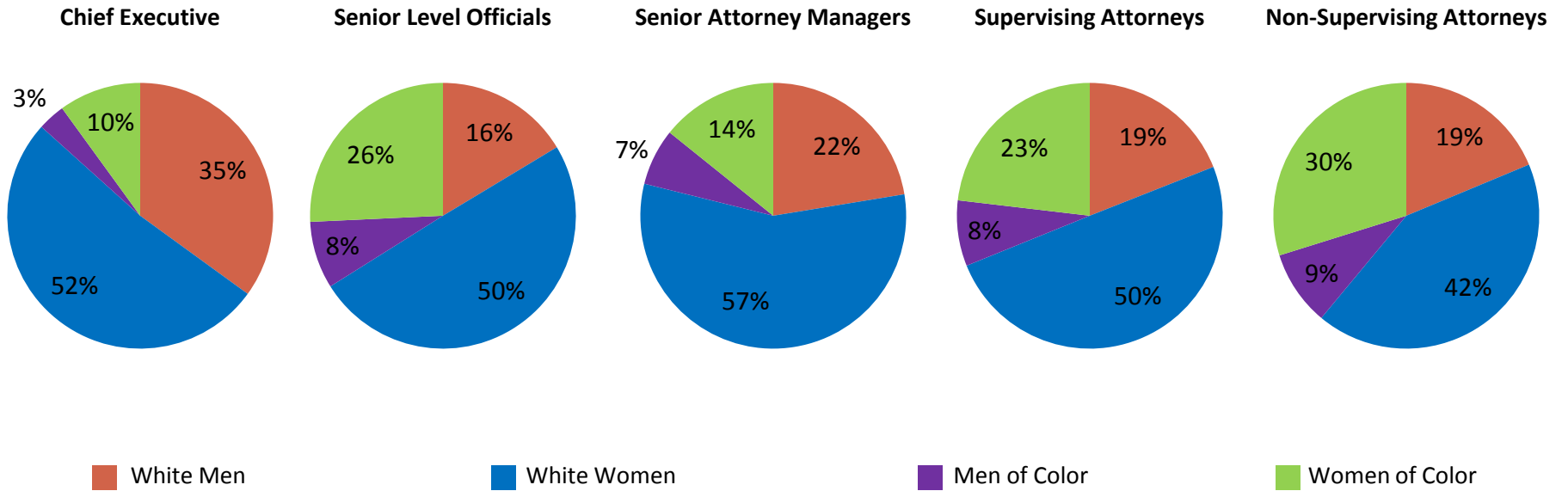


DIVERSITY DATA

IOLA Fiscal Year April 1 2016 – March 31, 2017



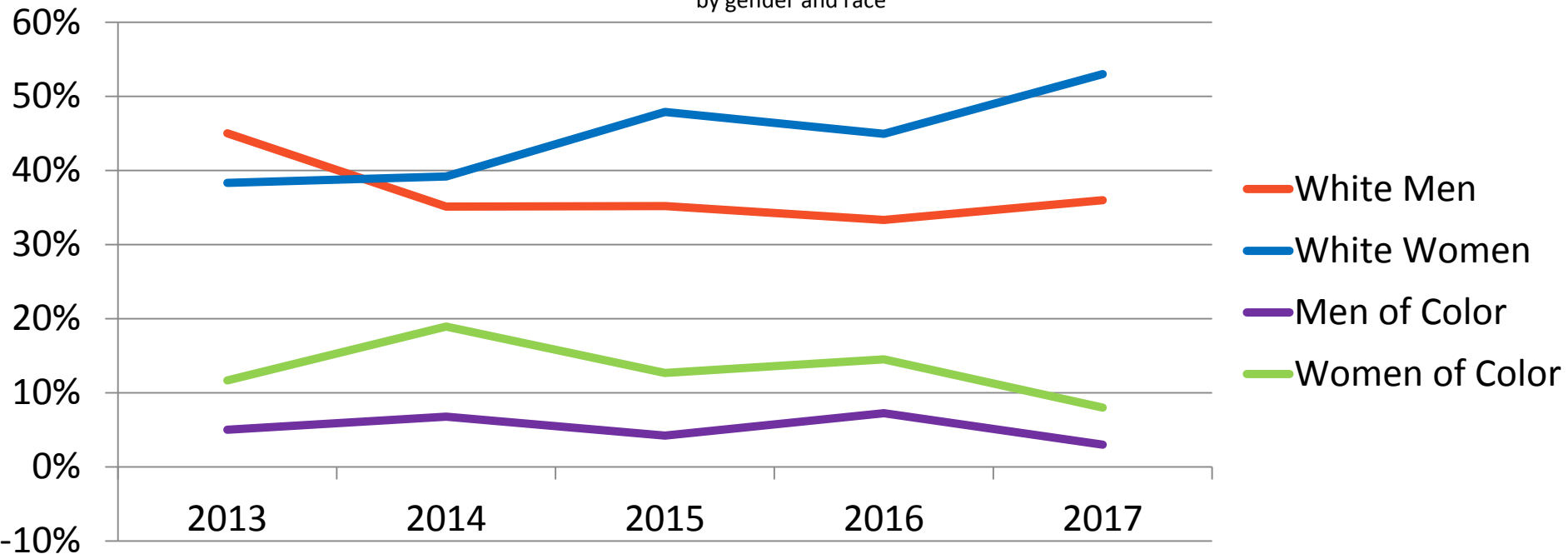
Demographic Segment by Job Title 2017







NOTE: 1 SUPERVISING ATTORNEY AND 7 NON-SUPERVISING ATTORNEYS IDENTIFIED AS TRANSGENDER

Executive Director

