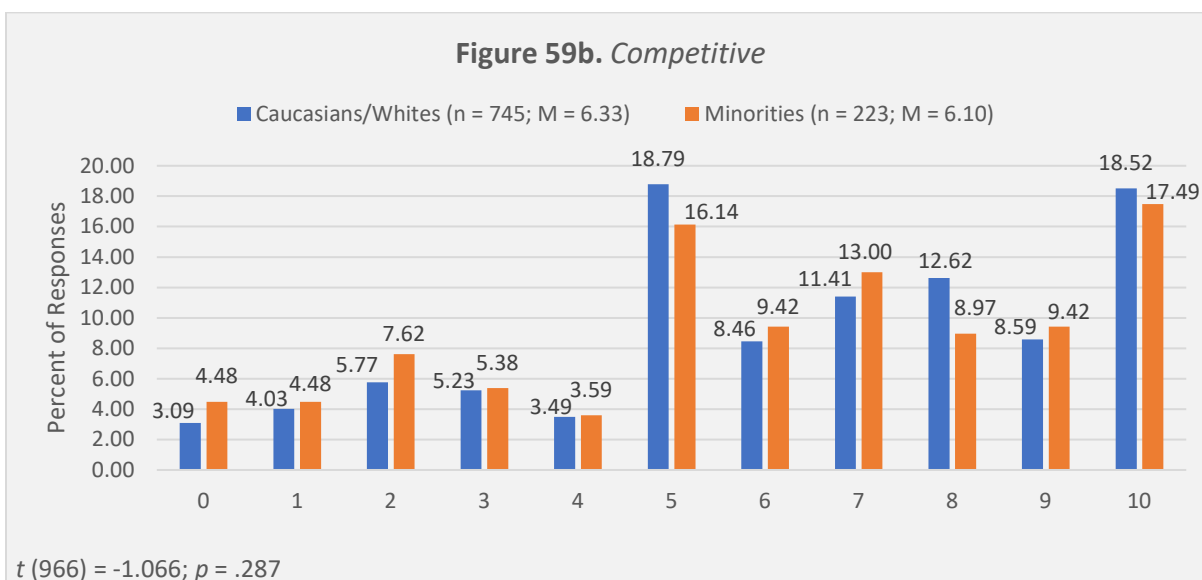
The average rating for competitive was 6.29, with 18.81% of respondents rating their current or most recent workplace a 10 (see Figure 59 below).



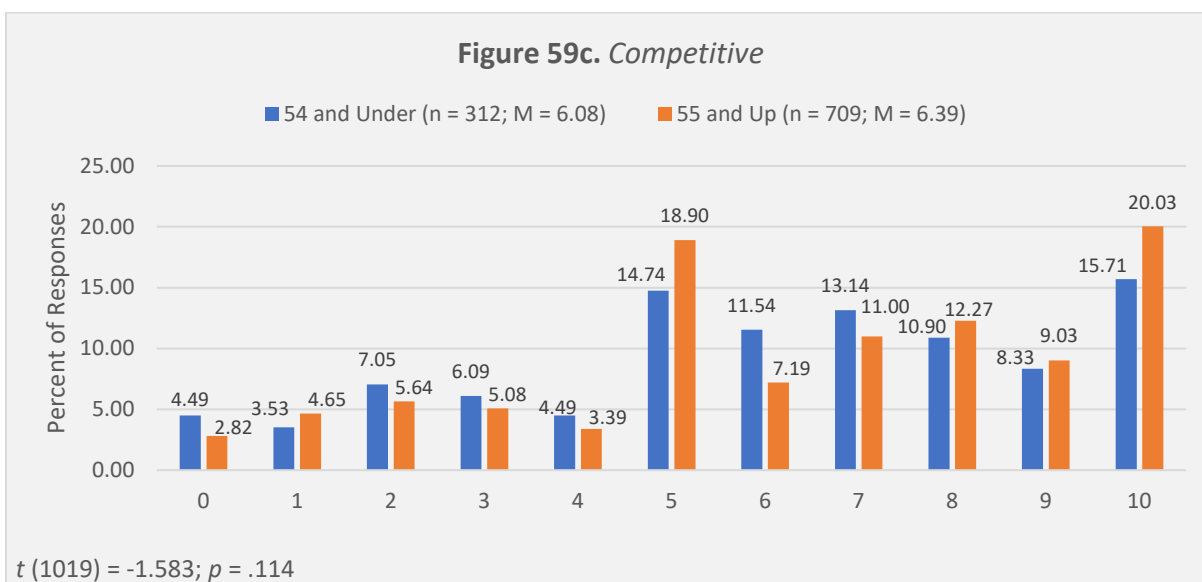
Further analyses revealed females were statistically lower on rating their current or most recent workplace as competitive than males (see Figure 59a below).



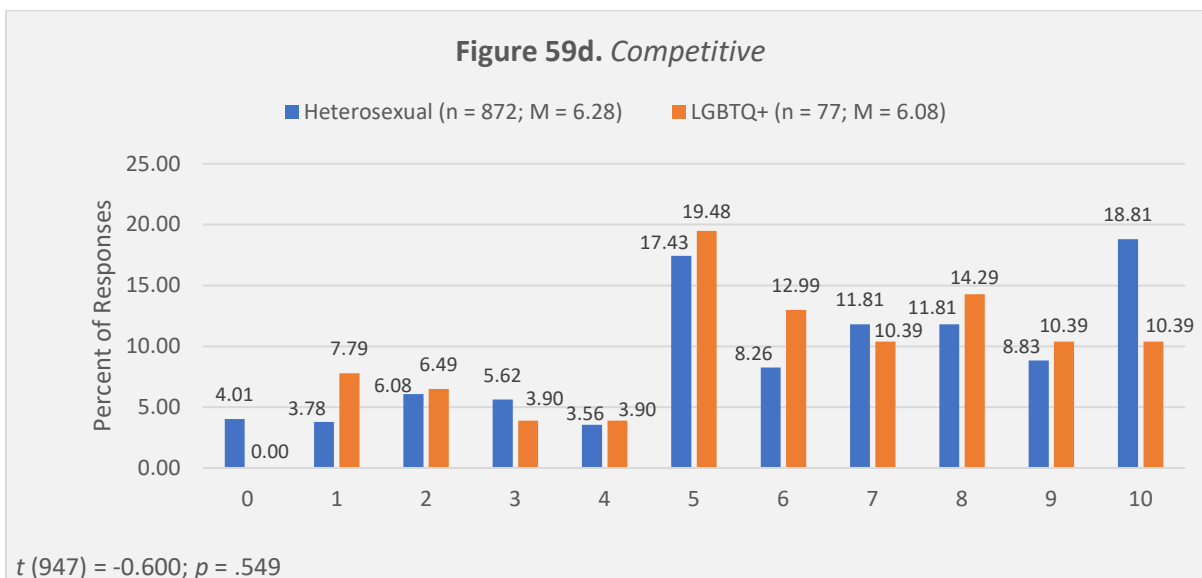
Differences between minorities and Caucasians/whites were not statistically significant (see Figure 59b below).



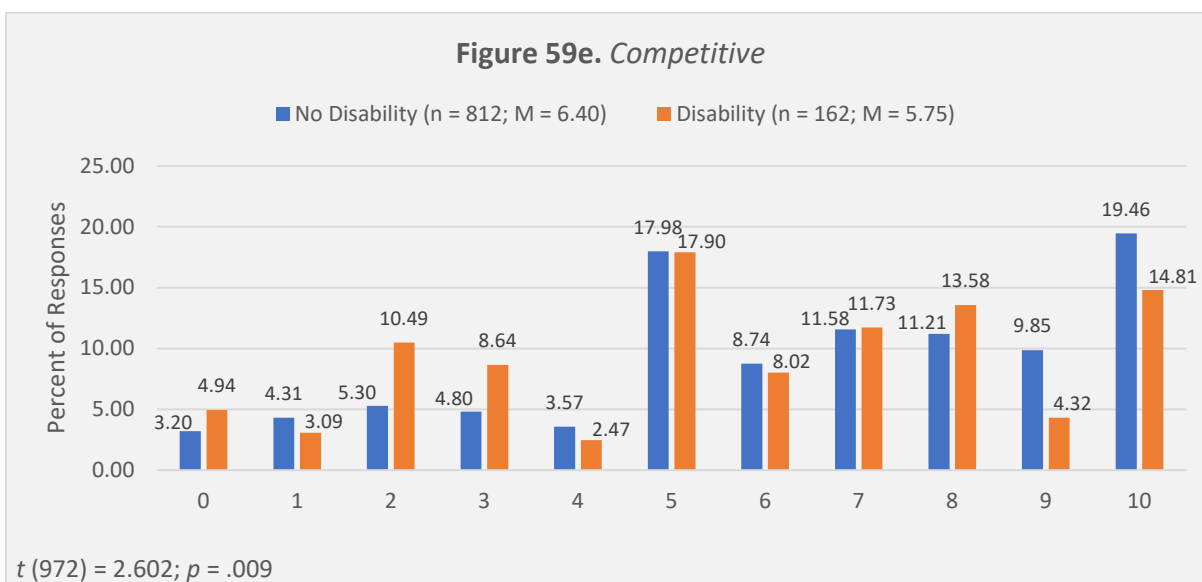
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 59c below).



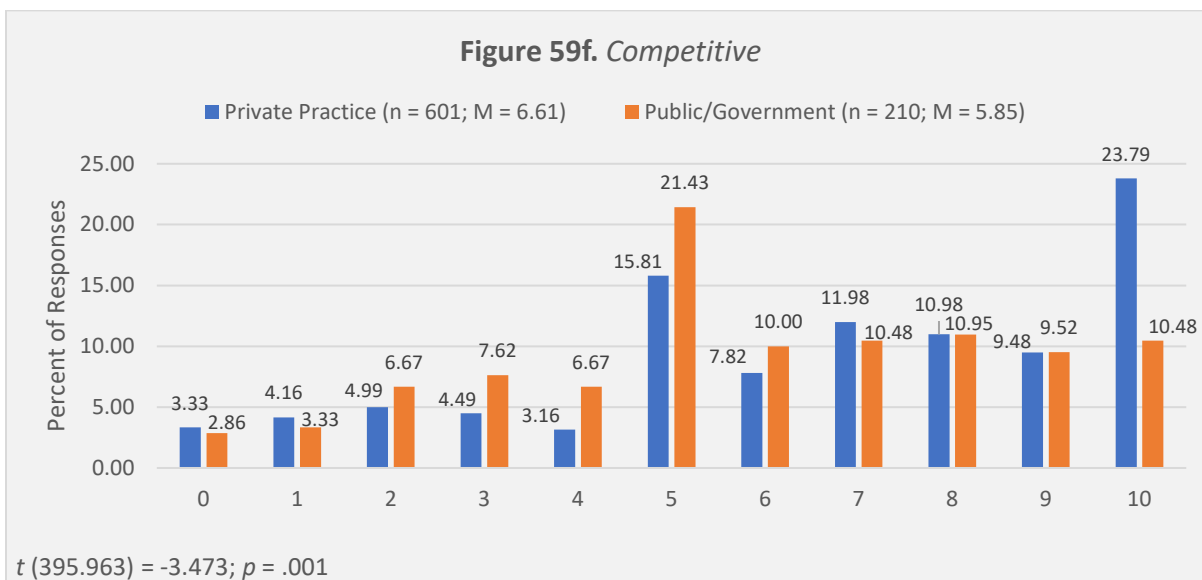
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 59d below).



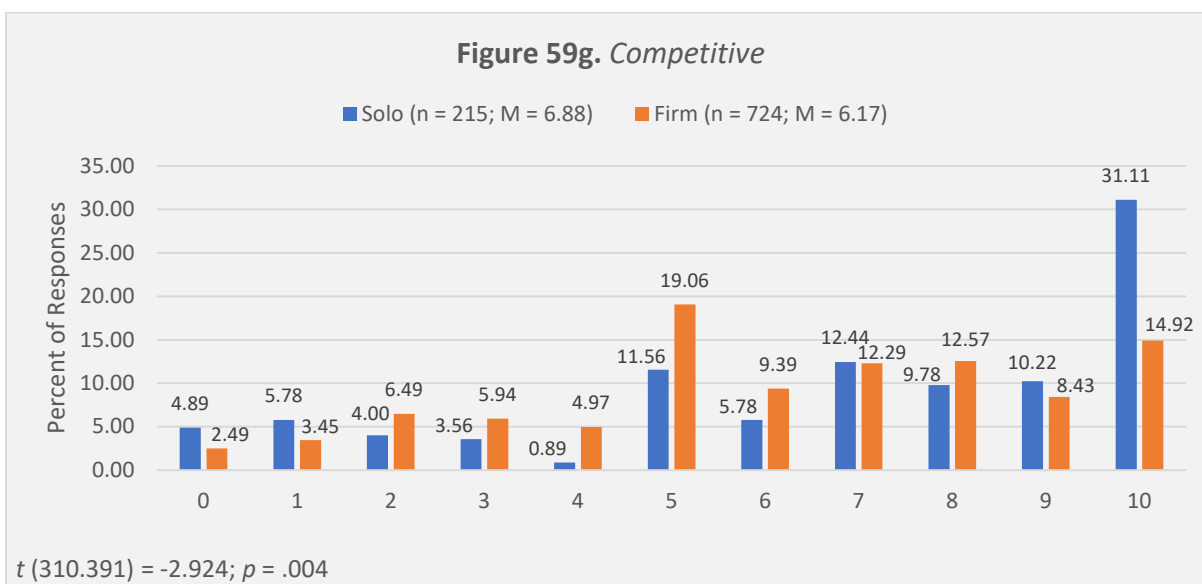
Those with a disability were statistically lower on rating their current or most recent workplace as competitive than those without a disability (see Figure 59e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as competitive than those in private practice (see Figure 59f below).

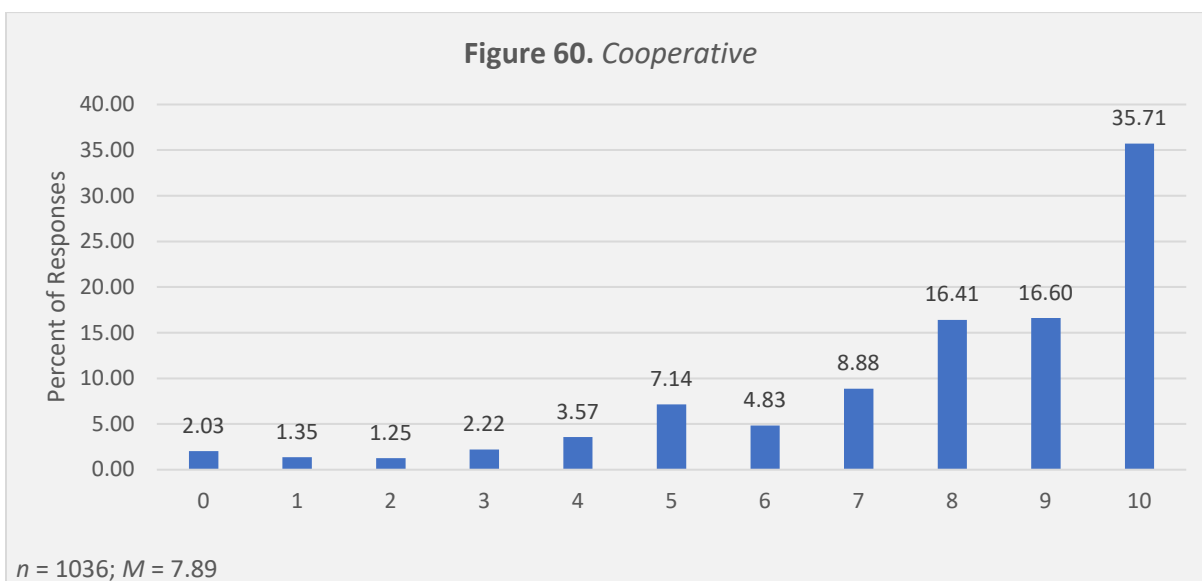


Those in firms were statistically lower on rating their current or most recent workplace as competitive than solo practitioners (see Figure 59g below).

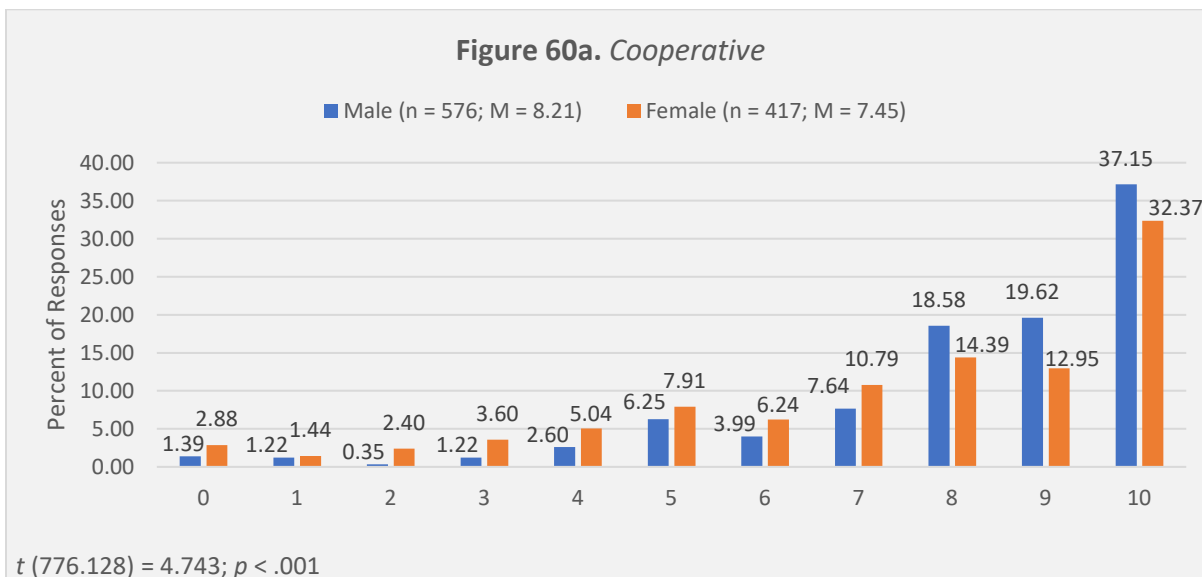


### Item 7. Cooperative

The average rating for cooperative was 7.89, with 35.71% of respondents rating their current or most recent workplace a 10 (see Figure 60 below).

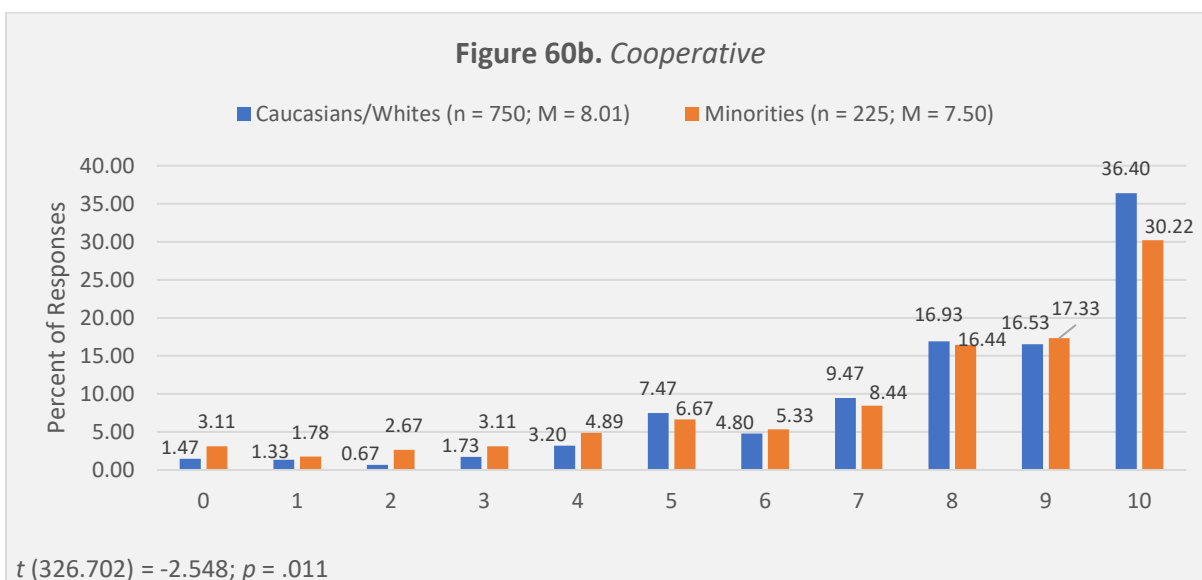


Further analyses revealed females were statistically lower on rating their current or most recent workplace as cooperative than males (see Figure 60a below).

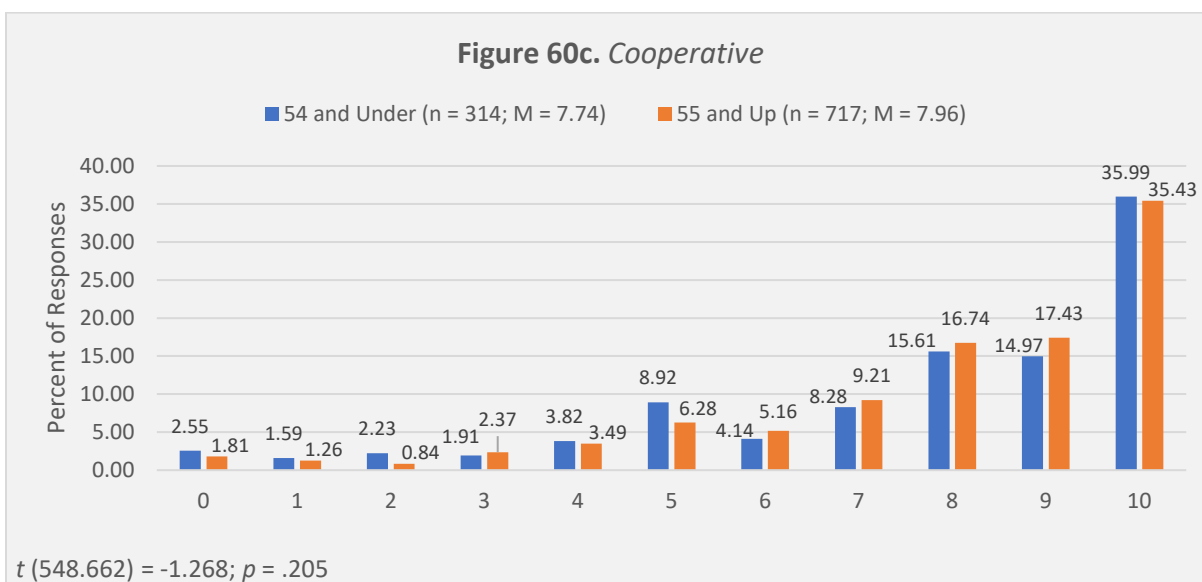




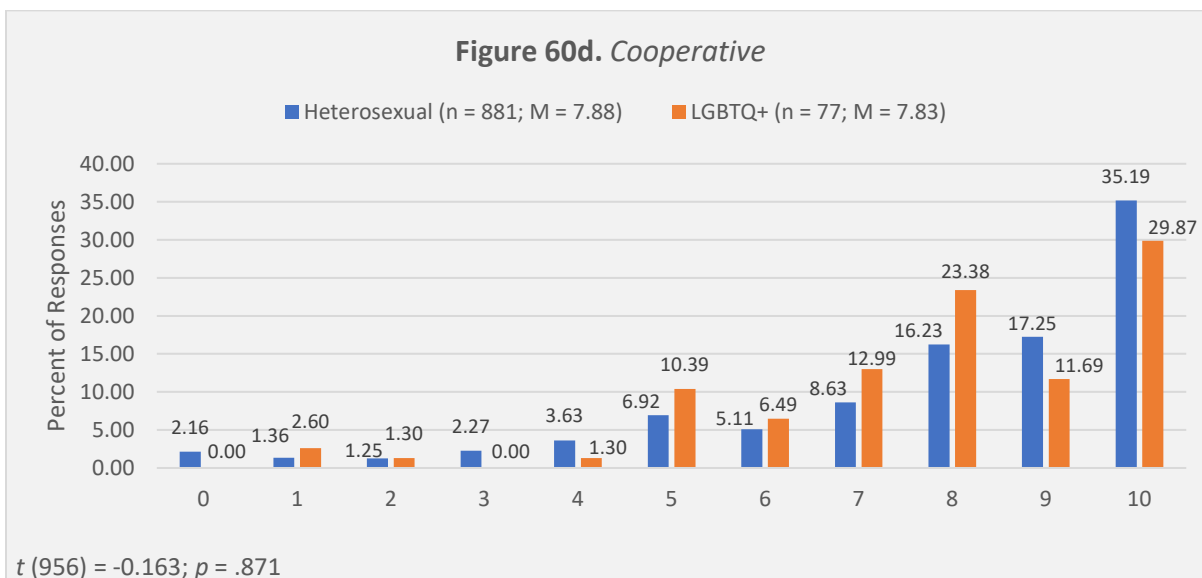
Minorities were statistically lower on rating their current or most recent workplace as cooperative than Caucasians/whites (see Figure 60b below).



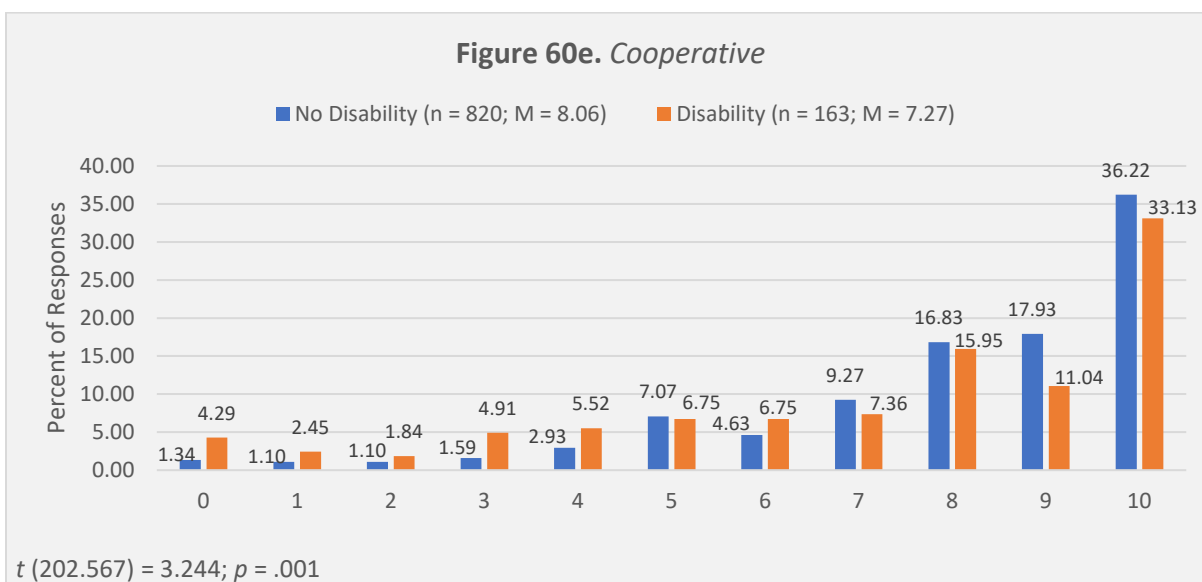
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 60c below).



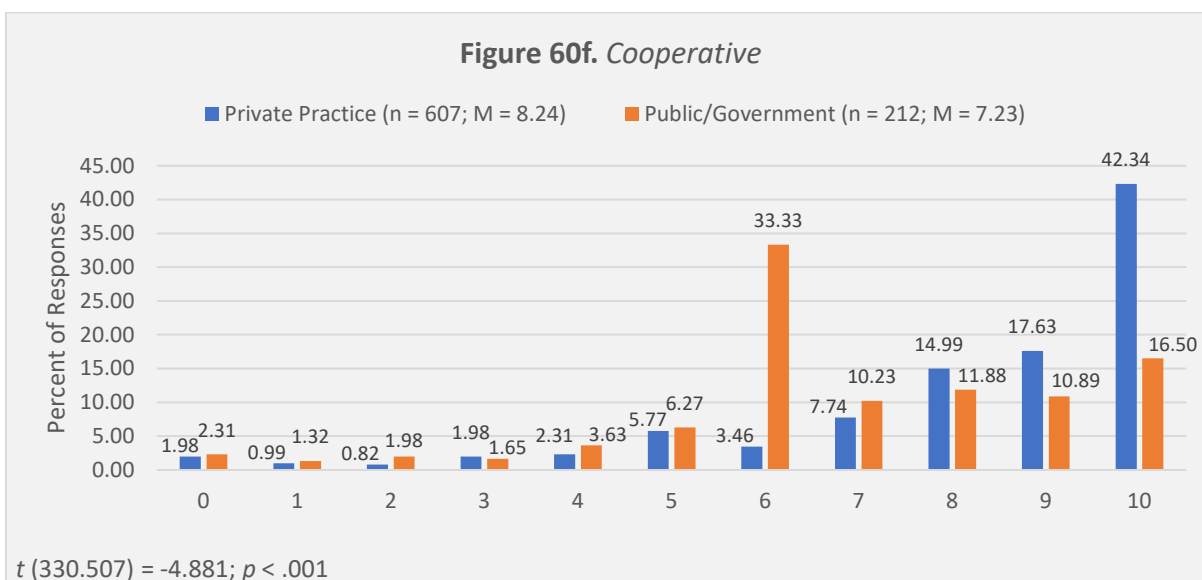
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 60d below).



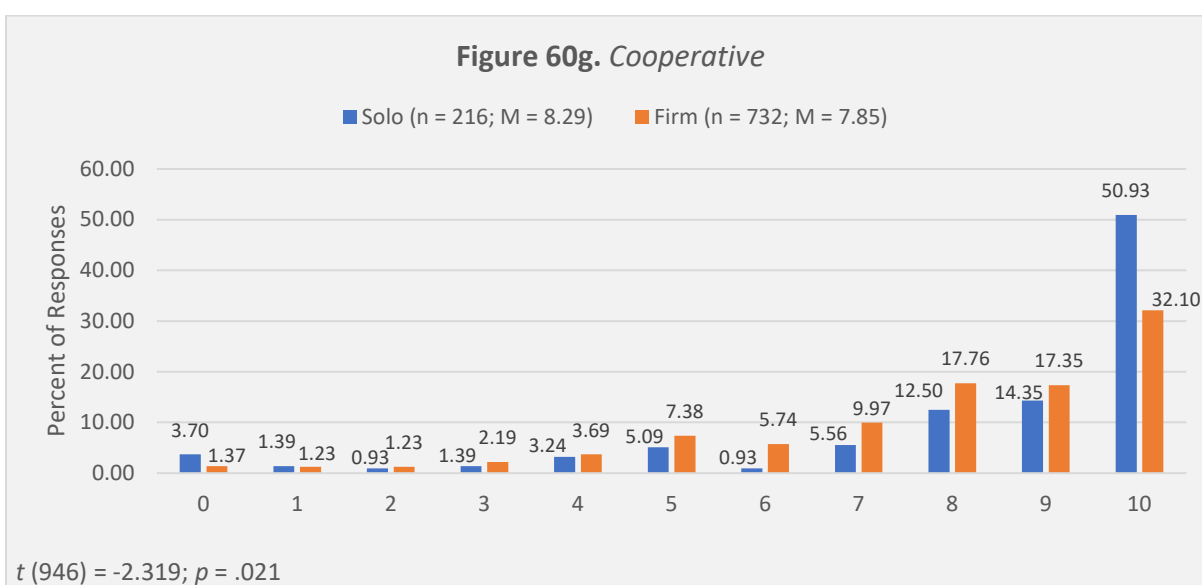
Those with a disability were statistically lower on rating their current or most recent workplace as cooperative than those without a disability (see Figure 60e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as cooperative than those in private practice (see Figure 60f below).

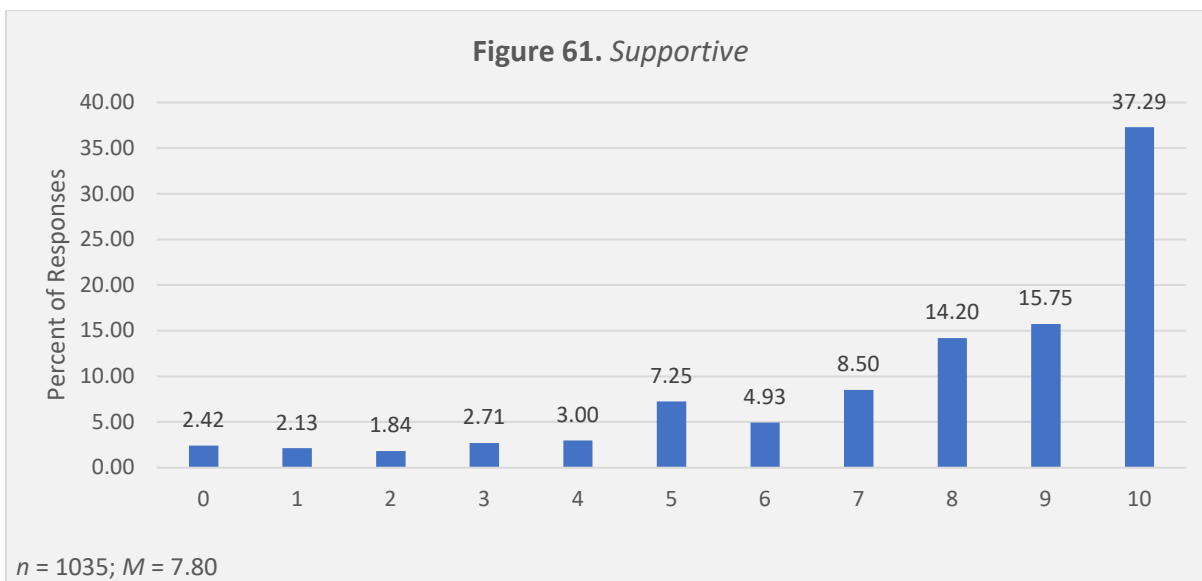


Those in firms were statistically lower on rating their current or most recent workplace as cooperative than solo practitioners (see Figure 60g below).

