



Your Bar: Your Voice Survey Results

Total Number of Surveys Sent: 13,746

Total Number of Respondents: 2,960

Response Rate: 22%

Report Contents

- 1) Demographics
- 2) Index Scores
- 3) SC Bar Survey Results
- 4) Membership Experience
- 5) Demographic Analysis

INTERPRETING YOUR RESULTS

This report summarizes the overall results of the South Carolina Bar Member Survey.

There are five sections to this report:

- 1) Demographics.** This section summarizes the number of respondents in each demographic category including workplace, gender, age, ethnicity, sexual orientation and disability status.

- 2) Index Scores:** This section displays index scores. This chart illustrates the average percent favorable across all items in each category.

- 3) SC Bar Survey Results.** This section displays the results for each item on the survey. Each item was rated on a 7 point scale. Results are displayed as percent favorable (6,7s), percent neutral (3,4,5s) and percent unfavorable (1,2s). The top three scoring items are highlighted in green and the three lowest scoring items are highlighted in red in the overall % favorable column.

- 4) Membership Experience.** This section displays the results for each item related to member experience - familiar with programs and leadership, participation in sections and committees.

- 5) Demographic Analysis:** This section displays index scores by each of the key demographics - workplace, gender, age, ethnicity, sexual orientation and disability status. Where found, statistical differences are indicated by column letter (eg. A,B = a significant difference was found at the $p=0.05$ level between data in column A and B)

1. DEMOGRAPHICS

	Count	% Percent
Which of the following best describes your current practice setting?		
Solo practitioner	649	22%
Private practice with fewer than 5 attorneys	643	22%
Private practice with 6-30 attorneys	403	14%
Private practice with more than 30 attorneys	247	8%
Corporate/in-house counsel	131	4%
Government (local, state, federal)	454	15%
Public sector/in-house counsel	38	1%
Court/Judicial Branch	130	4%
Non-profit	87	3%
Other	152	5%
I prefer not to answer	26	1%

	Count	% Percent
Which of the following best describes your practice position?		
Managing partner	343	12%
Partner or shareholder	533	18%
Associate	543	18%
Sole practitioner	576	19%
Corporate/in-house counsel	153	5%
Judge	96	3%
Law Clerk	37	1%
Government Agency Head or Staff Attorney	347	12%
Other	293	10%
I prefer not to answer	39	1%

	Count	% Percent
In what county is your practice located?*		
Richland	650	22%
Charleston	514	17%
Other	365	12%
Greenville	324	11%
Horry	121	4%
Lexington	117	4%
Beaufort	107	4%
York	98	3%
Spartanburg	87	3%
I prefer not to answer	81	3%
All other counties combined	496	17%

	Count	% Percent
Is your practice countywide or statewide?		
Countywide	698	24%
Statewide	1988	67%
I prefer not to answer	274	9%

	Count	% Percent
What is your gender identity?*		
Man / Male	1593	54%
Woman /Female	1254	42%
Non-binary, gender fluid, transgender	5	0%
I prefer not to answer	108	4%

	Count	% Percent
What is your racial or ethnic identity?*		
African American / Black	207	7%
American Indian / Alaska Native	8	0%
Hispanic / Latinx / Spanish Origin	31	1%
Asian/Pacific Islander / Native Hawaiian	22	1%
White	2466	83%
Two or more races	53	2%
Other	19	1%
I prefer not to answer	154	5%

*To protect confidentiality and to allow for significance testing, small response categories will be combined.

1. DEMOGRAPHICS CONTINUED

	Count	% Percent
What is your age?*		
Under 36 years old	559	19%
36-45 years old	693	23%
46-55 years old	639	22%
56-65 years old	536	18%
66+ years old	439	15%
I prefer not to answer	94	3%

	Count	% Percent
Do you work full-time or part-time?		
Full-time	2553	86%
Part-time	315	11%
I prefer not to answer	92	3%

	Count	% Percent
Are you a member of a County Bar Association?		
Yes	1395	64%
No	687	31%
I prefer not to answer	107	5%

	Count	% Percent
Are you admitted to practice law in another state?		
Yes	574	26%
No	1555	71%
I prefer not to answer	60	3%

	Count	% Percent
Do you identify as a person with a disability?		
Yes	117	5%
No	1977	90%
I prefer not to answer	95	4%

	Count	% Percent
Which of the following best describes your sexual orientation?*		
Bisexual	38	2%
Gay	23	1%
Heterosexual	1890	86%
Lesbian	12	1%
Queer, Pansexual, Asexual, Other	14	1%
I prefer not to answer	212	10%

	Count	% Percent
What religion do you identify with?*		
Christian (Evangelical Protestant, Mainline Protestant, Historically Black Protestant, Catholic, Mormon, Orthodox Christian, Jehovah's Witness)	1592	73%
Jewish	45	2%
Buddhist	9	.4%
Atheist	78	4%
Agnostic	128	6%
Muslim/Islam, Hindu, Other	88	4%
I prefer not to answer	249	11%