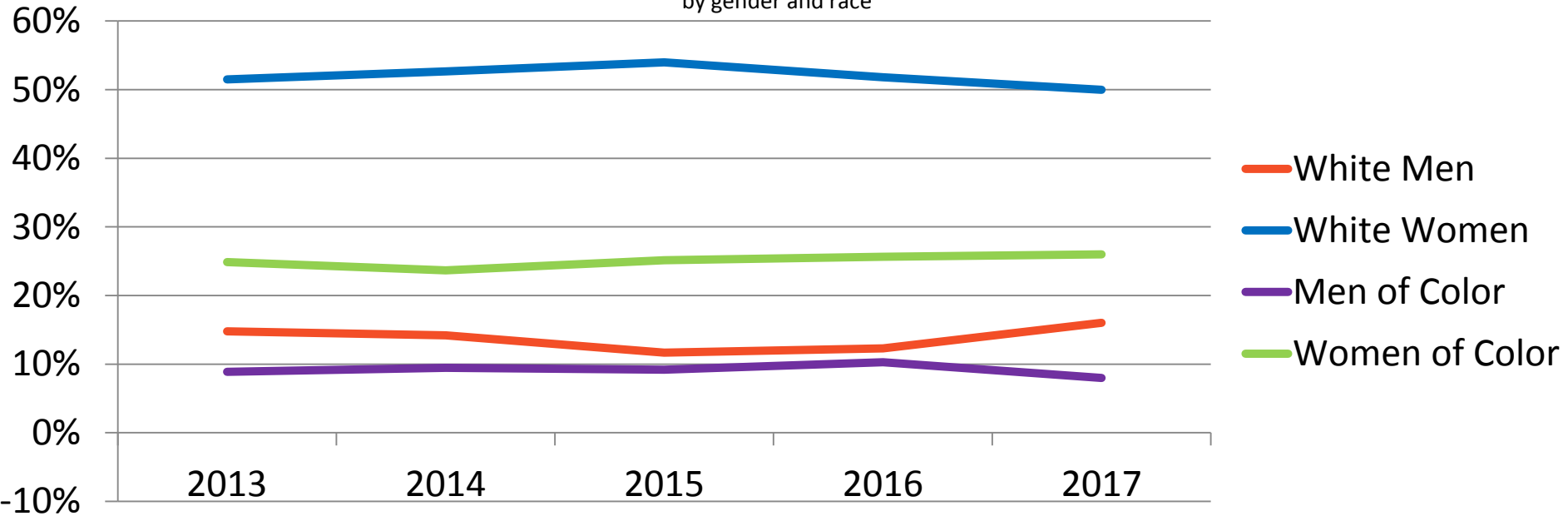
by gender and race



	 White Men	 White Women	 Men of Color	 Women of Color
2013	27 45%	23 38%	3 5%	7 12%
2014	26 35%	29 39%	5 7%	14 19%
2015	25 35%	34 48%	3 4%	9 13%
2016	23 33%	31 45%	5 7%	10 14%
2017	21 36%	31 53%	2 3%	5 8%

Senior Level Officials (Non-Attorneys)