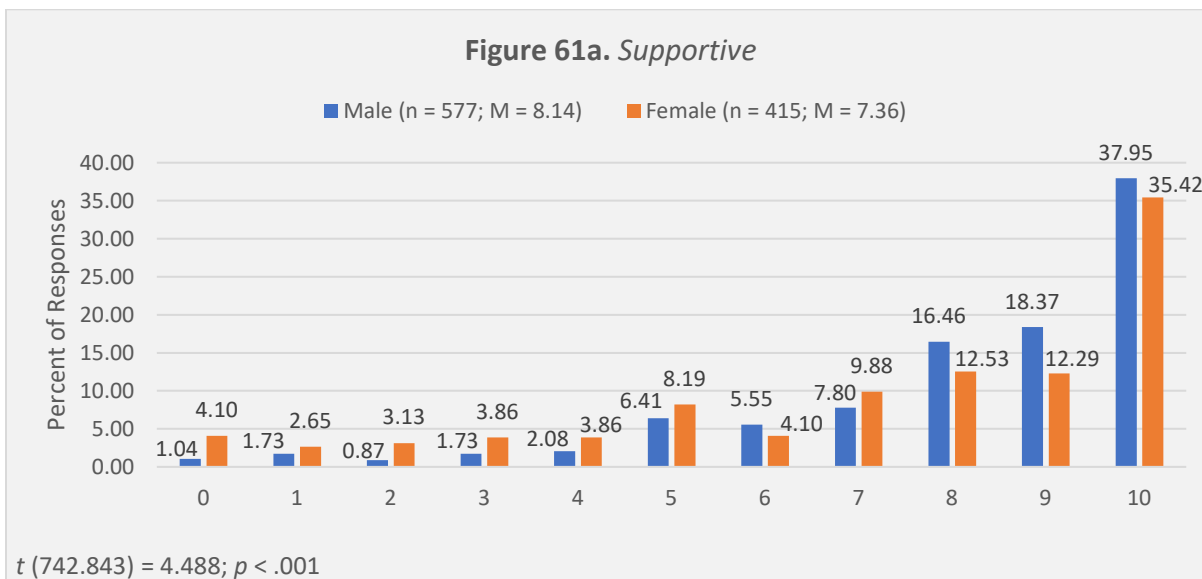


### Item 8. Supportive

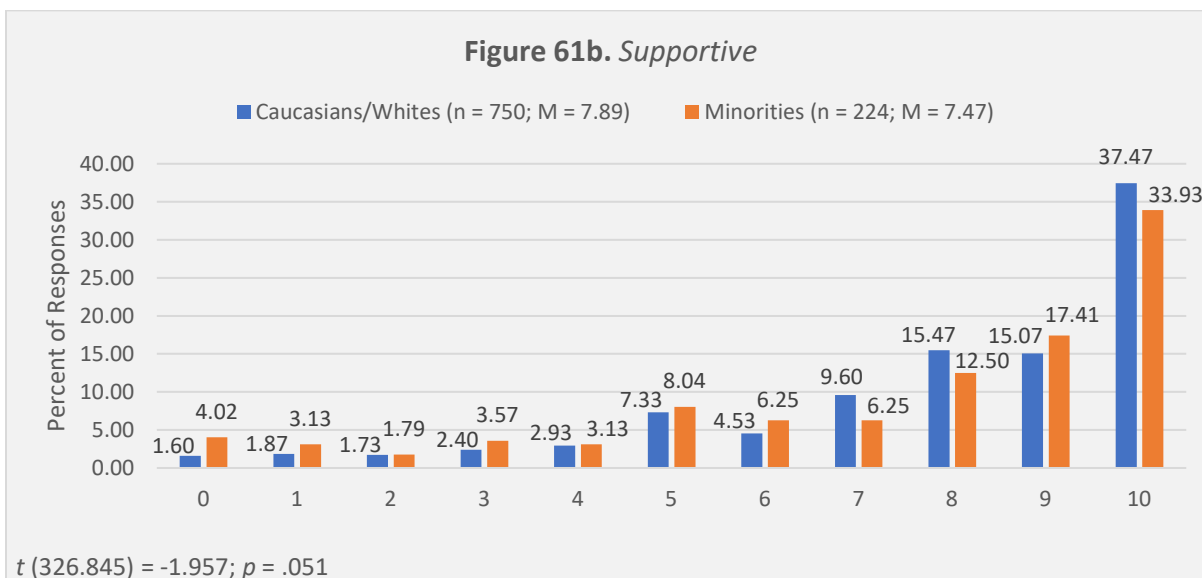
The average rating for supportive was 7.80, with 37.29% of respondents rating their current or most recent workplace a 10 (see Figure 61 below).



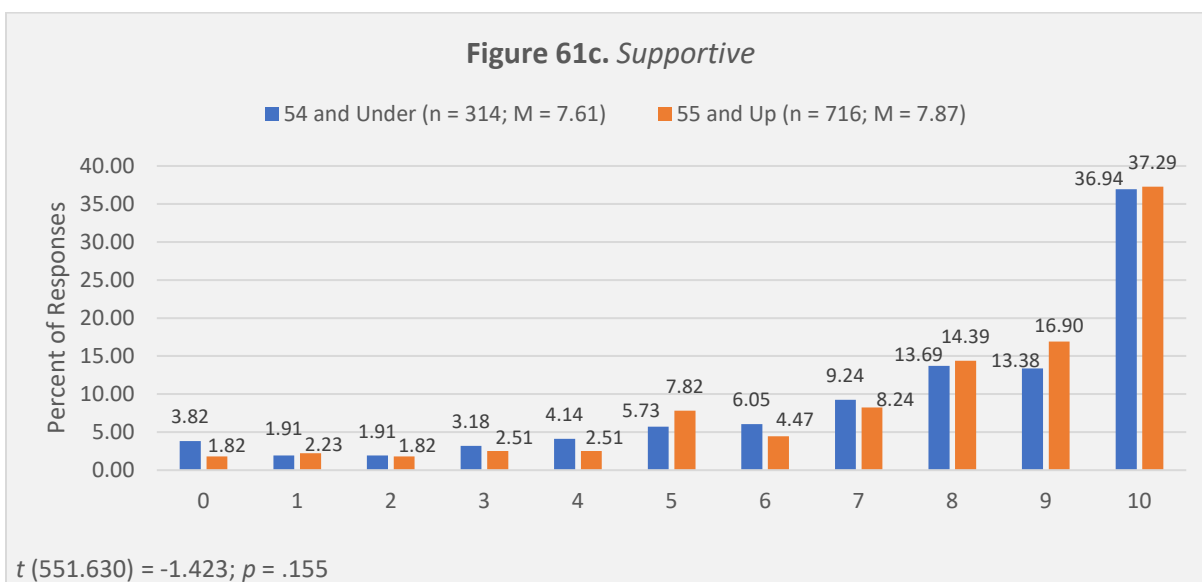
Further analyses revealed females were statistically lower on rating their current or most recent workplace as supportive than males (see Figure 61a below).



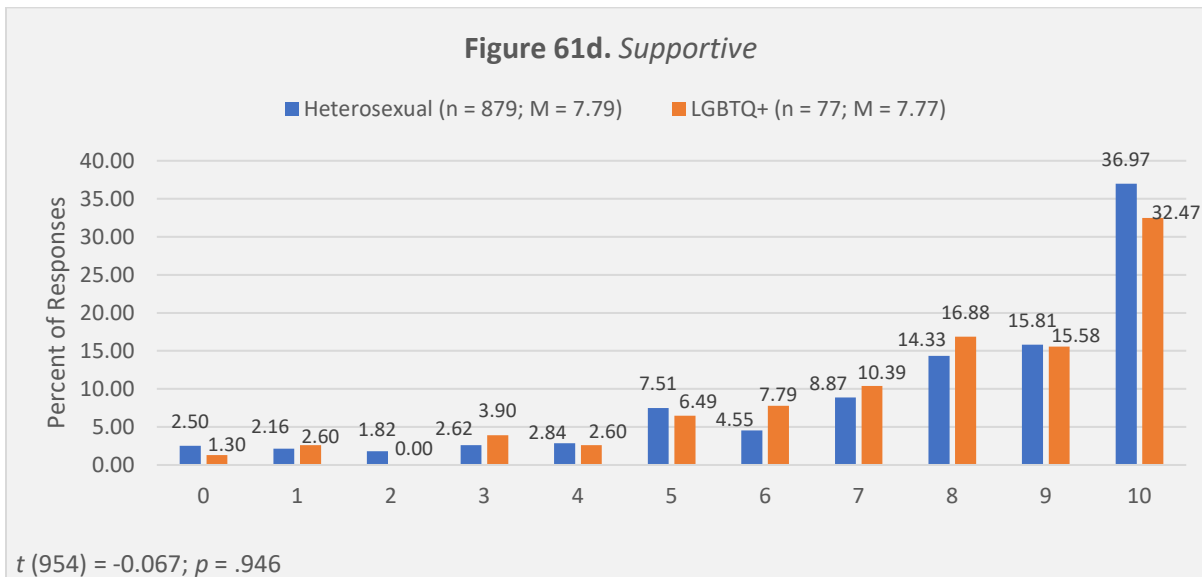
Minorities were marginally lower on rating their current or most recent workplace as supportive than Caucasians/whites (see Figure 61b below).



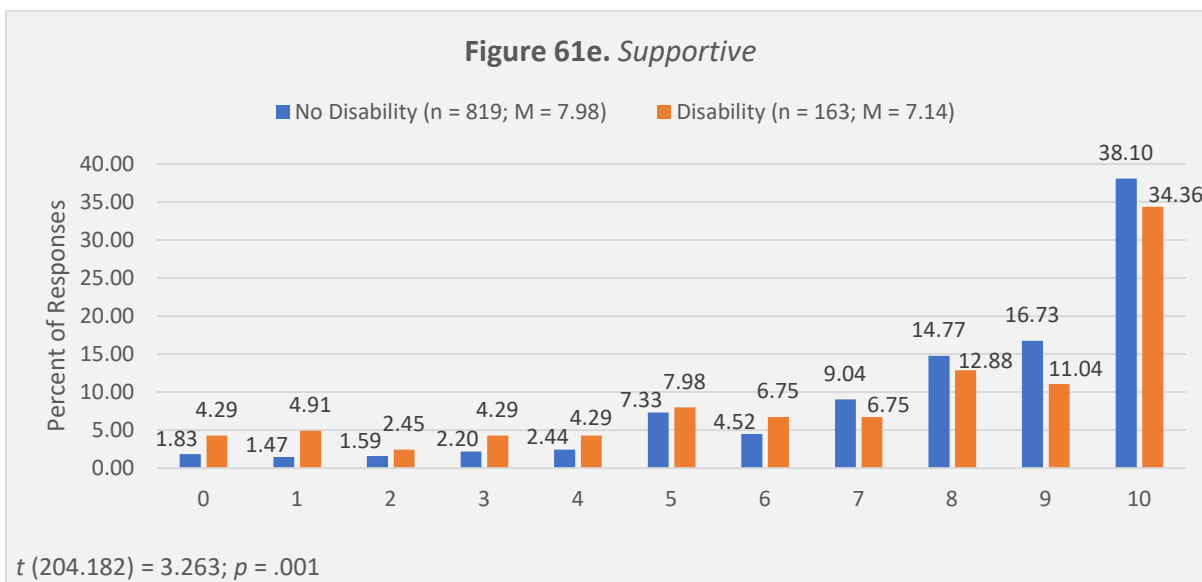
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 61c below).



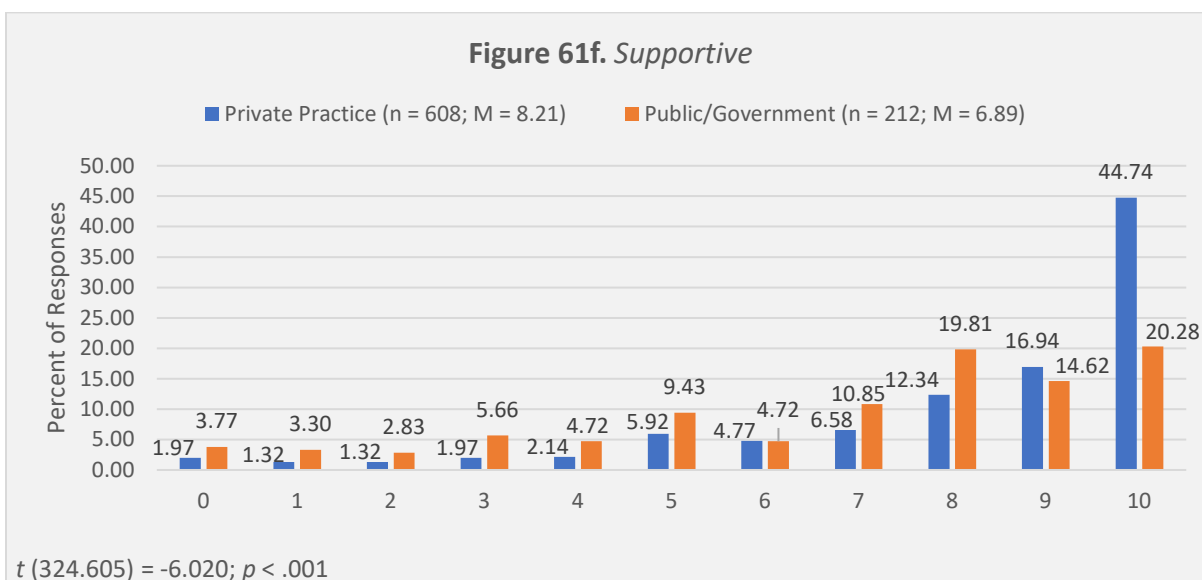
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 61d below).



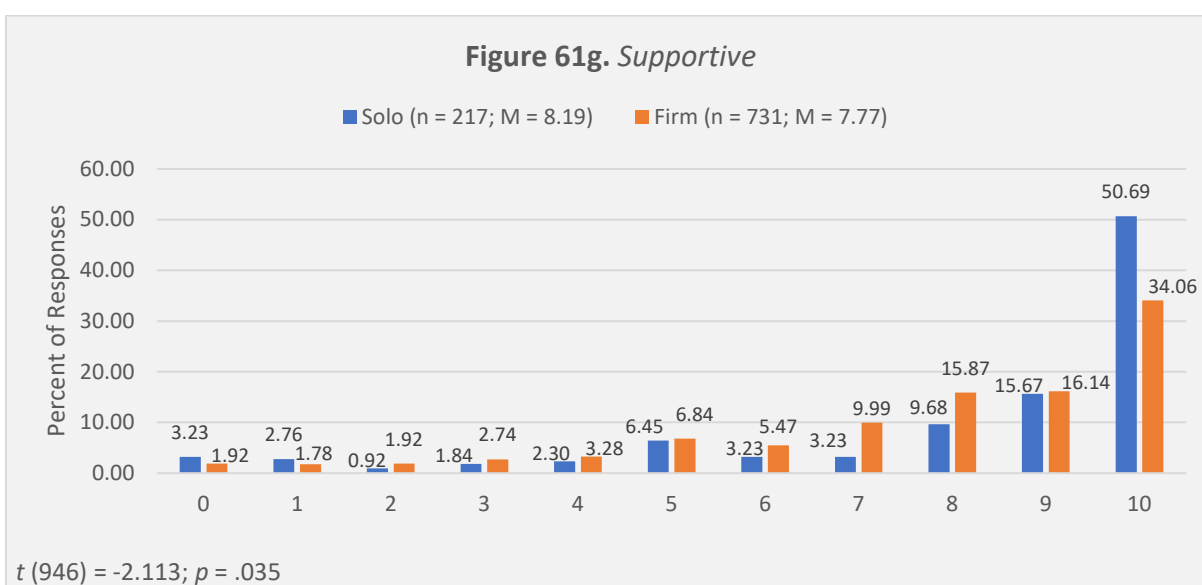
Those with a disability were statistically lower on rating their current or most recent workplace as supportive than those without a disability (see Figure 61e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as supportive than those in private practice (see Figure 61f below).

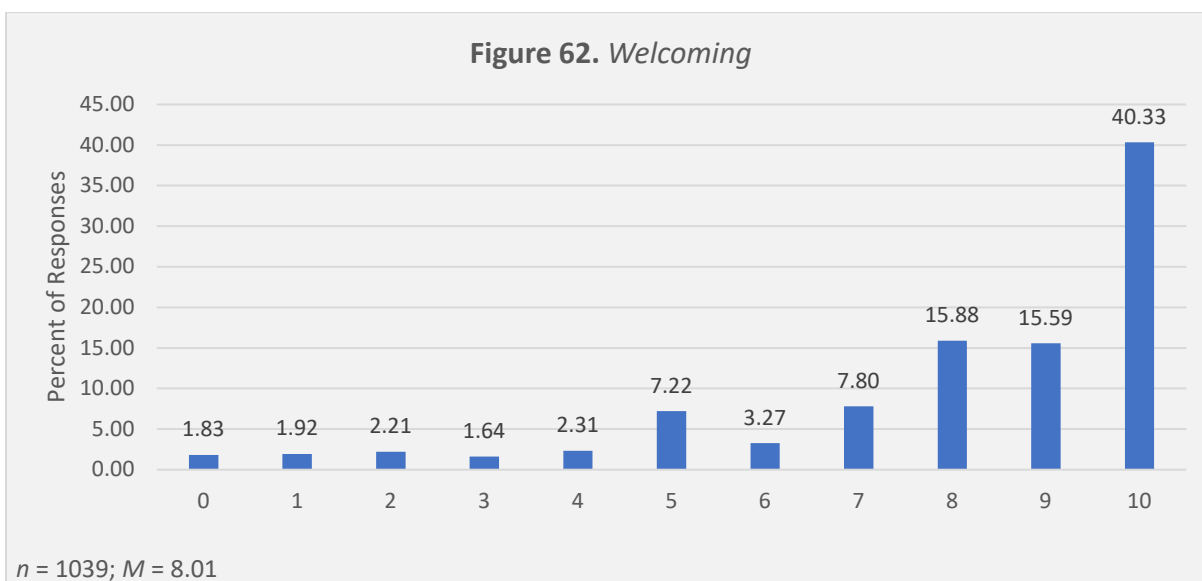


Those in firms were statistically lower on rating their current or most recent workplace as supportive than solo practitioners (see Figure 61g below).

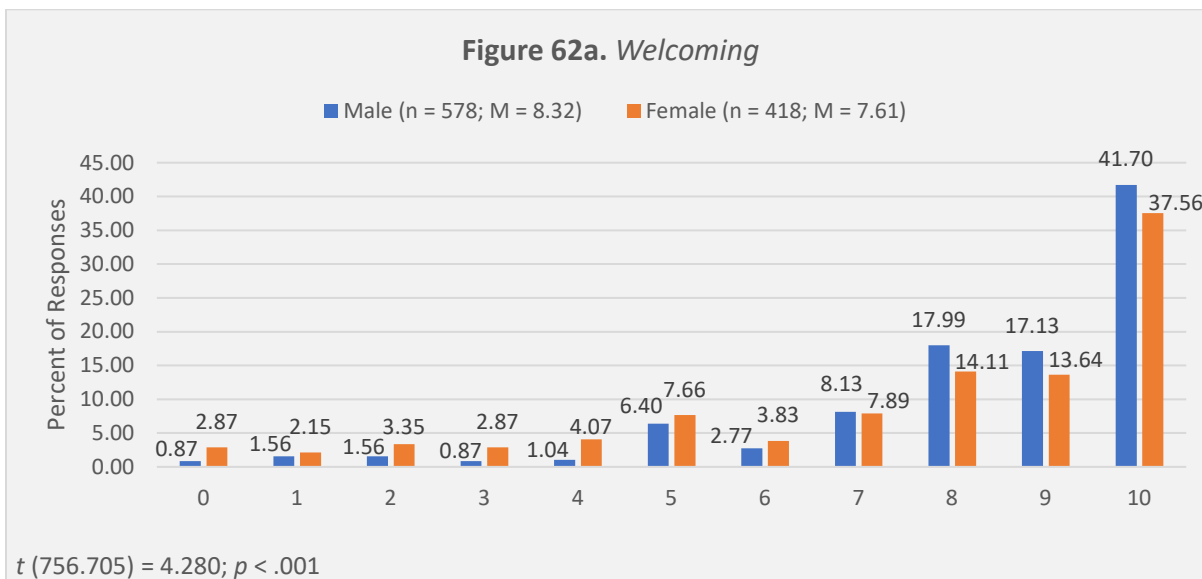


### Item 9. Welcoming

The average rating for welcoming was 8.01, with 40.33% of respondents rating their current or most recent workplace a 10 (see Figure 62 below).

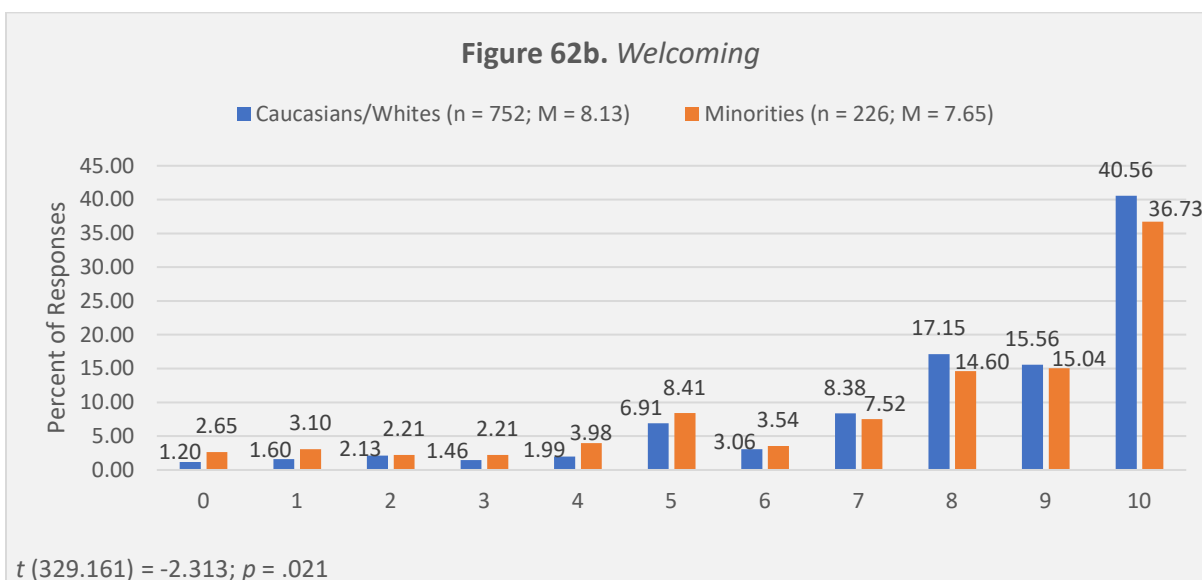


Further analyses revealed females were statistically lower on rating their current or most recent workplace as welcoming than males (see Figure 62a below).

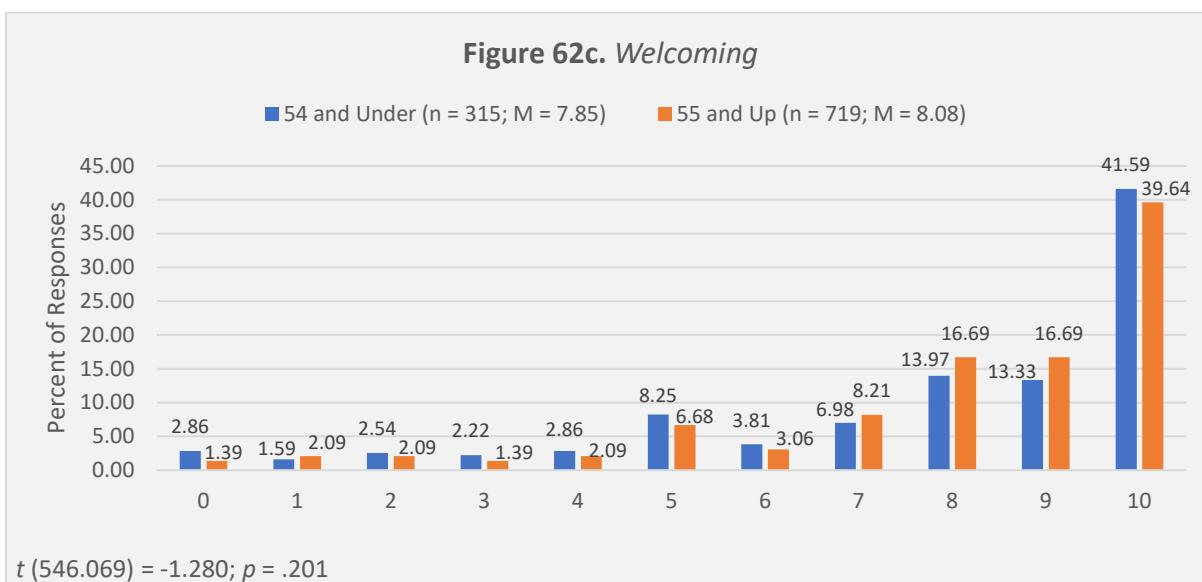




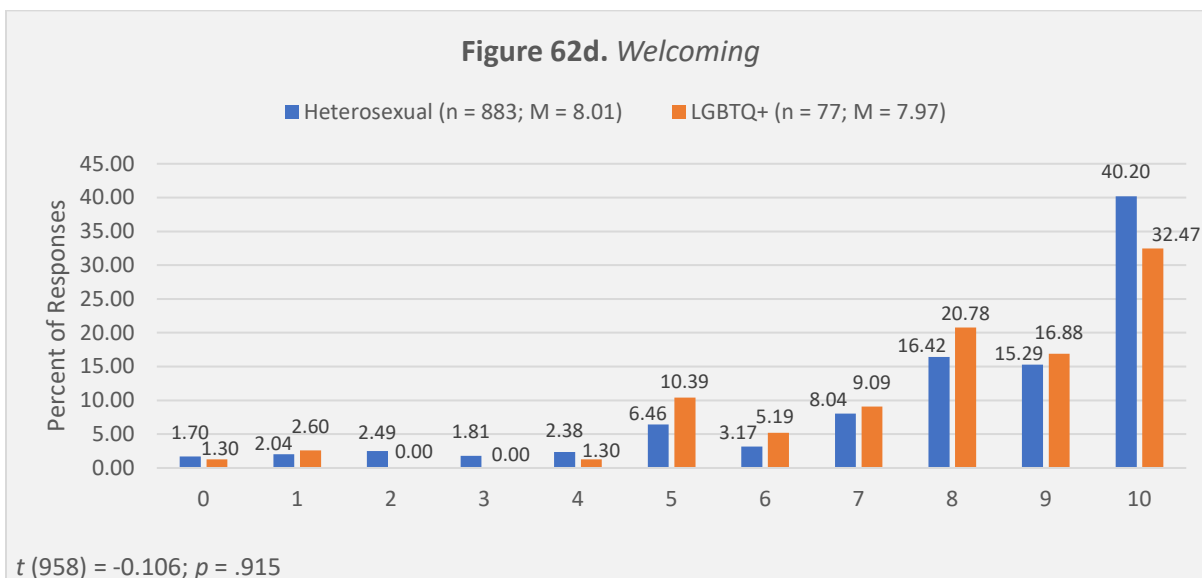
Minorities were statistically lower on rating their current or most recent workplace as welcoming than Caucasians/whites (see Figure 62b below).



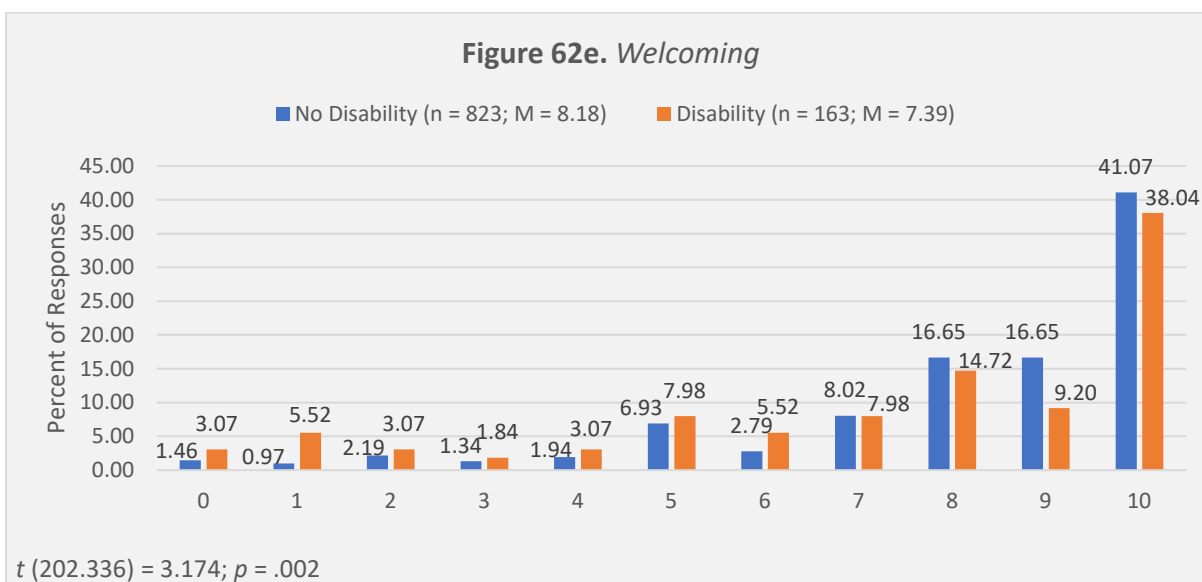
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 62c below).



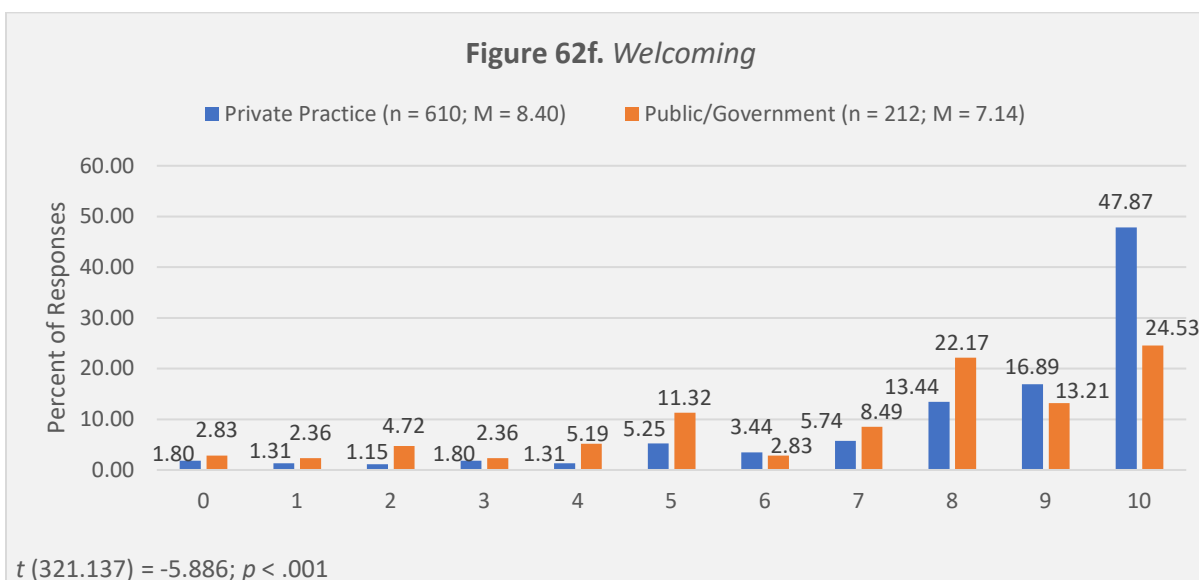
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 62d below).



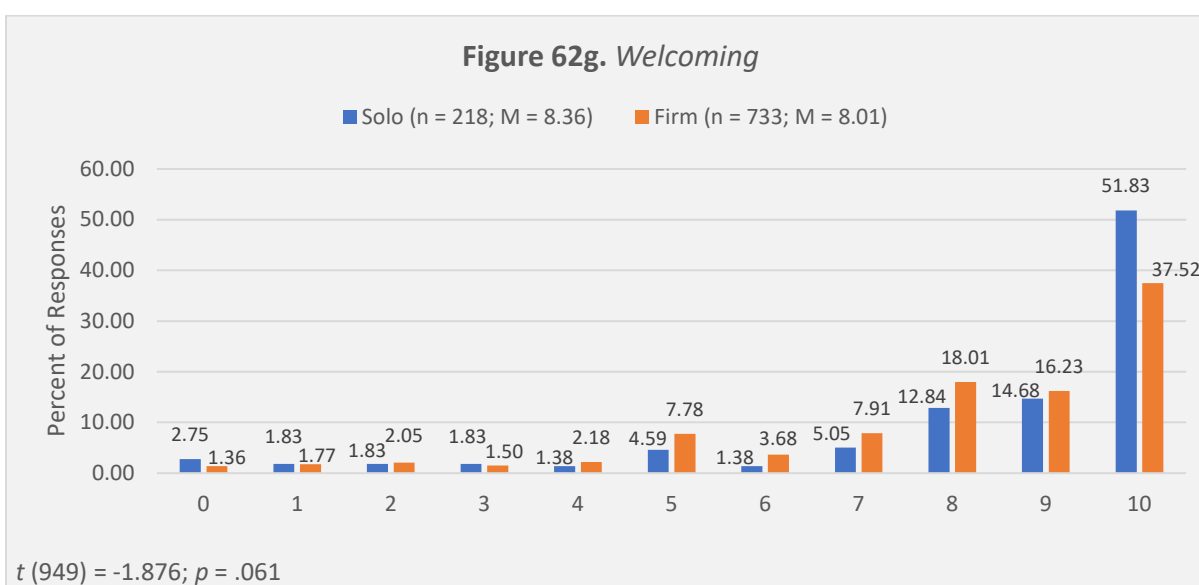
Those with a disability were statistically lower on rating their current or most recent workplace as welcoming than those without a disability (see Figure 62e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as welcoming than those in private practice (see Figure 62f below).

