



2022 REPORT

*on the Workplace
Diversity & Inclusion
Experiences of Arizona
State Bar Members*

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The reported survey materials are available for approved research purposes.

To request the materials, contact Tammi Walker at tdwalker@arizona.edu.

Executive Summary

On behalf of the State Bar of Arizona, we are pleased to share the 2022 Diversity and Inclusion Report. This report was produced by the State Bar of Arizona Board of Governors and the State Bar's Taskforce on Social Justice, Bias, and Inclusion in collaboration with the University of Arizona Research Team. With this report, we present empirical evidence to:

- (1) **Facilitate honest and informed conversations about the current standing of diversity and inclusion within the State Bar of Arizona;** and
- (2) **Guide data-driven strategies to advance the diversity, equity, and inclusivity of our legal profession.**

Diversity and inclusion are core values of the State Bar of Arizona. These values represent our commitment to ensuring that the legal profession and the justice system reflect the community they serve in all its social, economic, and geographical diversity. In service of this commitment, a 15-minute survey was approved by the Board of Governors and was distributed online to all active members of the State Bar of Arizona with the support of several legal organizations. The Taskforce identified their research topics of interest during the early stages of survey development, which focused on perceptions and experiences of diversity and inclusion within the workplace. The Research Team reviewed and synthesized credible measures from peer-reviewed research publications and selected survey questionnaires consistent with the purpose of the survey project.

In total, 1,269 active State Bar of Arizona members completed the survey between the end of July 2022 and the end of August 2022. Most participants were over 40 years of age (74.7%), White (77.7%), and identified as women (51.4%).

Our key findings include the following:

- Independent of their gender and employment setting, 72.0% of White respondents generally agreed that their workplace is diverse and treats its members fairly. Conversely, just 48.3% of People of Color shared this same sentiment.
- Overall, most respondents viewed their workplace as being outwardly committed to diversity and inclusion through action and organizational initiatives. Disagreement with this belief was higher among women (17.8%) than men (7.9%) and among People of Color (18.3%) compared to White people (12.2%).
- In general, few respondents reported experiences of workplace discrimination. Among those who did, more women (13.4%) than men (5.4%) experienced discrimination in their current workplace. People of Color (21.3%) experienced

workplace discrimination more frequently than White people (6.9%). Finally, law firm employees (8.0%) experienced workplace discrimination less frequently than public or government employees (11.3%) and employees working in corporate, judicial, or other settings (12.1%).

- Agreement with modern sexist attitudes, which refers to subtle and covert gender-based prejudice, was generally low across the sample of respondents. However, considerable gender differences were found with respect to the endorsement of modern sexist beliefs: 18.4% of men but only 3.9% of women indicated a level of agreement with modern sexism.
- Overall, endorsement of symbolic racist attitudes, which concern subtle and covert race-based prejudice, was low. Specifically, 11.1% of People of Color and 12.3% of White people agreed with attitudes consistent with symbolic racism.
- A notable proportion of respondents indicated that they are not aware of their biases toward (other) People of Color (55.0% of People of Color vs. 45.6% of White people).

Our results should be interpreted considering the following:

- The results must be interpreted in light of the relatively small sample size. Less than 7% of the active State Bar of Arizona membership responded to the survey. Additionally, few respondents came from identity groups that are underrepresented within the legal profession (e.g., racial/ethnic minorities). Consequently, we advise caution when making assumptions regarding the extent to which the results presented here are representative of and generalizable to the larger population of State Bar of Arizona members.
- Significant relationships (i.e., correlations) between the examined concepts can highlight directions for future action within the State Bar of Arizona, though readers should be careful to not infer causation from correlation. Respondents who experienced discrimination within their current workplace also reported less favorable views of their workplace's diversity culture. Moreover, people who were more aware of their personal biases toward (other) People of Color also tended to reject symbolic racist and modern sexist attitudes.
- Additional research — and consistent reimplementations of the present survey — will deepen our understanding of the legal community and further support the State Bar of Arizona's mission to improve the administration of justice and Arizona lawyers' competency, ethics, and professionalism. Moreover, greater survey participation from active members in the future would allow for more insightful analyses, including the ability to examine survey responses in a more nuanced manner (e.g., by analyzing how diversity and inclusion experiences differ by racial/ethnic identity *and* gender in tandem) without sacrificing respondents' anonymity.

Survey Purpose

In 2020, the State Bar of Arizona Board of Governors created a Taskforce on Social Justice, Bias, and Inclusion to study and make recommendations to the Board of Governors “regarding current and future programs, services and initiatives addressing social justice, bias and inclusion consistent with the State Bar of Arizona[’s] mission of improving the administration of justice and the competency, ethics, and professionalism of Arizona lawyers.” The Taskforce recommended that the State Bar survey its members to gather member demographic data and identify areas where work is needed to increase diversity and inclusion within the State Bar of Arizona. This report is a culmination of those efforts.

The State Bar recognizes that we cannot achieve the goals of increasing member diversity and ensuring that diversity is reflected across all levels of the legal community without the support and sustained effort of law schools, legal employers, and associations. This report presents an opportunity to bring legal organizations together for honest discussions about the vital role of diversity and identify evidence-based strategies to make our legal profession more diverse, equitable, and inclusive. With this report, we aim to provide empirical evidence to help ground the broader conversations regarding the challenges ahead.

About the State Bar of Arizona

The State Bar of Arizona is a non-profit organization that operates under the supervision of the Arizona Supreme Court. The State Bar of Arizona exists to serve and protect the public with respect to the provision of legal services and access to justice. The State Bar regulates approximately 18,500 active attorneys and provides education and development programs for the legal profession and the public.

Acknowledgments

The State Bar would like to express our appreciation for the valuable contributions of the Diversity and Inclusion Taskforce, the Diversity and Inclusion Working Group, the affinity bar organizations and individuals who helped inform survey questions, and all active State Bar of Arizona members who completed the survey.

The State Bar would also like to express our appreciation to the University of Arizona, Dr. Tammi Walker (Associate Professor of Law and Psychology at the University of Arizona), and Ellen Carroll (Ph.D. Candidate in Social Psychology at the University of Arizona), for their technical advice and guidance in creating this survey.

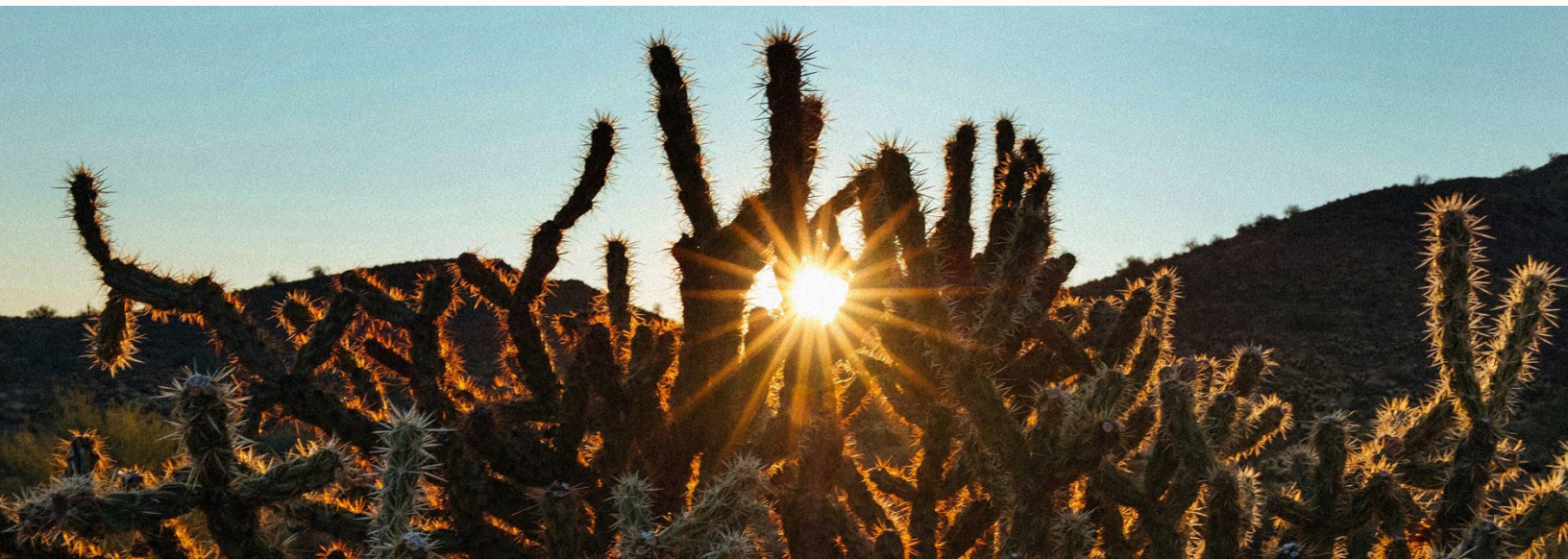
Survey Design

This survey is the result of a collaborative effort between the University of Arizona Research Team and the State Bar of Arizona Social Justice Taskforce. The Taskforce identified their topics of interest, which included perceptions and experiences of diversity and inclusion within the workplace. The Research Team reviewed and synthesized credible measures from peer-reviewed research publications and selected survey questionnaires consistent with the purpose of the survey project, most of which were developed with the express purpose of assessing diversity and inclusion topics within workplace settings. Where advisable, the original questionnaire items were modernized and adapted to make them relevant for State Bar of Arizona members. To learn more about the survey questionnaires and the populations on which they have previously been tested, see Appendix A for the complete list of questionnaire sources.

The survey draft underwent multiple revisions through meetings between the Research Team and Taskforce, culminating in a final 15-minute online survey. Before the statewide survey launch, a group of approximately 30 State Bar members selected by the Taskforce reviewed and responded to the survey to ensure that the questions would be relevant to State Bar members. The Research Team then finalized the survey based on this feedback.

The final survey included questions designed to explore State Bar members' perceptions of diversity within their workplace, personal experiences of discrimination in the workplace, agreement or disagreement with gender- and race-focused statements, and demographic information, among other topics that are not the focus of the present report.

The State Bar of Arizona's Board of Governors approved the survey. The State Bar distributed it to members with the support of the University of Arizona College of Law Dean, Marc Miller, and the Arizona State University College of Law Interim Dean, Zachary Kramer. Members who elected to participate in the survey did so online from the end of July 2022 through the end of August 2022.



Respondents & Demographics

A total of 1,269 active State Bar of Arizona members completed the survey and were eligible for inclusion in the analyses.¹ In exchange for their participation, respondents had the opportunity to enter a raffle to win 15 hours of State Bar CLE credits.² Respondents who elected to enter the raffle were automatically directed to a new survey form after completing the primary survey to ensure that identifying information was not linked to the prior responses.

A survey response was considered “complete” if the respondent answered at least 90% of the survey questions. This inclusion criterion preserved as much data as possible while maintaining the ability to examine survey responses by demographic categories, as demographic items were administered approximately 80% of the way through the survey. Accordingly, some survey results are based on fewer than 1,269 responses given that not all analyzed submissions reached 100% completion. Tables 1 through 8 and Figure 1 present the sample demographic summaries, with the top three most frequent categories highlighted where applicable.