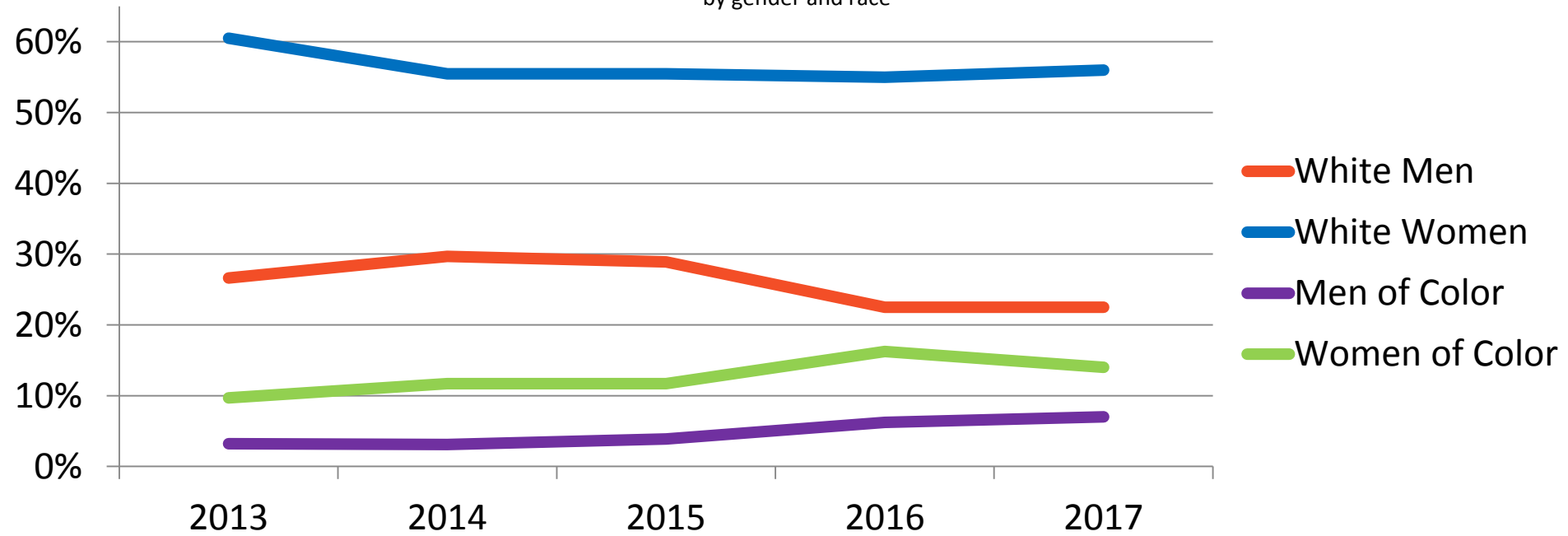
by gender and race



	White Men		White Women		Men of Color		Women of Color	
2013	25	15%	87	51%	15	9%	42	25%
2014	24	14%	89	53%	16	9%	40	24%
2015	19	12%	88	54%	15	9%	41	25%
2016	24	12%	101	52%	20	10%	50	26%
2017	28	16%	85	50%	14	8%	44	26%