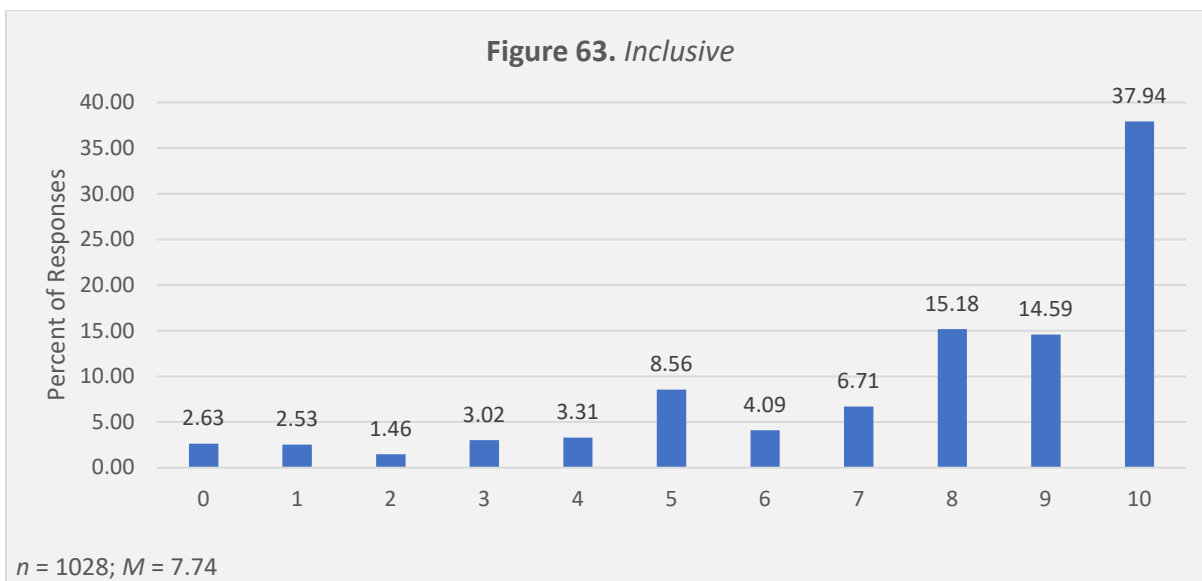


Those in firms were marginally lower on rating their current or most recent workplace as welcoming than solo practitioners (see Figure 62g below).

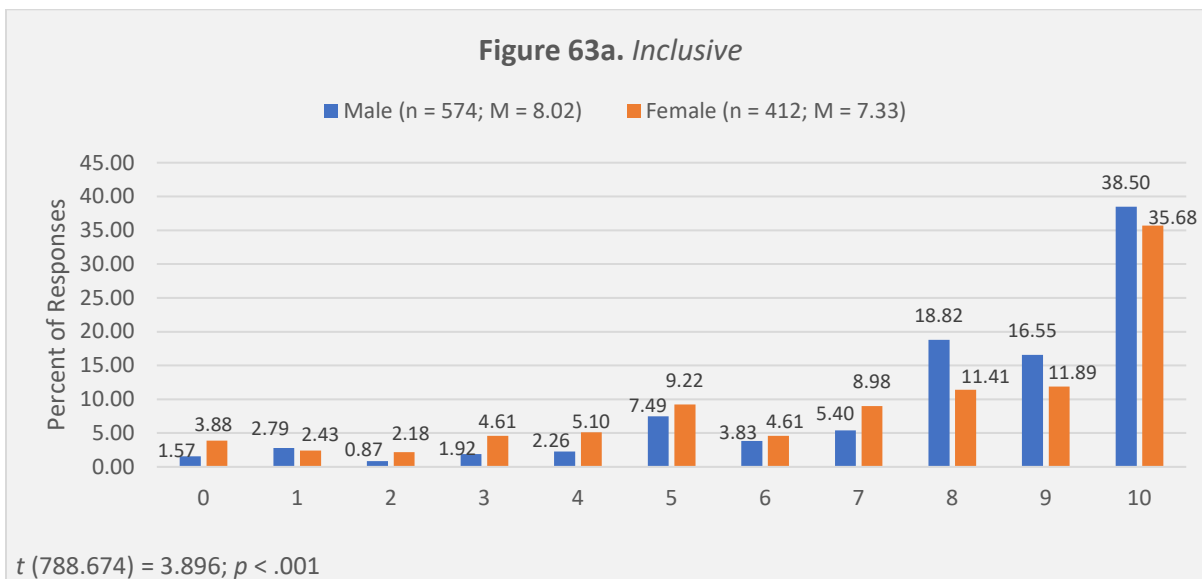


### Item 10. Inclusive

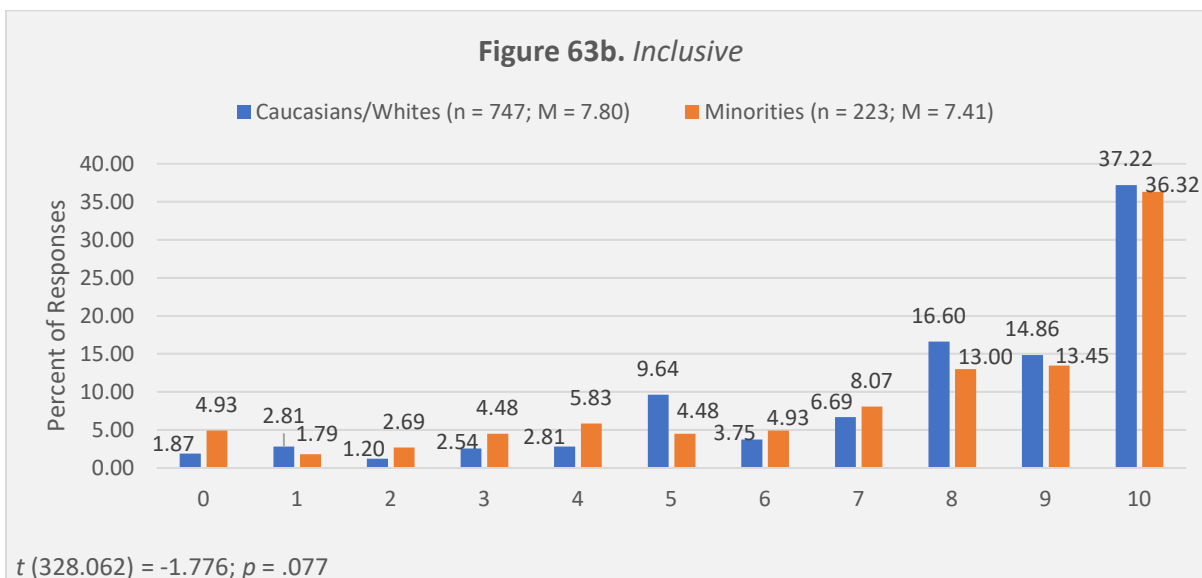
The average rating for inclusive was 7.74, with 37.94% of respondents rating their current or most recent workplace a 10 (see Figure 63 below).



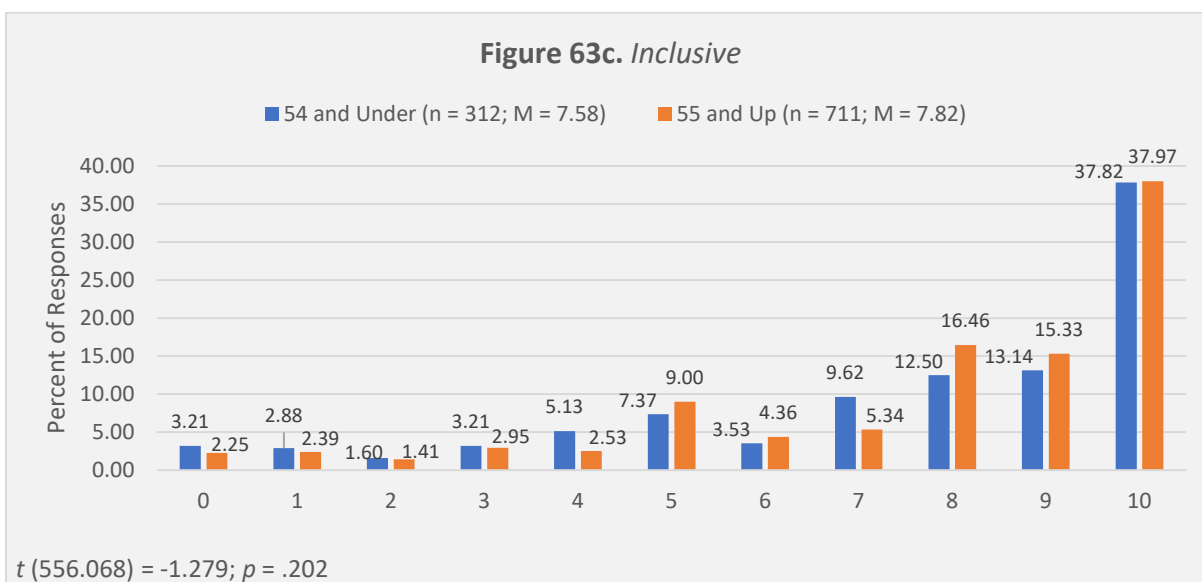
Further analyses revealed females were statistically lower on rating their current or most recent workplace as inclusive than males (see Figure 63a below).



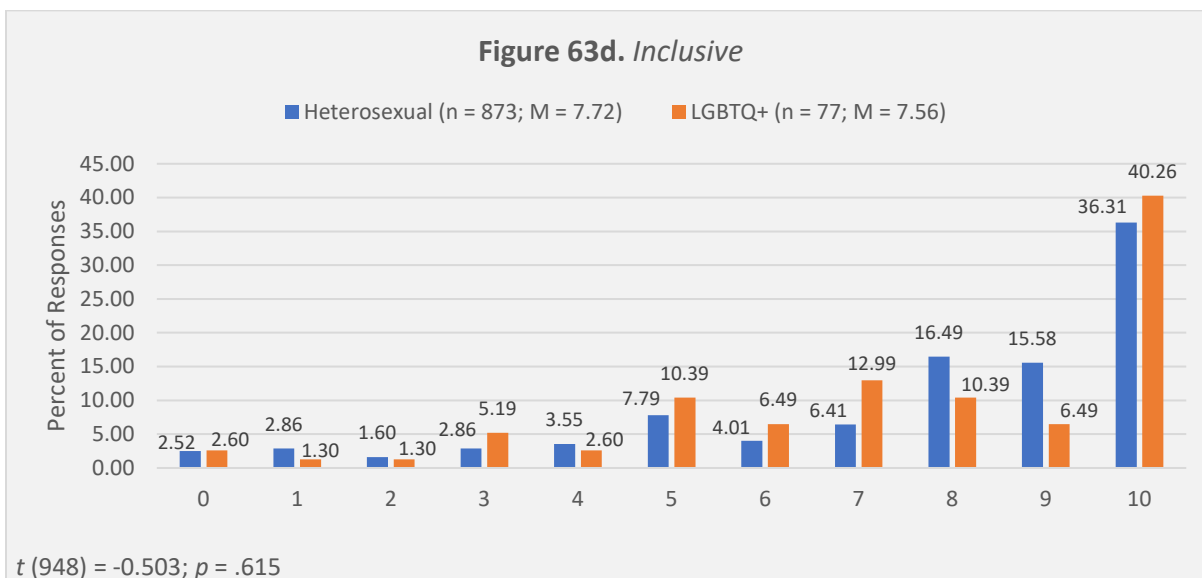
Differences between minorities and Caucasians/whites were not statistically significant (see Figure 63b below).



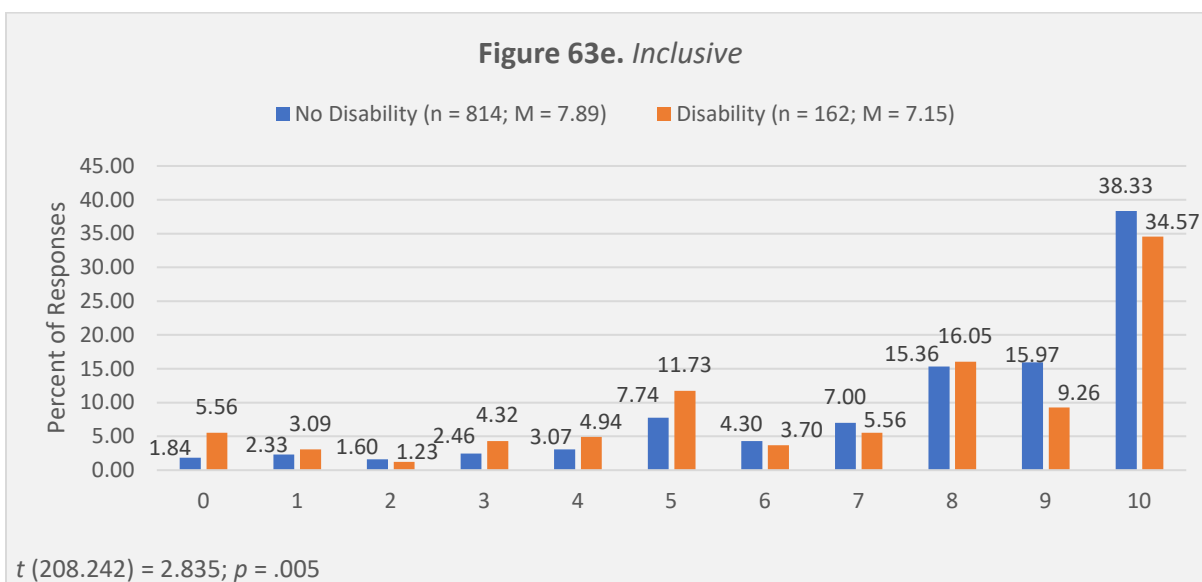
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 63c below).



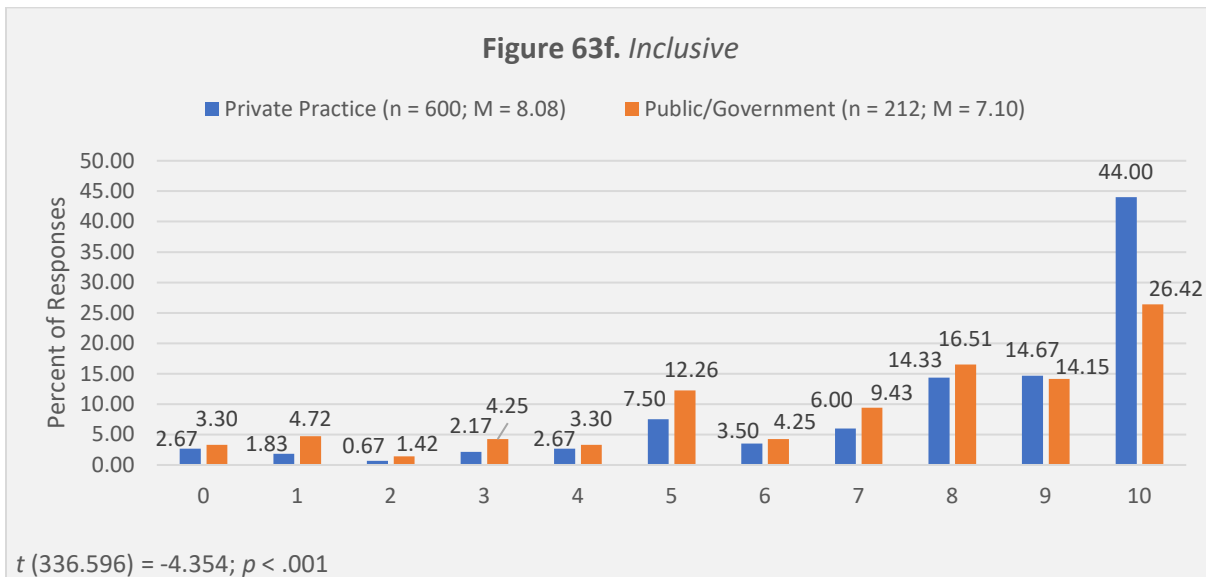
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 63d below).



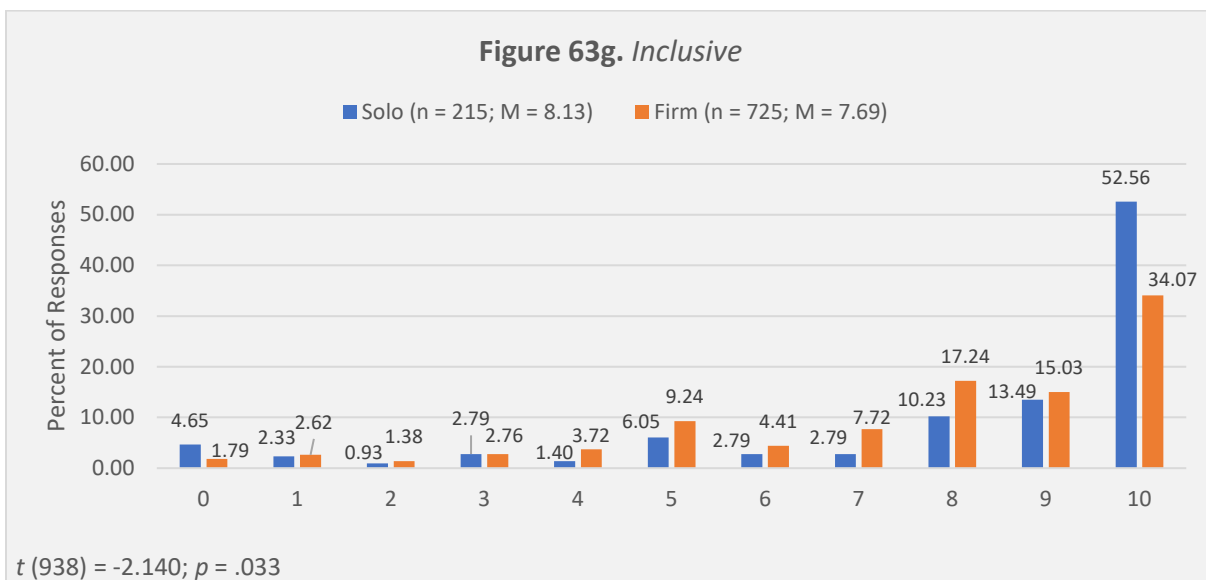
Those with a disability were statistically lower on rating their current or most recent workplace as inclusive than those without a disability (see Figure 63e below).



Those in the public sector/government were statistically lower on rating their current or most recent workplace as inclusive than those in private practice (see Figure 63f below).



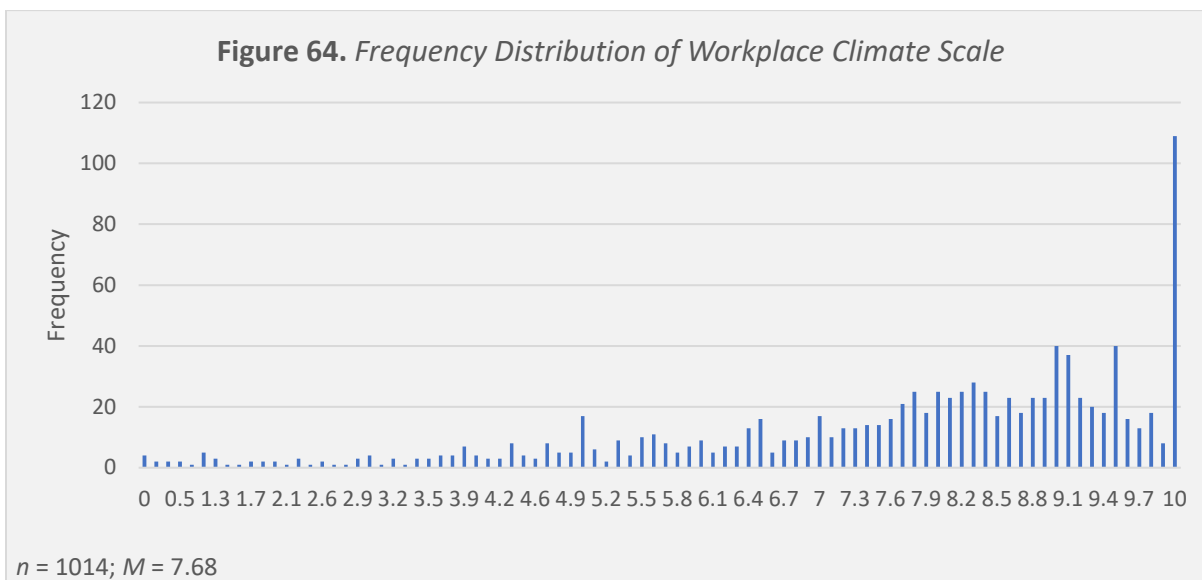
Those in firms were statistically lower on rating their current or most recent workplace as welcoming than solo practitioners (see Figure 63g below).



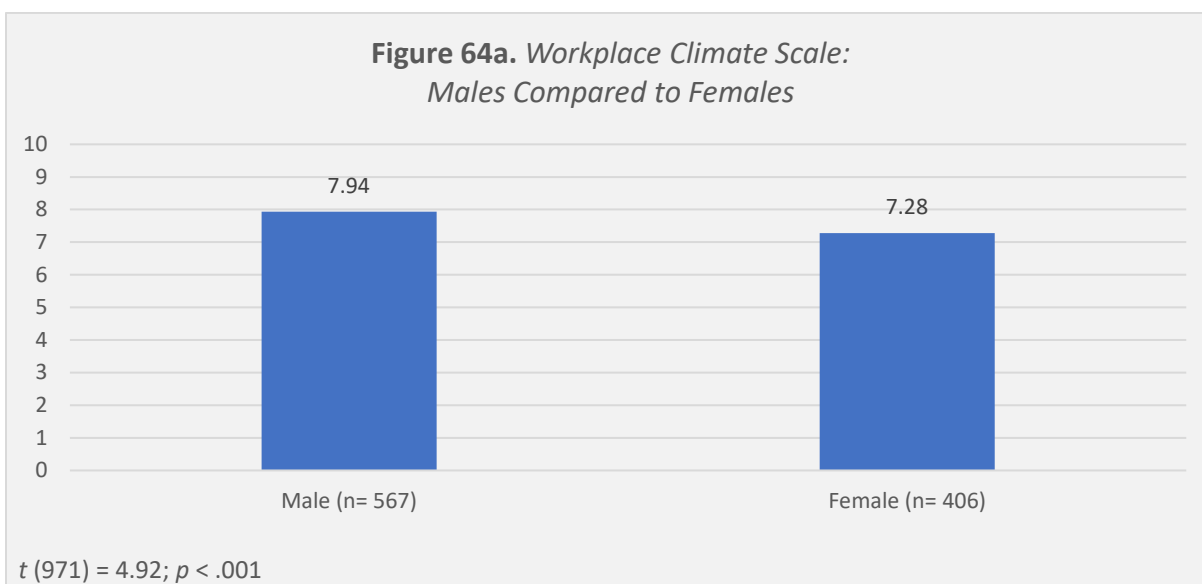
### Scale Level Analyses

Ratings of the 10 adjectives above (1- friendly; 2- diverse; 3- respectful; 4- collegial; 5- collaborative; 6- competitive; 7- cooperative; 8- supportive; 9- welcoming; and 10- inclusive) were combined into a scale (excluding the eleventh item, "Other"). The scale ranges from a low of 0 to a high of 10. The higher the score, the better the workplace climate. This composite workplace climate scale helps show a clearer overall picture.

The average score on the workplace climate scale was 7.68. The frequency distribution for the workplace climate scale is shown in Figure 64 below.

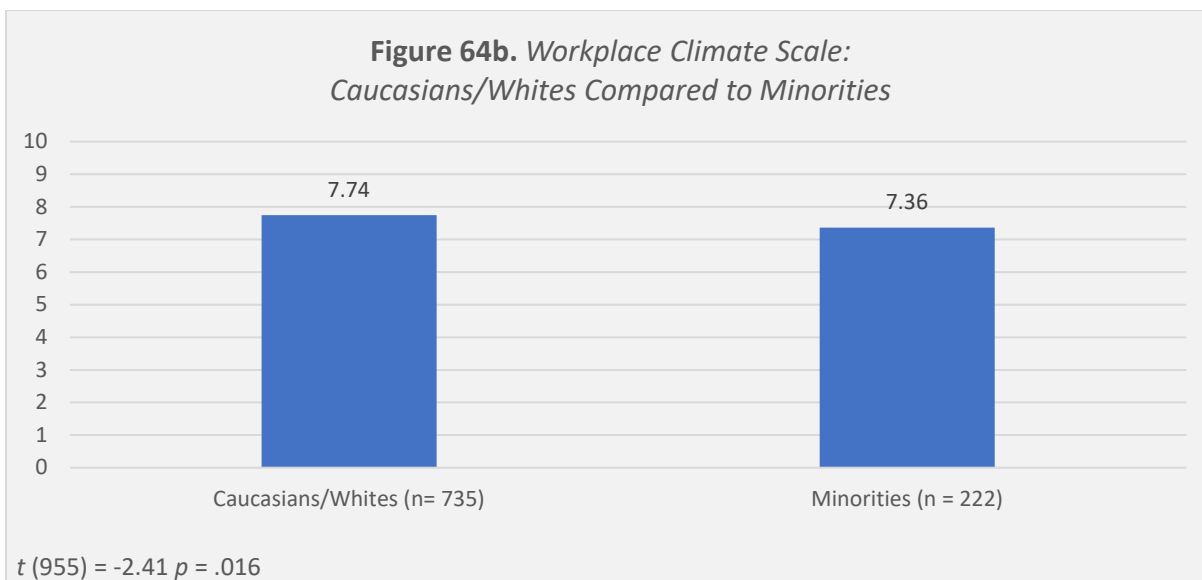


When comparing males to females on the workplace climate scale, females were significantly lower (see Figure 64a below).

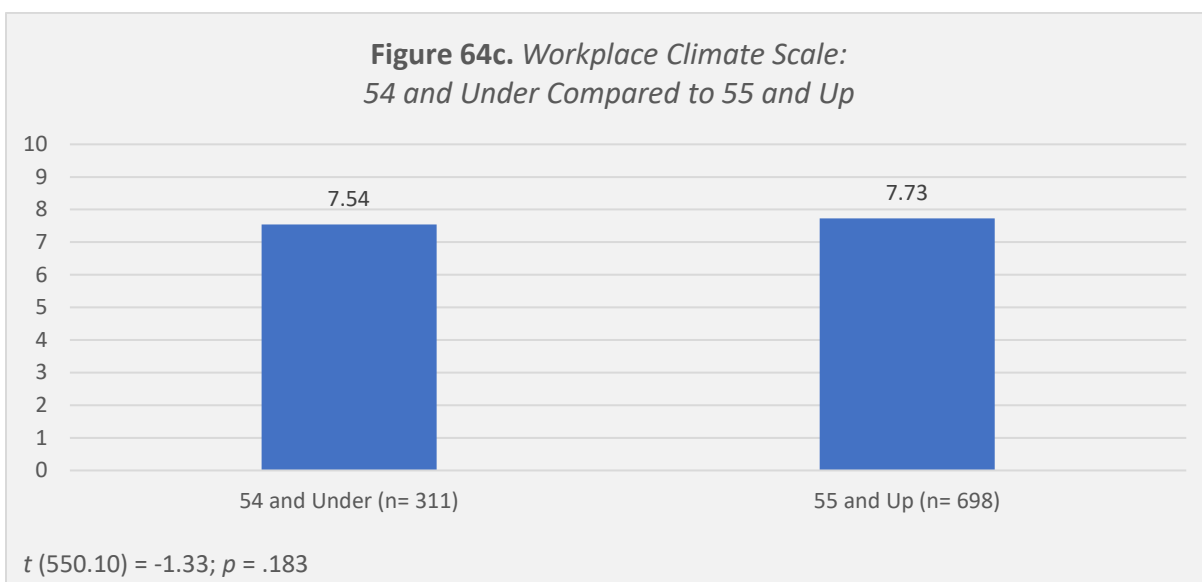




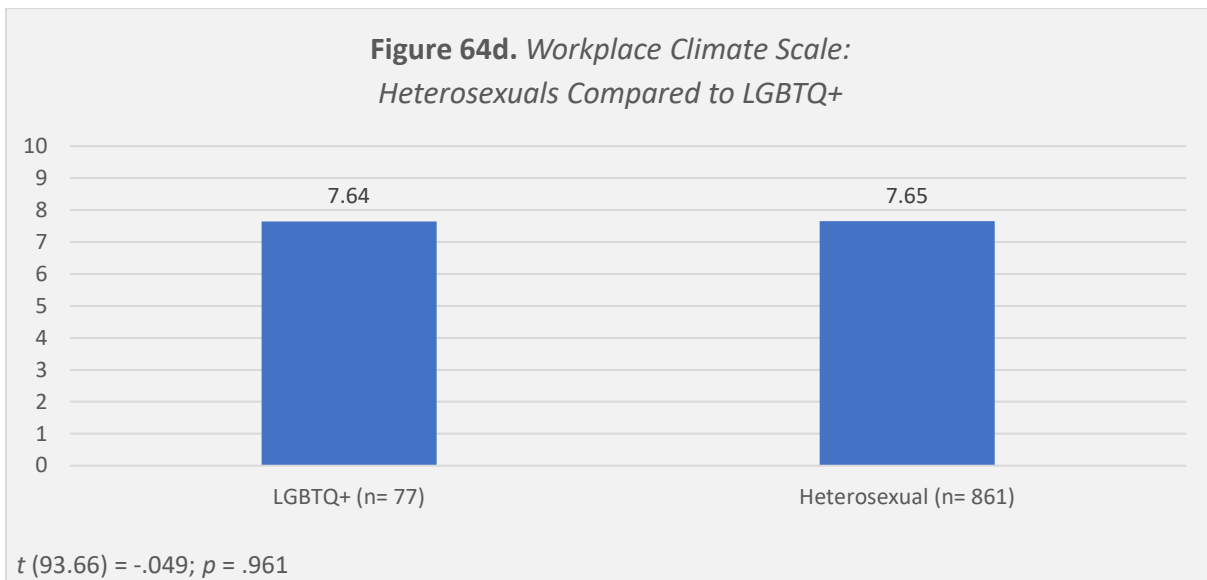
When comparing Caucasians/whites to minorities on the workplace climate scale, minorities were significantly lower (see Figure 64b below).



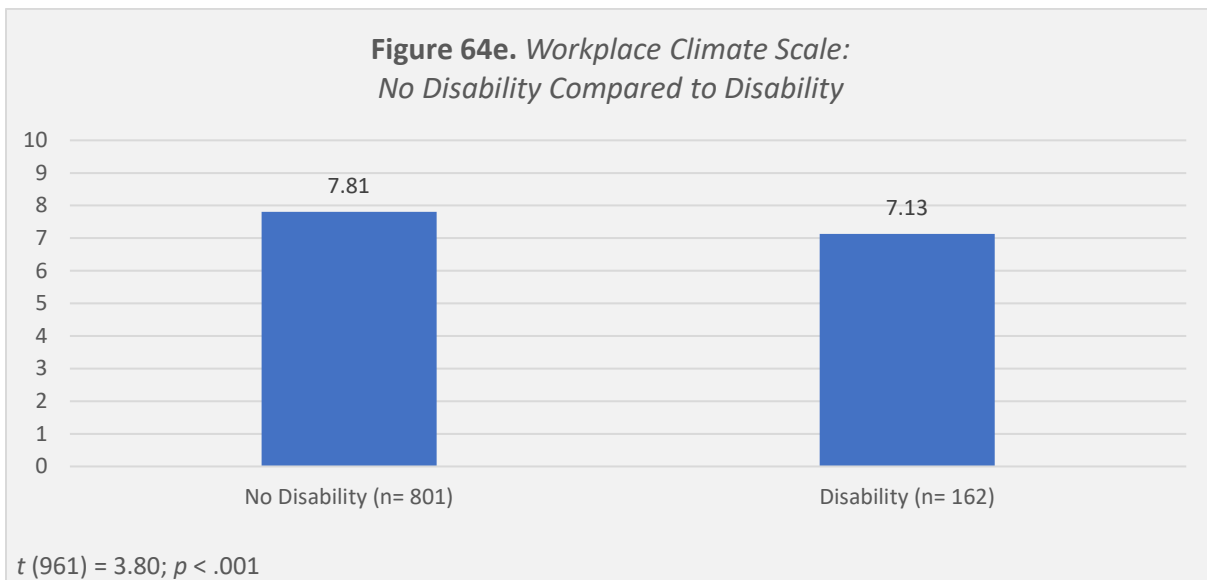
When comparing those who are 54 and younger to those who are 55 and older on the workplace climate scale, differences were not statistically significant (see Figure 64c below).



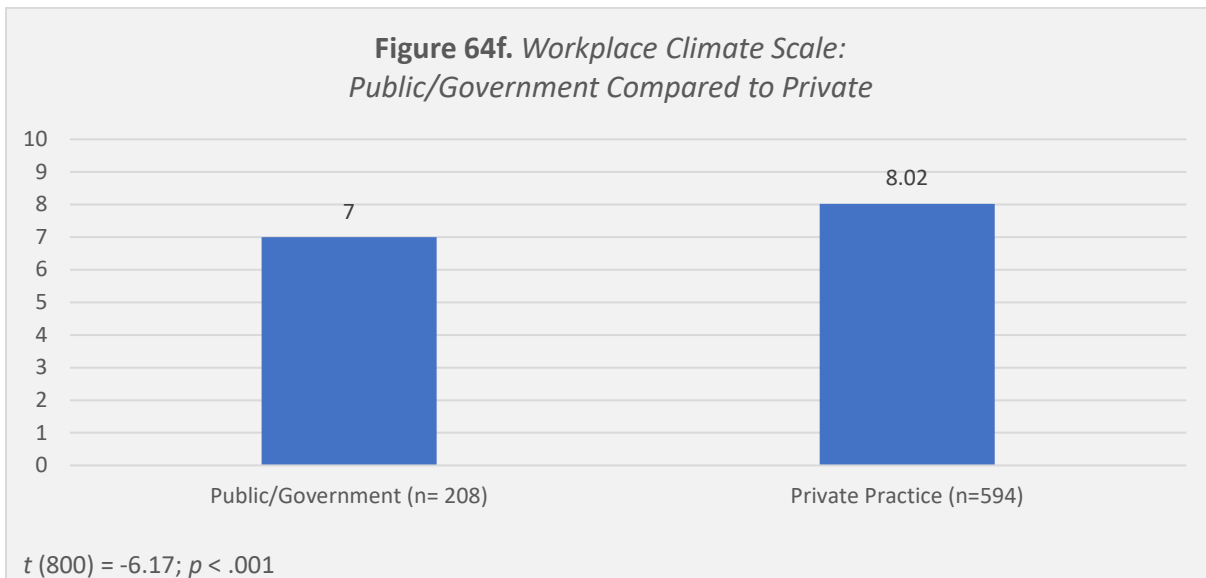
When comparing heterosexuals to LGBTQ+ individuals on the workplace climate scale, differences were not significant (see Figure 64d below).