	Count	% Percent
Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?		
Yes	226	10%
No	1899	87%
I prefer not to answer	64	3%





	Count	% Percent
Are you the a parent/guardian (of a child/children under age 18) or caregiver (tending to the needs of the elderly, ill or disabled)?		
Parent/Guardian (of a child/children under age 18)	726	33%
Caregiver (tending to the needs of the elderly, ill or disabled)	111	5%
Both parent/guardian and caregiver	50	2%
I prefer not to answer	97	4%
Does not apply to me	1205	55%

**To protect confidentiality and to allow for significance testing, small response categories will be combined.

2. INDEX SCORES

SC BAR OVERALL

Index Score (Out of 100)

Diversity		40
Communications		39
Inclusion		39
Opportunity		35

4. SC BAR MEMBER SURVEY RESULTS

	Response Count (n)	Percent Unfavorable %	Percent Neutral %	Percent Favorable %	SC Bar Overall % Favorable
Diversity					
The South Carolina Bar members care about diversity, equity and inclusion.	2588	9	51	40	40
The South Carolina Bar participates in programs to increase diversity, equity and inclusion in the legal profession.	2588	6	53	41	41
CLE programming at the South Carolina Bar represents inclusive and diverse speakers/presenters.	2588	8	52	40	40
The South Carolina Bar is committed to providing equal opportunities for all members.	2477	8	53	39	39
Communications					
Communications from the South Carolina Bar address the issues that are most important to me.	2588	7	66	27	27
The South Carolina Bar prominently displays its commitment to diversity, equity and inclusion in its collateral, such as its marketing brochures, advertising, and website.	2588	5	52	42	42
SC Lawyer articles cover a range of diverse and inclusive topics.	2588	4	50	46	46
SC Lawyer magazine reflects the diversity of the South Carolina Bar members.	2588	6	54	40	40
Inclusion					
I feel I belong in the South Carolina Bar.	2588	8	38	54	54
Perspectives like mine are included in decision making.	2588	16	51	34	34
I worry I do not have things in common with others in the South Carolina Bar.**	2477	13	40	46	46
My voice matters within the South Carolina Bar.	2477	18	58	24	24
The South Carolina Bar is doing a good job of engaging members throughout their career.	2477	13	57	30	30
New members are welcomed into the South Carolina Bar.	2477	7	49	44	44
**Reverse coded					
Opportunity					
Opportunities for mentoring exist to bring diverse members into leadership positions.	2477	9	59	32	32
Opportunities within the South Carolina Bar committees, sections and councils are clearly communicated.	2477	13	53	34	34
Opportunities for involvement in leadership and service at the South Carolina Bar is available to all members.	2477	10	52	38	38
Fairness					
Overall, members are treated fairly.	2477	5	46	49	49
Members are treated fairly regardless of race.*	106	51	25	25	25
Members are treated fairly regardless of gender.*	106	43	30	26	26
Members are treated fairly regardless of age.*	106	38	42	21	21
Members are treated fairly regardless of disability.*	106	30	42	28	28
Members are treated fairly regardless of religion.*	106	31	42	26	26
Members are treated fairly regardless of sexual orientation.*	106	42	38	21	21

*Asked if "Overall, members are treated fairly" was scored 1 or 2.

South Carolina Bar Your Bar: Your Voice
Survey Results

	Response Count (n)	Percent Unfavorable %	Percent Neutral %	Percent Favorable %	SC Bar Overall % Favorable
Diversity, Equity & Inclusion					
People of diverse backgrounds have an opportunity to fully and meaningfully participate in the legal profession in South Carolina.	2588	9	43	47	47
Diverse members serve in the South Carolina Bar councils. †	1627	5	65	30	30
Diverse members serve in the South Carolina Bar sections. †	1627	5	64	31	31
Diverse members serve in the South Carolina Bar committees. †	1627	5	63	32	32
Diverse members serve in the South Carolina Bar 'House of Delegates.' †	1627	8	64	28	28
Diverse members serve in the South Carolina Bar Board of Governors. †	1627	9	63	28	28
When I am in bar events/meetings I feel included. †	1627	7	50	43	43
† Asked if "How would you describe your level of activity in the South Carolina Bar functions, committees and events?" was answered "Active in the past, but not currently", "Somewhat active currently", or "Very active currently"					
The South Carolina Bar leaders care about diversity, equity and inclusion. ^	1052	4	40	55	55
The South Carolina Bar leaders create an environment of inclusion. ^	1052	6	45	49	49
I can easily identify people similar to me in leadership positions at the South Carolina Bar. ^	1052	8	40	52	52
Diverse members are represented in the South Carolina Bar leadership. ^	1052	6	51	42	42
As a member, improving diversity and inclusion at the highest levels at the South Carolina Bar is a priority. ^	1052	9	37	54	54
The South Carolina Bar employees care about diversity, equity and inclusion. ^	1052	3	41	56	56
It is important to me that the South Carolina Bar employees reflect the diversity of its members. ^	1052	9	33	58	58

^ Asked if familiar with the South Carolina Bar leadership.