Senior Attorney Managers

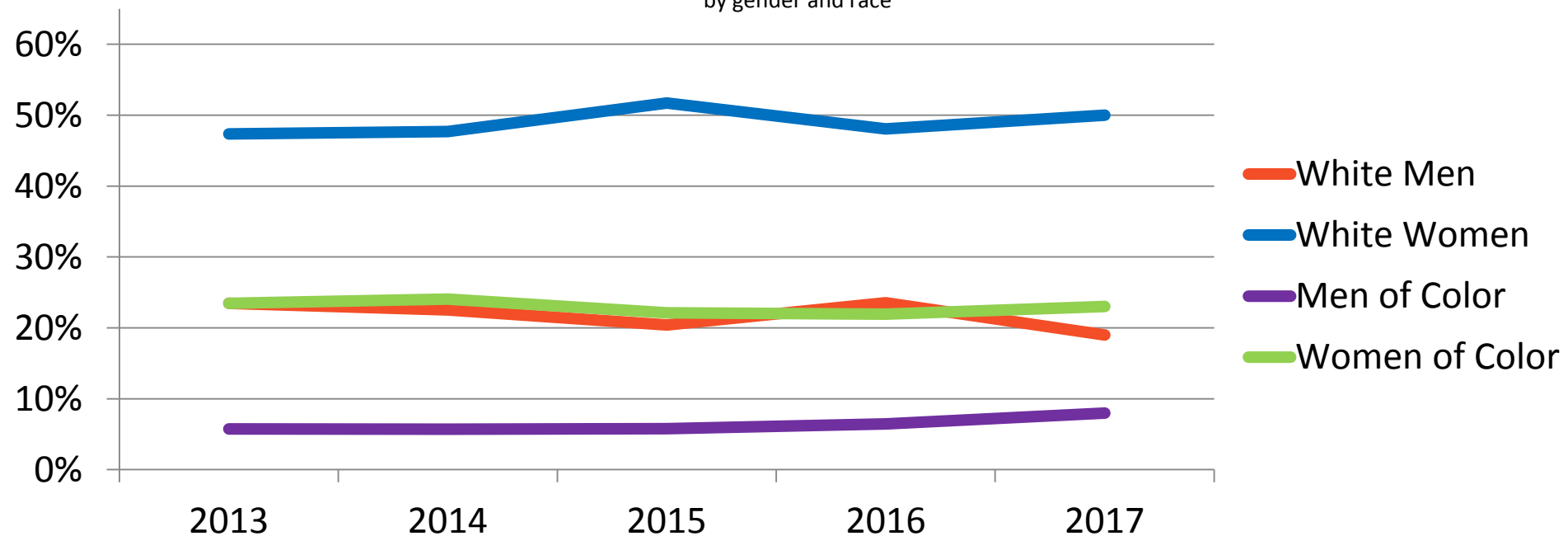
by gender and race



	White Men		White Women		Men of Color		Women of Color	
2013	33	27%	75	60%	4	3%	12	10%
2014	38	30%	71	55%	4	3%	15	12%
2015	37	29%	71	55%	5	4%	15	12%
2016	36	23%	88	55%	10	6%	26	16%
2017	52	23%	131	56%	16	7%	33	14%