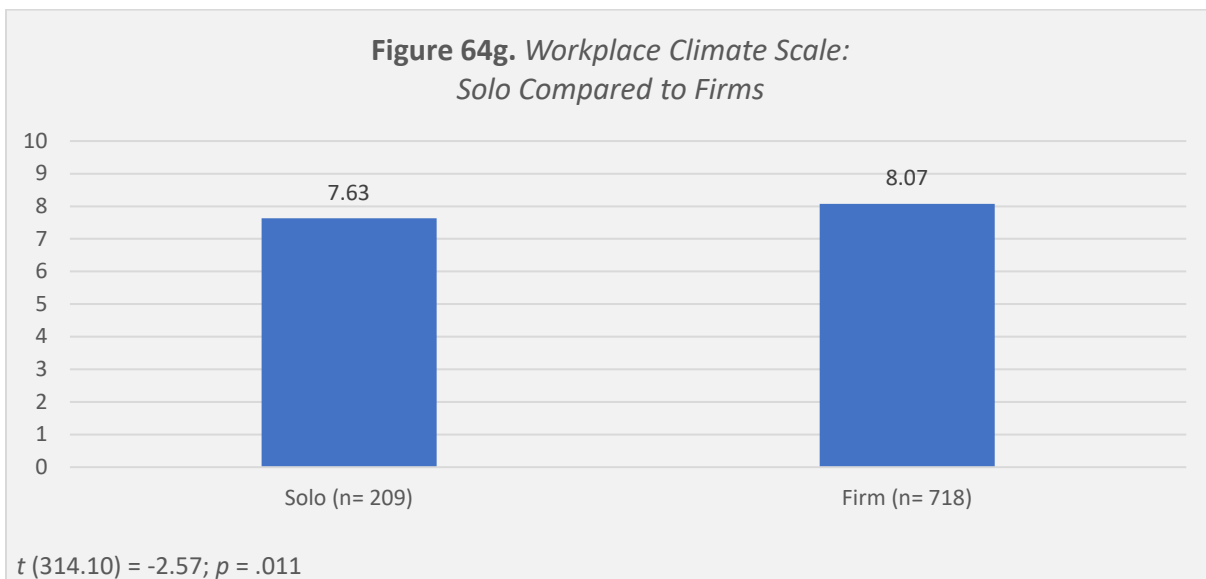
When comparing those with a disability to those without a disability on the workplace climate scale, those with a disability were significantly lower (see Figure 64e below).



When comparing those in the public sector/government to those in private practice on the workplace climate scale, those in the public sector/government were significantly lower (see Figure 64f below).



When comparing solo practitioners to those in firms on the workplace climate scale, solo practitioners were significantly lower (see Figure 64g below).



### Cultural Climate

Participants were also asked to describe the cultural climate in their current or most recent workplace based on their personal experience by rating the extent they agreed or disagreed with various statements. Items in this section were taken or adapted from Chantaret, Rogers, Mitchell, and Ko (2023); Galek and Kahn (2021); and The University of Michigan (2016). Items

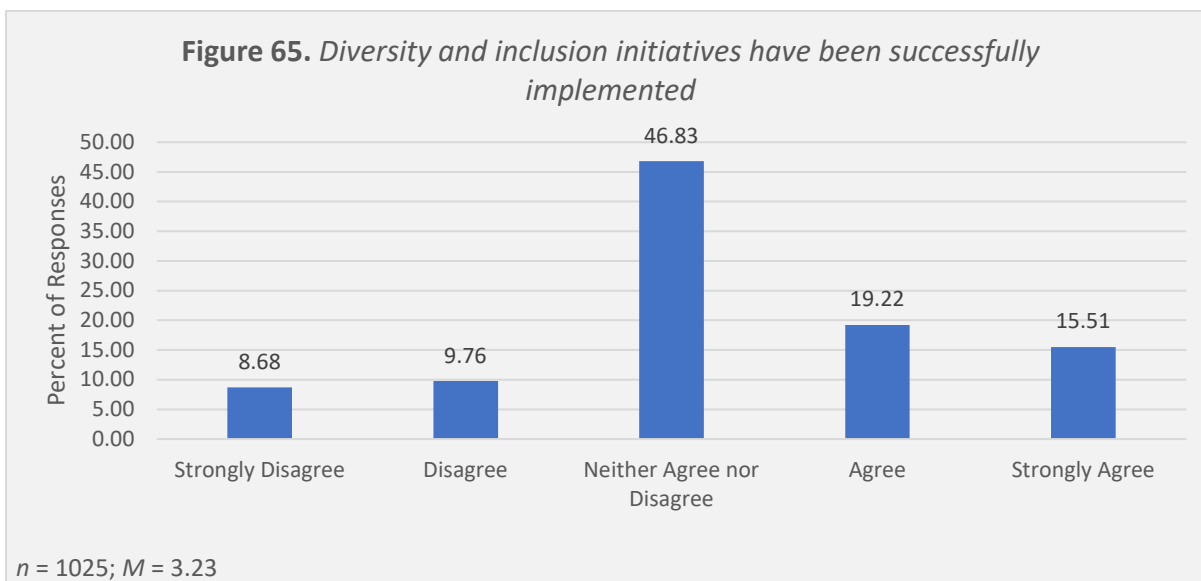
were phrased as statements, and participants were asked to rate how much they agree or disagree with the statement. The scale anchor points were as follows: 1- Strongly Disagree; 2- Disagree; 3- Neither Agree nor Disagree; 4- Agree; and 5- Strongly Agree.

### Item Level Analyses

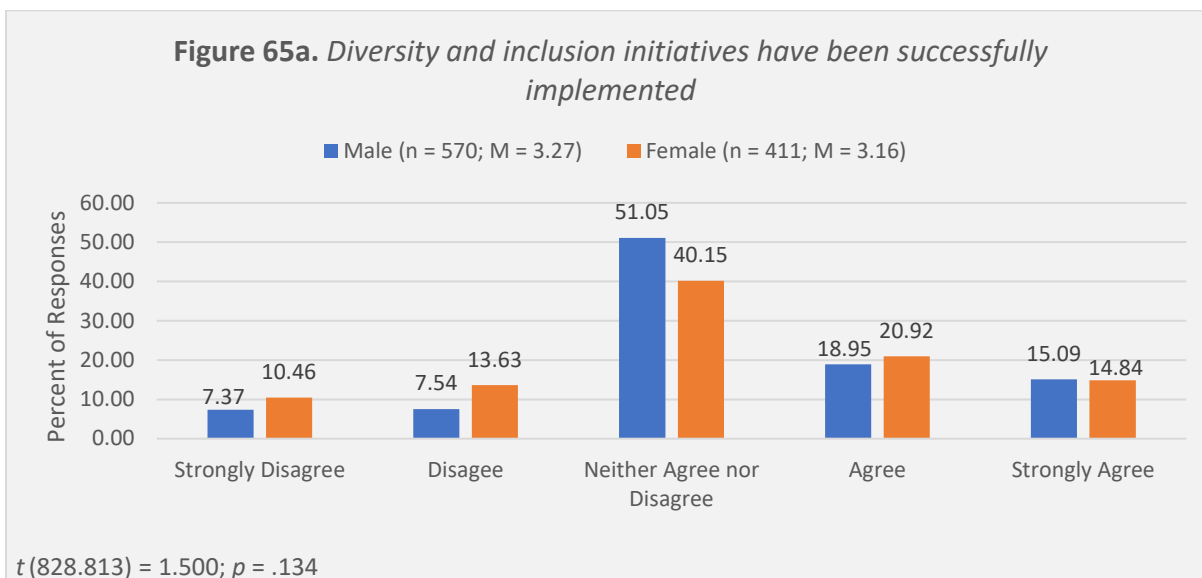
Participants were presented with 6 items pertaining to the cultural climate at their current or most recent workplace. In the following section, responses to each of the 6 items are presented. The total responses to each item are followed by group comparisons for that item.

#### *Item 1. Initiatives Have Been Successfully Implemented*

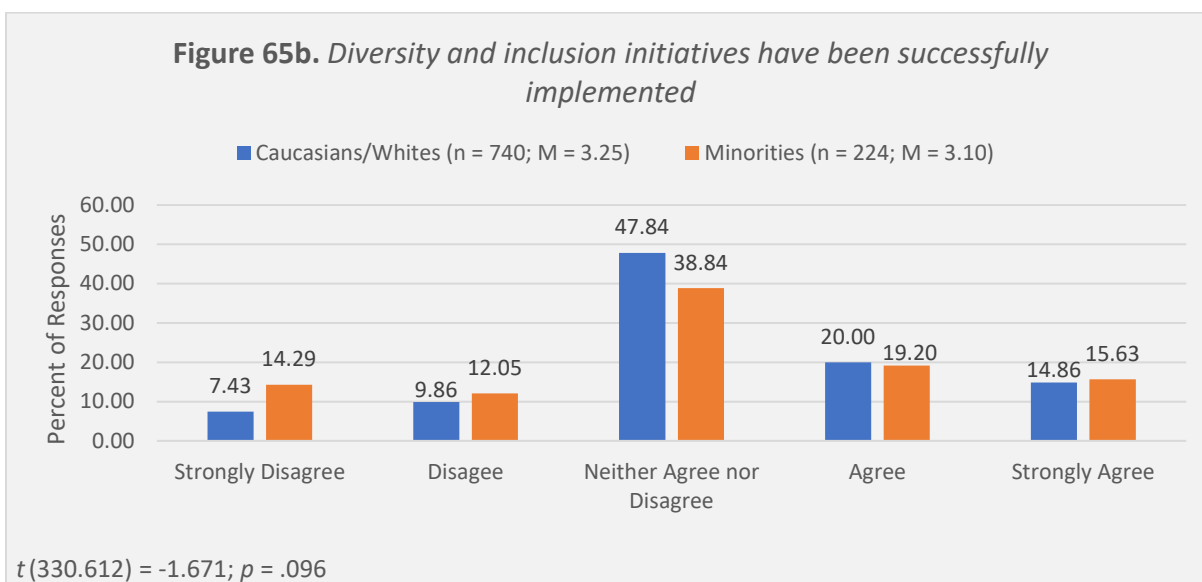
When asked if diversity and inclusion initiatives have been successfully implemented, 34.73% of respondents agreed or strongly agreed, while 18.44% of respondents disagreed or strongly disagreed. On this item, the majority of respondents, 46.83%, were neutral, having selected neither agree nor disagree. Figure 65 shows the distribution of responses to the item.



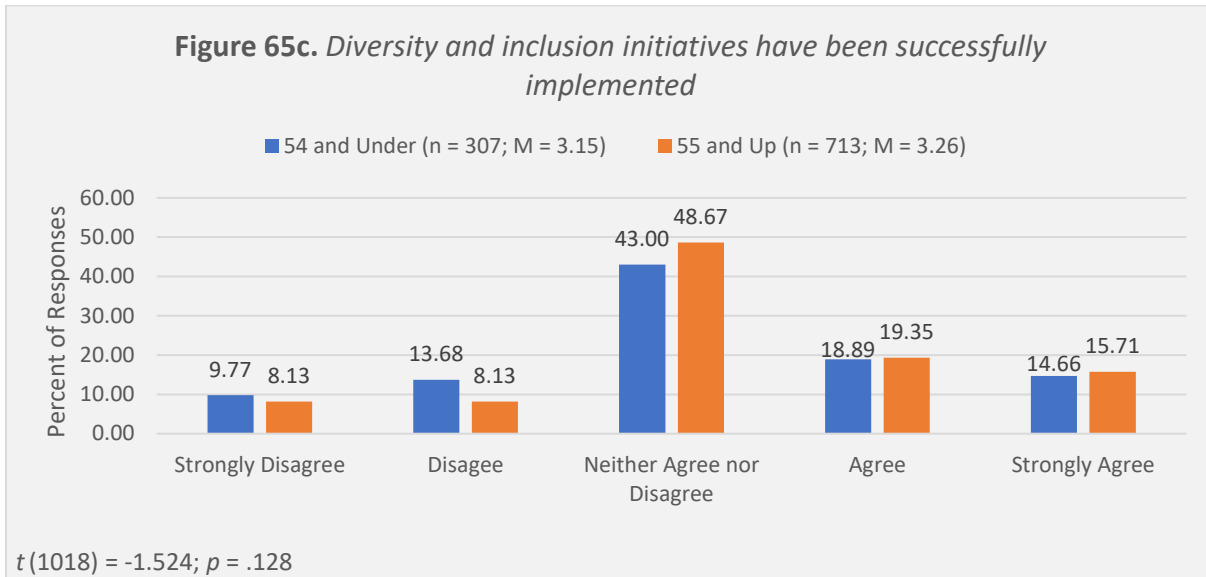
Further analyses revealed differences between males and females were not statistically significant (see Figure 65a below).



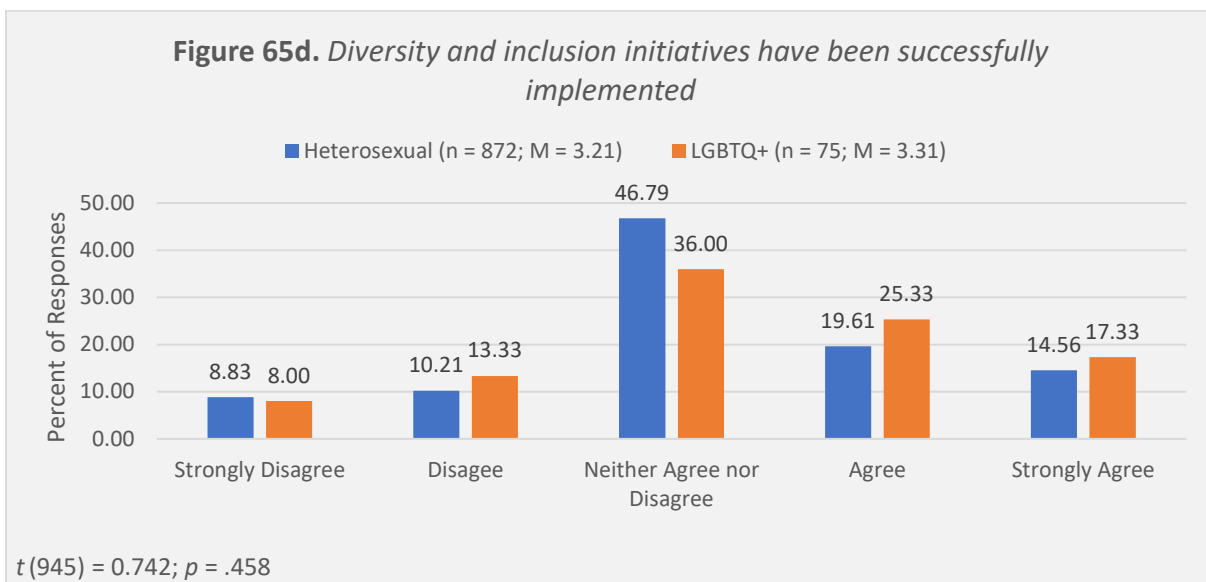
Differences between minorities and Caucasians/whites were not statistically significant (see Figure 65b below).



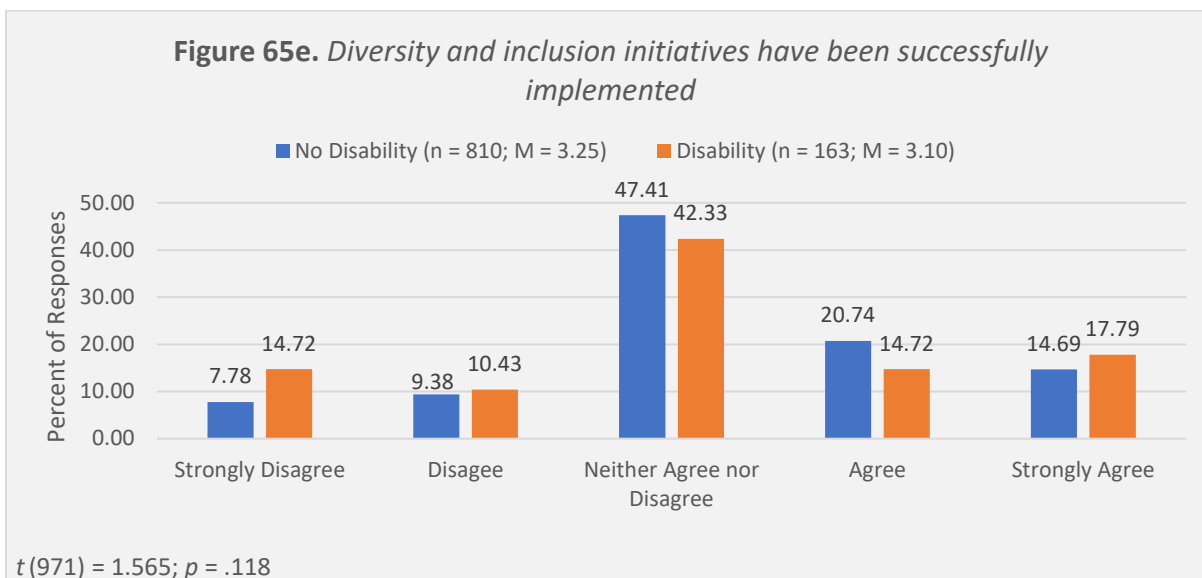
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 65c below).



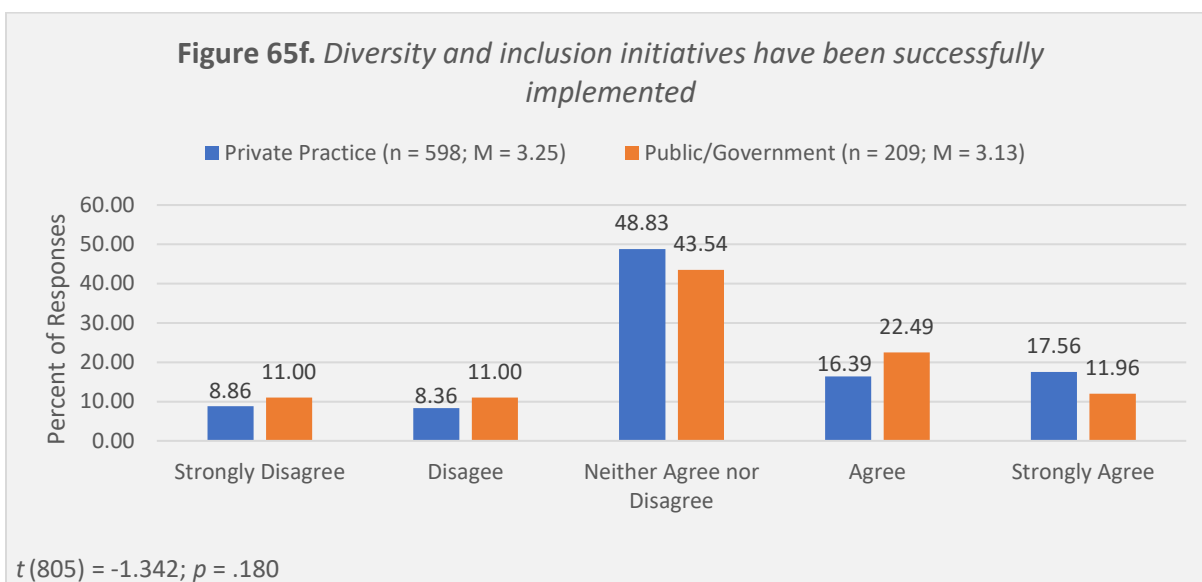
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 65d below).



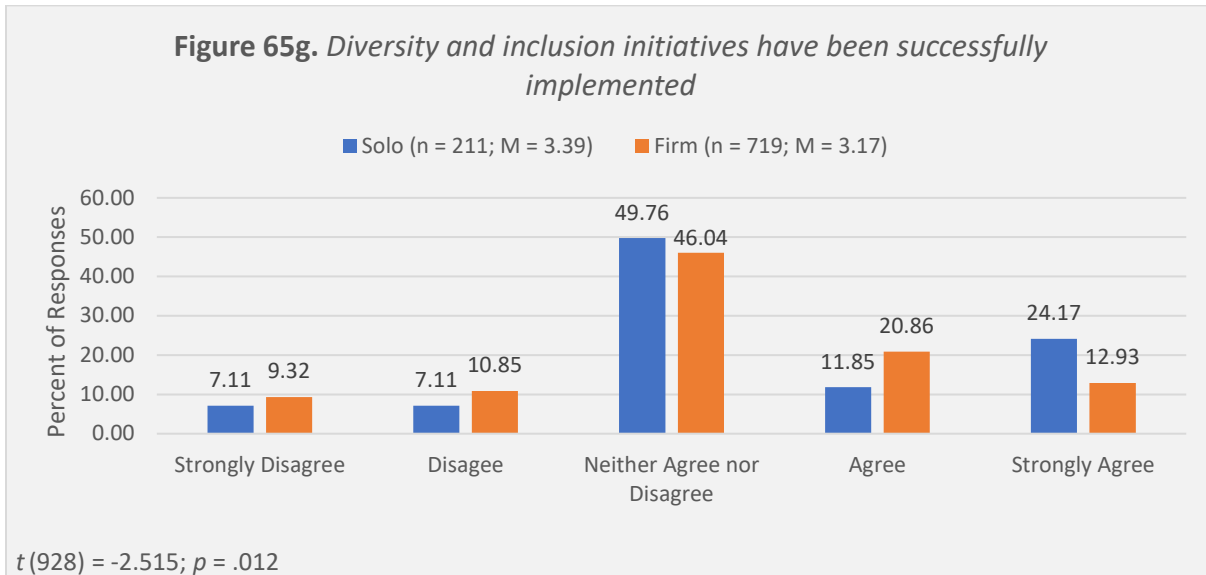
Differences between those with a disability and those without a disability were not statistically significant (see Figure 65e below).



Differences between those in the public sector/government and those in private practice were not statistically significant (see Figure 65f below).

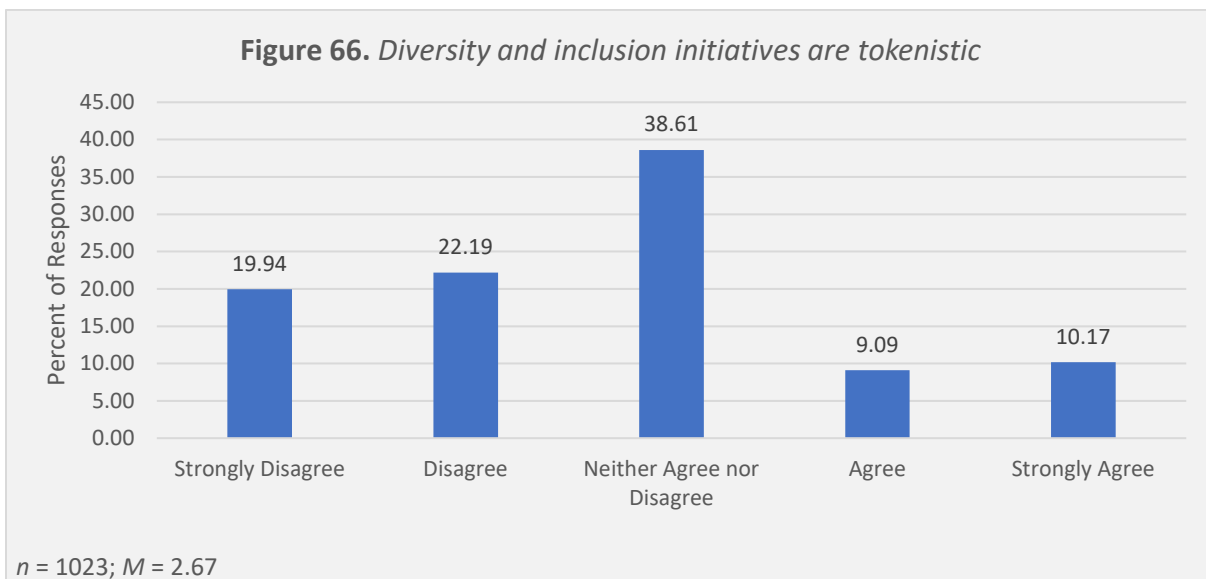


Those in firms were statistically less likely to agree that diversity and inclusion initiatives have been successfully implemented than solo practitioners (see Figure 65g below).



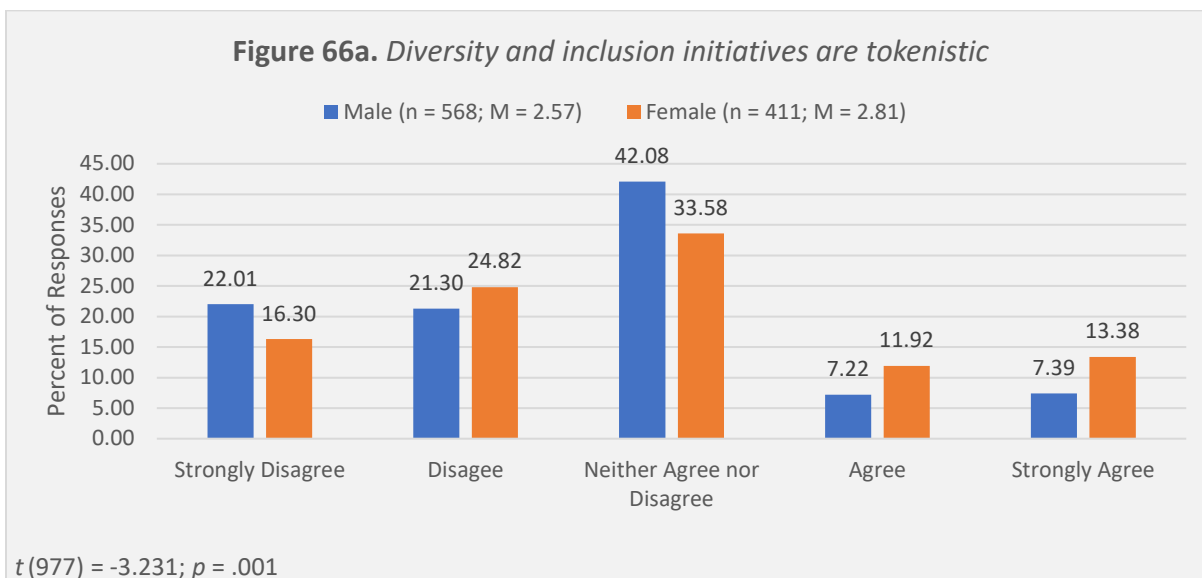
### ***Item 2. Initiatives are Tokenistic***

When asked if diversity and inclusion initiatives are tokenistic, 19.26% of respondents agreed or strongly agreed, while 42.13% of respondent disagreed or strongly disagreed. Again, a sizeable proportion of respondents, 38.61%, selected neither agree nor disagree to this item. Figure 66 below shows the distribution of responses to the item.

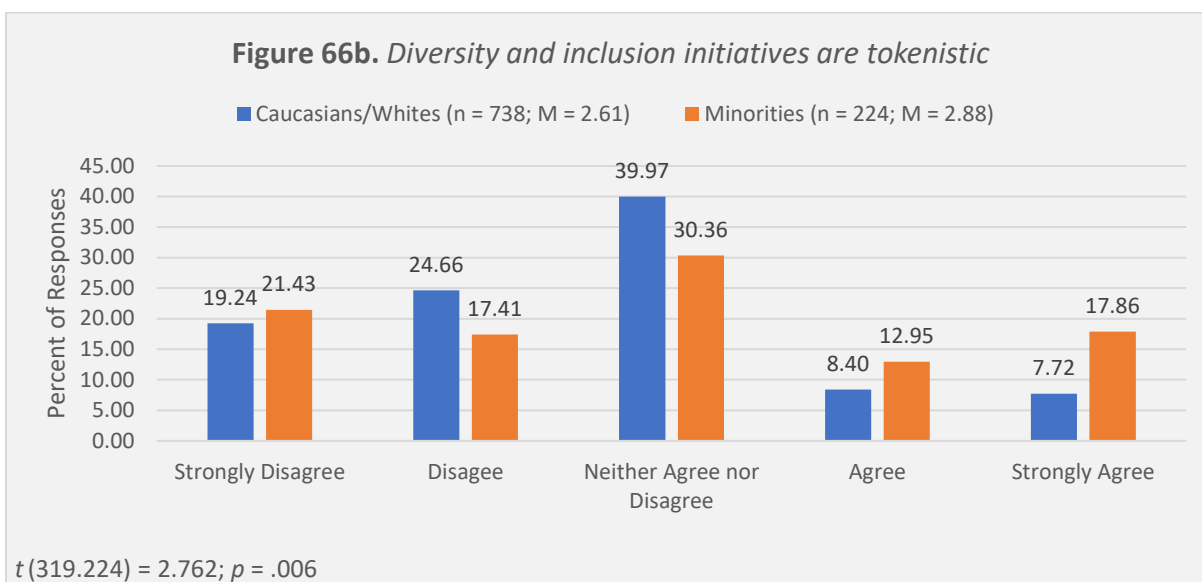




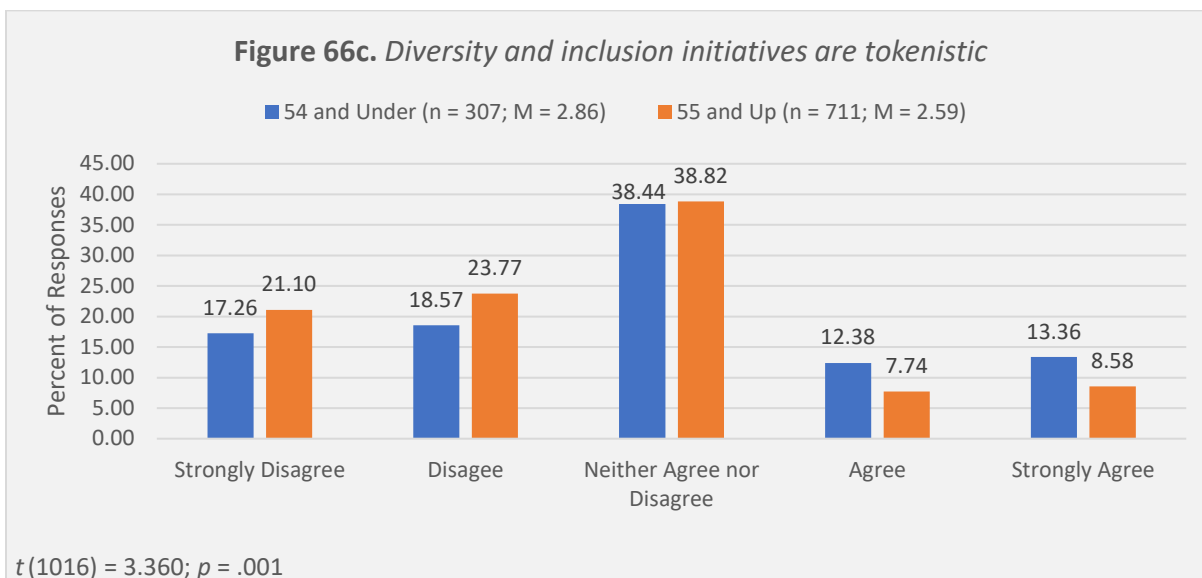
Further analyses revealed females were statistically more likely to agree that diversity and inclusion initiatives are tokenistic than males (see Figure 66a below).



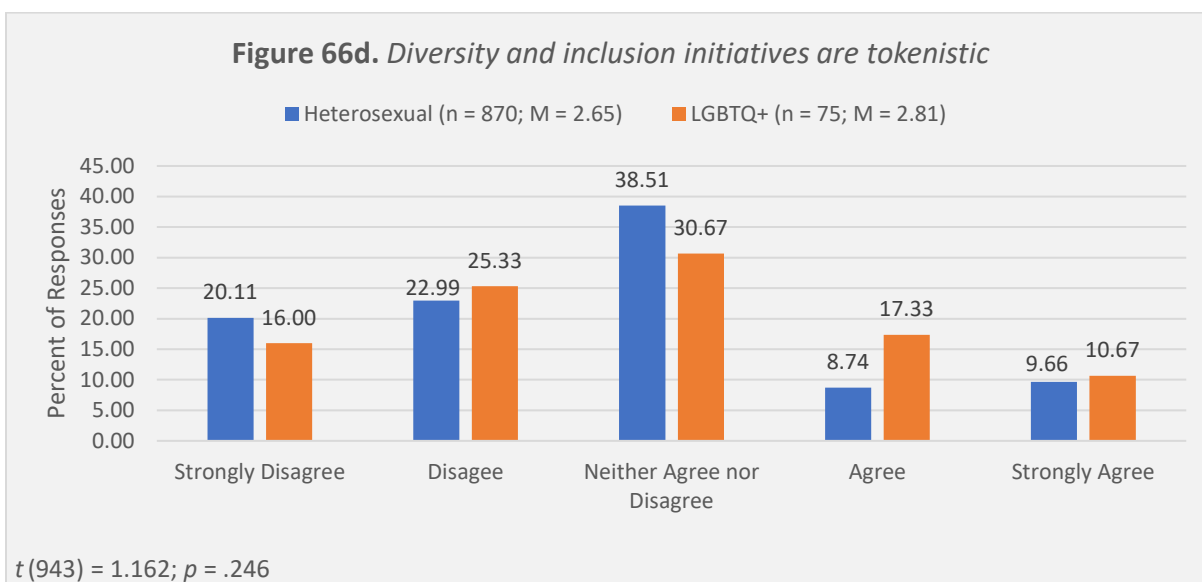
Minorities were statistically more likely to agree that diversity and inclusion initiatives are tokenistic than Caucasians/whites (see Figure 66b below).