Table 1. Sample Age

Age	% of Total
30 and under	4.9%
31-40	20.4%
41-50	25.0%
51-60	24.2%
Over 60	25.5%

Table 2. Sample Race/Ethnicity

Race/Ethnicity	% of Total
American Indian or Alaska Native	0.4%
Asian	3.1%
Black or African American	2.3%
Hispanic or Latino/a/x	4.5%
Native Hawaiian or Other Pacific Islander	0.2%
White	77.7%
Bi- or Multiracial	5.1%
I prefer to self-identify	2.3%
I prefer not to answer	4.4%

Table 3. Sample Gender

Gender	% of Total
Man	48.6%
Woman	51.4%

Respondents & Demographics, Continued

Table 4. Sample Sexual Orientation

Sexual Orientation	% of Total
Bisexual	2.6%
Gay	1.1%
Lesbian	1.2%
Straight or Heterosexual	92.0%
I prefer to self-identify	0.5%
I prefer not to answer	2.7%

Table 6. Sample Annual Income

Annual Income	% of Total
Under \$50,000	5.3%
\$50,000 to \$79,999	14.6%
\$80,000 to \$109,999	22.0%
\$110,000 to \$139,999	17.1%
\$140,000 to \$169,999	12.8%
\$170,000 to \$199,999	9.9%
\$200,000 and over	18.3%

Table 5. Sample (Dis)Ability Status

(Dis)Ability Status	% of Total
Learning impairment	3.4%
Mental health condition	12.7%
Mobility impairment	1.8%
Sensory impairment	2.2%
An impairment or condition not listed	4.1%
Numerous impairments or conditions	9.8%
None of the above	61.1%
I prefer not to answer	4.8%

Table 7. Sample Employment Setting

Employment Setting	% of Total
Corporate in-house	7.8%
Judicial (municipal, county, state, tribal, or federal)	1.2%
Law firm	38.1%
Non-profit/Public interest	3.2%
Public lawyer / Government (municipal, county, state, tribal, or federal)	20.4%
Sole practitioner	22.4%
Other	4.6%
I do not practice law	1.8%
I prefer not to answer	0.4%

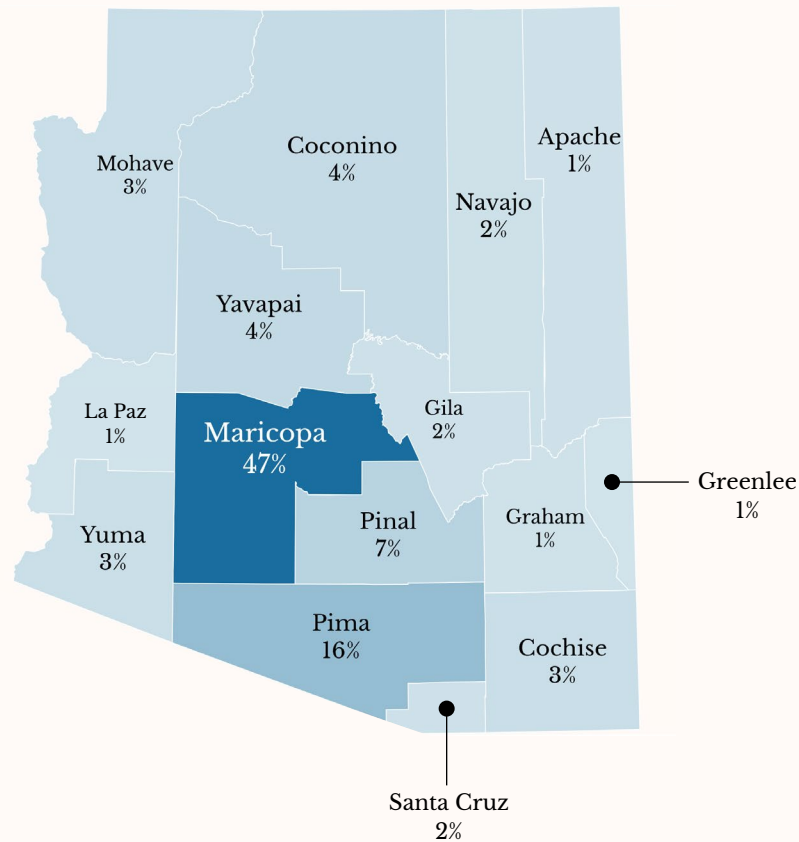
Table 8. Sample Years With Employer

Years With Current Employer	% of Total
5 years or less	39.2%
6-10 years	20.6%
11-20 years	20.1%
21-30 years	12.0%
30 years or more	8.1%

Respondents & Demographics, Continued

Figure 1. Sample County (or Counties) of Primary Practice

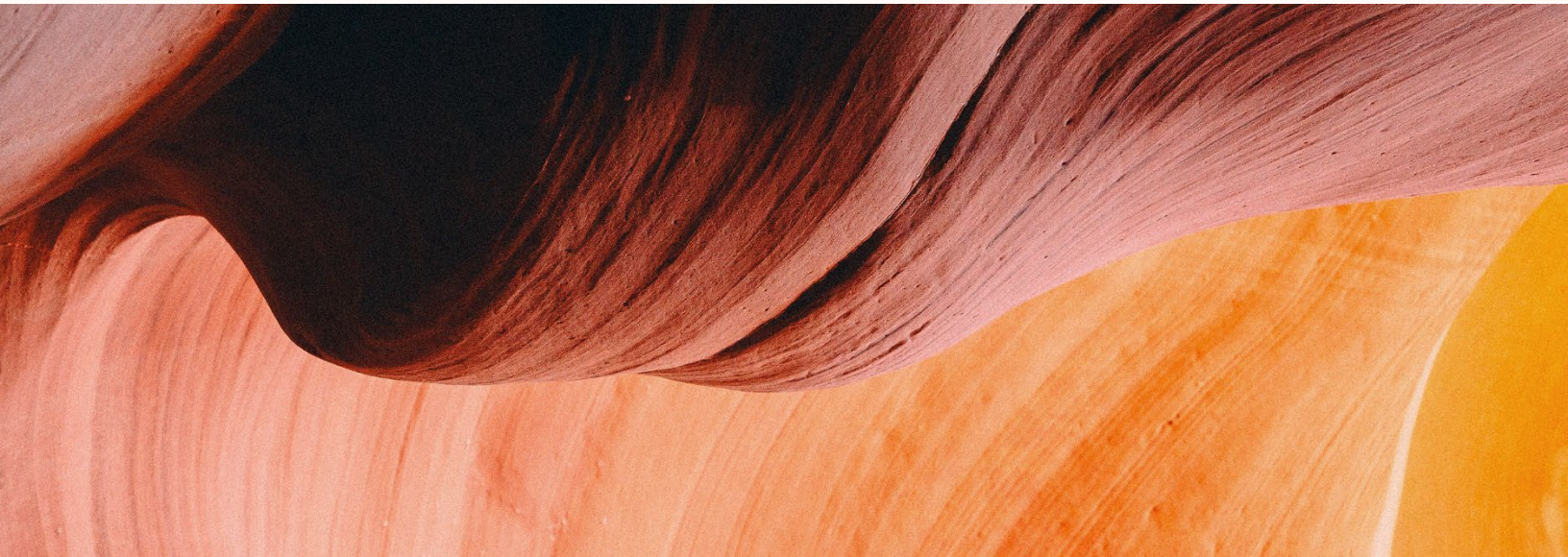
Most respondents primarily practiced in Maricopa (47%), Pima (16%), or Pinal (7%) County. Respondents could select multiple counties of primary practice, if applicable.



Key Findings

The sections that follow present the results of survey items that concerned respondents' diversity and inclusion experiences. Of particular interest to the State Bar was the degree to which responses differed by *gender*, *race/ethnicity*, and *employment setting*. The first three sections present diversity perceptions, diversity climate, and workplace discrimination experiences organized by the three main demographic categories (i.e., gender, race/ethnicity, and employment setting). Then, we present results demonstrating respondents' agreement (or disagreement) with attitudes reflecting modern sexism, symbolic racism, and bias awareness. The final section shows the correlations among the continuous variables based on the whole sample.

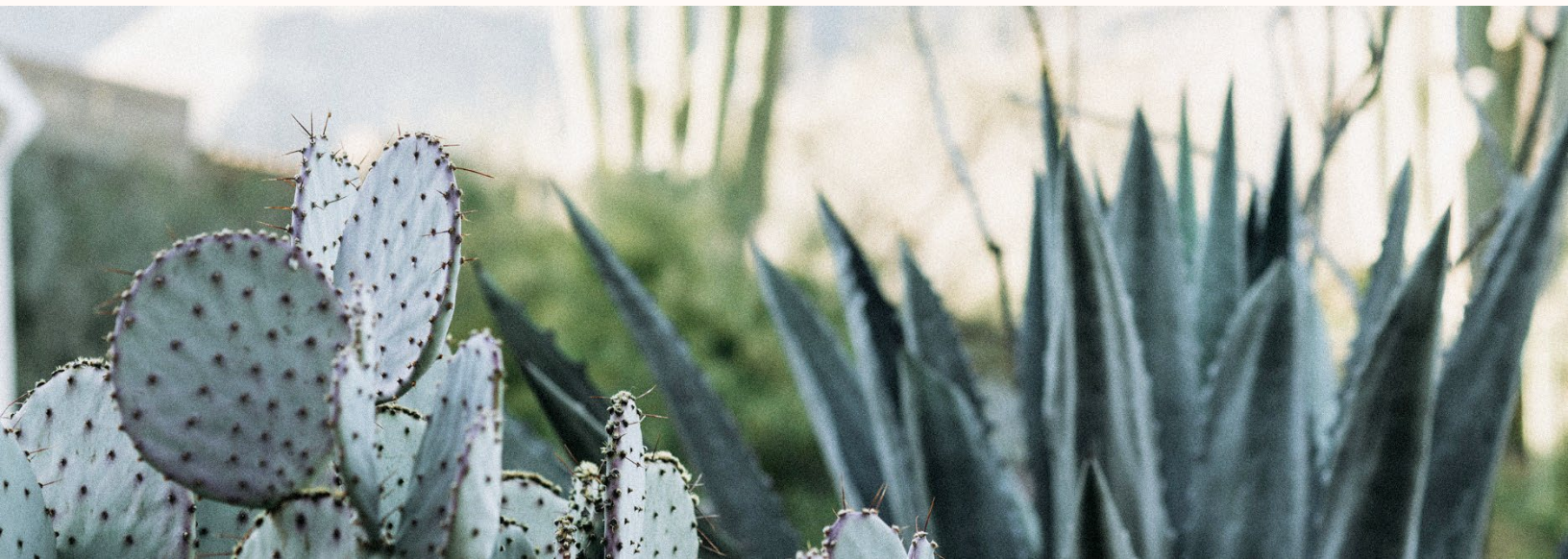
For each analysis, a calculated mean score was used to represent an individual's overall response to the given measure, averaged across their responses to each item within the measure.³ The results reported below are based on available cases.⁴ Where applicable, percentages may not total to 100% due to rounding.



Perceptions of Workplace Diversity

Seven statements assessed the extent to which respondents believed their current workplace is fair and values diversity based on the organization's workplace initiatives and treatment of employees. Respondents indicated their level of agreement with statements such as *"My organization provides sufficient diversity awareness and related training,"* and *"My organization gives assignments based on the skills and abilities of employees,"* using a 7-point scale that ranged from *strongly disagree* to *strongly agree*. Higher levels of agreement with the statements reflect the perception that one's workplace values diversity and treats members fairly.

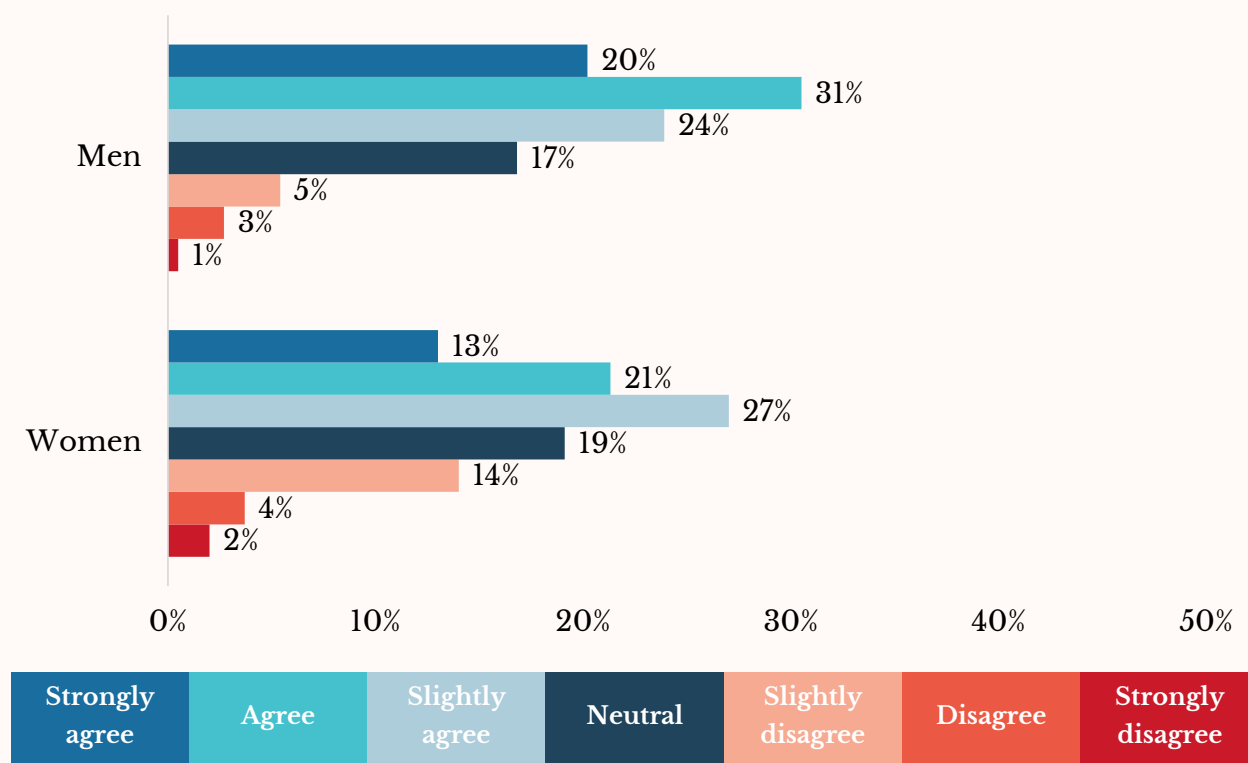
Figures 2, 3, and 4 present respondents' averaged levels of agreement grouped by gender, race/ethnicity, and employment setting. Appendices B, C, and D include more detailed statistical information for the stratification tests of workplace diversity perceptions by gender, race/ethnicity, and employment setting, respectively.