Supervising Attorneys

by gender and race

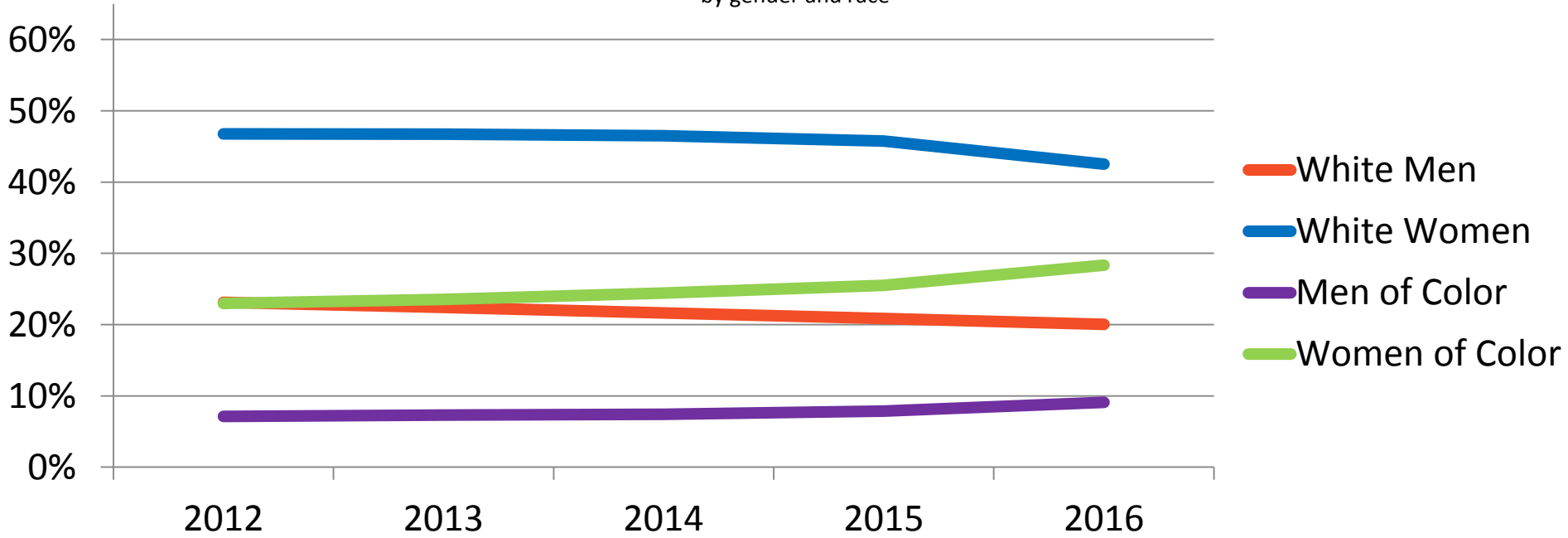


	White Men		White Women		Men of Color		Women of Color	
2013	53	23%	107	47%	13	6%	53	23%
2014	59	23%	125	48%	15	6%	63	24%
2015	60	20%	152	52%	17	6%	65	22%
2016	73	24%	149	48%	20	6%	68	22%
2017	69	19%	181	50%	29	8%	84	23%

Note: 1 Supervising Attorney identified as transgender

Non-Supervising Attorneys

by gender and race



	White Men		White Women		Men of Color		Women of Color	
2013	181	22%	377	47%	59	7%	190	24%
2014	195	22%	419	47%	67	7%	220	24%
2015	238	21%	522	46%	90	8%	291	26%
2016	264	20%	560	43%	120	9%	373	28%
2017	256	19%	579	42%	125	9%	408	30%

Note: 7 Non-Supervising Attorneys identified as transgender



OPENLY GAY INDIVIDUALS, BY JOB TITLE

	Chief Executive		Senior Level Officials (Non-Attorneys)		Senior Level Managers		Supervising Attorneys		Non-Supervising Attorneys	
2013	3	5%	6	4%	8	6%	14	6%	35	4%
2014	5	7%	4	2%	11	9%	15	6%	39	4%
2015	5	7%	8	5%	9	7%	18	6%	55	5%
2016	5	7%	7	4%	10	6%	22	7%	54	4%
2017	5	8%	14	8%	24	10%	32	8%	38	3%

On average, 5% of employees in IOLA-Funded organizations are openly gay.