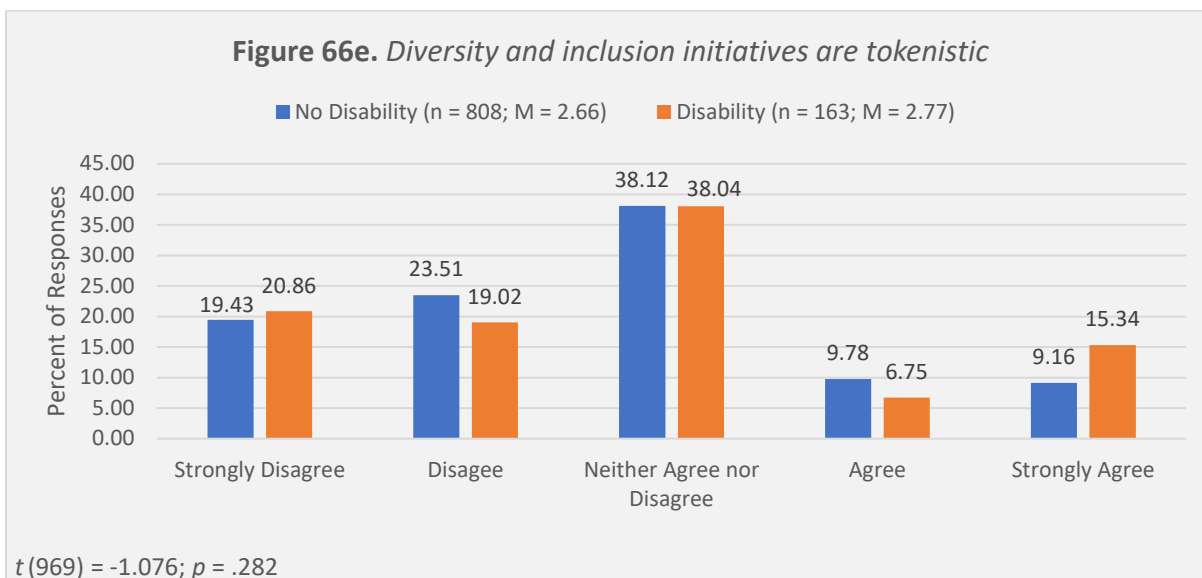
Those who are 54 or younger were statistically more likely to agree that diversity and inclusion are tokenistic than those who are 55 or older (see Figure 66c below).



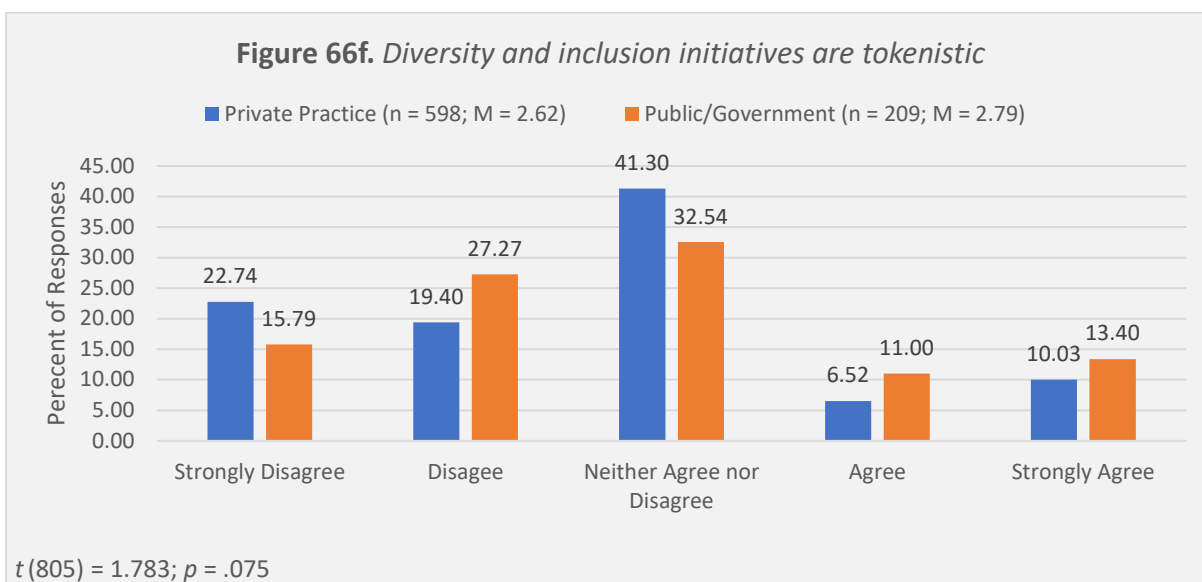
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 66d below).



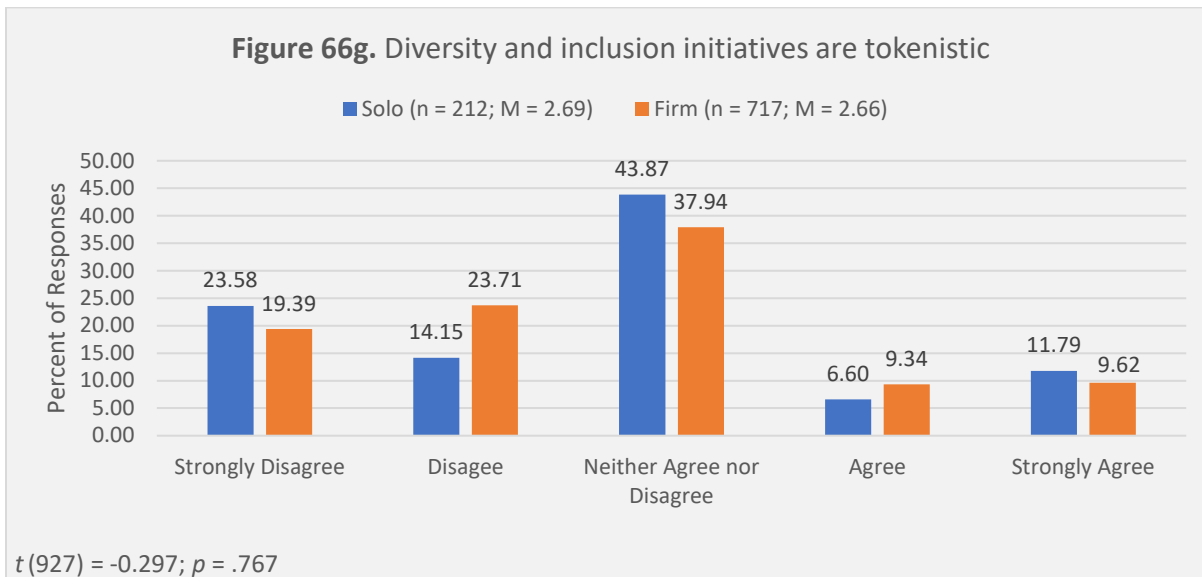
Differences between those with a disability and those without a disability were not statistically significant (see Figure 66e below).



Differences between those in the public sector/government and those in private practice were not statistically significant (see Figure 66f below).



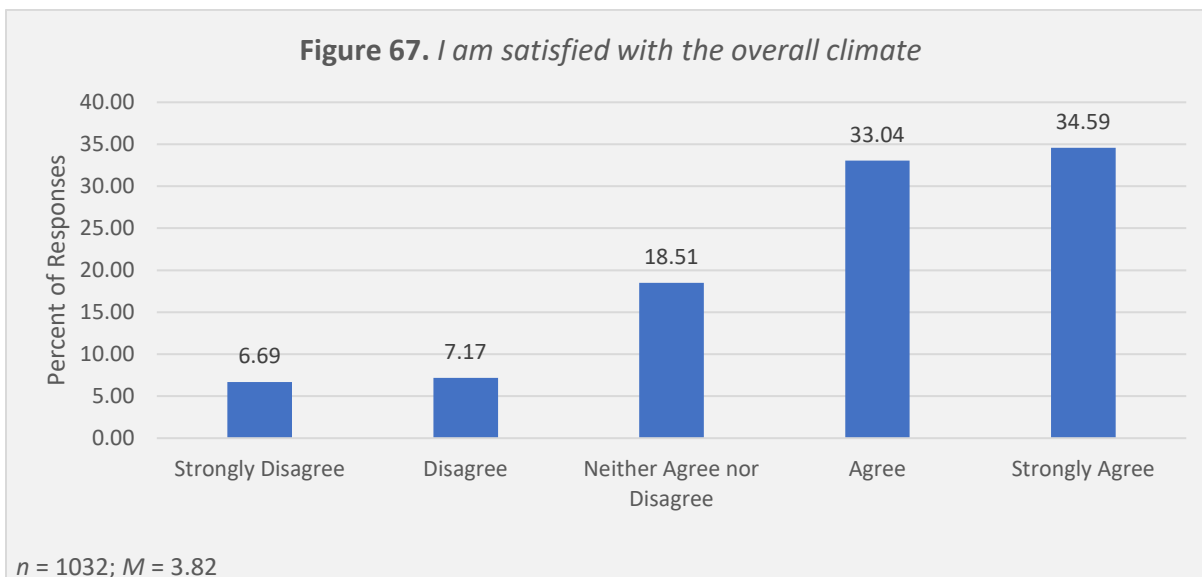
Differences between those in firms and solo practitioners were not statistically significant (see Figure 66g below).



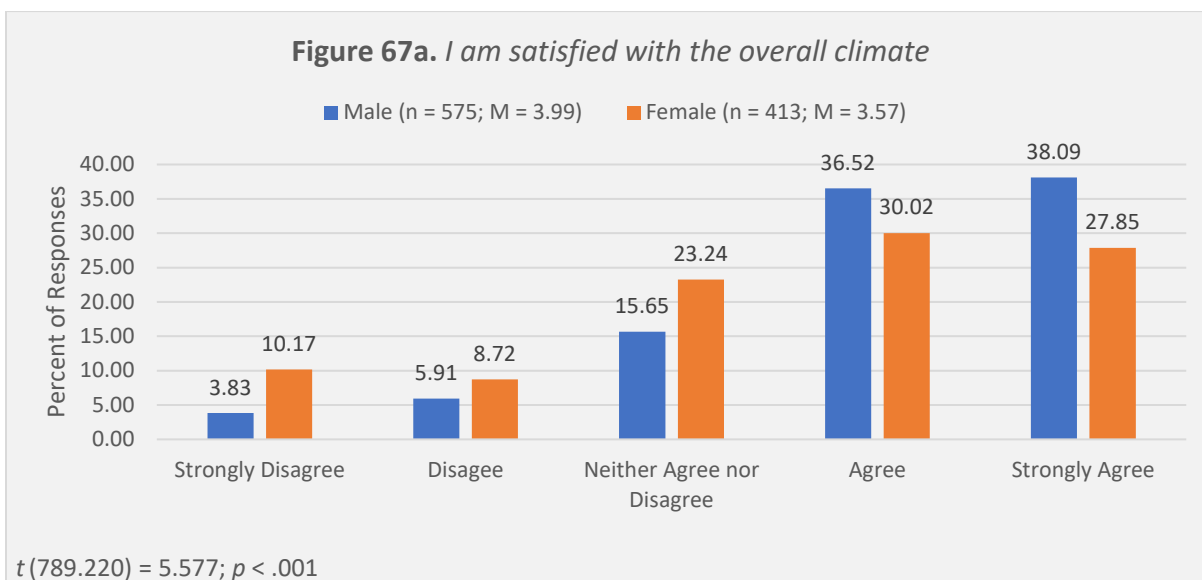
Given the distribution of responses to these items, these may be areas in which the State Bar can probe deeper. A *lack* of diversity and inclusion initiatives potentially explains the responses. If the firm does not have diversity and inclusion initiatives, it is difficult to rate if the non-existent initiatives have been successful or tokenistic. This potential may have led individuals to select the neutral anchor-point. Recall that earlier, when asked if their current or most recent workplace had diversity initiatives in place, only 38.91% indicated they indeed had initiatives (review Figure 11). This may be driving the results shown in Figures 65 through 66g. Pertaining to the other items in this section, more discernable patterns of agreement were seen.

### Item 3. Satisfied with Climate

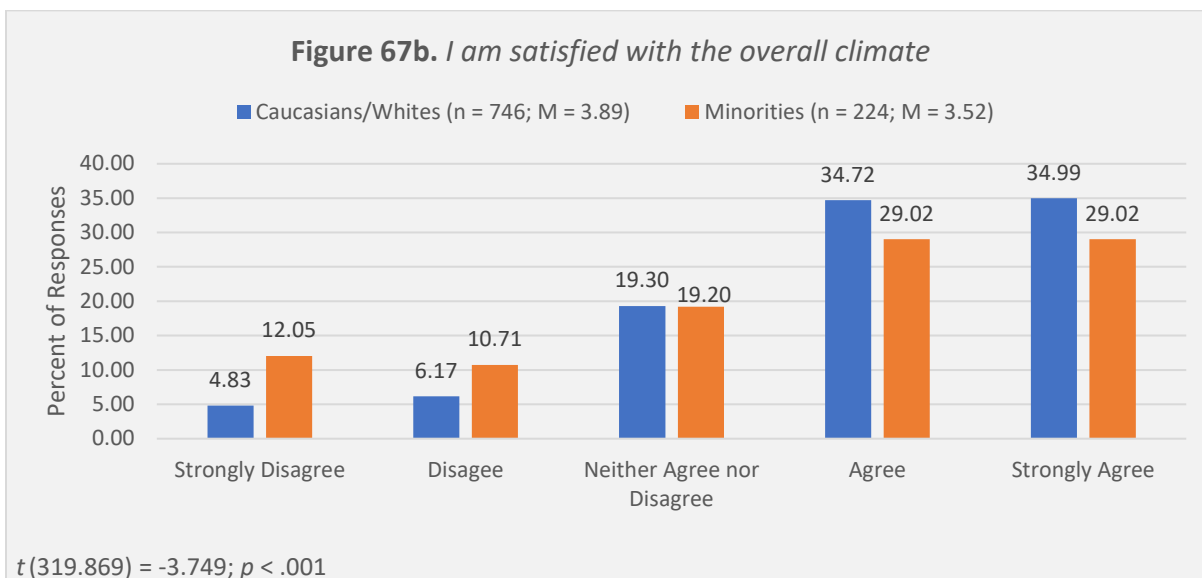
When asked if they were satisfied with the overall climate, 67.63% of respondents agreed or strongly agreed, while 13.86% of respondents disagreed or strongly disagreed (see Figure 67 below).



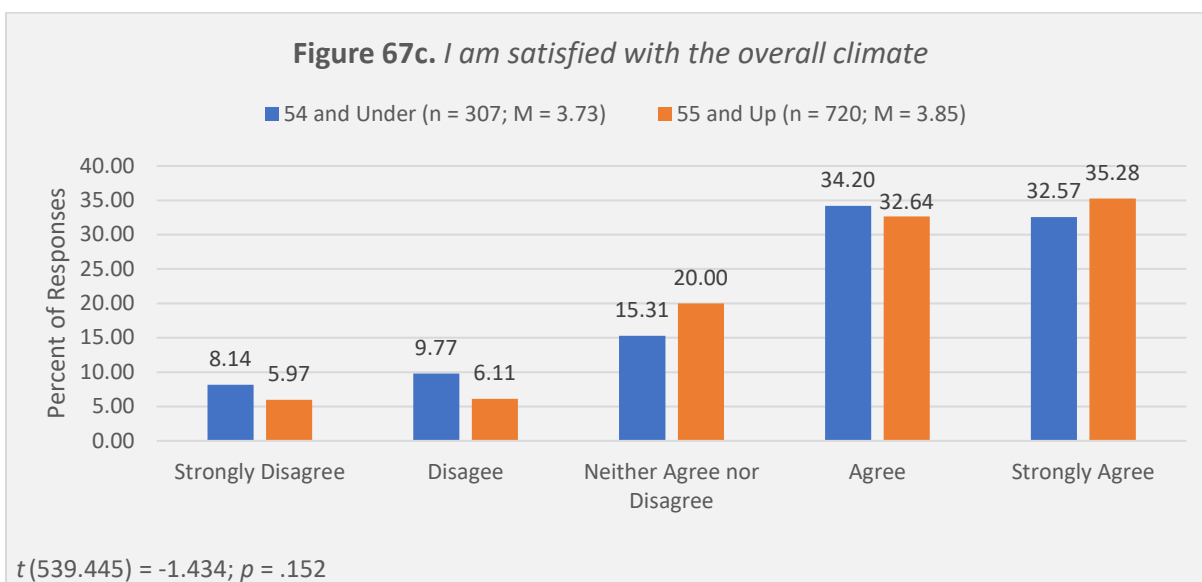
Further analyses revealed females were statistically less likely to agree they are satisfied with the overall climate than males (see Figure 67a below).



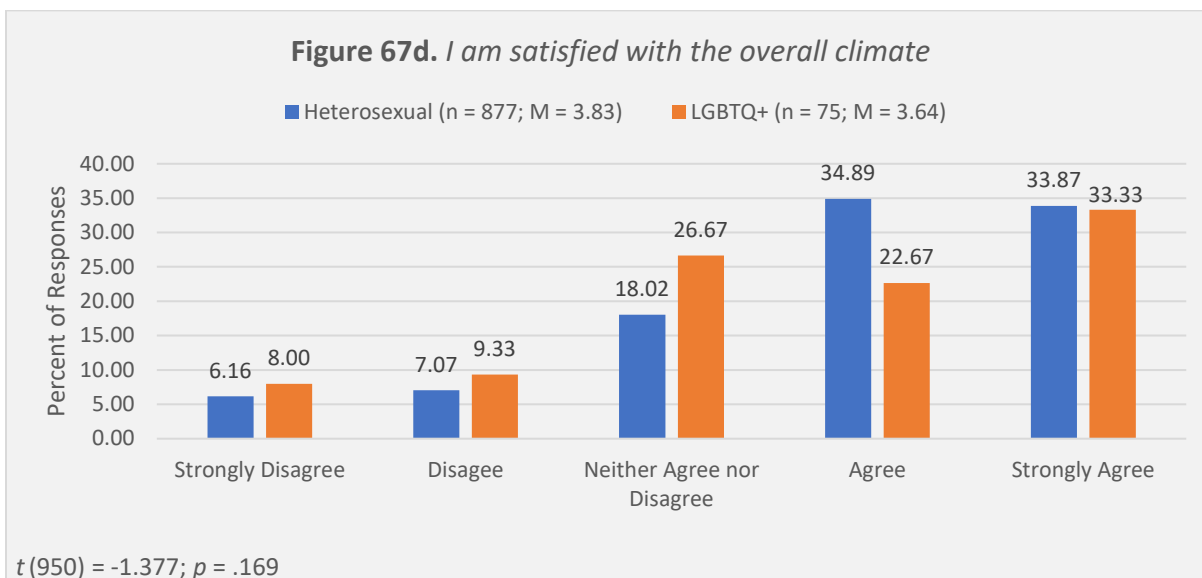
Minorities were statistically less likely to agree that they are satisfied with the overall climate than Caucasians/whites (see Figure 67b below).



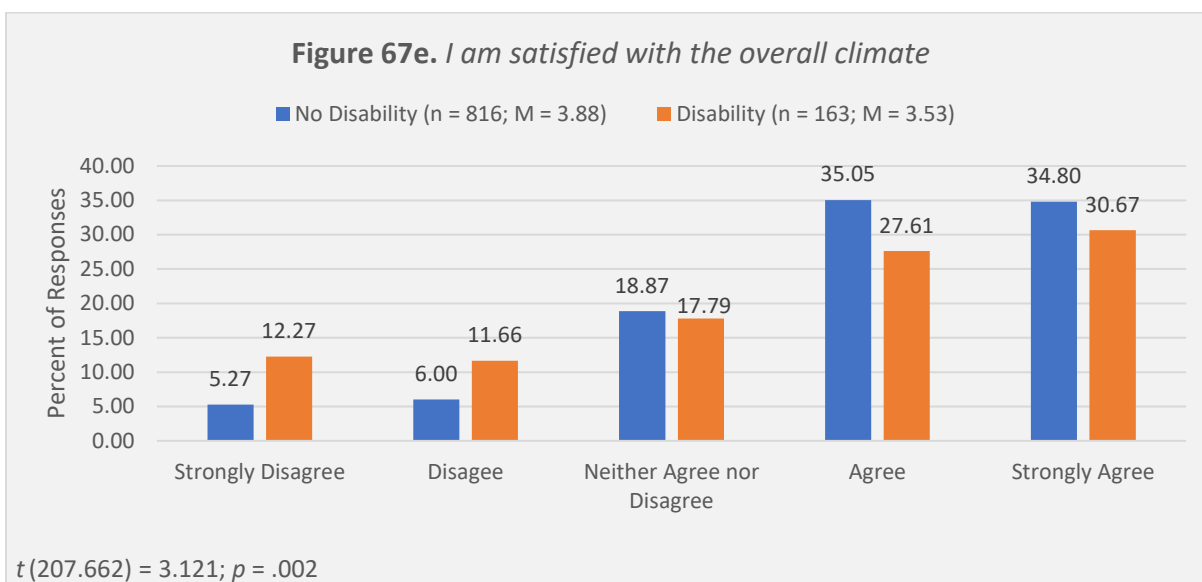
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 67c below).



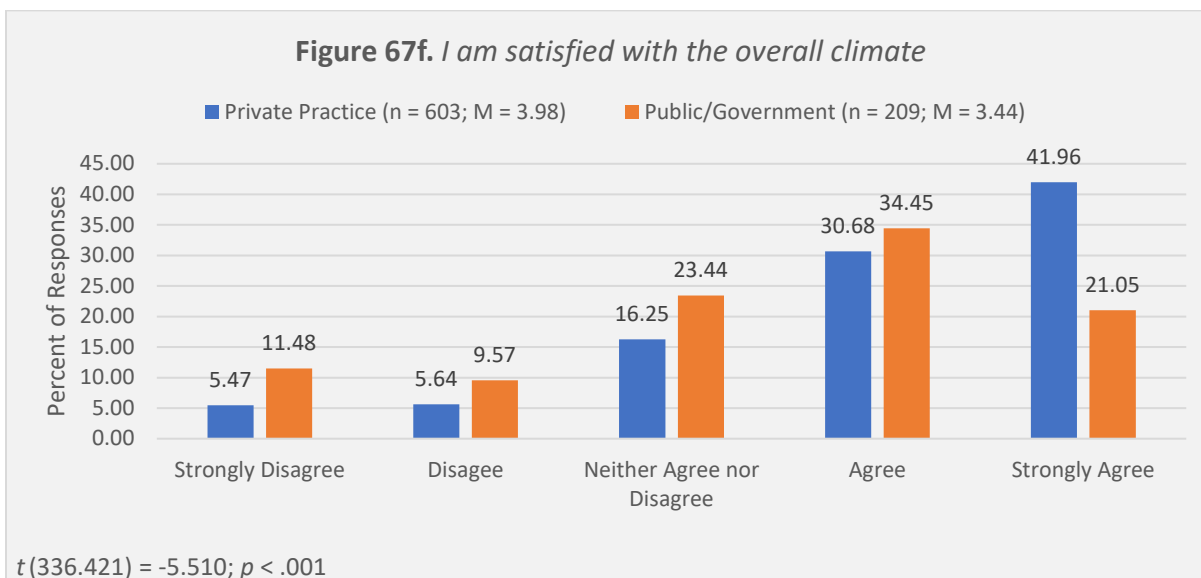
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 67d below).



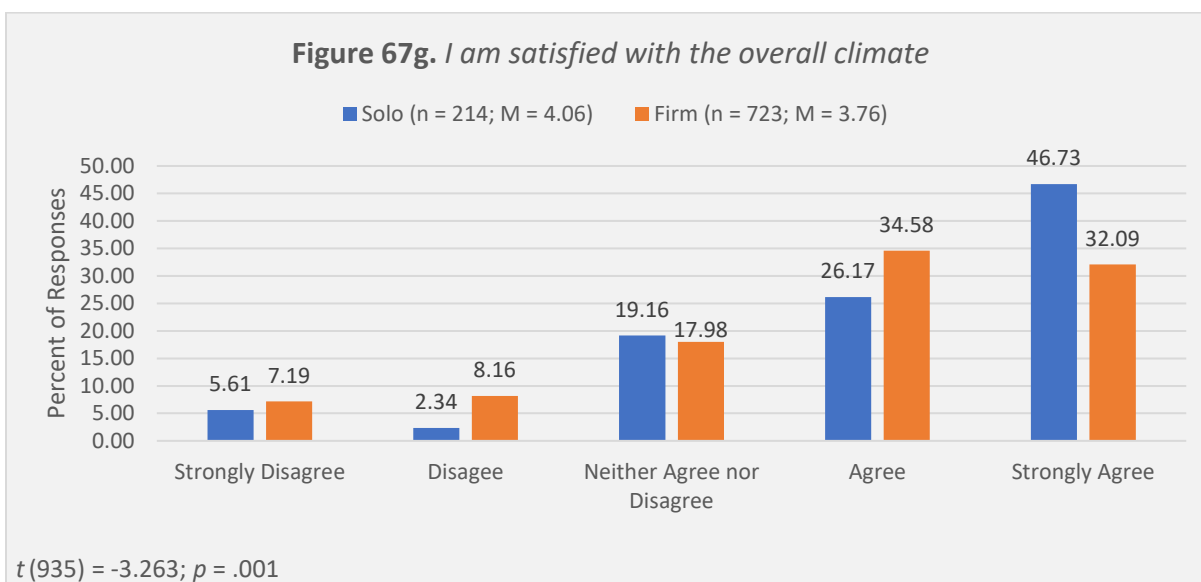
Those with a disability were statistically less likely to agree they are satisfied with the overall climate than those without a disability (see Figure 67e below).



Those in the public sector/government were statistically less likely to agree they are satisfied with the overall climate than those in private practice (see Figure 67f below).



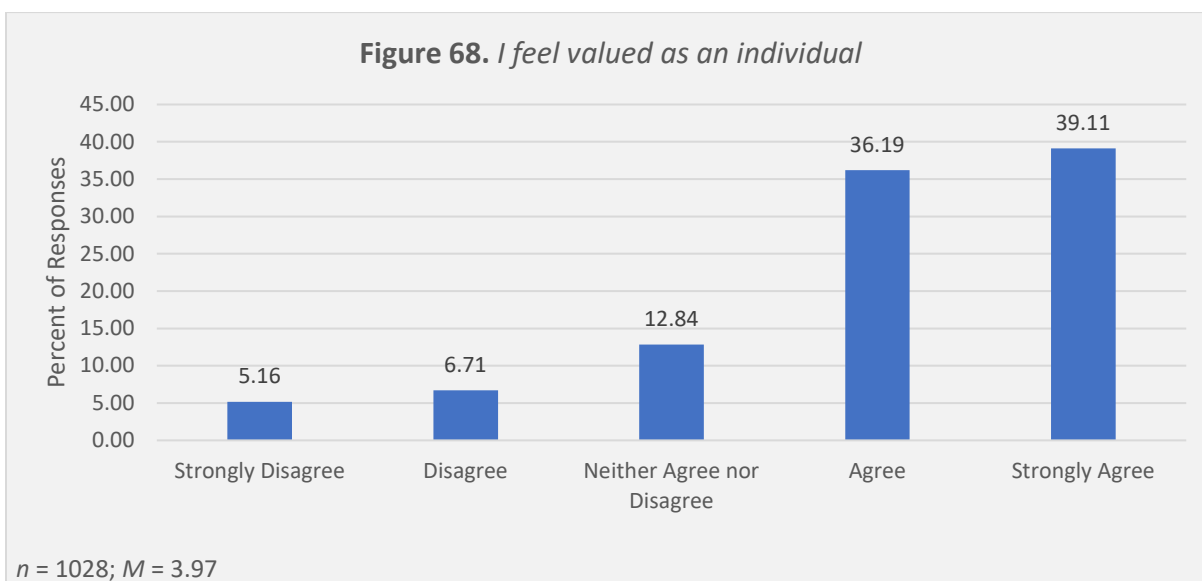
Those in firms were statistically less likely to agree they are satisfied with the overall climate than solo practitioners (see Figure 67g below).



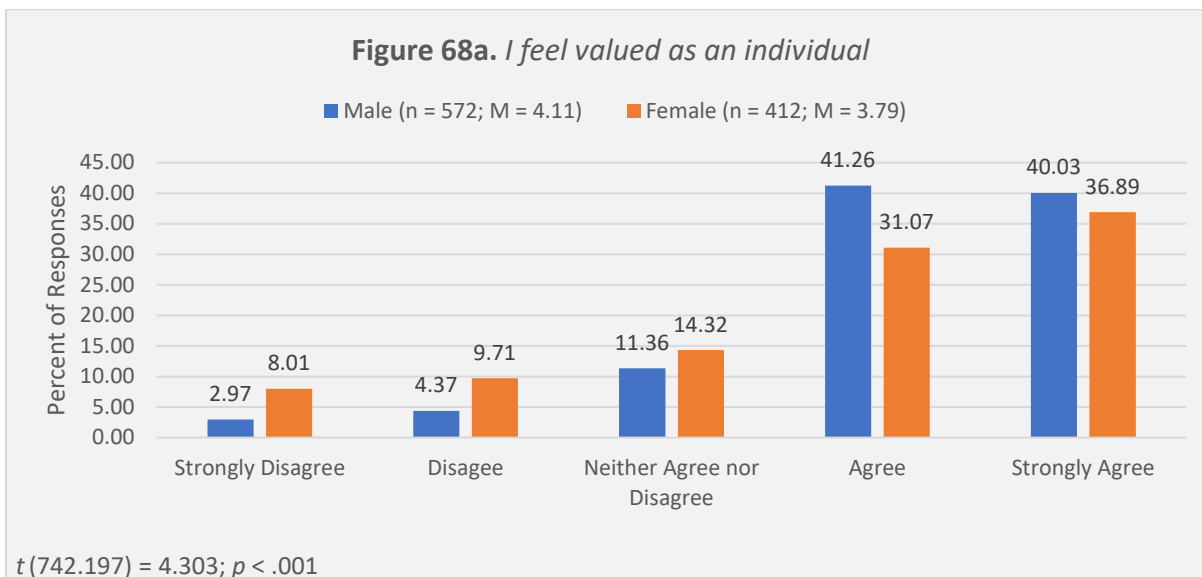


#### Item 4. Valued as an Individual

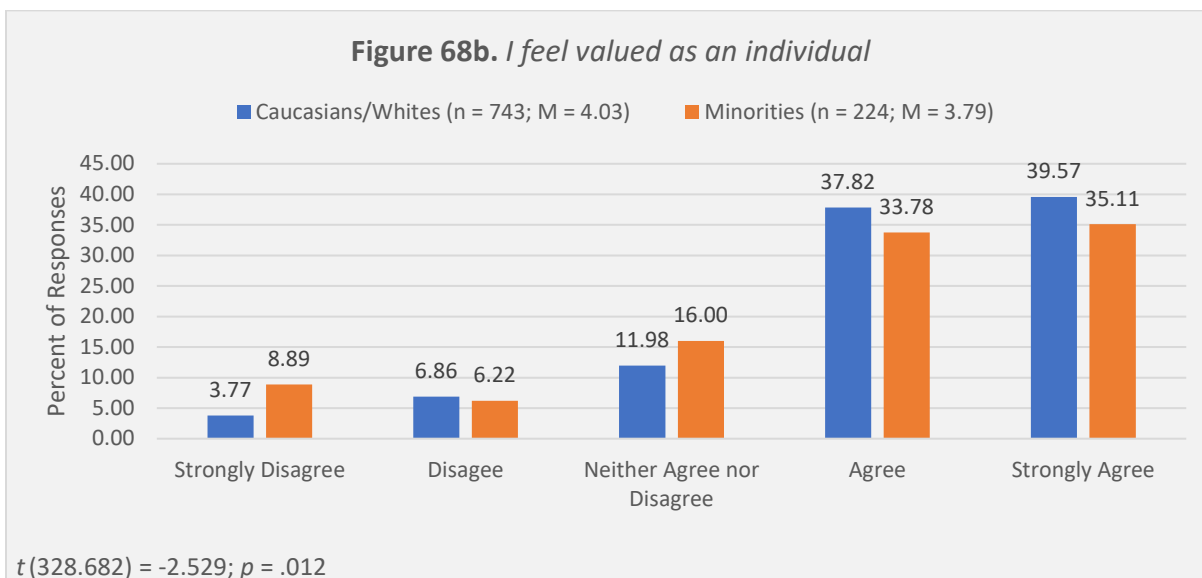
When asked if they feel valued as an individual, 75.30% of respondents agreed or strongly agreed, while 11.87% of respondents disagreed or strongly disagreed (see Figure 68).



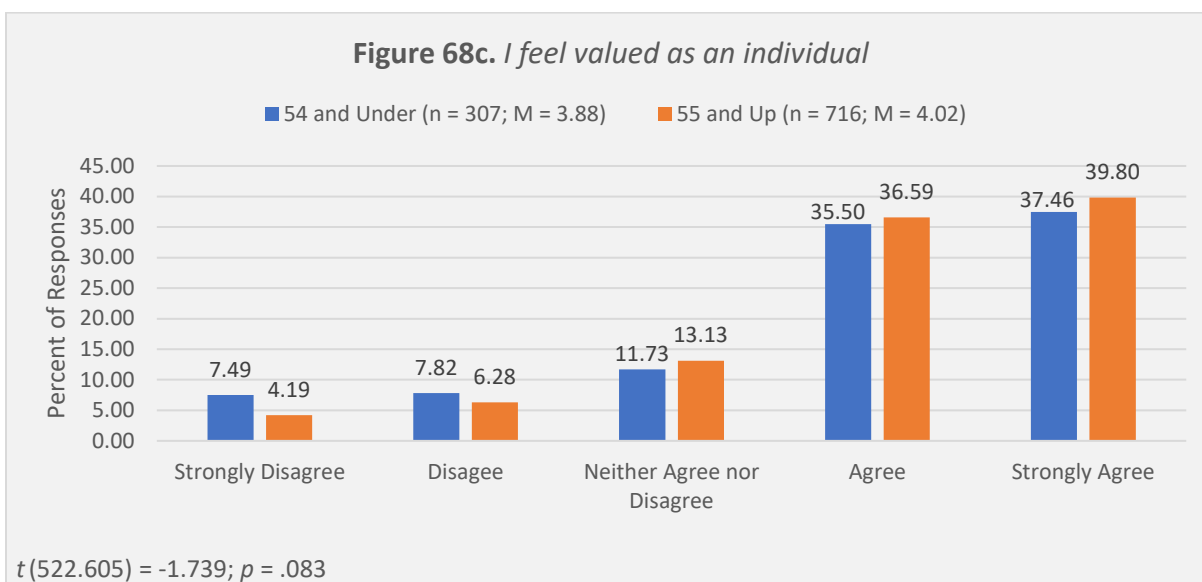
Further analyses revealed females were statistically less likely to agree they feel valued as an individual than males (see Figure 68a below).