Responses by Gender

On average, most survey respondents (74.6% of men and 61.3% of women) indicated a level of agreement (*slightly agree*, *agree*, or *strongly agree*) reflective of the perception that their workplace values diversity and treats its members fairly. Notably, a greater percentage of women indicated a level of disagreement (*slightly disagree*, *disagree*, or *strongly disagree*) with the perception that their workplace is diverse and fair (19.7%) compared to men (8.6%).

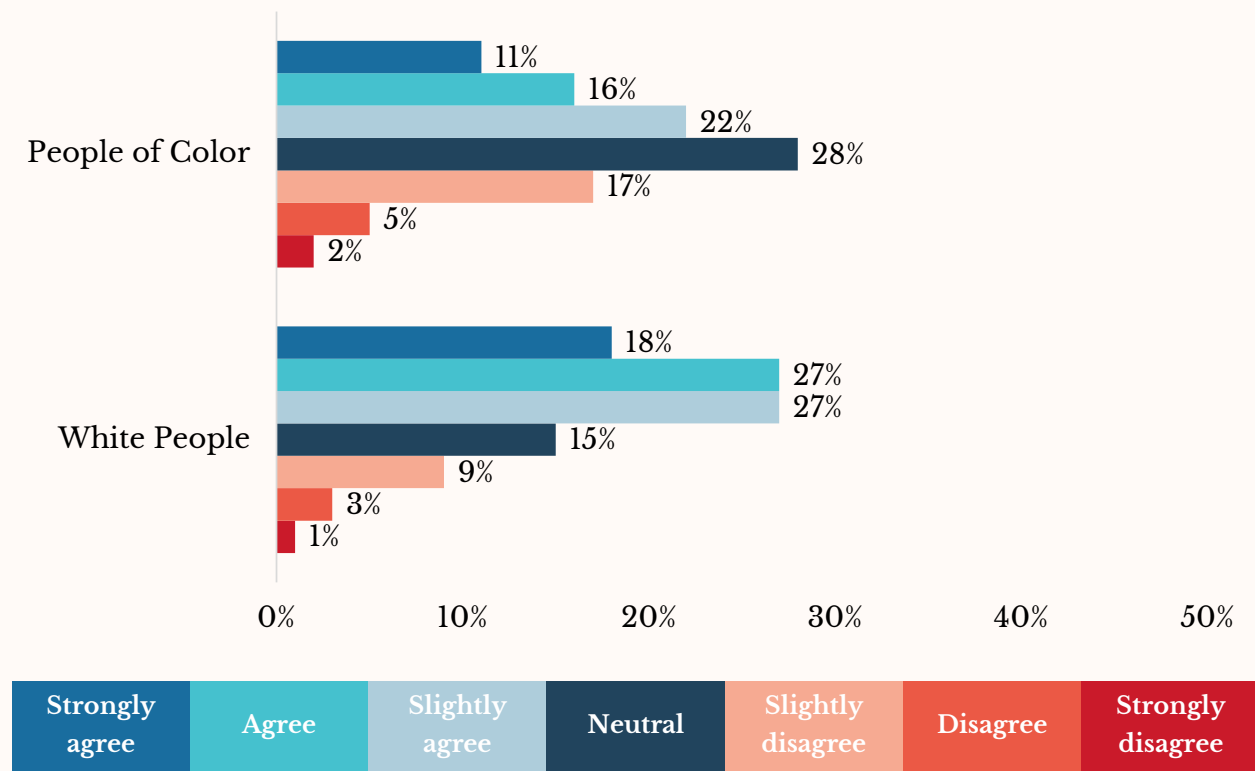
Figure 2. *Perceptions of Workplace Diversity by Gender*



Responses by Race/Ethnicity

Slightly less than half of the respondents identifying as People of Color *slightly agreed, agreed, or strongly agreed* that their workplace is fair and values diversity (48.3%). Conversely, the majority of White respondents indicated some form of agreement with the perception that their workplace is diverse and fair (72.0%). Moreover, a substantial percentage of People of Color reported *neutral* perceptions of their workplace's diversity (28.2%). Fewer respondents indicated a level of disagreement (*slightly disagree, disagree, or strongly disagree*) with the sentiment that their workplace is diverse and fair, both among People of Color (23.6%) and White people (12.6%).

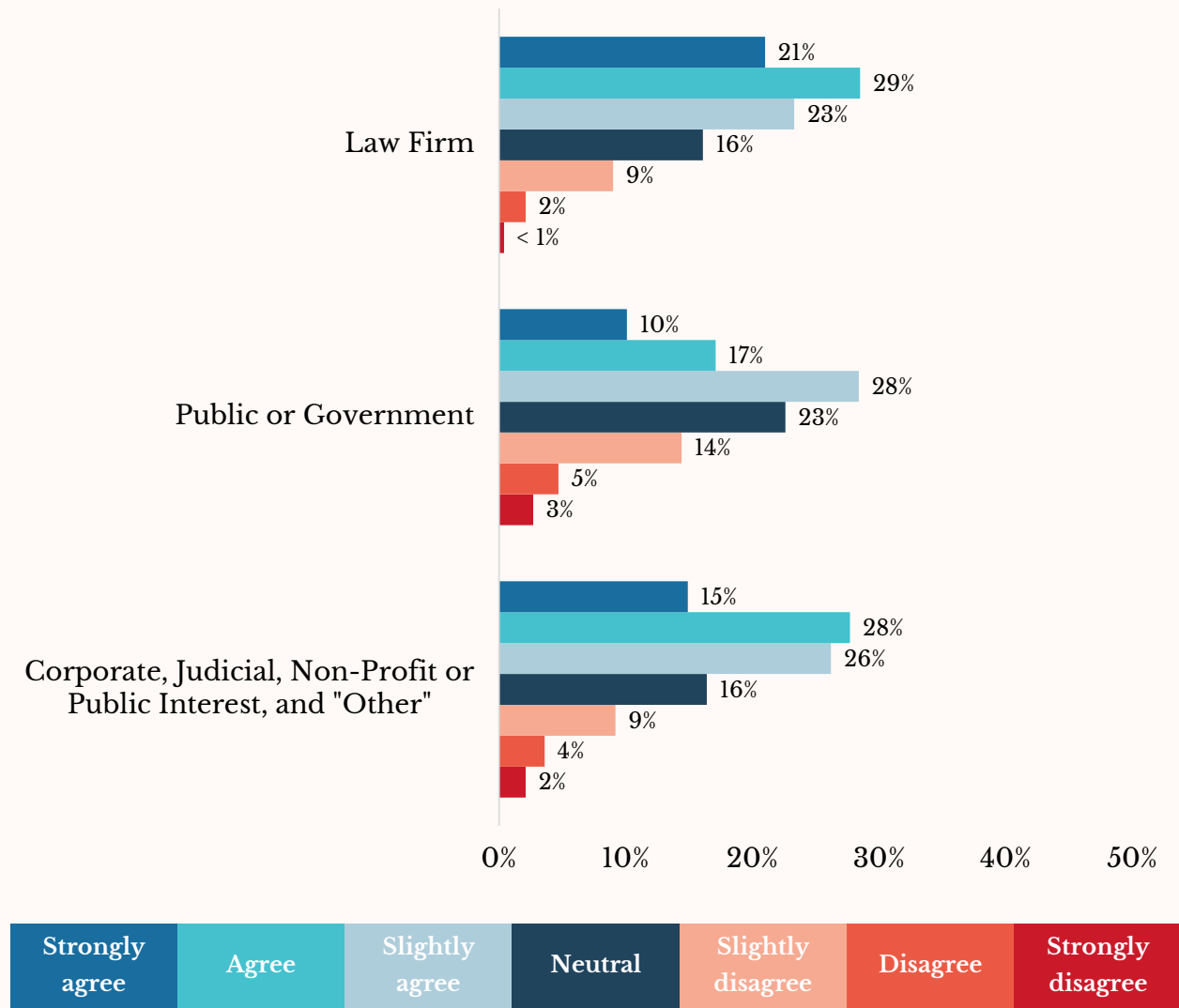
Figure 3. *Perceptions of Workplace Diversity by Race/Ethnicity*



Responses by Employment Setting

Most respondents, regardless of employment setting, *slightly agreed, agreed, or strongly agreed* that their workplace values diversity and treats members fairly. Among those employed by law firms, 72.4% reported a level of agreement with the perception that their workplace is fair and diverse, 16.1% were *neutral*, and 11.5% *slightly disagreed, disagreed, or strongly disagreed* with the view that their workplace is fair and diverse. These patterns generally applied to respondents working in corporate, judicial, non-profit or public interest, and other settings, though it should be noted that perceptions of workplace diversity were less favorable among respondents employed in public or government settings. Specifically, 55.6% of respondents in public or government settings held some degree of agreement while 21.8% indicated a level of disagreement with the workplace diversity statements.

Figure 4. *Perceptions of Workplace Diversity by Employment Setting*

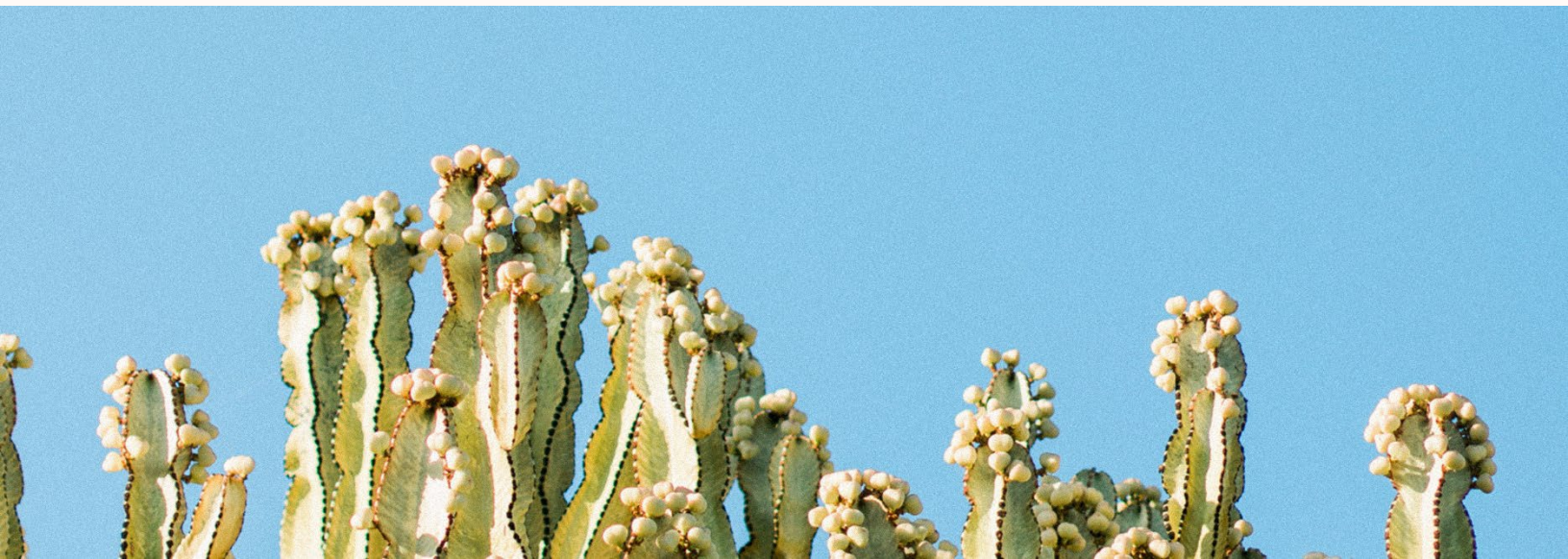


Workplace Diversity Climate

Respondents completed a diversity climate measure as an additional assessment of diversity and inclusion within their workplace. The diversity climate questionnaire is analogous to the workplace diversity perceptions questionnaire in that both questionnaires assess an organization's commitment to diversity and fairness, though the diversity climate questionnaire slightly differs in that it primarily examines whether one's workplace is outwardly committed to diversity and inclusion through action and initiatives.