INDIVIDUALS WITH DISABILITIES, BY JOB TITLE

	Chief Executive		Senior Level Officials (Non-Attorneys)		Senior Level Managers		Supervising Attorneys		Non-Supervising Attorneys	
2013	2	3%	1	1%	2	2%	2	1%	9	1%
2014	3	4%	3	2%	3	2%	3	1%	9	1%
2015	2	3%	5	3%	6	5%	5	2%	18	2%
2016	3	4%	3	2%	3	2%	5	2%	15	1%
2017	2	3%	4	2%	6	3%	4	1%	24	2%

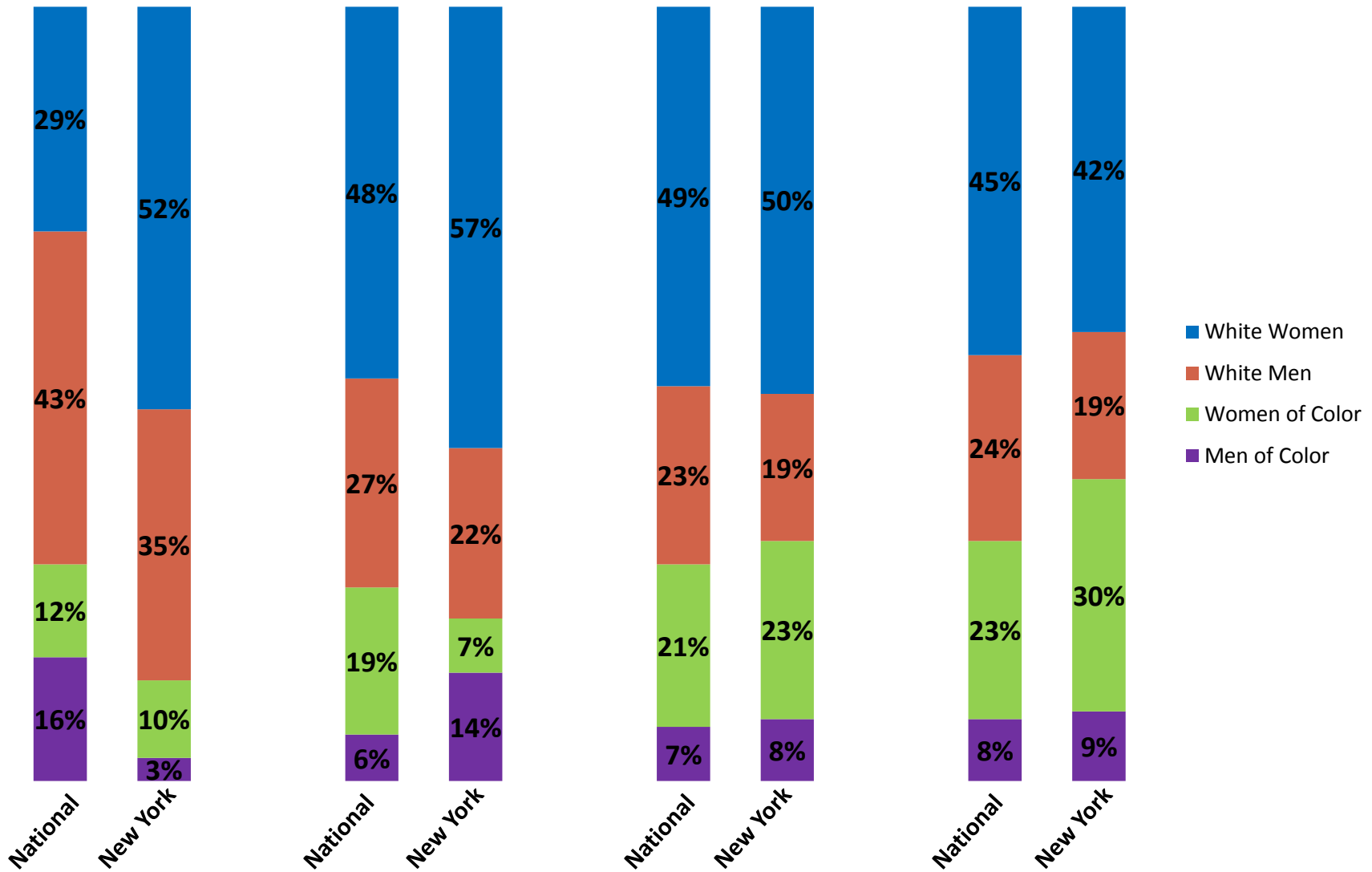
On average, 2% of employees in IOLA-Funded organizations have disabilities.