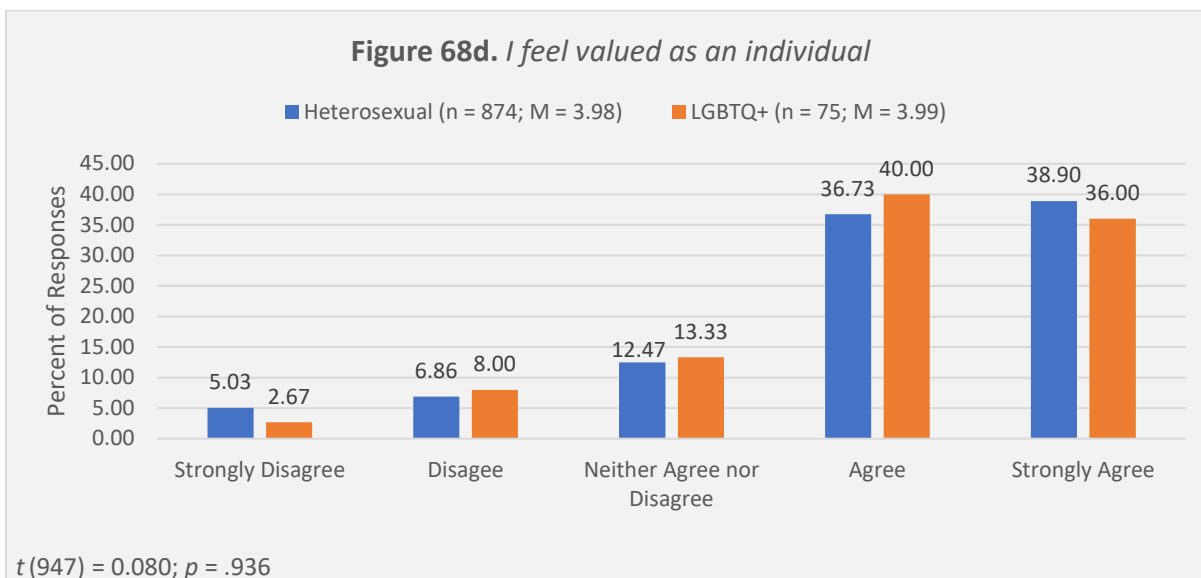
Minorities were statistically less likely to agree they feel valued as an individual than Caucasians/whites (see Figure 68b below).



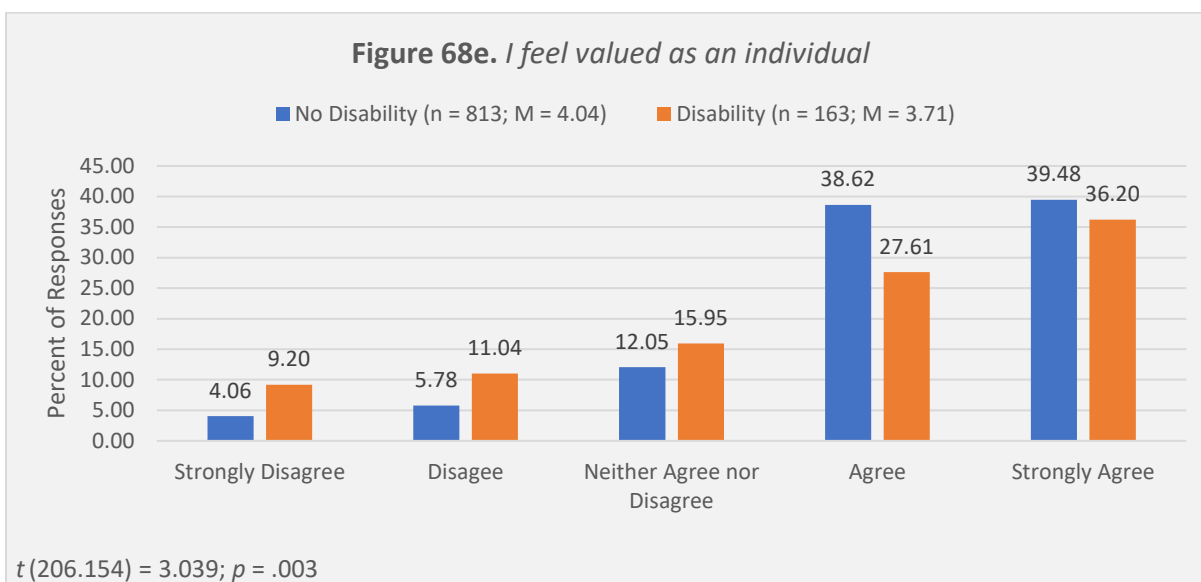
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 68c below).



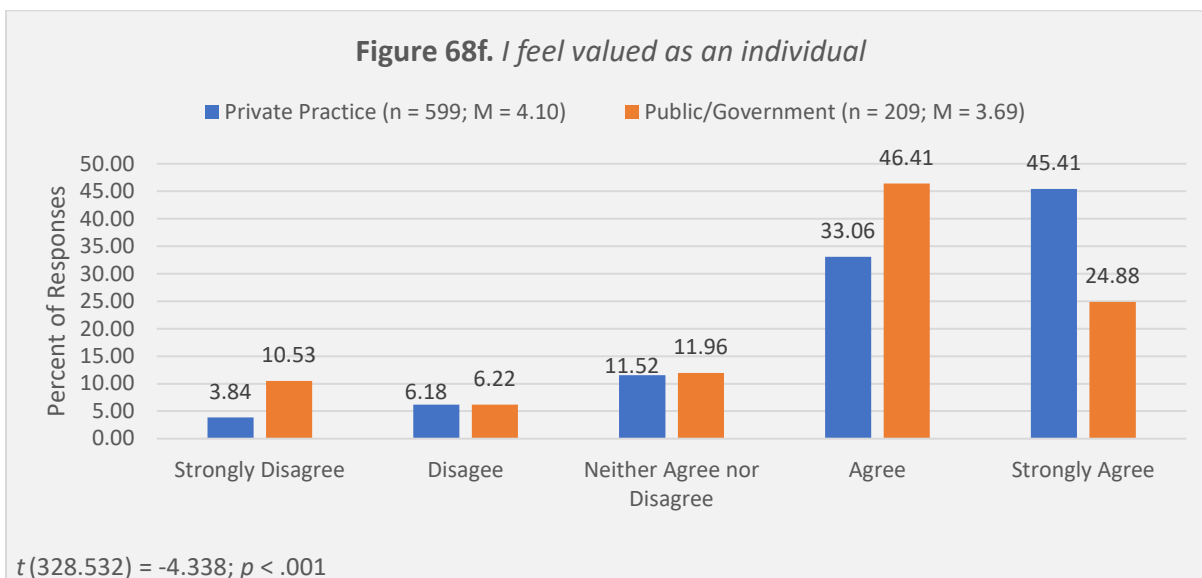
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 68d below).



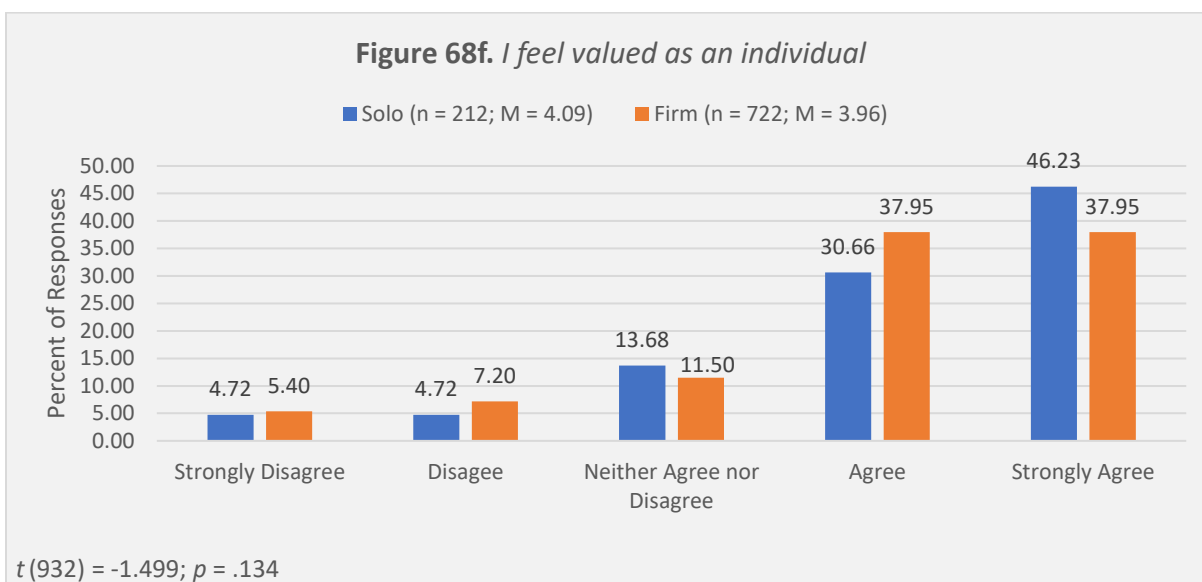
Those with a disability were statistically less likely to agree they feel valued as an individual than those without a disability (see Figure 68e below).



Those in the public sector/government were statistically less likely to agree they feel valued as an individual than those in private practice (see Figure 68f below).

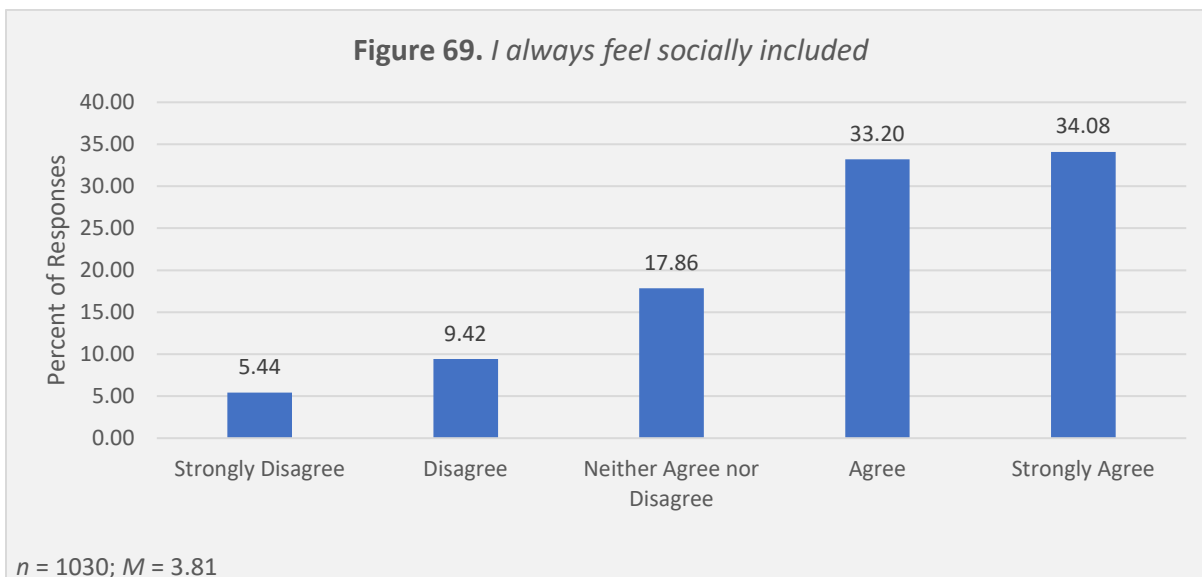


Differences between those in firms and solo practitioners were not statistically significant (see Figure 68g below).

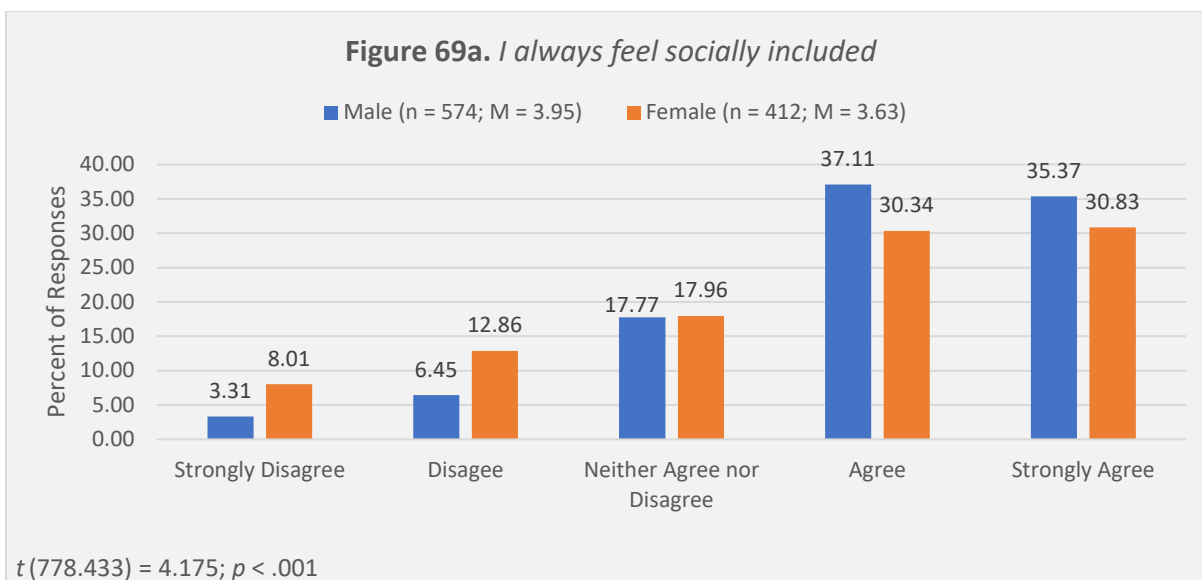


### Item 5. Socially Included

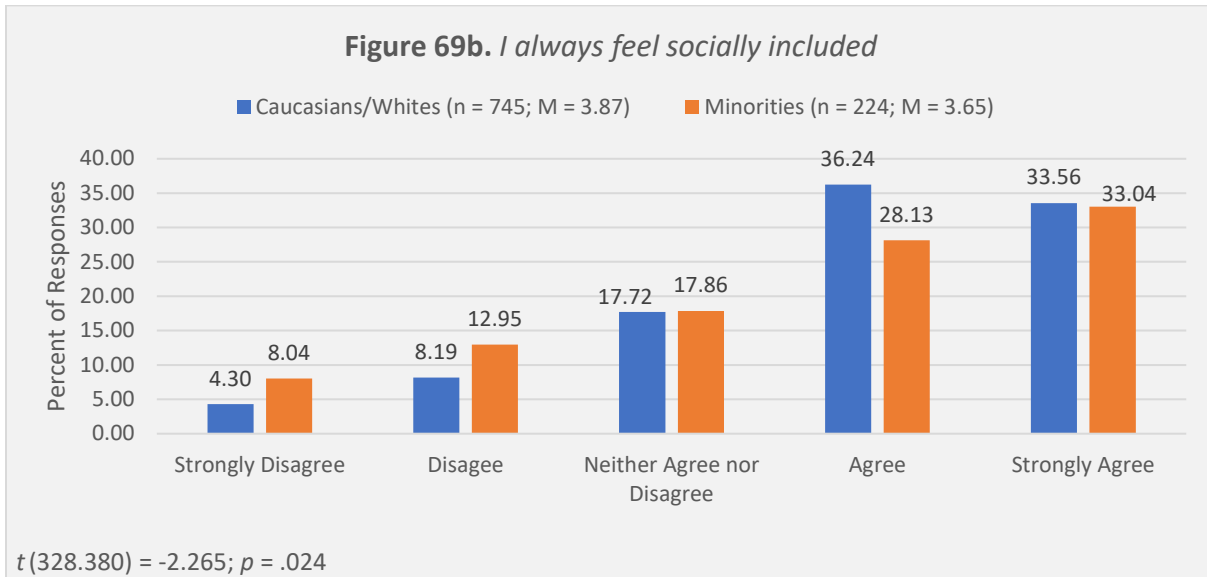
When asked if they always feel socially included, 67.28% of respondents agreed or strongly agreed, while 14.86% of respondents disagreed or strongly disagreed (see Figure 69 below).



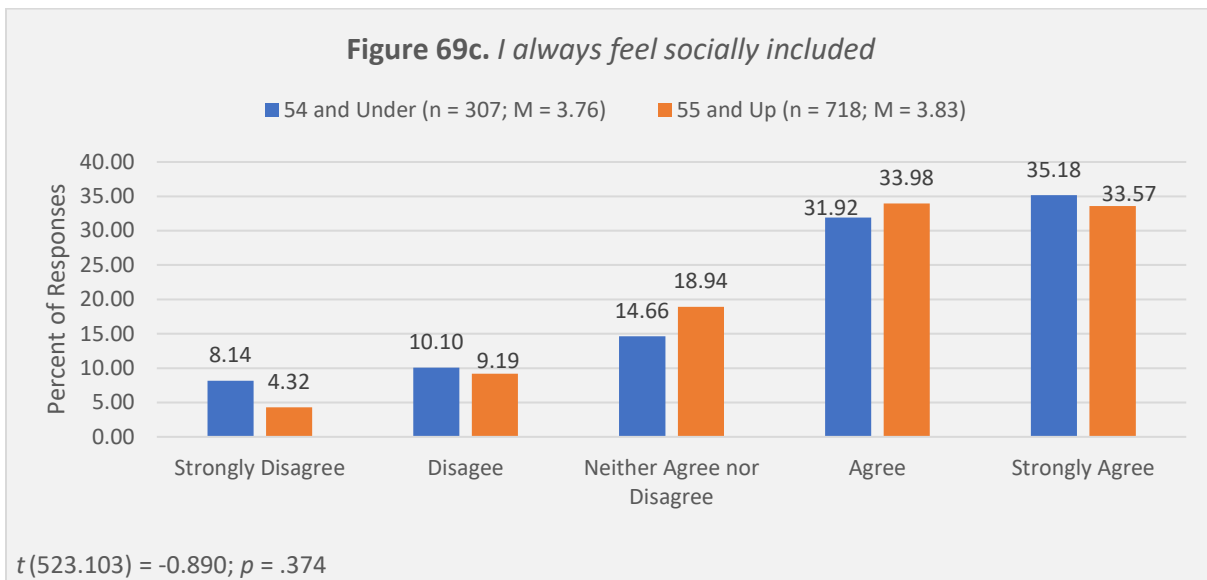
Further analyses revealed females were statistically less likely to agree that they feel socially included than males (see Figure 69a below).



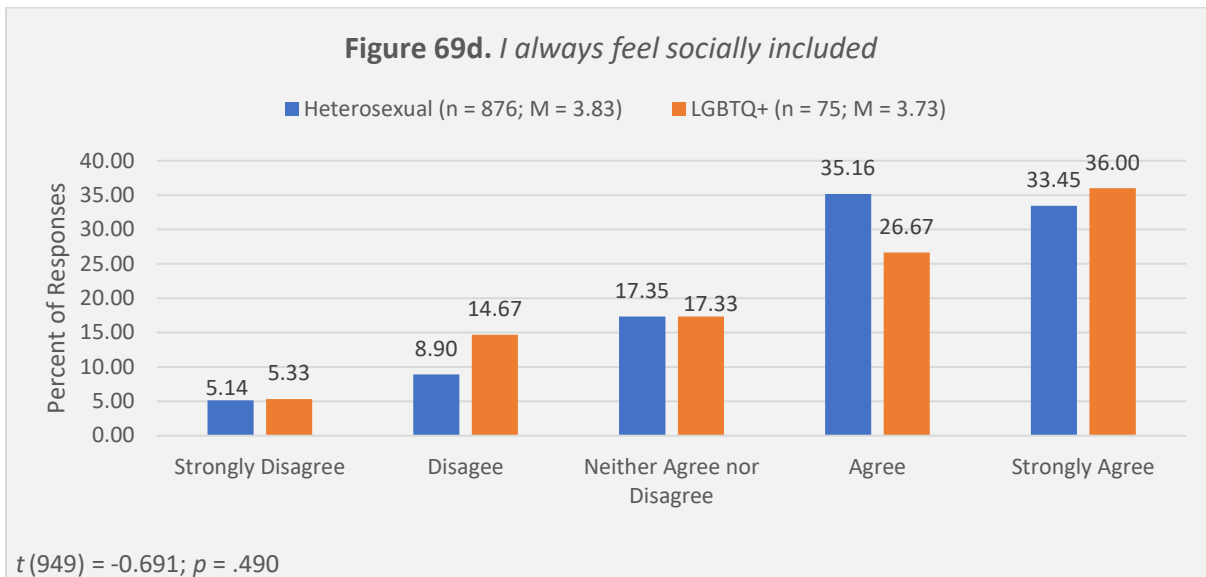
Minorities were statistically less likely to agree that they feel socially included than Caucasians/whites (see Figure 69b below).



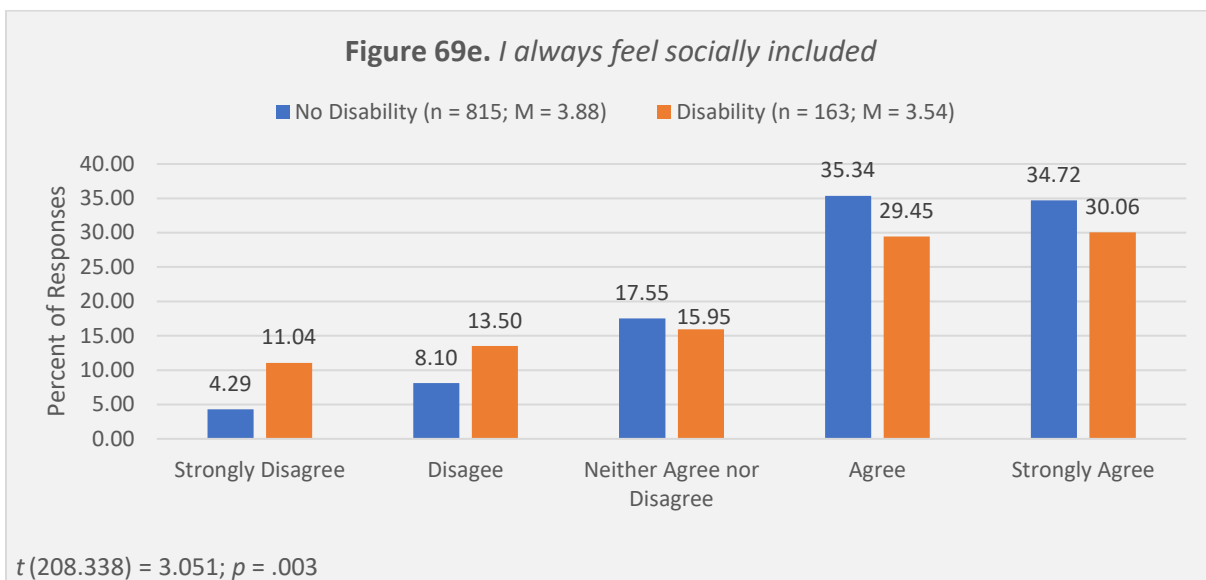
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 69c below).



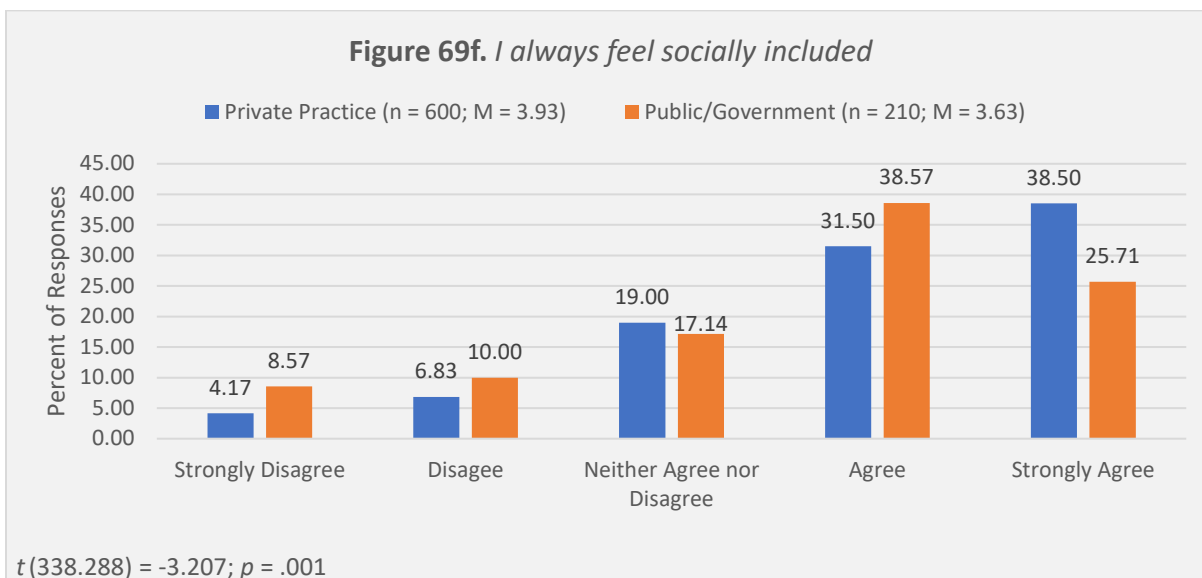
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 69d below).



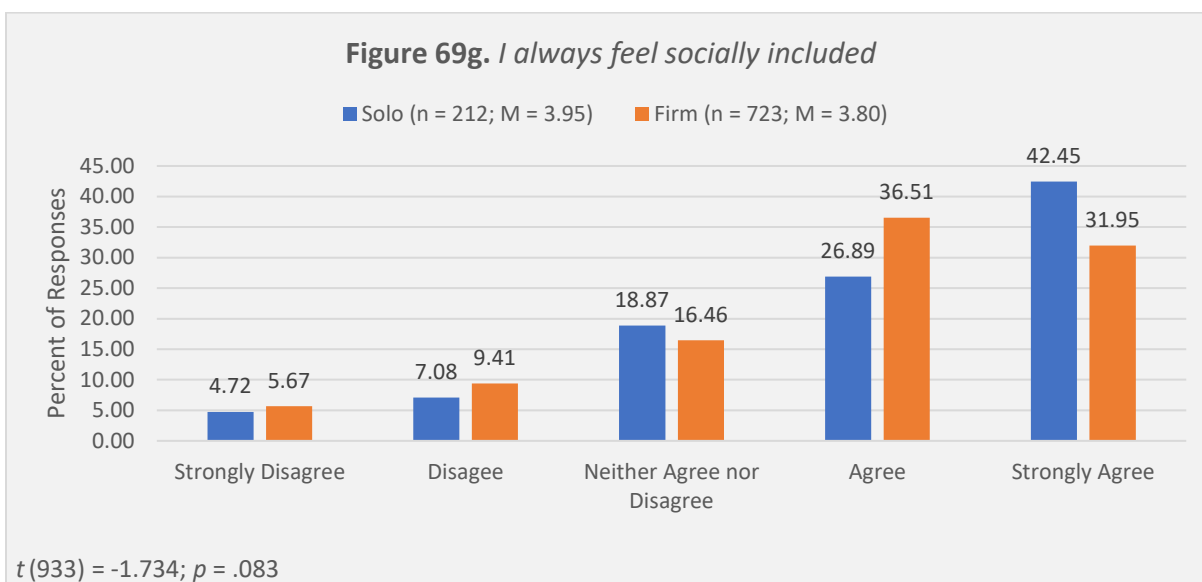
Those with a disability were statistically less likely to agree that they feel socially included than those without a disability (see Figure 69e below).



Those in the public sector/government were statistically less likely to agree that they feel socially included than those in private practice (see Figure 69f below).



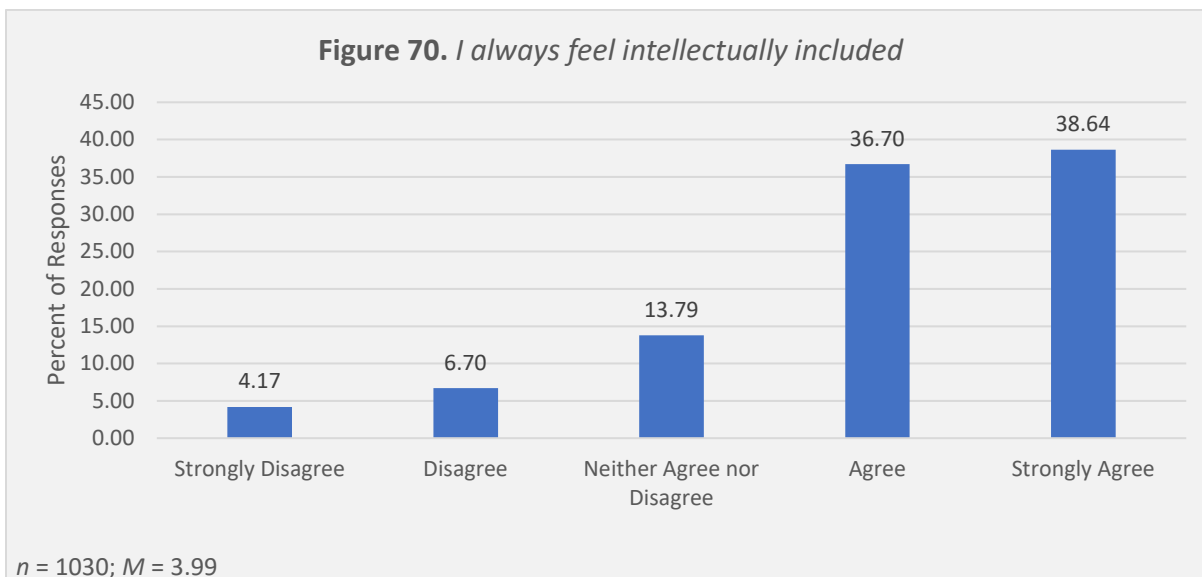
Differences between those in firms and solo practitioners were not statistically significant (see Figure 69g below).



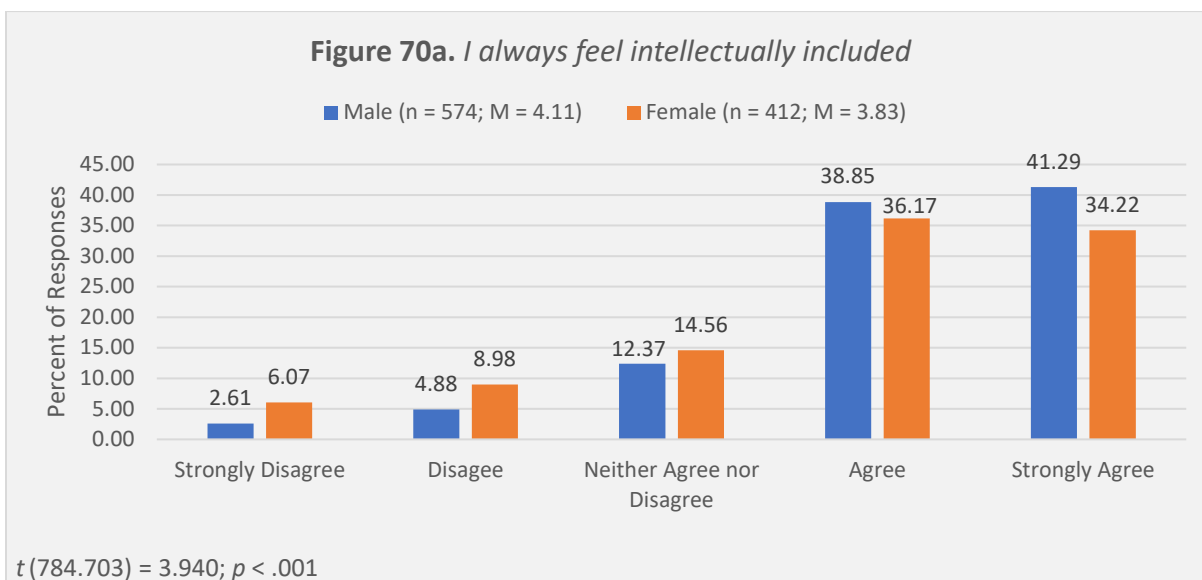


### Item 6. Intellectually Included

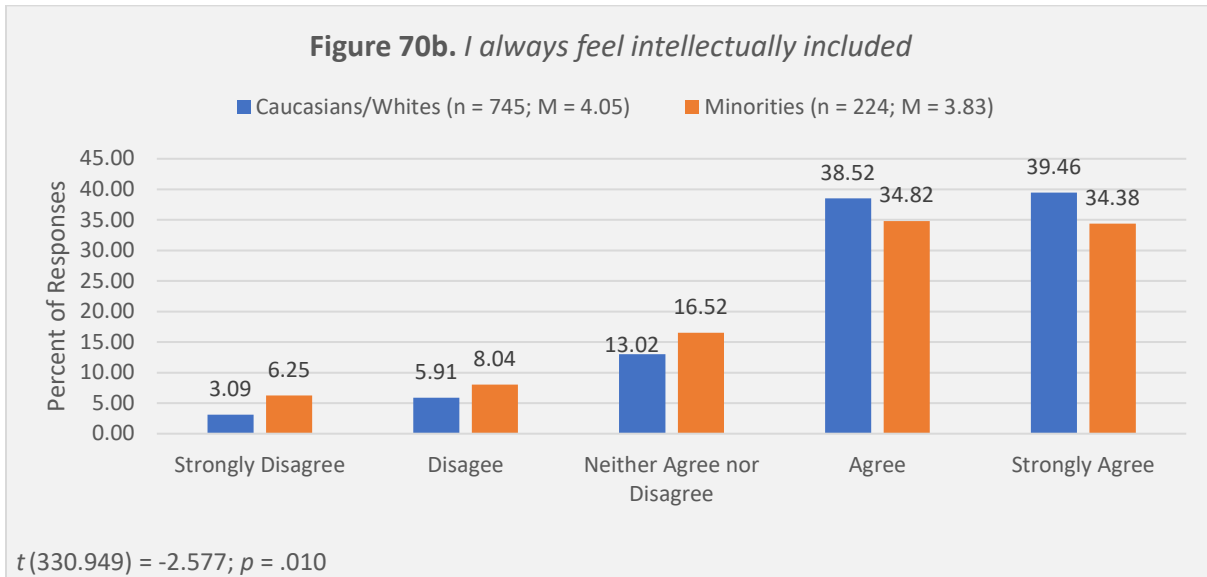
When asked if they always feel intellectually included, 75.34% of respondents agreed or strongly agreed, while 10.87% of respondents disagreed or strongly disagreed (see Figure 70 below).