The workplace diversity climate measure consists of nine statements, including "*Top leaders at my organization are visibly committed to diversity,*" and "*My organization has a climate that values diverse perspectives.*" Respondents indicated their level of agreement with each statement using a 7-point scale that ranged from *strongly disagree* to *strongly agree*, with higher levels of agreement reflecting the perception that one's workplace climate is committed to diversity and inclusion.

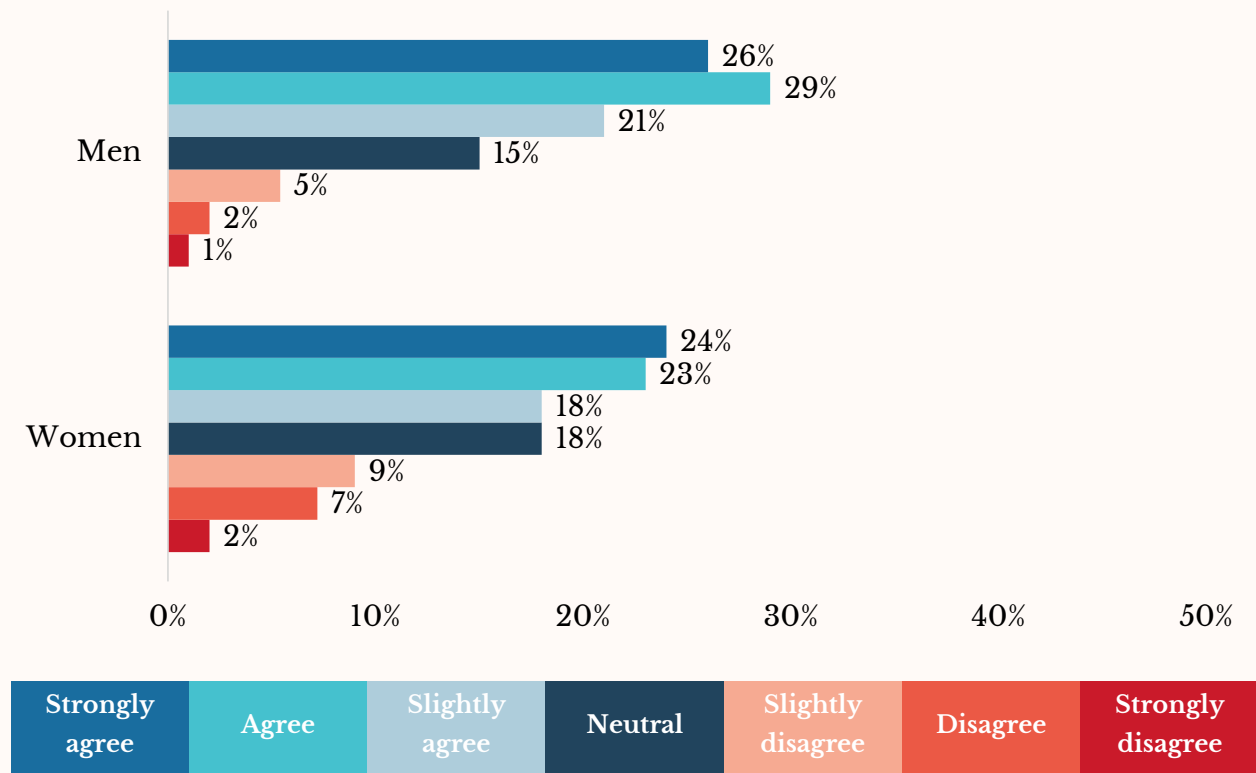
Figures 5, 6, and 7 depict respondents' levels of agreement, on average, grouped by gender, race/ethnicity, and employment setting. Appendices E, F, and G include more detailed statistical information for the stratification tests of workplace diversity climate by gender, race/ethnicity, and employment setting, respectively.



Responses by Gender

Most men (77.0%) and women (64.7%) *slightly agreed, agreed, or strongly agreed* that their workplace climate is outwardly committed to diversity and inclusion. However, more women (17.8%) than men (7.9%) *slightly disagreed, disagreed, or strongly disagreed* with these statements.

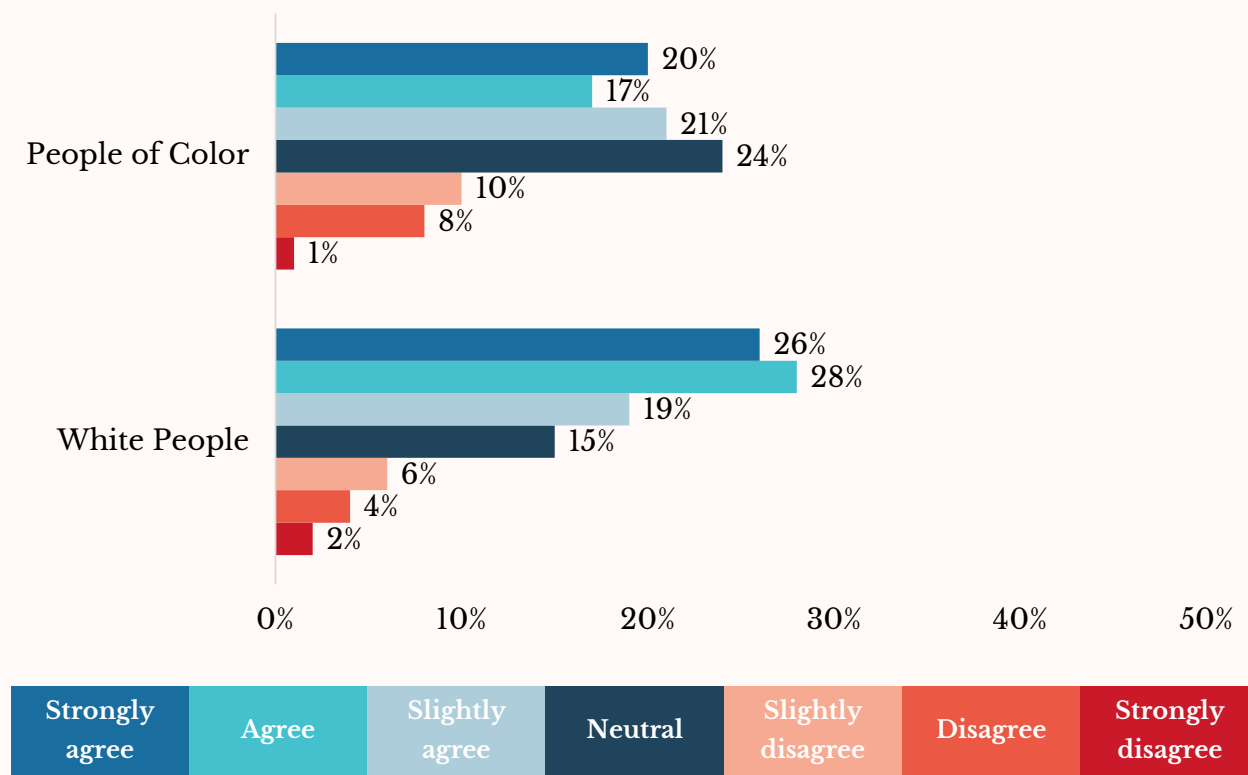
Figure 5. Views of Workplace Diversity Climate by Gender



Responses by Race/Ethnicity

Once again, most respondents *slightly agreed*, *agreed*, or *strongly agreed* that their workplace climate is outwardly committed to diversity and inclusion, independent of racial/ethnic identity (57.7% of People of Color vs. 73.0% of White people). People of Color *slightly disagreed*, *disagreed*, or *strongly disagreed* that their workplace climate is diverse (18.3%) more often than White respondents (12.2%).

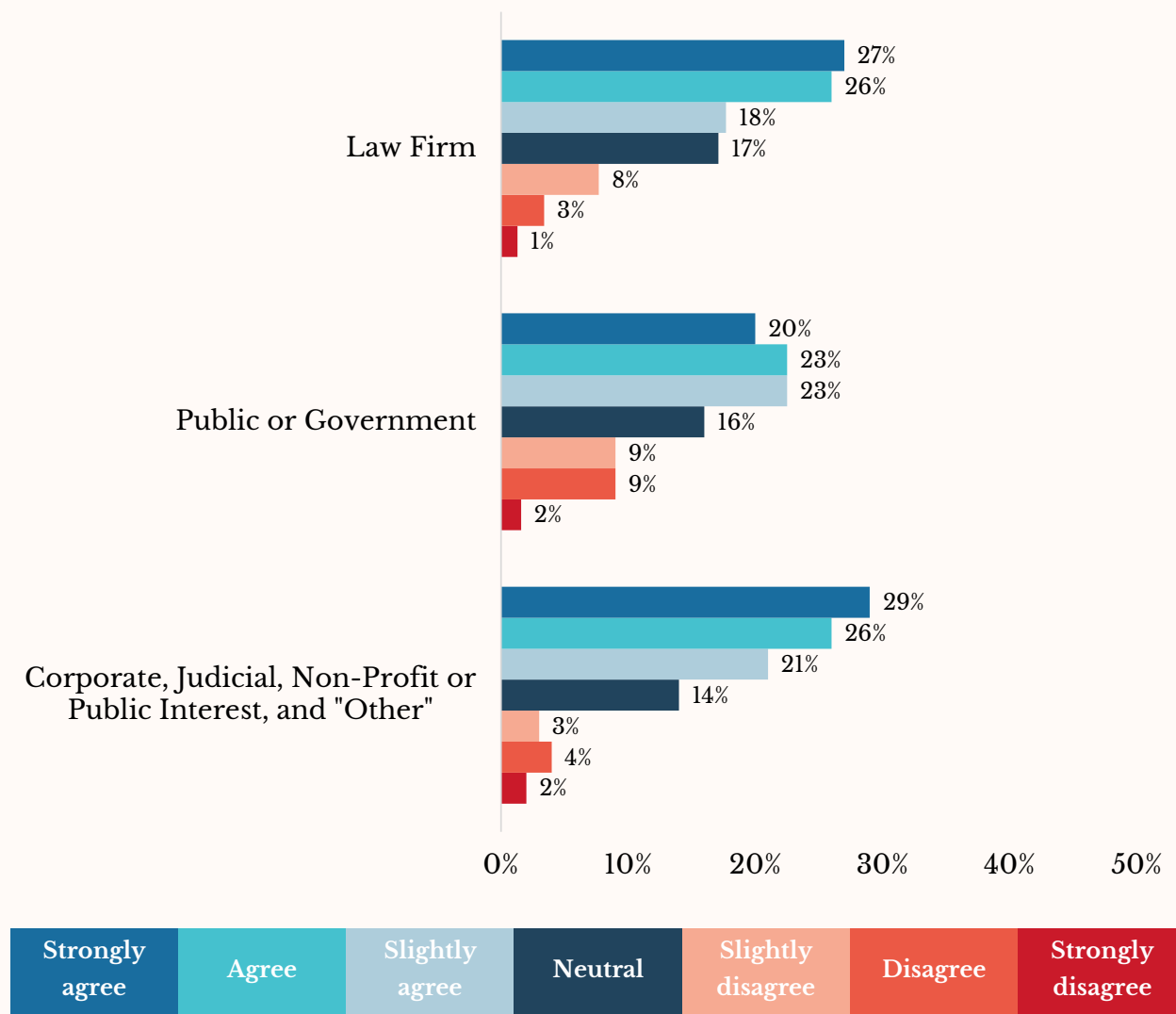
Figure 6. *Views of Workplace Diversity Climate by Race/Ethnicity*



Responses by Employment Setting

Across employment settings, most respondents *slightly agreed*, *agreed*, or *strongly agreed* that their workplace climate is outwardly committed to diversity and inclusion. Notably, a higher percentage of public or government employees *slightly disagreed*, *disagreed*, or *strongly disagreed* with the view that their workplace climate is diverse (19.0%) compared to law firm employees (12.4%) and employees working in corporate, judicial, non-profit, and other settings (9.0%).