Executive Director/CEO

Senior/Managing Attorney

Supervising Attorney

Non-Supervising Attorney



National data courtesy of [2016 LSC By the Numbers](#).



B. Organizational Strength (10 pts) (up to 4 pages)**1. Principal Activities**

Briefly describe all of the organization's principal activities, explaining how the provision of civil legal services to low-income persons and/or improving the administration of justice fits into the organization's mission.

NOTE: This part should both describe the whole organization's principal activities and mission as well as explain how these activities and mission relate to the provision of civil legal services to low-income persons and/or improving the administration of justice.

2. Structure & Planning

Describe organizational structure, planning and priority setting processes. Include board composition, relevant experts and client/community involvement. Describe efforts to recruit, retain and promote diverse staff and board members.

3. Training & Professional Development

Describe whether your organization offers or plans to offer training or professional development to your staff, management, volunteers or board members, including diversity and inclusion, anti-oppression, or cultural competency issues. Please provide details about the trainings offered (e.g., subject matter, constituency served, number of attendees, mandatory or voluntary, number of sessions, in person or web-based).

	Chief Executive			Senior Level Officials			Senior Attorney Managers			Supervising Attorneys			Non-Supervising Attorneys			Paralegals/Advocates			Administrative Support			Totals		
	As of 3/31/16	Hired in FY 2016	Left in FY 2016	As of 3/31/16	Hired in FY 2016	Left in FY 2016	As of 3/31/16	Hired in FY 2016	Left in FY 2016	As of 3/31/16	Hired in FY 2016	Left in FY 2016	As of 3/31/16	Hired in FY 2016	Left in FY 2016	As of 3/31/16	Hired in FY 2016	Left in FY 2016	As of 3/31/16	Hired in FY 2016	Left in FY 2016	As of 3/31/16	Hired in FY 2016	Left in FY 2016
Ethnicity/Gender																								
Caucasian/White																								
* Male	23.00	0.00	0.00	23.95	4.00	3.72	36.25	0.00	3.00	72.52	12.06	2.80	264.28	72.11	38.66	66.68	19.46	11.00	49.35	12.07	7.00	536.03	119.70	66.18
* Female	30.95	1.00	1.90	100.78	11.01	9.00	87.90	5.00	3.00	149.20	16.70	11.70	559.70	137.99	91.82	273.37	43.50	36.05	144.80	32.40	30.39	1346.70	247.60	183.86
* Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	6.00	1.00	0.00	1.00	1.00	0.00	2.00	2.00	0.00	10.00	4.00	0.00
Black or African American																								
* Male	0.00	0.00	0.00	6.70	1.00	0.00	3.65	0.00	0.00	10.50	3.00	0.00	24.43	11.43	4.00	25.90	5.00	1.60	19.00	6.00	2.00	90.18	26.43	7.60
* Female	4.00	0.00	0.00	20.60	1.00	1.00	7.00	1.00	2.00	21.00	3.00	5.00	103.30	28.50	16.00	80.45	22.95	15.45	60.46	15.40	9.43	296.81	71.85	48.88
* Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hispanic or Latino																								
* Male	2.00	0.00	0.00	7.50	0.50	0.00	2.00	0.00	0.00	5.85	2.00	1.00	51.25	20.65	10.06	57.15	12.75	4.50	16.68	3.00	3.86	142.43	38.90	19.42
* Female	1.45	0.00	0.00	20.75	2.00	0.00	12.00	0.00	0.00	20.05	3.25	3.25	102.06	37.46	11.00	222.83	46.99	25.10	132.71	25.54	11.44	511.85	115.24	50.79
* Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	3.00	1.00	0.00	0.00	0.00	0.00	4.00	1.00	0.00
Native Hawaiian or Other Pacific Islander																								
* Male	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	5.00	0.00	1.00
* Female	0.00	0.00	0.00	0.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.25	0.00	1.00	0.00	0.00	0.00	0.00	0.00	6.70	0.25	0.00
* Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Asian																								
* Male	0.00	0.00	0.00	6.00	0.00	0.00	2.00	0.00	0.00	4.00	1.00	0.00	30.00	10.70	6.00	9.00	2.00	5.00	8.00	1.00	1.00	59.00	14.70	12.00
* Female	5.00	1.00	0.00	8.00	1.00	1.00	7.00	0.00	0.00	24.53	6.00	2.00	125.95	32.36	12.00	25.99	6.00	5.00	17.45	0.40	2.00	213.92	46.76	22.00
* Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00
American Indian or Alaska Native																								
* Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	0.00	4.00	0.00	0.00
* Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00	0.00	6.00	2.00	0.00	4.25	0.00	0.00	14.25	2.00	0.00
* Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Multi-Racial																								
* Male	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	9.00	6.00	2.00	3.00	0.00	1.00	1.00	1.00	0.00	15.00	7.00	3.00
* Female	0.00	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.00	2.80	0.00	1.80	32.25	8.00	4.00	14.00	7.00	1.00	9.50	4.00	0.00	58.55	19.08	6.80
* Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Totals	67.40	2.00	1.90	194.98	20.59	15.72	159.80	6.00	8.00	311.45	47.01	27.55	1324.22	366.45	195.54	790.37	169.65	105.70	467.21	102.81	67.12	3315.43	714.51	421.53
Total Male	26.00	0.00	0.00	44.15	5.50	4.72	45.90	0.00	3.00	92.87	18.06	3.80	383.96	120.89	60.72	162.73	39.21	23.10	96.03	23.07	13.86	851.64	206.73	109.20
Total Female	41.40	2.00	1.90	150.83	15.09	11.00	113.90	6.00	5.00	217.58	28.95	23.75	932.26	244.56	134.82	623.64	128.44	82.60	369.18	77.74	53.26	2448.79	502.78	312.33
Total Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	8.00	1.00	0.00	4.00	2.00	0.00	2.00	2.00	0.00	15.00	5.00	0.00
Sexual Orientation																								
Openly Gay	4.56	0.00	0.00	7.40	2.00	0.92	10.00	0.00	0.00	22.46	2.00	2.00	53.55	7.20	7.06	20.50	4.00	5.50	14.31	5.00	1.06	132.78	20.20	16.54
Heterosexual	35.84	1.00	1.00	73.18	12.09	9.00	62.75	0.00	2.00	124.81	15.31	14.85	429.93	103.82	76.72	247.05	55.58	36.45	189.77	31.26	26.03	1163.33	219.06	166.05
Unknown	3.00	0.00	0.90	21.20	0.90	2.00	28.45	3.00	2.00	59.00	12.70	3.70	390.23	105.50	62.00	181.61	37.97	30.00	108.45	36.61	27.00	791.94	196.68	127.60
Total, by Sexual Orientation	43.40	1.00	1.90	101.78	14.99	11.92	101.20	3.00	4.00	206.27	30.01	20.55	873.71	216.52	145.78	449.16	97.55	71.95	312.53	72.87	54.09	2088.05	435.94	310.19
People with Disabilities																								
Men	0.00	0.00	0.00	2.00	0.00	0.00	2.00	0.00	0.00	1.00	0.00	0.00	4.00	0.00	1.00	3.00	0.00	0.00	2.50	1.00	1.00	14.50	1.00	2.00
Women	3.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	0.00	4.00	1.00	1.00	11.00	4.00	0.67	9.50	1.00	1.00	5.30	1.08	0.00	34.80	7.08	2.67
Transgender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	1.00	1.00	0.00	
Total with Disabilities	3.00	0.00	0.00	3.00	0.00	0.00	3.00	0.00	0.00	5.00	1.00	1.00	15.00	4.00	1.67	12.50	1.00	1.00	8.80	3.08	1.00	50.30	9.08	4.67