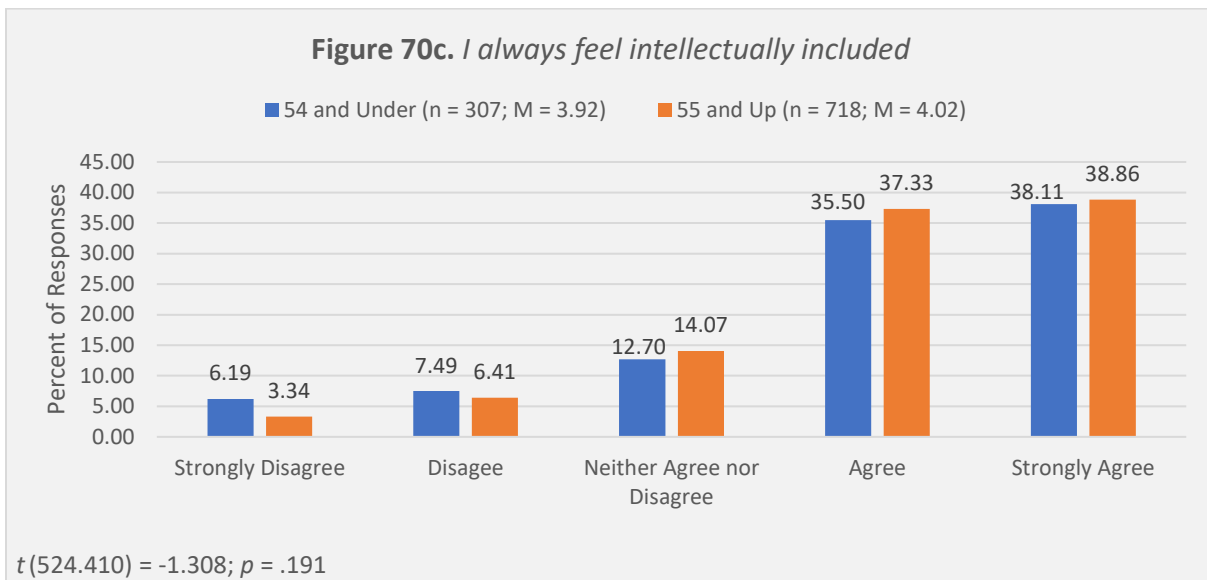
Further analyses revealed females were statistically less likely to agree that they feel intellectually included than males (see Figure 70a below).



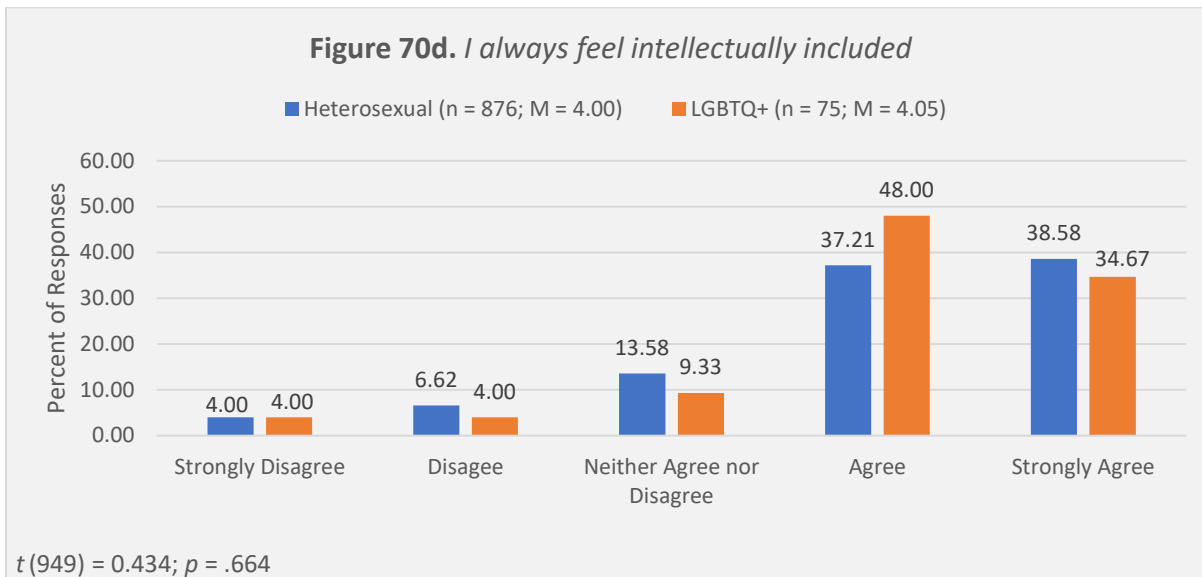
Minorities were statistically less likely to agree that they feel intellectually included than Caucasians/whites (see Figure 70b below).



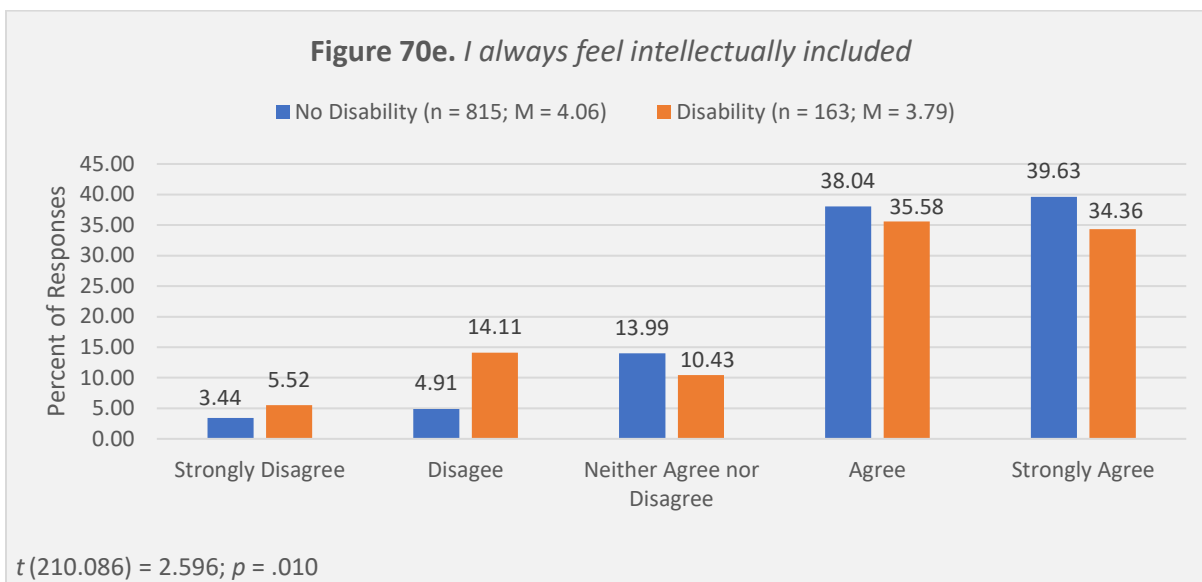
Differences between those who are 54 or younger and those who are 55 or older were not statistically significant (see Figure 70c below).



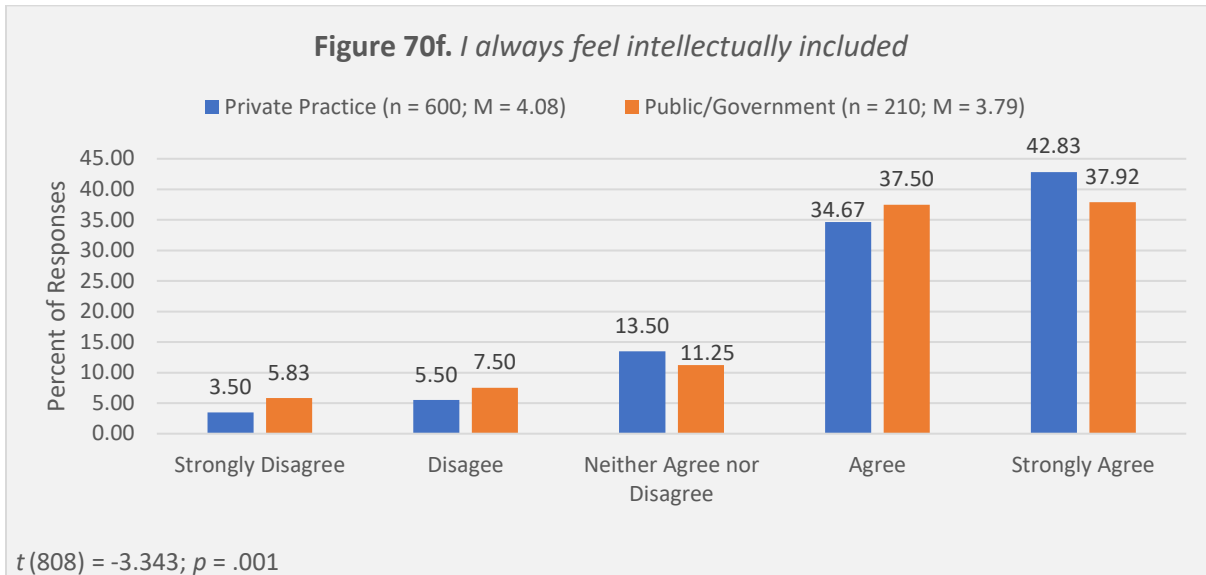
Differences between heterosexuals and LGBTQ+ individuals were not statistically significant (see Figure 70d below).



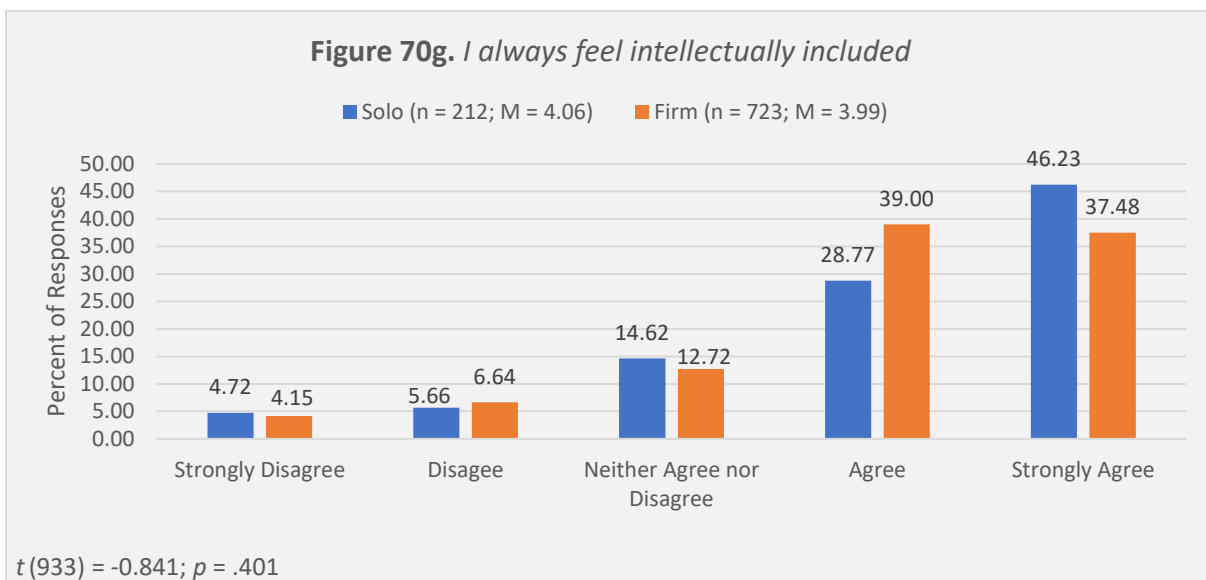
Those with a disability were statistically less likely to agree that they feel intellectually included than those without a disability (see Figure 70e below).



Those in the public sector/government were statistically less likely to agree that they feel intellectually included than those in private practice (see Figure 70f below).



Differences between those in firms and solo practitioners were not statistically significant (see Figure 70g below).

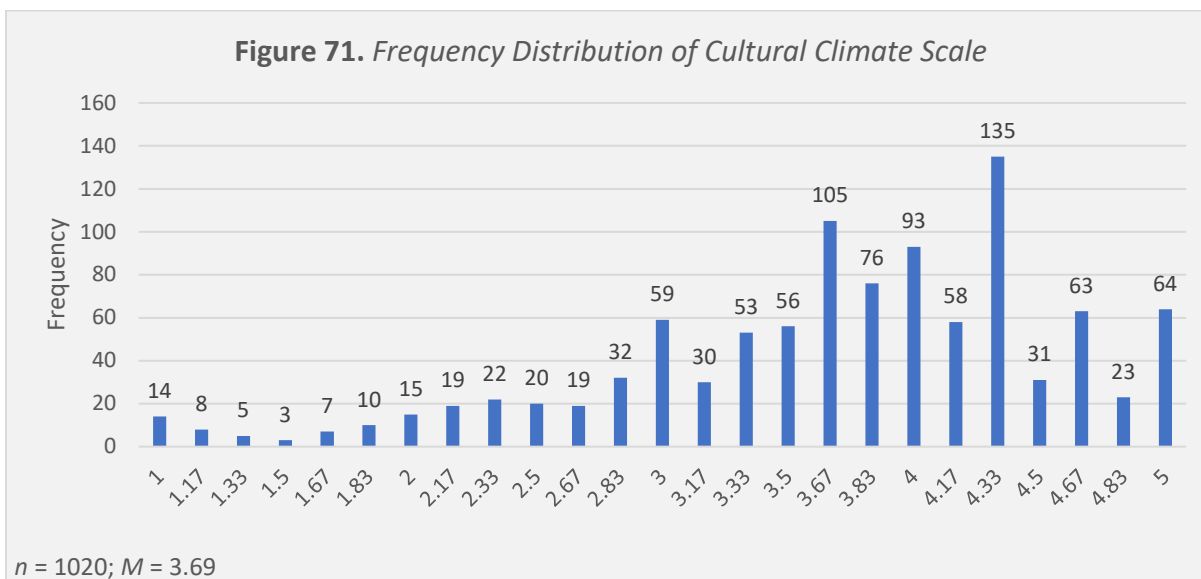


### Scale Level Analyses

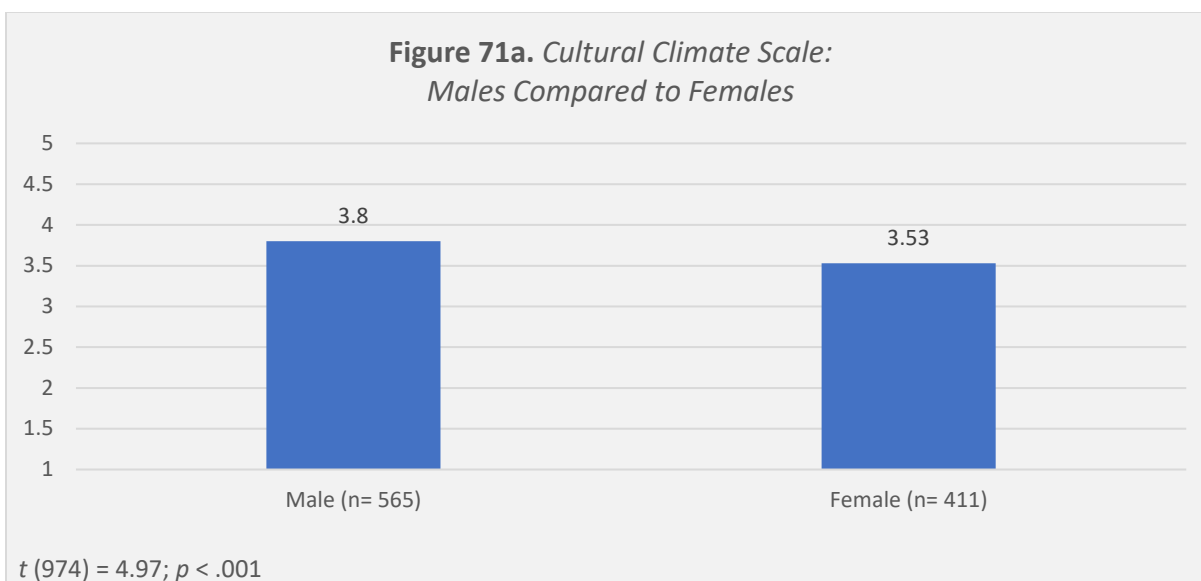
The 6 items above pertaining to cultural climate (*1- Diversity and inclusion initiatives have been successfully implemented; 2- Diversity and inclusion initiatives are tokenistic; 3- I am satisfied with the overall climate; 4- I feel valued as an individual; 5- I always feel socially included; and, 6- I always feel intellectually included*) were combined to form a scale. The scale ranges from a low of 1 to a high of 5. The higher the score, the better the cultural climate the

respondent reported. This cultural climate scale helps show a clearer overall picture than examining individual items.

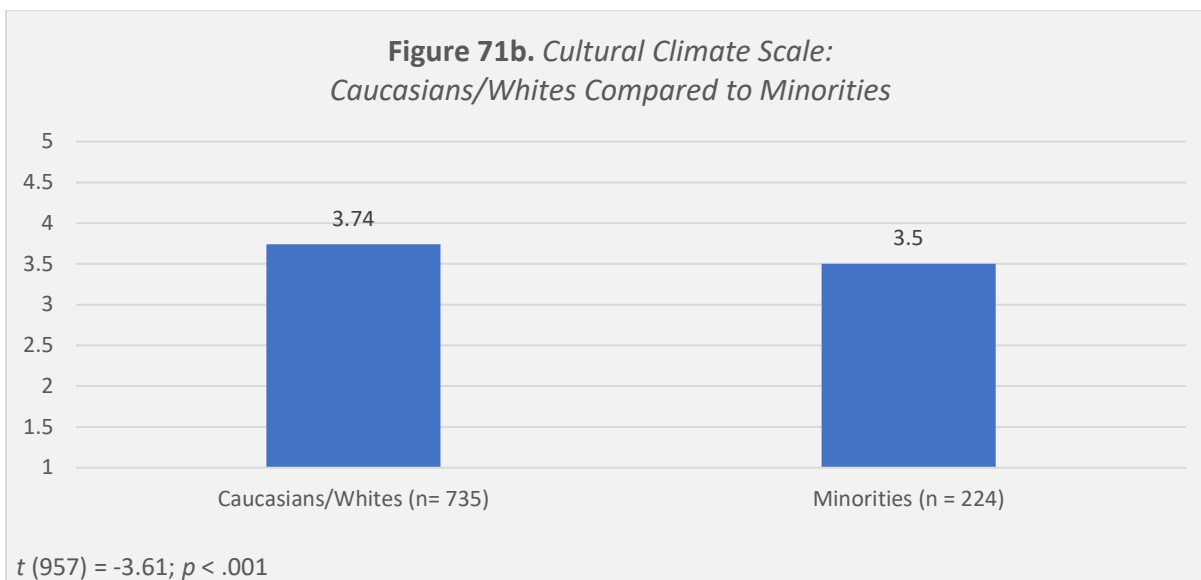
The average score on the cultural climate scale was 3.69. The frequency distribution for the cultural climate scale is shown in Figure 71 below.



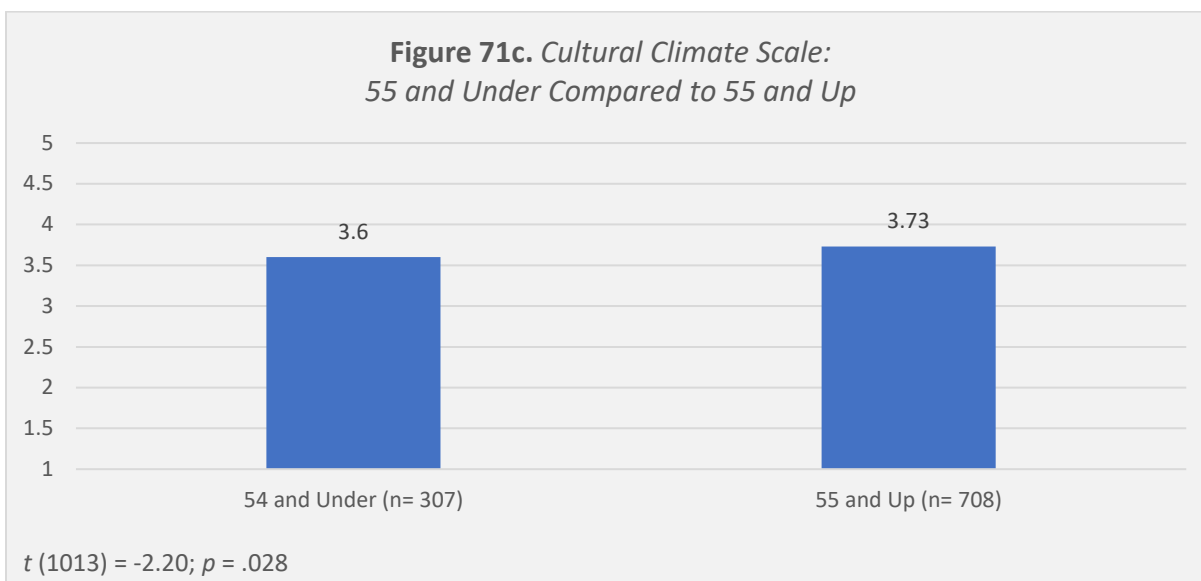
When comparing males to females on the cultural climate scale, females were significantly lower (see Figure 71a below).



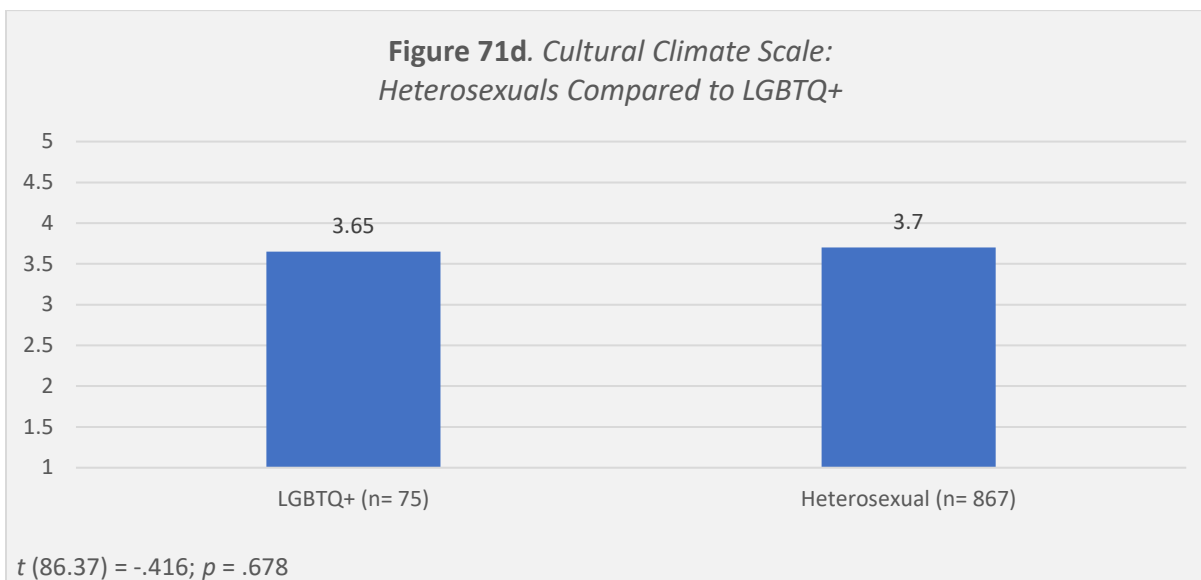
When comparing Caucasians/whites to minorities on the cultural climate scale, minorities were significantly lower (see Figure 71b below).



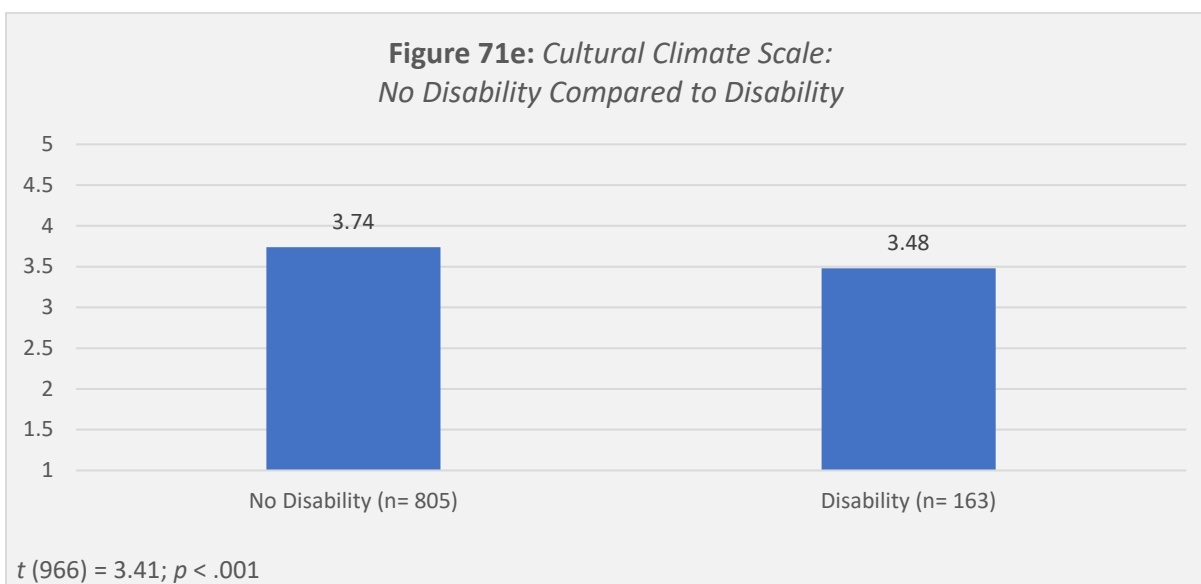
When comparing those who are 54 and younger to those who are 55 and older on the cultural climate scale, those who are 54 and younger were significantly lower (see Figure 71c below).



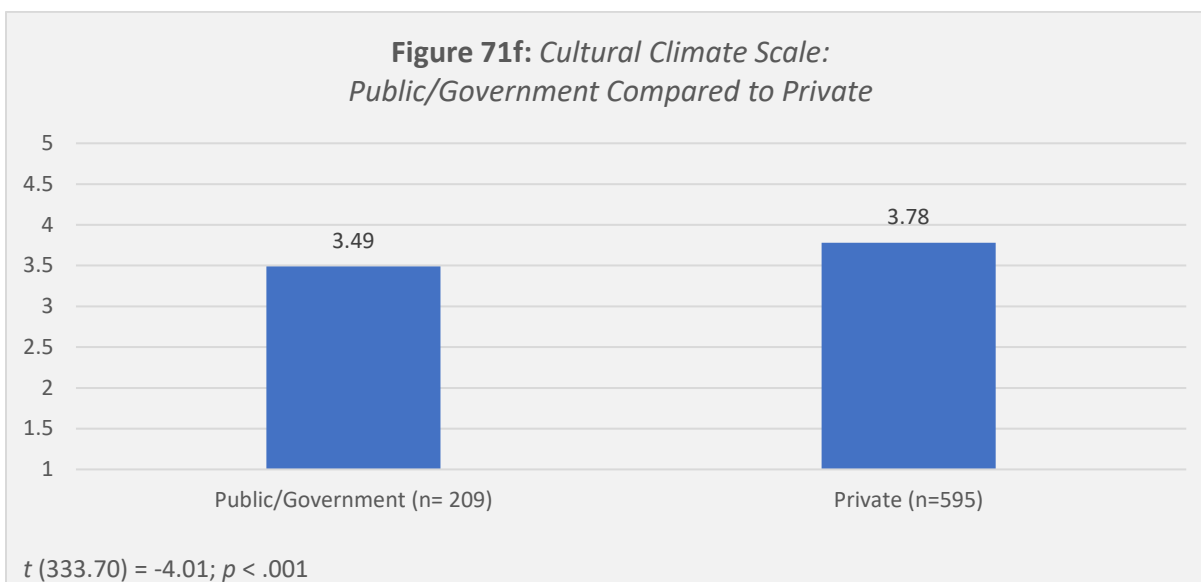
When comparing heterosexuals to LGBTQ+ individuals on the cultural climate scale, differences were not significant (see Figure 71d below).



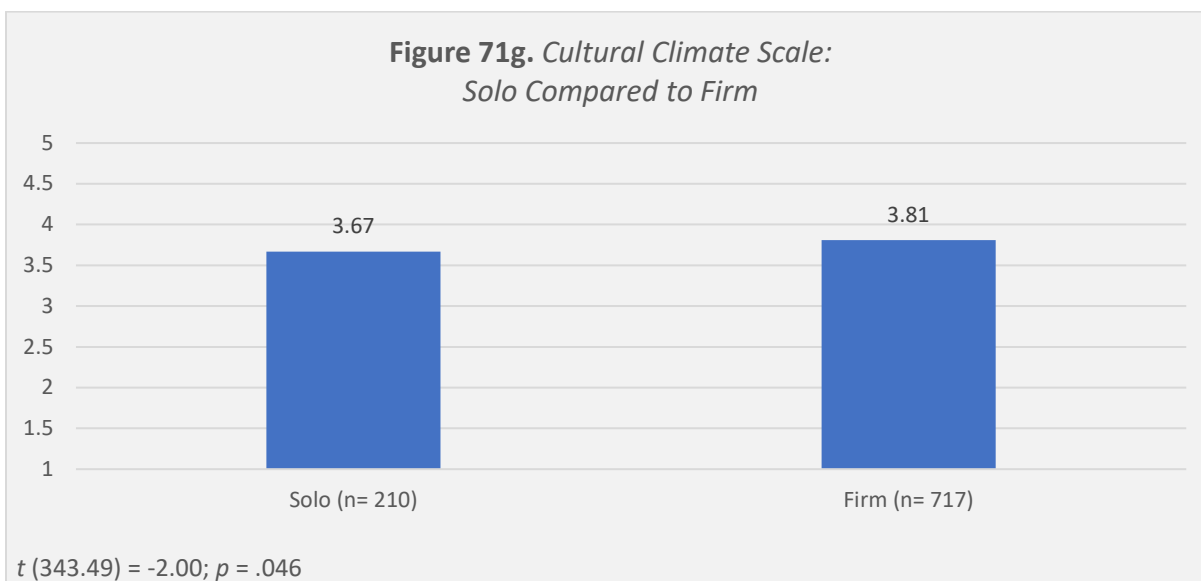
When comparing those with a disability to those without a disability on the cultural climate scale, those with a disability were significantly lower (see Figure 71e below).



When comparing those in the public sector/government to those in private practice on the cultural climate scale, those in the public sector/government were significantly lower (see Figure 71f below).



When comparing solo practitioners to those in firms on the cultural climate scale, solo practitioners were significantly lower (see Figure 71g below).



### Open-Ended Item

Of note, a single open-ended question was presented to participants, asking to please share any experiences that may have defined their view of the legal community, or that may have



left a lasting impression on them. While most participants skipped this item or left it blank, 498 responses were received. Many responses contained more than one statement.

Responses were coded based on the following themes: gender/sex discrimination, race discrimination, white discrimination, negative comments about DEIA, accepting climate, negative climate, favor white males/“old boys club,” age discrimination, sexual harassment, sexual orientation discrimination, religious discrimination, and disability discrimination. Ninety-two respondents indicated that they have experienced discrimination because of their gender identity or sex. A majority of the responses (250) to this question indicated that the legal community in Nevada favors white males, and is based on the “old boys club” mentality. Thirty-five respondents indicated that they had experienced racial discrimination, but 25 respondents indicated that DEIA efforts have resulted in discrimination against white people. For example, some respondents indicated that their opinions did not matter because they were white, or they were excluded from promotions or opportunities because they were given to a minority based on DEIA initiatives. Other respondents indicated that they have experiences with discrimination based on their sexual orientation (6), religion (10), and disability (4). Another 11 respondents indicated that they experienced sexual harassment and inappropriate sexual behavior directed towards them.

Additionally, 111 respondents left responses that indicated that the legal community in Nevada is negative. For example, some respondents indicated that the legal community lacked professionalism towards all members, judges are unable to make impartial decisions, and decisions were based on nepotism rather than merit. However, 87 respondents indicated that they worked in an accepting, positive climate. For example, some respondents indicated that the Nevada legal community fostered meaningful relationships, accepts all people for hire, and effectively dealt with any discrimination that was witnessed. Figure 72 below summarizes the frequency of themes.