Figure 7. Views of Workplace Diversity Climate by Employment Setting



Experiences of Discrimination in the Workplace

Eight questions assessed how frequently respondents experienced discrimination within their workplace. Questions included, “*How often are you unfairly demeaned in front of colleagues at work?*” and “*How often do you feel you have to work twice as hard as your colleagues in order to get the same treatment?*” Respondents indicated their response to each question using a 5-point scale that ranged from *never* to *a great deal*.

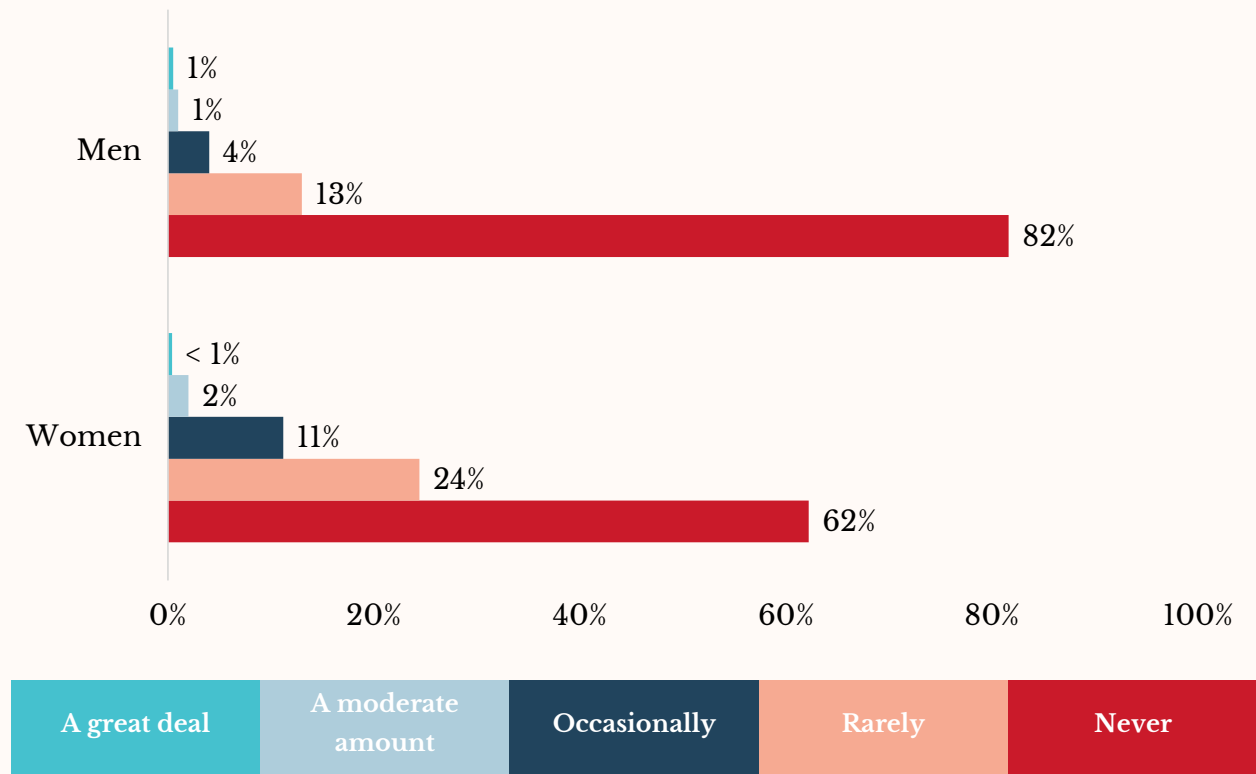
Figures 8, 9, and 10 depict the averaged responses for experiences of workplace discrimination by gender, race/ethnicity, and employment setting. Appendices H, I, and J include more detailed statistical information for the stratification tests of experienced discrimination by gender, race/ethnicity, and employment setting, respectively.



Responses by Gender

More women (13.4%) than men (5.4%) reported experiencing discrimination in their workplace *occasionally, a moderate amount, or a great deal*.

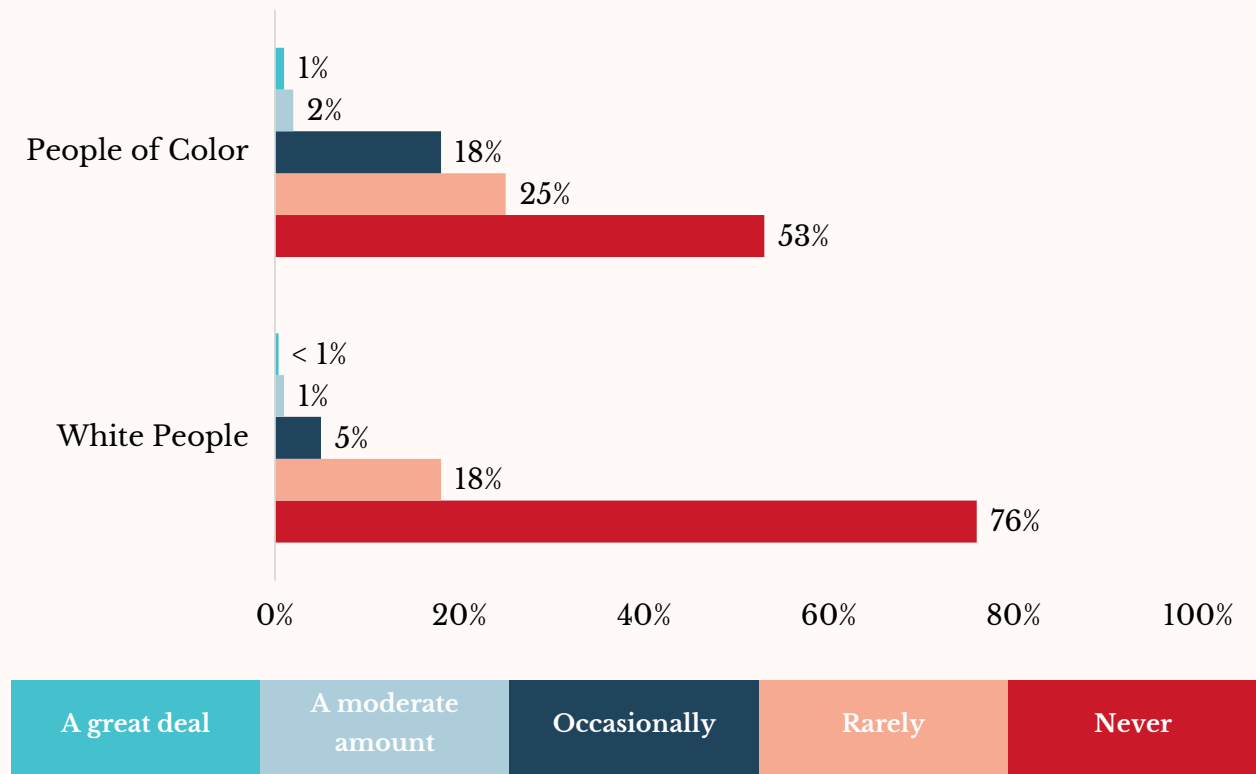
Figure 8. *Discrimination in the Workplace by Gender*



Responses by Race/Ethnicity

Substantially more People of Color reported experiencing workplace discrimination *occasionally, a moderate amount, or a great deal* (21.3%) compared to White respondents (6.9%).

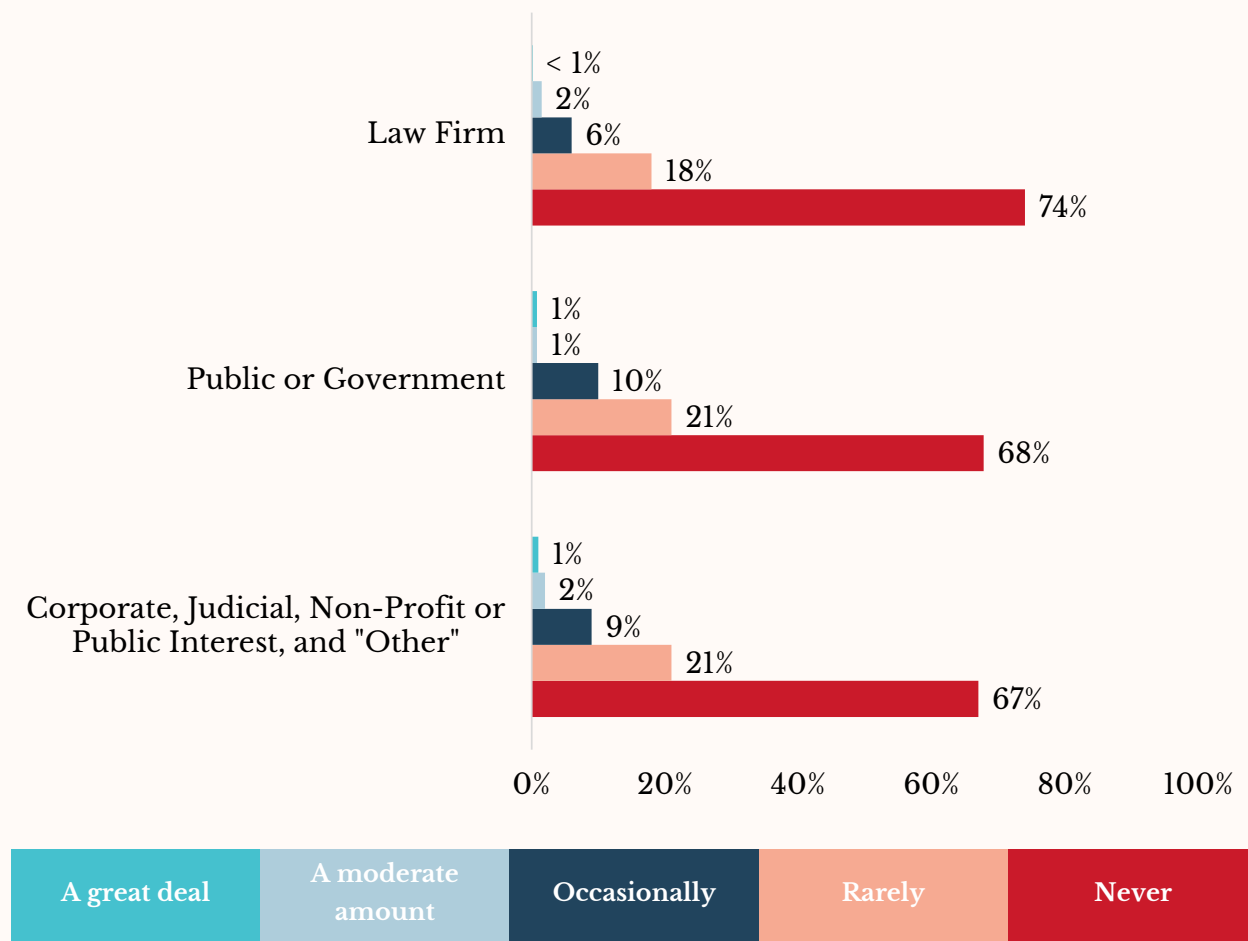
Figure 9. Discrimination in the Workplace by Race/Ethnicity



Responses by Employment Setting

Relatively few law firm employees experienced workplace discrimination *occasionally, a moderate amount, or a great deal* (8.0%). Employees working in public, corporate, and related contexts reported similar rates of workplace discrimination across their settings: 11.3% of public or government employees reported experiencing workplace discrimination *occasionally, a moderate amount, or a great deal* while 12.1% of employees working in corporate, judicial, or other settings experienced workplace discrimination at these same frequencies.

Figure 10. *Discrimination in the Workplace by Employment Setting*



Gender- & Race-Based Attitudes

To learn more about the diversity-focused views of its members, the State Bar of Arizona included three measures of gender- and race-based attitudes in the survey: modern sexism, symbolic racism, and bias awareness. These questionnaires, as described below, are commonly used in the social sciences as assessments of a research sample's social attitudes. Modern sexism, symbolic racism, and bias awareness demonstrate additional utility as strong predictors of support (or lack of support) for gender- and race-based diversity and inclusion policy (see, for example, Perry et al., 2015; Sears & Henry, 2003; Swim & Cohen, 1997). Following traditional use of the survey measures, we present the modern sexism results grouped by respondents' gender and the symbolic racism and bias awareness results grouped by race/ethnicity.

Note that the section titles are derived from the names of the employed questionnaires. The questionnaire names were not shown to respondents as they completed the survey. The questionnaire names should not be interpreted or used as labels to describe the characteristics of the respondents — these questionnaires were not included to target or label State Bar of Arizona members as prejudiced vs. non-prejudiced. Rather, the purpose of administering the gender- and race-based attitudinal questionnaires was to gain greater knowledge concerning the views endorsed by the individuals who comprise our legal profession, which would then inform future programming, service, and education initiatives within the State Bar of Arizona.



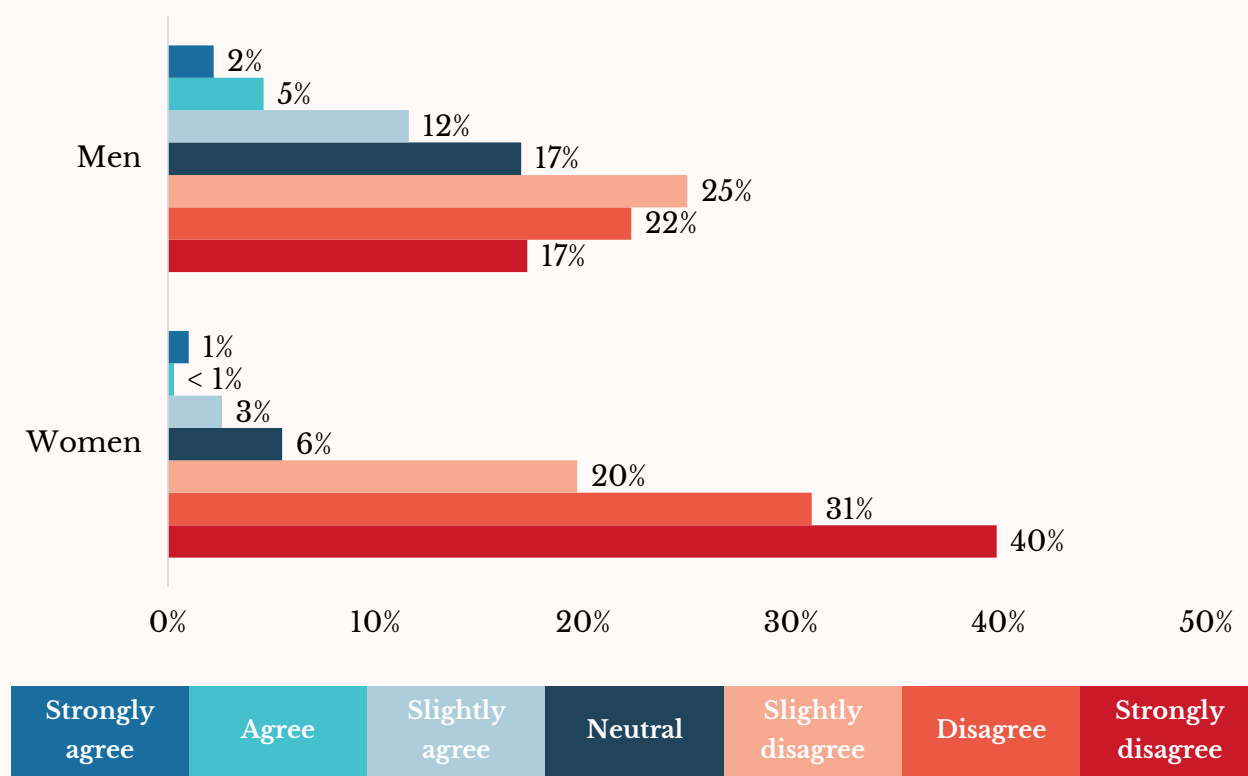
Modern Sexist Attitudes by Gender

Modern sexism refers to the more subtle and covert forms of prejudice, stereotyping, and discrimination toward women that are more commonplace in the 21st century compared to the overt forms of “old-fashioned” sexism. Respondents indicated their level of agreement with eight statements reflective of modern sexist beliefs, including “*Discrimination against women is no longer a problem in the United States,*” and “*Society has reached the point where women and men have equal opportunities for achievement.*” The measure was administered on a 7-point scale that ranged from *strongly disagree* to *strongly agree*, with higher levels of agreement indicating greater endorsement of modern sexist attitudes.

Stark gender differences emerged in respondents’ endorsement of modern sexist attitudes. Specifically, 18.4% of men but only 3.9% of women *slightly agreed, agreed, or strongly agreed* with modern sexist statements. Regarding the rejection of modern sexism, 90.6% of women *slightly disagreed, disagreed, or strongly disagreed* with modern sexist attitudes, whereas 64.6% of men shared these views.

Figure 11 displays respondents’ averaged levels of agreement grouped by gender; Appendix K includes more detailed statistical information for the stratification tests of modern sexism endorsement by gender.

Figure 11. *Endorsement of Modern Sexist Attitudes by Gender*



Symbolic Racist Attitudes by Race/Ethnicity

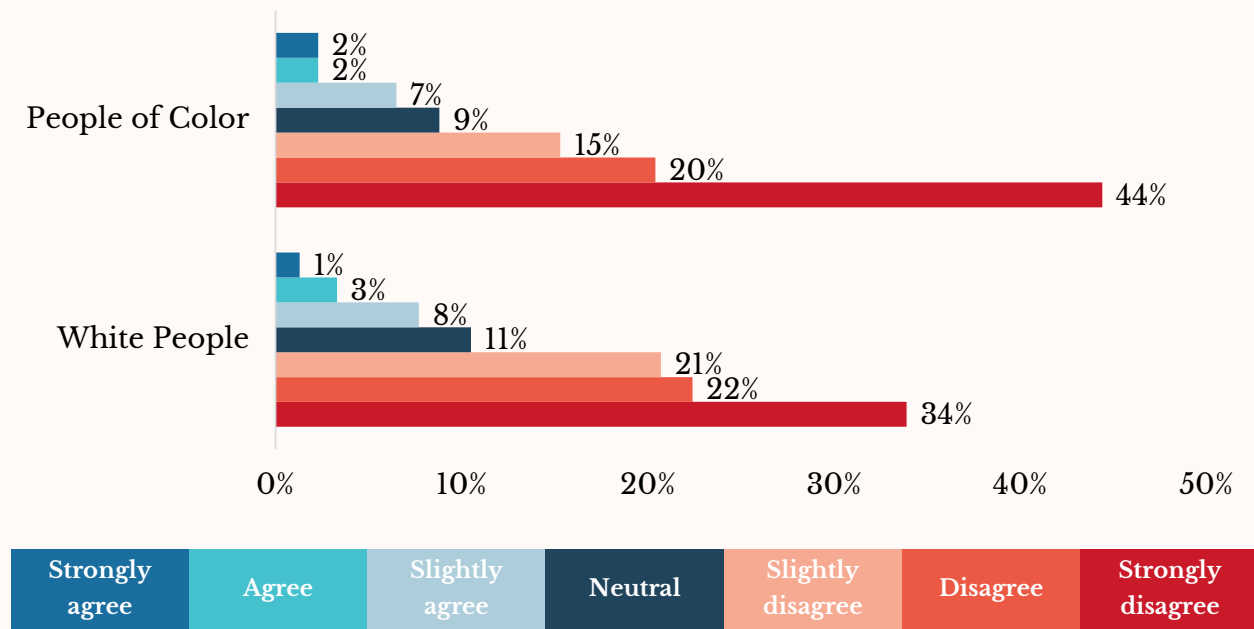
Like the modern sexism questionnaire, symbolic racism assesses a subtle, veiled form of prejudice that is more characteristic of the modern era (in contrast to overt forms of racism). Specifically, symbolic racist attitudes refer to the belief that People of Color are illegitimately challenging the racial status quo and should not receive equitable treatment based on their race. Previous research has demonstrated that greater endorsement of symbolic racism is associated with lower support for racially egalitarian policy (see Henry & Sears, 2002).

Respondents indicated their level of agreement with six statements assessing symbolic racist attitudes, such as “*People of Color are getting too demanding in their push for equal rights,*” and “*Many other minorities (e.g., Irish, Italian, Jewish) overcame prejudice and worked their way up. People of other ethnicities should do the same without any special favors.*” The measure was given on a 7-point scale that ranged from *strongly disagree* to *strongly agree*, with higher levels of agreement indicating greater endorsement of symbolic racist attitudes.

Overall, a low percentage of respondents *slightly agreed, agreed, or strongly agreed* with symbolic racist attitudes, both among People of Color (11.1%) and White people (12.3%). Most respondents *slightly disagreed, disagreed, or strongly disagreed* with symbolic racist views, with similar patterns emerging between People of Color (80.1%) and White people (77.0%). It is worth noting that more People of Color *strongly disagreed* with symbolic racist attitudes (44.4%) compared to White people (33.9%).

Figure 12 shows respondents’ levels of agreement, on average, grouped by race/ethnicity; Appendix L includes more detailed statistical information for the stratification tests of symbolic racism endorsement by race/ethnicity.

Figure 12. Endorsement of Symbolic Racist Attitudes by Race/Ethnicity



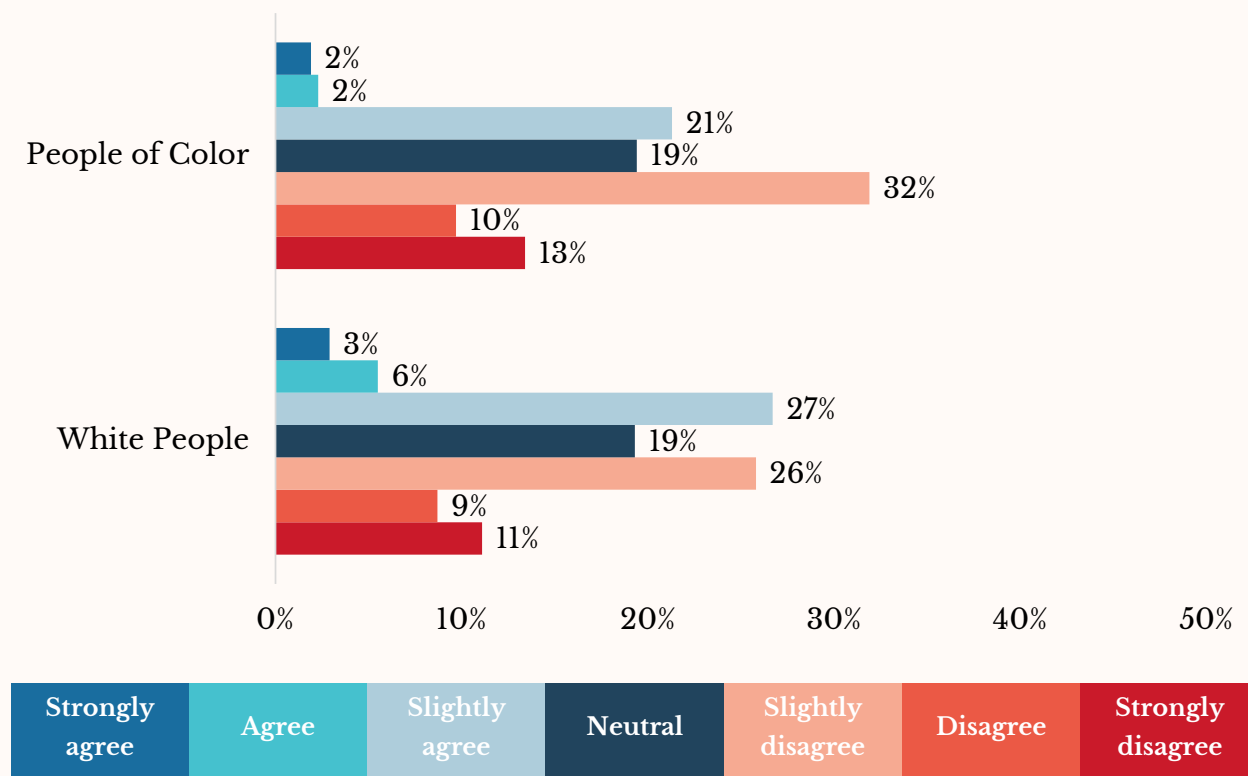
Bias Awareness by Race/Ethnicity

The bias awareness questionnaire measures individuals' conscious awareness of their own potential for race-focused biases. Respondents indicated their level of agreement with four statements reflective of personal bias awareness, including “*When talking to (other) People of Color, I sometimes worry that I am unintentionally acting in a prejudiced way.*” If the respondent identified as a Person of Color, they were asked to reflect on their interactions with and attitudes toward other People of Color.⁵ The measure was given on a 7-point scale that ranged from *strongly disagree* to *strongly agree*, with higher levels of agreement denoting greater awareness of one's own biases.