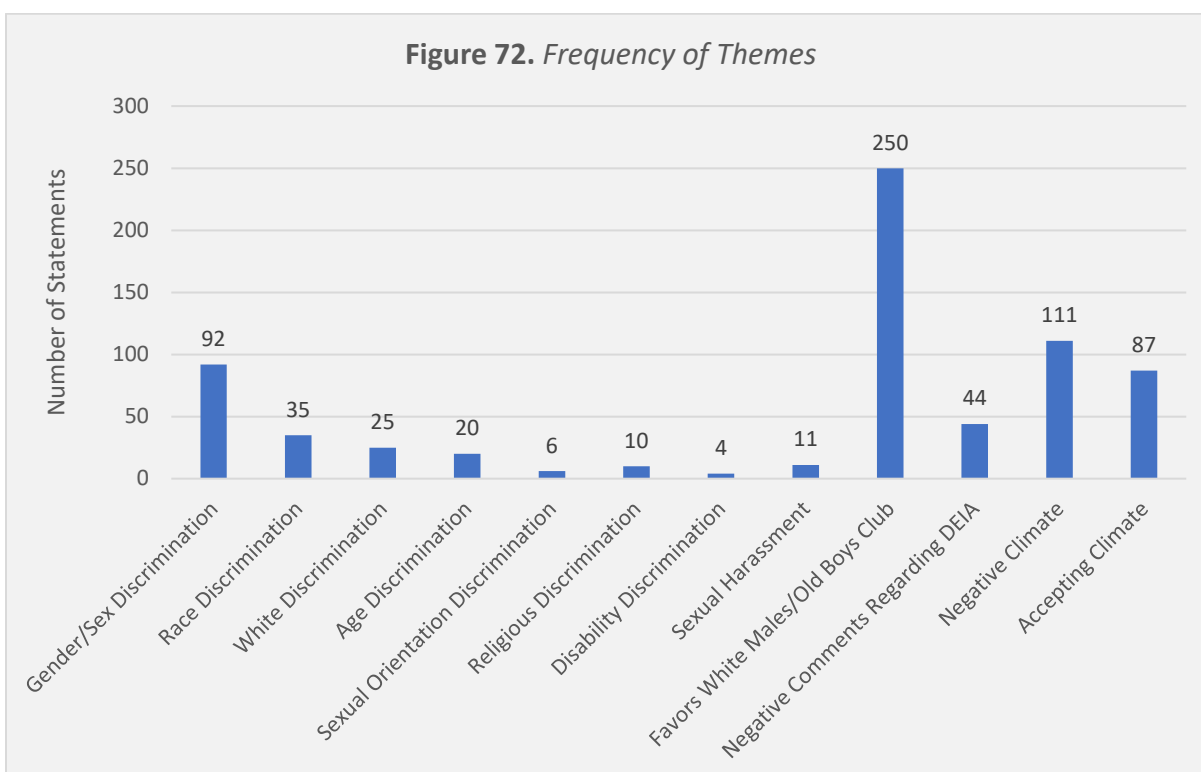
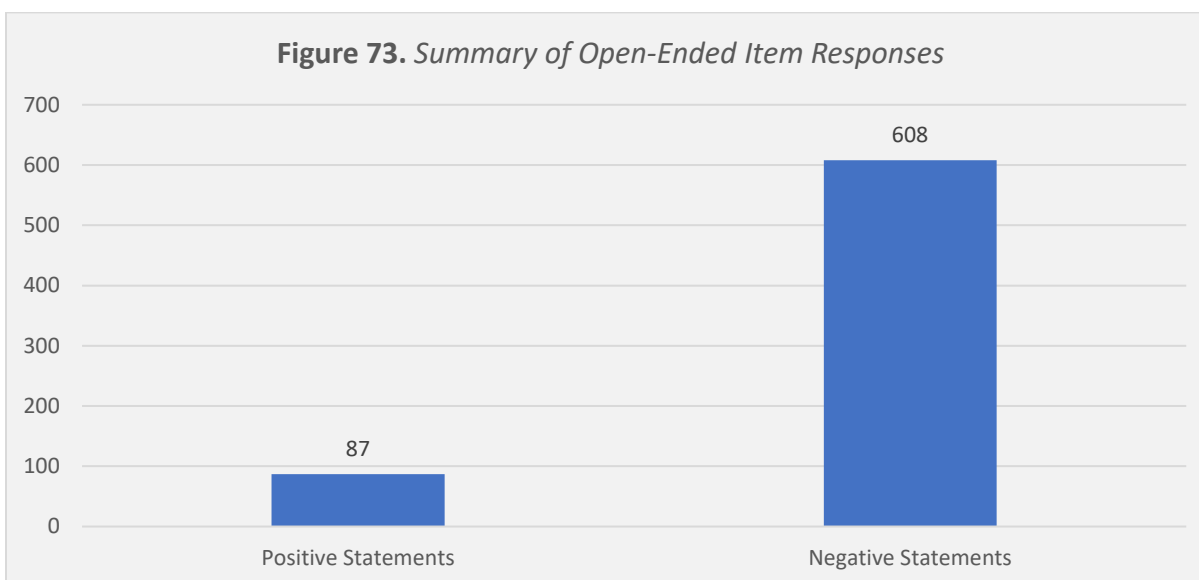


Figure 73 below shows the count of positive and negative statements. The majority of experiences respondents shared were negative experiences.



### Summary of Findings

While individual items from the survey are able to provide a great deal of information regarding DEIA, the scales show a clearer picture. Regarding workplace treatment, significant differences were found between males and females, between Caucasians/whites and minorities, between those age 55 and over and those age 54 and under, between those with disabilities and those without disabilities, and between those in the public sector/government and those in private practice. The workplace climate scale, as well as the cultural climate scale, showed significant differences between males and females, between Caucasians/whites and minorities, between those age 55 and over and those age 54 and under, between those with disabilities and those without disabilities, between those in the public sector/government and those in private practice, and between solo practitioners and those in firms. The implicit bias scale showed significant differences between males and females, between Caucasians/whites and minorities, between those with disabilities and those without disabilities, and between those in the public sector/government and those in private practice. The witnessing unfair treatment scale showed significant differences between males and females, between Caucasians/whites and minorities, between those age 55 and over and those age 54 and under, between heterosexuals and LGBTQ+ individuals, between those with disabilities and those without disabilities, and between those in the public sector/government and those in private practice. Table 3 (see following page) summarizes the differences between groups found by each scale.

**Table 3.** *Summary of Findings: Comparison Groups and Differences on Scales*

Comparison Groups	Workplace Treatment Scale	Implicit Bias Scale	Witnessing Unfair Treatment Scale	Workplace Climate Scale	Cultural Climate Scale	Number of Differences
Males & Females	Difference	Difference	Difference	Difference	Difference	<b>5</b>
Caucasians/Whites & Minorities	Difference	Difference	Difference	Difference	Difference	<b>5</b>
54 and Under & 55 and Over	Difference	No	Difference	No	Difference	<b>3</b>
Heterosexuals & LGBTQ+	No	No	Difference	No	No	<b>1</b>
No Disability & Disability	Difference	Difference	Difference	Difference	Difference	<b>5</b>
Public/Government & Private	Difference	Difference	Difference	Difference	Difference	<b>5</b>
Solo & Firm	NOT COMPARED*	No	No	Difference	Difference	<b>2</b>

\*Note: Solo practitioners are their own bosses. Therefore, some items in the workplace treatment scale were not applicable to solo practitioners.

Provided these findings, sexism, racism, and ableism are the more serious concerns with significant differences emerging on all 5 scales for these comparison groups. Ageism seems less concerning, with 3 scales showing significant differences for this comparison group. Discriminatory treatment based on sexual orientation does not seem to be a major concern. The only scale which showed significant differences for this comparison group was on witnessing unfair treatment.

Furthermore, those in the public sector/government were significantly different on all scales compared to those in private practice. Solo practitioners reported significant differences on workplace climate and cultural climate compared to those in firms, but this may simply be an artifact of being a solo practitioner in and of itself, whereas being in a firm fosters more interaction with colleagues and others, potentially leading to improved workplace climate and improved cultural climate.

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### Appendix A: Responses to 3 Words Item

Below are the responses to asking participants, “*What are three words you would use to describe the current state of diversity and inclusion in your current or most recent workplace in Nevada's legal community?*” These are the exact words of the participants. Misspellings, typos, grammatical mistakes, and other errors are directly from the participants, and remain included.

Adjective 1	Adjective 2	Adjective 3
Fair	Balanced	
sufficient	adequate	fine
Much	Too	Woke
inclusive	diverse	welcoming
clear	concise	active
woke	unnecessary	backwards
inclusive	supportive	friendly
Inapplicable	Irrelevant	
nonexistent	nondiverse	discriminatory
Lonely		
accepting	supportive	open
Diverce	Welcoming	Fair
delicate	situation	in progress
priority	improving	helpful
Total	Baloney	Question
LGBTQ	Small	
Open	Important	Training
Monolithic	Exclusive	Racist
Not applicable	Not applicable	Not applicable
mindful	trying	good
Equal	Fair	Respected
Waste	Of	Time
no answer	no answer	no answer
Superficial	Token	Ineffective
Excessive	Unnecessary	Weakening
full	diversity	inclusion
going	very	well
aspirational	incremental	progress
Excellent	Inclusive	Unique
diverse	Friendly	accepting
aware	no opportunity	relevant
uneven	Disabilityintolerant	Raciallydiverse
good	fair	benevolent
inclusive	diverse	equal

Adequate	Verbalized intolerance	insensitive
important	relevant	necessary
stupid	unnecessary	woke
Politically Correct	Quotas	Thought Police
Wellintentioned	Expensive	Overreaching
Welcoming	Open minded	Neutral
unbiased	fair	rewarding
Good	Rurals overlooked	
Good	Satisfactory	Fine
Irrelevant	Acceptable	Nonissue
Nonexistent	Sexist	Misogyny
great	inclusive	
amorphous	unknown	vague
Probably	Over	Focused
accepting	equitable	loving
Lacking		
inclusive	limited	fine
Progressive	Diverse	Inclusive
better	than	before
overboard	unnecessary	
Privilege	Privilege	Privilege
Non existent	Never going to happen	DEI is unlawful discrimination
fair	equitable	
inclusive	open	professional
Unnecessary	Irrelevant	Distracting
evolving	improving	visible
robust	purposeful	challenging
diverse	inclusive	equal
fine		
Fine	Diverse	Equal
Diverse	Fair	Inclusive
Irrelevant	unimportant	unnecessary
Diverse	Accepting	Respectful
improving	beginning	
Discriminatory	Anti American	Discriminatory
hope it	is	nonexistant
Indefinite	Process	Hopeful
uneven	fearful	concerned
over the top	Intrusive	Ill conceived
Good	Mutual	Respect

inadequate	inauthentic	ineffective
inclusive	respectful	honorable
absent	low priority	negative
no	such	thing
fairness	respect	judgment free
Respectful	Collegial	Dedicated
Optimistic	Welcoming	Exciting
excellent	good	equality
excessive	accomodating	unnecessary
Friendly	Accepting	Open
old	boys	club
Incomplete	Insufficient	Undergoal
Overemphasized	Improving	Distracting
pervasive	focused	prioritized
fair	fair	fair
Divided	Superficial	Lacking
trying	changing	slow
Money	Drives	Everything
Some	Not considered	
Belonging	Fairness	Inclusivity
Dont	Push	It
good	good	good
Solo	NA	NA
little diversity	Conservative	ignore issues
Based	On	Merit
goals	open	important
Coincidental	Unnecessary	Valuable
Irrelevant		
Priority	Necessary	Inclusive
Diverse	Rural	
Elections		
Prominient	nonissue	welcoming
irrelevant	irrelevant	irrelevant
inclusive	developing	richness
Inclusive	Diverse	Empathetic
what	is	diversity
Lacking	Shoestring	Nonexistent
equitable	open	trying
Inclusive	Diverse	Accepting
unbalanced	inclusive	equitable
None	Conservative	patriarchal

overcompensating	misguided	unnecessary
Prioritized	Active	Embraced
sexist	biased	pretend
Rotten	Hopeless	Ignored
Improving	Political	Narrow
open	merit	qualifications
excellent		
Try	Too	Hard
Equitable		
better	than	most
effective	good	unnecessary
diverse	inclusive	professional
inclusive	varied	
fair	merit	tired
sufficient	inclusive	diverse
Balanced	Evolving	Improving
Safe	Warm	Inviting
attempts	genuine	thoughtful
Inclusive	Diverse	Fine
Nonexistent	Exclusive	Unrefined
DON'T	CARE	
Successful	Respectful	Relaxed
overreaction	woke	get over it
Variety	Community	Valued
nonexistent		
Good	Satisfactorily	Fine
Irrelevant	Unnecessaey	Creates division
non existent	lacking	worrisome
unknown	unknown	unknown
Progressing	Rare	
Reasonable	Fair	Diverse
Dismal	Sad	Pathetic
Diverse	Inclusive	
Fair	Active	Steady
Not	very	diverse
Respect	Tolerance	Helping
great	awesome	amazing
diverse	aware	inclusive
welcoming	fair	white
Solid	Active	Optimistic
Gimmicky	Unconstitutional	GreivancePolitics



Diverse	Great	
Trying	Struggle	Inconsistent
Deliberate	Helpful	Beneficial
Lazy	Wrong	Racist
None	Zero	Nil
Accepting	Inclusive	Honest
inclusive	solo	practice
above average	important	beneficial
myself	nobody	else
Inclusive	Fair	Equal
Finally	Robust	Needed
Diverse	Inclusive	Equitable
Good	Progressive	Imperfect
Fair	Pleasant	Fun
diverse	innovative	fellowships
ignored	discounted	disregarded
Just	Fine	Thanks
Fine	Fine	Fine
None	Non existent	Never considered
Better	Encouraging	Hopeful
Inclusive	Open	inquisitive
not applicable	not applicable	not applicable
Aware	Improving	Incomplete
Hopefully dead	Divisive	Counterproductive
rural	inclusive	gender neutral
Appropriate	Active	Color blind
stupid	silly	absurd
Open	Friendly	helpfull
trying	caring	inclusive
adequate	good	diverse
illusory	illusory	illusory
implemented	discriminatory	biased
Modest	Homogenizing	Minimal
Meritocracy		
comfortable	friendly	collegial
unaddressed		
Inclusive	Diversified	Respectful
Trying	Lacking	Frustrating
Open	Fair	Rationale
harmonious	diverse	nonconfrontational
White	White	White

superficial	limited	directionless
Inclusive		
unnecessary	waste of time	silly
open	encouraging	growing
improving	adapting	growing
Fair	Inclusive	Respectful
Inclusive	Progressive	Open
inappropriate	discriminatory	fraudulent
they	support	gays
inclusive	fine	no problem
Difficult	Frustrating	Tedious
evolving	improving	continuing
Underpaid	Women	Undervalued
overemphasied	in	small firms
open	helpful	reasonable
Insufficient	Attempting	Quiet
one	hundred	percent
Unnecessary	Misguided	Destructive
fine		
low	not diverse	Lacking in opportunities
present	important	positive
Excuse	To	Discriminate
blah	blah	blah
Equal opportunity	No preferences	Fair
fraud	unfair	
Inclusive	Respectful	Kind
Over emphasized		
just	diverse	enough
unknown	suspect	weak
not for older	white women	
Deficient	Inadequate	Insincere
fine	fine	fine
Performance based	Nonissue	Integrity
No	One	Cares
Sincere	Mandatory	Focused
Improving	Sympathetic	Open minded
cannot	think	word
Mixed	Up and Coming	Best Practices
equal	nonissue	community
ad hoc	inconsistent	aspirational
Joke	Political correctness	

good	great	awesome
fit	good	adequate
Friendly	Diligent	Inviting
Overemphasis	Unnecessary	
attempting	work in progress	implementing
Lacking	Minimal	
outdated	lacking	problematic
current	active	aware
lacking	peripheral	minimal
Not	A	Problem
diverse	equal	inclusive
Equality	Fair	Diverse
none	sad	needed
active	open	mindful
Diverse	Colorful	Fun
diverse	inclusive	equity
total		
much better		
Racist	Against	White Males
unnecessary	political	divisive
inclusive	understanding	flexible
No	Big	Deal
open	equal	easy
Nascent	Employee driven	Low priority
Good	Caring	Professional
Inclusive	Color blind	Not applicable
irrelevant		
Generally Inclusive	Generally respectful	Generally accepting
Fair	Balanced	Diverse
Clear	Present	forward
Apprpopriate		
They	are	trying
I	Work	alone
improving	diverse	open minded
inclusive		
very	diverse	tolerant
Overzealous		
Nonexistent	Scarce	Overwhelming white
heterogeneousness	inclusive	open
satisfactory	nondiscriminatory	meritocracy
Fine	Sufficient	Satisfactory

diverse	accepting	inclusive
openminded	available	
Absent	Backward	Stagnant
nonexistent	difficult	afterthought
Genuine	Accepting	Open minded
Diverse		
lacking	omit	unimportant
Still	Mostly	White
Fine	Fine	Fine
white	male	strict
woke	politically	correct
average		
Great	Fine	Dandy
Minimal	Trying	
Fair	Diverse	Opportunity
divsere	inclusive	welcoming
Woke	As	Fuck
excellent	excellent	excellent
Improving	Struggling	Sad
fine	fine	fine
Better		
Amazing	Surprising	Good
Baseless	Political	Manufactured
neutral	neutral	neutral
trying	women	willing
progressive	awesome	intentional
stagnant	needs work	
ongoing	inclusive	wide ranging
tepid	bureaucratic	improving
Lip service	Laughable	Unimportant
inapplicable		
appropriate		
diverse	inclusive	unbiased
absent	overlooked	ignored
Good	Positive	Values driven
Irregular	Unfair	Miscommunicated
Unnecessary	Well intentioned	excessive
important	underrepresented	welcome
Selective	Not equitably applied	
imposition of	marxist	values
improving	problem	awareness

Accepting	Heard	Respect
Decent	Challenging	Limited by local area
Slim	Inconsistent	Misunderstood
Unsupported	Misunderstood	Forgotten
gender diverse	isolating	judgmental
good	neutral	unbiased
Homogenized	Improving	Insufficient
limited	challenging	unimportant
Ideal	Maximized	Perfection
Stressful	Dangerous	Unhealthy
lacking		
afterthought	minimal	haphazard
Fair	Non Biased	Equitable
None		
Inclusive	Respectful	Committed
Respectful	Congenial	Collegial
Waste	Leftist	Idiots
Irrelevant	Unnecessary	Immaterial
Lacking	Uncomfortable	Ignorant
Good ol Boy system	Home towned	Thankless
Good	Ok	Fine
Diverse	Just	Balanced
irrelevant	good	immaterial
overly sensitive	overly inclusive	reverse biased
Equality	Of	Opportunity
doesn't	everyone	do this
Racist	Sexist	Discrimination
unimportant	nonissue	fair
Ok	Not an issue	Better
Aspirational	Goal	Future
Standard	Pragmatic	OK
fair	representative	expected
Good	Sincere	Meaningful
Stultifying	Irrelevant	Baseless
diverse	because of	merit
Fine	Ok	Annoying
ageism	conventional	intermediate
Open	Engaged	Invested
lacking	pageantry	unhelpful
female	inclusive	open
Minimal	Unimportant	Lip Service

acceptance		
Committed	Interested	Receptive
my	office	good
Joke	Hypocrisy	Nonsense
Neutral	Available	Dynamic
Very	Diverse	Group
Great	Fantastic	Wonderful
Mostly	Gender	Diversity
fine	OK	unproblematic
Fair	Meritocracy	Open
Diverse	Mindful	Aware
Intentional	Longstanding	
limited		
Gender diverse	Ethnicity homogeneous	White
Open	New Initiative	Striving to be better
Diverse	Inclusive	Valued
Not a problem		
Effort	Confusing	Alienating
Excellent	Inclusive	Collaborative
Good		
open	friendly	respectful
Effort	Patience	Progressing
inclusive	diverse	open
Unknown	Unknown	Unknown
excellent	best for size	open minded and caring
inclusive	fair	respectful
younger	female	insensitive
Ridiculous	Divisive	Question
Excessive	Prioritized	Extreme
inapplicable	performance based	nondiscriminatory
absent	absent	absent
progressing	ultraliberal	condemning
enthusiastic	balanced	seeking more
Inclusive	supportive	fair
Myopic	Homogenous	Intolerant
Good	Fair	Workable
Kind	Accepting	Inclusive
Diverse	Inclusive	Nice
Respectful	Fair	Caring
tolerable	hidden	needed
Trying	Hard	Inclusive

not	really	applicable
Archaic	Pathetic	For Show
Solo practice	Solo practice	Solo practice
Adequate	Appropriate	Ancillary
lipservice	buzzwords	status quo
It	Is	Fine
fine	okay	adequate
Institutional	Respect	Sincere
not	applicable	
Inclusive	diverse	family
Complete	fair	diverse
Seen	Heard	Respected
Limited	Select	Closed
open	collegial	fair
Inclusive	fair	equal
adequate	overemphasized	overused
Effort	Trying	Difficult
inapplicable		
active	inclusive	diverse
Good	Improved	Better
Choose	Smart	People
Optimal	Inclusive	Welcoming
forced	unnatural	unnecessary
adequate	goverened	contrived
diverse	inclusive	fair
Good	Diverse	Inclusive
behind	lagging	ignored
Not	Really	Diverse
diverse	international	fine
Awareness	Inclusion	Belonging
Inclusive	Understanding	Accommodating
tolerant	fair	open
Diverse	Woman owned	Small
Even	Fair	Open
acceptance	open	kind
Progress	Sincere	Emotional
prejudice	academic	white
Welcoming	Tolerant	Fair
decent	affirmative	active
Fair	Objective	Irrelevant
diverse	inclusive	nondiscriminatory

natural	fair	merit
Multinational	Ignored	Lacking
I	don't	know
fine	fine	fine
Fair	Reasonable	Consistent
Improving		
team	courtesy	respect
good	acceptable	present
nonissue		
Diverse	Inclusive	Naturally
who cares	choking	ridiculousness
white	old	men
Important	promoted	needed
Woke	Progressive	
Diverse	Accepting	Minority
Better	Improved	Continuing
inapplicable	nonexistent	irrelevant
needed	lacking	minimal
merit	ability	ethic
Tiered	Transparent	Performative
diverse	inclusive	respectful
ChemicalElectrical	TaxationAccounting	AnalogDigitalStatistical
tolerated	unimportant	
Open	Honest	Comfortable
inclusive	welcoming	generative
Afros	Seasoning	Intelligence
striving	unfinished	determined
Borderline Discriminatory	Well intentioned	Divisive
open	listening	respected
adequate		
neutral	shifting	fine
Good	Caring	Wanting
Unnecessary	Ostentaciously	Performative
Guarded	Grudging	Involuntary
Knowledgeable	Relevant	Ethical
Ignored	Overlooked	Indifference
positive	progressive	thoughtful
priority	numerous	excessive
OK		
Overdone	Virtue signalling	Excessive
insignificant	token	trivial



unnecessary	tiring	dumb
Exceptional	Ongoing	Continual
Lacking	Ignored	Too novel for leadership
aspirational	optimistic	open
good	undefined	popularity
solo	solo	solo
Needs improvement		
Excellent	Open	Fair
Unknown	to	me
progressive	edgy	great
Lacking	Trivial	Striving
Open	Welcoming	Trying
problem	doesnt	exist
aspirational	potential for growth	well meaning
Void	Paternalistic	Exclusionary
Good	Inclusive	Fair
Adequate		
Excellent	Good	Fair
Overused	Overstated	Merit
Politics	Affirmative	Action
Strong	Important	Valued
Inclusive	Intentional	Evolving
Better	Open	Diligent
Respectful	Supportive	Successful
Good	Unbiased	Effective
Mostly white	Male dominated	Conservative
Sufficient		
Diverse	Interesting	Inclusive
Racially diverse	NoT gender diverse	Age diverse
Inclusive	Adequate	
Caring	Open minded	Respectful
Unimportant	Inapplicable	Unnecessary
Kind	Nonjudgmental	Inclusive
Fine	Okay	
All	Time	High
inapplicable	insignificant	political
improving	overemphasized	
fair		
absent	performative	ignorance
Excellent	Perfect	Outstanding
	Unsure	

GOOD	FUN	OPEN
Fine	Working	Good
trying		
Uneffected	Ignored	Lip service
superficial	cronyism	ageist
effective	complete	appropriate
Intentional	Supported	Important
Lacking	On the rise	Trying to get there
womenrun	proactive	inclusive
aspiring	important	positive
favorable	irrelevant	acceptable
Inclusive	teamwork	healthy
unwilling	uninterested	misogynistic
Hiring	Unqualified	People
inclusive		
robust	exceptional	balanced
Lacking	Improving	Dysfunctional
Orwellian	Counterproductive	Racist
Optimistic	Better	Challenge
Good	Old	Boy
learning	improving	problem
Acceptance	Open minded	Opportunity
Fair	Civil	Appropriate
Performative	worthless	ineffective
lacking	nascent	unsupported
damaging	unfair	misguided
misplaced	wrong	ridiculous
Voters		
woman	owned	diverse
inclusive	opportunity	minorities
accepting	personable	challenging
Collaborative	Growing	Accommodating
Accepting	Supportive	Collegial
small	open	
diverse	veterans	minorities
Fair	equal	balance
nonexistent	unnecesary	brown
emerging	oblivious	well meaning
Good	improving	solid
fair	aspirational	modern
Good	Old	Boy

improving	biased	misunderstood
Limited	Open	Progressive
ignored	irrelevant	nonexistent
Better	Enlightened	
Needed	Trying	Exclusive
Toxic	Unwarranted	Overdone
good	great	outstanding
Progressive	Open	Inclusive
Fair	Reasonable	Nondiscriminatory
Male	nondiverse	White
Not	An	Issue
diverse	inclusive	woke
striving	too much	over reaching
Even	Conformative	White
good	receptive	understanding
unnecessary	counterproductive	divisive
Good	Fair	Improvement
White	Male	Fortyish
Passive	Status quo	Stale
Age	Caucasian	Nada
Horrible	unjust	concepts
stable	supportive	searching
None	Hostile	Apathy
adequate		
White	Male	Nepotism
Lacking	Indifference	Necessary
Useful	overdone	excuse
lacking	difficult	confusing
Excellent	Overpromoted	Woke
trying	almost	fair
new	trying	started
inclusive	diverse	accommodating
Ok	Ok	Ok
None	None	None
respect	individuality	harmony
Unknown		
effortless	works	exists
Lies	Perfunctionary	Insincere
Comprehensive	Inclusive	Compassionate
not	an	issue
Strong	Young	Casual

Inclusive		
Bigoted	Conscienceless	Its all about the money
inclusive	improving	needed
Seems ok	Not proactive	
accepted	supported	respected
Racist	Divisive	Offensive
Growing	Egalitarian	Meritocracy
Anybody	canbe	Ajerk
Unnecessary	Biased	Political
Bias	Sexist	Welcoming
good	good	good
diverse	fair	small
Committed	Practiced	Real
Great	Wonderful	Natural
open	fair	
Good	Acceptable	Improving
progressive	open	fair
Insuffucient	Hard to recruit	Tried to diversify
inapplicable	neutral	valued
Work	In	Progress
Women	Presently	Rule
White	Men	Win
Fine		
Nonexistent	In name only	Window dressing
Not worried about it		
good		
Nonexistent	unintentionally	exclusive
White	Male dominated	Average
Mindful	Unproven	Unsure
Satisfactory	Male	Aged
Fine		
politicized	imbalanced	counterproductive
Nonexistent	Uninterested	Tokenism
somewhat adequate	some firms try	but not all
Effective	Mandatory	Client
Nacient	Burgeoning	Warm
Skill	Over	Diversity
Predominately	white	females
Inclusive	Positive	Equal
Open	Fair	Unclear
not needed	unnecessary	discriminatory

open	not useable	aspirational
Equal	Fair	Natural
Good	Great	Valuable
no	no	no
Inclusive	Supportive	Judicial
Accepting	Open	Tolerant
acceptable	fair	positive
inclusive	diverse	welcoming
Not Applicable	Not Applicable	Not Applicable
preservation		
nonexistent	insignificant	trivial
Diverse	Staff's	Laotian
present	supported	improving
Active	Trying	Successful
merit based	fair	inclusive
Trying	Ongoing	Prioritized
Care	Team	Professionalism
present	progress	evolving
skills	are	paramount
priority	important	
important	committed	promoted
Fiar	Integrity	Diversity
solo	part time	out reach
fair	open minded	inclusive
equal		
dumb	needless	unnecessary
immaterial	irrelevant	acceptable
inclusive	diverse	fair
Active	Working	Valuable
Caucasian	Male	Old
White	priviledged	male aggressive
pairty	respect	authentic
Inclusive	Open	Healthy
accepting	encouraging	flexible
Biased	Political	Anti Age
Good	multifaceted	smart
striving	progress	evolving
inclusive	diverse	comfortable
Challenged	Undervalued	Slow
Discriminatory	Inequality	Favoritism
adequate	visible	necessary

Performative	Inadequate	Disingenuous
Everyone	is	welcome
open	respectful	inviting
respectful	considerate	integrity
Open	Complete	Broad
limited	ambiguous	unsupported
Diverse	Inclusive	Recruitment
nondiscrimination	fair	reasonable
Understanding	Mindful	Appreciative
Great	Diverse	
Too	Far	Left
Respectful	Positive	Cooperative
excellent	extra	teamwork
irrelevant	irrelevant	irrelevant
Diverse	Inclusive	Empowering
Fine		
Open	Talent	Merit
exists	promoted	
diverse	inclusive	respectful
honest	open	effort
Good	Considered	Reasonable
acceptable	reasonable	unnecessary
trying	goal	aspirational
Attempted	Difficult	Limited
equal	diverse	open
Family	Productive	Appropriate
inclusive	diverse	aware
Diverse	Inclusive	Flexible
Well intentioned	Inclusive	Sometimes counterproductive
great	encompassing	welcoming
illegal		
Unknown	Unknown	Unknown
White	Straight	Old
Diverse	Inclusive	Happy
Ineffective	Nonexistent	Untenable
Inclusive	Open	Positive
Lacking	Misunderstood	Unsupported
Growing	Needed	Pushback
Ignored	Dismissed	Nuisance
Perfect	fine	normal

accepting	cooperative	educating
inclusive		
Trying	Lacking	Growth
Skewed	Forced	Inorganic
passive	minimal	inconsequential
excellent	inclusive	colorblind
intrinsic	organic	discussed openly
ineffective	placating	uninformed
reasonable	consistent	metrics
open	respectful	courteous
reverse discrimination	DEI is intolerant	Cancer
open	equality	tolerant
Progress	Inclusive	Diverse
oversimplified	decent	overlooked
Inclusive	Respectful	Entitled
Quantitative but not qualitative	Aspirational	Recovering
equality	equality	equality
minimal	corporate led	virtue signaling
difficult	imposed	resisted
exclusion	ageism	unfair
small bias against white males		
Accepting	Valued	Inclusive
Muslim	Mormon	Jew
Healthy	Merit	Impartial
Limited	Substandard	Conservative
Showmanship	Confusing	Unimpressive
Diverse	Inclusive	Accepting
Great	Beautiful	Supportive
valid	appreciated	diverse
Inclusive	neutral	Professional
normal	difficult	biased
Imaginary	Abysmal	A joke
Acceptable	Okay	Fine
irrelevant	wokeness	destructive
Very good	Excellent	Inclusive
nothing	nothing	nothing
People	Are	Valued
great	fair	color blind
Fine	Fair Enough	Friendly
unnecessary	irrelevant	inappropriate

Half Hearted	Unsuccessful	Unbalanced
Seems	Going	Well
almost exclusively in bottom ranks		
Sparse	Neglected	Inauthentic
Pointless	Bullcrap	Unfair
very	diverse	workplace
prioritized	effective	evolving
Not	applicable	irrelevant
not	really	sure
open	equal	available
average	ok	not sure
nascent	well intentioned	gestures
perfunctory	fictional	artificial
Open	diverse	Prowomen
good	improving	progressing
Valued	Important	Discussed
Insufficient		
Minimal		
unnecessary	woke	overreacted
cutting edge	progressive	model
Low	Minimal	Making progress
Inadequate	Surfaceonly	Diversity over Inclusion
Non existent	racist hiring	Sexist
Trying	Resistance	Disorganization
Creating the change	That did not exist in my old office	Visionary
Good	Intentional	Happy
Excellent	Truthful	Transparent
progressing	change	acknowledgment
Patriarchal	White	male
Ambivalent	Overlooked	Difficult
Female	Fair	Straight
unprepared	reactive	struggling
diverse	inclusive	accepting
Comprehensive	Supportive	Extensive
Unimportant	Afterthought	Dismissed
Positive	Progress	Happening
inapplicable	acceptable	inconsequential
Gender diverse not racially	Fine	But I pass soooo
Lacking	Improving	
Small	Growing	Tolerant



Effective	Appreciated	not applicable
Muted	Undervalued	Indifferent
trying	authentic	necessary
Accepting	Refreshing	Strength of our firm
irrelevant		
White	Male	Obscure
representative	inclusive	diverse
Fair	Equal	Respectful
Acceptable	na	na
diverse	inclusive	postive
New	Growing	Challenging
encouraging	acceptance	friendly
respectful	openminded	genuine
fake	performative	lies
Inclusive	Diverse	Old
Lacking	Performative	Trying
adequate	OK	invisible
Diverse	Supportive	Aware
extensive	centered	important
inclusive	recruitment	availability
respect	understanding	compliance
Intentional	Proactive	
multi ethnic		
Diverse	Inclusive	Intentional
diverse	inclusionary	accepting
Diverse	Tolerant	Flexible
diverse	proactive	representative
sparse	rare	sad
overdone		
None	None	None
Tentative	Worthwhile	Overdue
diverse	respectful	neutral
inclusive	diverse	open
trying	attempting	working
Silly	Divisive	Racist
pro male	pro Mormon	pro white
effort	unsuccessful	discriminatory
Prioritized	Effective	Known
good	balanced	seamless
Better		
unpleasant	leftwing	antiwhite

diverse	inclusive	acceptance
authoritarian	nonwoke	Geterdone
continuous	inviting	sincere
White	Male	Mormon
Evolving	appropriate	inclusive
improving	fair	aware
Histile	Hostioe	Hostile
Equal	Fair	Professional
Work	In	Progress
diverse		
Questionable	Neutral	Lacking
minimal	bare minimum	lacking
acceptable	not concerning	fine
Good	Better	Fair
Fair	Good	Fine
Anti	White	Prejudice
Encouraging	Growing	Nascent
Insufficient	Necessary	Underdeveloped