Overall, most respondents *slightly disagreed, disagreed, or strongly disagreed* with the belief that they are aware of their own biases (55.0% of People of Color vs. 45.6% of White people). In contrast, 25.5% of People of Color and 35.1% of White people *slightly agreed, agreed, or strongly agreed* that they are aware of their biases.

Figure 13 displays respondents' averaged levels of agreement grouped by race/ethnicity; Appendix M includes more detailed statistical information for the stratification tests of bias awareness by race/ethnicity.

Figure 13. *Endorsement of Bias Awareness by Race/Ethnicity*



Measure Correlations

Table 9 presents the statistical relationships (i.e., correlations) between the continuous survey measures described in the present report. Positive numbers reflect positive correlations between the two given variables (the variables move in the same direction — as one variable increases, so does the other). Negative numbers represent negative correlations between the two variables (the variables move in opposite directions — as one variable increases, the other decreases). Within the social sciences, variables with a correlation value greater than .50 are considered to have a strong relationship, whereas variables with a correlation value less than .29 are considered to be weakly related.

Most notably, the correlations between our continuous survey measures revealed that:

- Experiencing greater workplace discrimination was related to lower perceptions of workplace diversity and a lower sense that one’s workplace climate is diverse.
- Greater bias awareness was related to lower perceptions of diversity and diversity climate within one’s workplace.
- Greater bias awareness was related to lower endorsement of symbolic racist attitudes as well as lower agreement with modern sexist attitudes.
- People who endorsed modern sexist attitudes also endorsed greater symbolic racist attitudes (and vice versa).

Table 9. Correlations Between All Continuous Measures

Variable	1	2	3	4	5
1. Diversity Perceptions					
2. Diversity Climate	.81**				
3. Workplace Discrimination	-.58**	-.51**			
4. Symbolic Racism	.09**	.06	-.06		
5. Bias Awareness	-.15**	-.14**	.07*	-.39**	
6. Modern Sexism	.16**	.13**	-.12**	.81**	-.38**

Note. Sole practitioners were excluded from analysis, as they completed slightly altered versions of select measures. Results are based on the available cases ($n = 936$).

* indicates that the p -value is statistically significant at $< .05$; ** indicates that the p -value is statistically significant at $< .01$.

Discussion

The 2022 Diversity and Inclusion Report is reflective of the State Bar of Arizona's enduring commitment to ensuring that the legal profession reflects, and ultimately represents, the values of its community. As a system of rules created, interpreted, and administered by humans, the law is not purely objective. Lawyers' backgrounds, experiences, and biases heavily influence their understanding of facts and execution of the law. Thus, the inclusion of diverse perspectives is integral to a fair and just legal system. To begin what we hope will be an enduring, honest, and data-driven conversation surrounding these topics within the State Bar of Arizona, we highlight four key considerations based on the present survey and results.

The results described in this report must be interpreted in light of the relatively small sample size.

We are exceptionally grateful to the 1,200+ State Bar of Arizona members who participated in this survey. Nevertheless, we must acknowledge the limitations that should be considered when interpreting our results.

Less than 7% of all active State Bar of Arizona members completed the survey. Furthermore, members from traditionally underrepresented identity groups were even less well-represented in our sample. Specifically, of the 1,200+ members surveyed, less than 200 respondents identified as racial/ethnic minorities. Consequently, we advise caution when making assumptions about the extent to which our results are representative of and generalizable to the larger population of active State Bar of Arizona members and underrepresented group members in particular.

With this limitation, we do not mean to suggest that this survey's results are inaccurate or without value. Instead, we raise this consideration to recognize that our confidence in the statistical accuracy and generalizability of the presented results is lower than it would be if our sample were larger and more representative of the broader State Bar of Arizona membership demographics. With this in mind, these results are more indicative of the experiences and attitudes of our particular sample rather than the overall State Bar of Arizona membership.

People who have experienced discrimination in their current workplace also hold less favorable views of their workplace's diversity culture.

Our results indicate that members who have experienced discrimination in their workplace also view their workplace as less fair and less committed to diversity and inclusion. Prior

research has demonstrated that experiencing discrimination is a significant source of stress and adverse health outcomes among the general population (see, for example, Noor & Shaker, 2017; Sternthal et al., 2011).

The presence of workplace discrimination can impact an organization's ability to recruit and retain qualified individuals, which can consequently interfere with an organization's performance. Implementing fair workplace procedures and adopting diversity-specific practices aimed at improving employment outcomes for members of underrepresented groups are credible methods for reducing discrimination. Moreover, workplaces that encourage, value, and listen to diverse perspectives may be more well-received by members.

People who are aware of their own biases toward (other) People of Color are also more likely to reject racist and sexist attitudes.

Prior research suggests that people with higher degrees of modern sexist attitudes are more likely to discount sexism when they see it and are less likely to notice gender inequality (see Swim & Cohen, 1997). Similarly, scholars have previously found that people with greater symbolic racist attitudes are less likely to recognize differential treatment, which is associated with lower support for racially egalitarian policy (see Henry & Sears, 2002). Our findings show that greater awareness of one's personal biases toward People of Color is related to lower agreement with modern sexist and symbolic racist attitudes. These findings are consistent with studies suggesting that people with greater awareness of their biases are more likely to accept feedback concerning their personal biases and are more willing to take action to reduce them (Perry et al., 2015). Accordingly, increasing bias awareness among members may be integral to the implementation of successful strategies to reduce discrimination and increase diversity and inclusion within the State Bar of Arizona.

Additional research will deepen our understanding of the Arizona legal community and will further advance the State Bar of Arizona's commitment to diversity and inclusion.

Increasing diversity and inclusion within the legal profession is a crucial component of the State Bar of Arizona's mission to improve the administration of justice and Arizona lawyers' competency, ethics, and professionalism. As such, it is imperative to view the 2022 Diversity and Inclusion Report as one facet of that mission. Future research has the potential to benefit the membership of the State Bar in several ways.

First, a commitment to readministering this survey in subsequent years will enable the State Bar to track development and change concerning focal diversity and inclusion metrics across time. Promoting institutional change is an arduous and lengthy process. Accordingly, the State Bar must be committed to evaluating successes and failures on a continual basis and

should act upon the insights provided by members if diversity and inclusion are to truly be improved.

Second, responses to new demographic categories can direct future action within the State Bar of Arizona. Diversity has historically been synonymous with racial/ethnic diversity, specifically. Contemporary definitions of diversity are much broader. This survey and the accompanying report reflect the intent to gain a more in-depth understanding of the diversity in gender, age, ability, sexual orientation, and other meaningful forms of identity that comprise the State Bar of Arizona. For the first time, members were asked to describe their disability status. We found that 12.7% of respondents reported having a mental health condition, 3.4% reported a learning impairment, 2.2% reported a sensory impairment, and 1.8% reported a mobility impairment. Notably, 4.1% of respondents reported having a condition that was not listed on the survey item, which indicates that members' disability status is an area that warrants further attention from the State Bar.

Finally, greater engagement with State Bar members will allow for more nuanced and reliable analyses. Future surveys should focus on increasing overall participation, especially among members who come from marginalized groups. For instance, no nonbinary or genderqueer members and less than 75 people identifying as gay, lesbian, or bisexual participated in the survey. These numbers are significantly lower than one would expect given population demographics. Moreover, limited participation among racial/ethnic minorities resulted in an inability to analyze the data within and across specific racial/ethnic minority groups. We acknowledge that grouping racial/ethnic minorities under the moniker "People of Color" does not capture the diverse histories and experiences that exist within particular racial/ethnic groups and cultures. Indeed, there is great heterogeneity both across and within racial/ethnic minority groups. However, to examine more nuanced groupings (e.g., analyzing *Black*, *Asian*, and *Native American* members as distinct groups or *Black women* and *Black men* separately) while maintaining respondents' anonymity and statistical validity, larger sample sizes are required.

This prompts the question of what can be done to make State Bar of Arizona members from underrepresented groups feel appreciated and acknowledged in ways that will encourage them to become a more significant part of the research and implementation process. Gaining insight into an individual's deeply personal workplace experiences is a privilege and requires the State Bar of Arizona to earn its members' trust. By demonstrating a commitment to positive diversity- and inclusion-focused action and research integrity, we hope that this initial survey and report provide a foundation for fruitful conversations and collaboration between State Bar of Arizona leadership and members of all backgrounds.

Appendices

Appendix A. Survey Questionnaire Sources (Listed in Order of Appearance in Report)

Perceptions of Workplace Diversity Scale:

- Mor Barak, M. E., Cherin, D. A., & Berkman, S. (1998). Organizational and personal dimensions in diversity climate: Ethnic and gender differences in employee perceptions. *The Journal of Applied Behavioral Science*, 34(1), 82-104. <https://doi.org/10.1177/0021886398341006>
- Mor Barak, M. E., Lizano, E. L., Kim, A., Duan, L., Rhee, M. K., Hsiao, H. Y., & Brimhall, K. C. (2016). The promise of diversity management for climate of inclusion: A state-of-the-art review and meta-analysis. *Human Service Organizations: Management, Leadership & Governance*, 40(4), 305-333. <https://doi.org/10.1080/23303131.2016.1138915>

Workplace Diversity Climate Scale:

- McKay, P. F., Avery, D. R., Tonidandel, S., Morris, M. A., Hernandez, M., & Hebl, M. R. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology*, 60(1), 35-62. <https://doi.org/10.1111/j.1744-6570.2007.00064.x>

Workplace Discrimination Scale:

- Noor, N. M., & Shaker, M. N. (2017). Perceived workplace discrimination, coping and psychological distress among unskilled Indonesian migrant workers in Malaysia. *International Journal of Intercultural Relations*, 57, 19-29. <https://doi.org/10.1016/j.ijintrel.2017.01.004>
- Sternthal, M. J., Slopen, N., & Williams, D. R. (2011). Racial disparities in health: How much does stress really matter? *Du Bois Review*, 8(1), 95-113. <https://doi.org/10.1017/S1742058X11000087>

Modern Sexism Scale:

- Swim, J. K., & Cohen, L. L. (1997). Overt, covert, and subtle sexism: A comparison between the attitudes toward women and modern sexism scales. *Psychology of Women Quarterly*, 21(1), 103-118.

Symbolic Racism Scale:

- Henry, P. J., & Sears, D. O. (2002). The symbolic racism 2000 scale. *Political Psychology*, 23(2), 253-283. <https://doi.org/10.1111/0162-895X.00281>

- McConahay, J. B., & Hough Jr, J. C. (1976). Symbolic racism. *Journal of Social Issues*, 32(2), 23-45. <https://doi.org/10.1111/j.1540-4560.1976.tb02493.x>
- Sears, D. O., & Henry, P. J. (2003). The origins of symbolic racism. *Journal of Personality and Social Psychology*, 85(2), 259-275. <https://doi.org/10.1037/0022-3514.85.2.259>

Bias Awareness Scale:

- Perry, S. P., Murphy, M. C., & Dovidio, J. F. (2015). Modern prejudice: Subtle, but unconscious? The role of Bias Awareness in Whites' perceptions of personal and others' biases. *Journal of Experimental Social Psychology*, 61, 64-78. <https://doi.org/10.1016/j.jesp.2015.06.007>

Appendix B. Perceptions of Workplace Diversity Stratified by Gender

Variable	Variable Levels	Men %	Women %	<i>p</i> -value	Chi-Squared Test
Diversity Perceptions				< .001	37.316
	Strongly Disagree	0.5%	2.0%		
	Disagree	2.7%	3.7%		
	Slightly Disagree	5.4%*-	14.0%*+		
	Neutral	16.8%	19.1%		
	Slightly Agree	23.9%	27.0%		
	Agree	30.5%*+	21.3%		
	Strongly Agree	20.2%*+	13.0%		
Total Counts (%)		410 (45.4%)	493 (54.6%)		

Note. Diversity Perceptions is a mean-scored variable created by averaging seven items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .152$) using chi-squared tests with $n = 903$, $df = 6$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between men and women may have gone undetected.

Appendix C. *Perceptions of Workplace Diversity Stratified by Race/Ethnicity*

Variable	Variable Levels	People of Color %	White People %	<i>p</i> -value	Chi-Squared Test
Diversity Perceptions				< .001	36.652
	Strongly Disagree	2.4%	1.0%		
	Disagree	4.7%	3.0%		
	Slightly Disagree	16.5%*+	8.6%		
	Neutral	28.2%*+	15.4%		
	Slightly Agree	21.8%	27.3%		
	Agree	15.9%*-	27.0%		
	Strongly Agree	10.6%	17.7%		
Total Counts (%)		170 (19.6%)	696 (80.4%)		

Note. Diversity Perceptions is a mean-scored variable created by averaging seven items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .155$) using chi-squared tests with $n = 866$, $df = 6$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between People of Color and White people may have gone undetected.

1 of 14 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. Because some cells have expected counts of less than 2.5 (minimum expected frequency = 2.2), the results of the present test may lack accuracy.

The "People of Color" category consists of respondents who marked themselves as American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latino/a/x, and/or a self-described racial identity. Respondents could select as many options as they pleased.

Appendix D. Perceptions of Workplace Diversity Stratified by *Employment Setting*

Variable	Variable Levels	Law Firm %	Public or Government %	Corporate, Judicial, Non-Profit or Public Interest, and "Other" %	<i>p</i> -value	Chi-Squared Test
Diversity Perceptions					< .001	41.880
	Strongly Disagree	0.4%	2.7%	2.1%		
	Disagree	2.1%	4.7%	3.6%		
	Slightly Disagree	9.0%	14.4%	9.2%		
	Neutral	16.1%	22.6%	16.4%		
	Slightly Agree	23.3%	28.4%	26.2%		
	Agree	28.5%	17.1%*-	27.7%		
	Strongly Agree	20.6%*+	10.1%*-	14.9%		
Total Counts (%)		467 (50.8%)	257 (28.0%)	195 (21.2%)		

Note. Diversity Perceptions is a mean-scored variable created by averaging seven items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .168$) using chi-squared tests with $n = 919$, $df = 12$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between setting types may have gone undetected.

2 of 21 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. However, all cells have expected counts of at least 2.5 (minimum expected frequency = 2.8) and fewer than 50% of cells have expected counts of less than 5, giving us reason to believe that the results of the present test are still valid.

Appendix E. Views of Workplace Diversity Climate Stratified by Gender

Variable	Variable Levels	Men %	Women %	<i>p</i> -value	Chi-Squared Test
Diversity Climate				< .001	24.695
	Strongly Disagree	1.2%	1.6%		
	Disagree	2.2%*-	7.2%*+		
	Slightly Disagree	4.5%	9.0%		
	Neutral	15.1%	17.5%		
	Slightly Agree	21.3%	17.9%		
	Agree	29.4%	23.1%		
	Strongly Agree	26.3%	23.7%		
Total Counts (%)		418 (45.4%)	502 (54.6%)		

Note. Diversity Climate is a mean-scored variable created by averaging nine items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .151$) using chi-squared tests with $n = 920$, $df = 6$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between men and women may have gone undetected.

Appendix F. Views of Workplace Diversity Climate Stratified by Race/Ethnicity

Variable	Variable Levels	People of Color %	White People %	<i>p</i> -value	Chi-Squared Test
Diversity Climate				< .001	23.667
	Strongly Disagree	0.6%	1.6%		
	Disagree	8.0%	4.4%		
	Slightly Disagree	9.7%	6.2%		
	Neutral	24.0%*+	14.8%		
	Slightly Agree	21.1%	19.1%		
	Agree	16.6%*-	28.1%		
	Strongly Agree	20.0%	25.8%		
Total Counts (%)		175 (19.8%)	708 (80.2%)		

Note. Diversity Climate is a mean-scored variable created by averaging nine items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .154$) using chi-squared tests with $n = 883$, $df = 6$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between People of Color and White people may have gone undetected.

1 of 14 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. However, all cells have expected counts of nearly 2.5 (minimum expected frequency = 2.4) and fewer than 50% of cells have expected counts of less than 5, giving us reason to believe that the results of the present test are still valid.

The "People of Color" category consists of respondents who marked themselves as American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latino/a/x, and/or a self-described racial identity. Respondents could select as many options as they pleased.

Appendix G. Views of Workplace Diversity Climate Stratified by *Employment Setting*

Variable	Variable Levels	Law Firm %	Public or Government %	Corporate, Judicial, Non-Profit or Public Interest, and "Other" %	<i>p</i> -value	Chi-Squared Test
Diversity Climate					.018	24.420
	Strongly Disagree	1.3%	1.6%	1.9%		
	Disagree	3.4%	8.5%*+	3.8%		
	Slightly Disagree	7.7%	8.9%	3.3%*-		
	Neutral	17.1%	16.3%	14.2%		
	Slightly Agree	17.7%	22.5%	21.3%		
	Agree	25.6%	22.5%	26.1%		
	Strongly Agree	27.1%	19.8%	29.4%		
Total Counts (%)		468 (49.9%)	258 (27.5%)	211 (22.5%)		

Note. Diversity Climate is a mean-scored variable created by averaging nine items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .166$) using chi-squared tests with $n = 937$, $df = 12$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between setting types may have gone undetected.

2 of 21 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. However, all cells have expected counts of at least 2.5 (minimum expected frequency = 3.2) and fewer than 50% of cells have expected counts of less than 5, giving us reason to believe that the results of the present test are still valid.

Appendix H. Experiences of Discrimination in the Workplace Stratified by Gender

Variable	Variable Levels	Men %	Women %	<i>p</i> -value	Chi-Squared Test
Workplace Discrimination				< .001	44.561
	Never	81.6%*+	62.2%*-		
	Rarely	12.9%*-	24.4%*+		
	Occasionally	4.0%*-	11.2%*+		
	A Moderate Amount	0.9%	1.8%		
	A Great Deal	0.5%	0.4%		
Total Counts (%)		425 (45.6%)	508 (54.4%)		

Note. Workplace Discrimination is a mean-scored variable created by averaging eight items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .141$) using chi-squared tests with $n = 933$, $df = 4$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between men and women may have gone undetected.

2 of 10 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. Because some cells have expected counts of less than 2.5 (minimum expected frequency = 1.8), the results of the present test may lack accuracy.

Appendix I. Experiences of Discrimination in the Workplace Stratified by Race/Ethnicity

Variable	Variable Levels	People of Color %	White People %	<i>p</i> -value	Chi-Squared Test
Workplace Discrimination				< .001	45.332
	Never	53.4%*-	75.5%		
	Rarely	25.3%	17.6%		
	Occasionally	18.4%*+	5.4%*-		
	A Moderate Amount	2.3%	1.1%		
	A Great Deal	0.6%	0.4%		
Total Counts (%)		174 (19.4%)	722 (80.6%)		

Note. Workplace Discrimination is a mean-scored variable created by averaging eight items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .144$) using chi-squared tests with $n = 896$, $df = 4$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between People of Color and White people may have gone undetected.

3 of 10 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. Because some cells have expected counts of less than 2.5 (minimum expected frequency = .8), the results of the present test may lack accuracy.

The "People of Color" category consists of respondents who marked themselves as American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latino/a/x, and/or a self-described racial identity. Respondents could select as many options as they pleased.

Appendix J. Experiences of Discrimination in the Workplace Stratified by *Employment Setting*

Variable	Variable Levels	Law Firm %	Public or Government %	Corporate, Judicial, Non-Profit or Public Interest, and "Other" %	<i>p</i> -value	Chi-Squared Test
Workplace Discrimination					.347	8.944
	Never	74.0%	67.8%	66.8%		
	Rarely	18.0%	20.9%	21.0%		
	Occasionally	6.3%	9.7%	9.3%		
	A Moderate Amount	1.5%	0.8%	2.3%		
	A Great Deal	0.2%	0.8%	0.5%		
Total Counts (%)		477 (50.3%)	258 (27.2%)	214 (22.6%)		

Note. Workplace Discrimination is a mean-scored variable created by averaging eight items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. ⁻ indicates that the observed count is statistically significantly lower than expected. ⁺ indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .155$) using chi-squared tests with $n = 949$, $df = 8$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between setting types may have gone undetected.

5 of 15 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. Because some cells have expected counts of less than 2.5 (minimum expected frequency = 0.9), the results of the present test may lack accuracy.

Appendix K. Endorsement of Modern Sexist Attitudes Stratified by Gender

Variable	Variable Levels	Men %	Women %	<i>p</i> -value	Chi-Squared Test
Modern Sexism				< .001	162.547
	Strongly Disagree	17.3%*-	39.9%*+		
	Disagree	22.3%*-	31.0%*+		
	Slightly Disagree	25.0%	19.7%		
	Neutral	17.0%*+	5.5%*-		
	Slightly Agree	11.6%*+	2.6%*-		
	Agree	4.6%*+	0.3%*-		
	Strongly Agree	2.2%	1.0%		
Total Counts (%)		584 (48.5%)	619 (51.5%)		

Note. Modern Sexism is a mean-scored variable created by averaging eight items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

* indicates that the cell count is statistically significantly lower/higher than expected at at least $p < .05$. - indicates that the observed count is statistically significantly lower than expected. + indicates that the observed count is statistically significantly higher than expected.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .132$) using chi-squared tests with $n = 1203$, $df = 6$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between men and women may have gone undetected.

Appendix L. Endorsement of Symbolic Racist Attitudes Stratified by Race/Ethnicity

Variable	Variable Levels	People of Color %	White People %	<i>p</i> -value	Chi-Squared Test
Symbolic Racism				.087	11.074
	Strongly Disagree	44.4%	33.9%		
	Disagree	20.4%	22.4%		
	Slightly Disagree	15.3%	20.7%		
	Neutral	8.8%	10.5%		
	Slightly Agree	6.5%	7.7%		
	Agree	2.3%	3.3%		
	Strongly Agree	2.3%	1.3%		
Total Counts (%)		216 (18.8%)	931 (81.2%)		

Note. Symbolic Racism is a mean-scored variable created by averaging six items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .135$) using chi-squared tests with $n = 1147$, $df = 6$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between People of Color and White people may have gone undetected.

1 of 14 cells demonstrated an expected frequency of less than 5, which goes against traditional recommendations for chi-squared testing. However, all cells have expected counts of at least 2.5 (minimum expected frequency = 3.2) and fewer than 50% of cells have expected counts of less than 5, giving us reason to believe that the results of the present test are still valid.

The "People of Color" category consists of respondents who marked themselves as American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latino/a/x, and/or a self-described racial identity. Respondents could select as many options as they pleased.

Appendix M. Endorsement of Bias Awareness Stratified by Race/Ethnicity

Variable	Variable Levels	People of Color %	White People %	<i>p</i> -value	Chi-Squared Test
Bias Awareness				.138	9.699
	Strongly Disagree	13.4%	11.1%		
	Disagree	9.7%	8.7%		
	Slightly Disagree	31.9%	25.8%		
	Neutral	19.4%	19.3%		
	Slightly Agree	21.3%	26.7%		
	Agree	2.3%	5.5%		
	Strongly Agree	1.9%	2.9%		
Total Counts (%)		216 (18.8%)	933 (81.2%)		

Note. Bias Awareness is a mean-scored variable created by averaging four items, rounded to the nearest integer. Results are based on the available cases. Percentages may not total to 100% due to rounding.

A sensitivity analysis (G*Power; Faul et al., 2007) indicated sufficient power to detect at least moderately small effect sizes (Cohen's $w = .135$) using chi-squared tests with $n = 1149$, $df = 6$, $\alpha = .05$, and $1 - \beta = .95$. This indicates that the statistical significance testing was sufficiently powered to detect most effects, though subtle differences between People of Color and White people may have gone undetected.

The "People of Color" category consists of respondents who marked themselves as American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latino/a/x, and/or a self-described racial identity. Respondents could select as many options as they pleased.

Notes

¹ 138 responses were removed because the respondents were not current members of the State Bar of Arizona. An additional 17 respondents were removed because they completed the survey in less than 3 minutes, indicating that their responses may not have been entirely thoughtful. Finally, 53 respondents were removed because they clicked through the entire survey without answering a single item.

² A total of three raffle prizes were awarded.

³ For example, for a questionnaire comprised of eight separate (yet related) statements, we would average the respondent's answers across the eight statements to represent their general response to that questionnaire's focus. The practice of mean-scoring continuous multi-item measures is commonplace in quantitative research, as this method provides a more stable way to examine and summarize data.

⁴ The mean scores were rounded to the nearest whole number to allow for chi-squared testing (though note that the unrounded mean scores were examined in the correlational analyses).

⁵ The bias awareness scale was initially validated by the authors (Perry et al., 2015) using White participants. Although researchers may use this scale to assess any racial/ethnic group member's awareness of their own biases toward other groups, it may be a more reliable attitudinal measure for White people as opposed to People of Color.