4. MEMBERSHIP EXPERIENCE

	Count	% Percent
I am familiar with the South Carolina Bar Leadership.		
Yes	1122	46%
No	1329	54%

	Count	% Percent
How would you describe your level of activity in the South Carolina Bar functions, committees and events?		
Never active	774	32%
Active in the past, not currently	932	38%
Somewhat active currently	618	25%
Very active currently	127	5%

	Count	% Percent
Division Membership		
Young Lawyer's Division	1081	69%
Senior Lawyer's Division	352	22%
I'm not a member of any divisions.	137	9%

South Carolina Bar Programs and Services

	Have used	Aware of this, but have not used	Unaware of this program or service	Not interested/ Not applicable to me
Alternative Dispute Resolution	26%	50%	10%	15%
Lawyer Referral Service	34%	51%	3%	12%
Leadership Academy	4%	46%	37%	12%
New Lawyer Mentoring	32%	48%	9%	11%
Paralegal Certification	3%	47%	26%	24%
Pro Bono Program	32%	53%	4%	10%

	Count	% Percent
Section Membership		
I'm not a member of any sections.	644	41%
Construction Law Section	61	4%
Consumer Law Section	28	2%
Corporate, Banking and Securities Law Section	42	3%
Criminal Law Section	102	7%
Dispute Resolution Section	89	6%
Employment and Labor Law Section	69	4%
Environment and Natural Resources Section	25	2%
Family Law Section	179	11%
Government Law Section	58	4%
Health Care Law Section	35	2%
Military and Veterans' Law Section	31	2%
Probate, Estate Planning and Trust Section	111	7%
Real Estate Practice Section	116	7%
Solo and Small Firm Section	209	13%
Tax Law Section	28	2%
Torts and Insurance Practice Section	176	11%
Trial and Appellate Advocacy Section	97	6%
Workers' Compensation Section	76	5%

*%s may add to over 100 as multiple sections could be selected

4. MEMBERSHIP EXPERIENCE CONTINUED

	Count	% Percent
Committee Membership		
I'm not a member of any committees.	1215	78%
Administrative and Regulatory	19	1%
Animal Law	6	0%
Children's Law	40	3%
Community Association Law	6	0%
Continuing Legal Education	14	1%
Conventions	10	1%
Diversity	37	2%
Education Law	14	1%
Elder Law	25	2%
Ethics Advisory	31	2%
In-House Counsel	24	2%
Intellectual Property and Innovation Law	7	0%
International Law	8	1%
Judicial Qualifications	31	2%
Law Related Education	31	2%
Lawyers Helping Lawyers	9	1%
Memory Hold the Door	6	0%
Practice and Procedure	25	2%
Pro Bono Board	7	0%
Professional Liability	9	1%
Professional Responsibility	32	2%
Resolution of Fee Disputes Board	35	2%
Technology	13	1%
Unauthorized Practice of Law	12	1%
Wellness	19	1%
Lawyer Legislators , Lawyers' Fund for Client Protection, Next Gen, Nominating, SOLACE	10	1%

*%s may add to over 100 as multiple sections could be selected

	Count	% Percent
Tell us why you are not active in the South Carolina Bar or have opted not to join a section or committee.		
I don't have time to participate.	975	48%
I'm not familiar with the South Carolina Bar sections or committees.	339	17%
I don't know how to join the South Carolina Bar sections or committees.	366	18%
The South Carolina Bar sections or committees meetings and times are not convenient for me.	308	15%
The South Carolina Bar sections or committees meeting locations are not convenient for me	392	19%
The existing South Carolina Bar sections or committees dont apply to my practice.	329	16%
I don't think the South Carolina Bar sections or committees activity would be valuable.	336	16%
I don't feel welcomed or encouraged to join sections or committees.	346	17%
Other	477	23%

*Asked if any were selected: "Never active" in SC Bar, "I'm not a member of any sections.", "I'm not a member of any committees."

4. MEMBERSHIP EXPERIENCE CONTINUED

The input sought in these questions goes to the core of the PR subcommittee’s task of making a recommendation regarding the rules to which all SC Bar members are subject. We took great care in crafting these questions to obtain meaningful input from lawyers of all perspectives. That is why, for example, the question about experiencing or witnessing bias, harassment, or discrimination includes “none of the above” as one of the options.

The categories listed in these questions are taken from ABA Model Rule 8.4(g). For this reason, they do not necessarily match up with the types of demographic information requested in another section.

	Count	% Percent
In my professional life as a practicing lawyer, I have EXPERIENCED bias, harassment, or discrimination on the basis of:		
Race	265	12%
Sex	842	39%
Religion	127	6%
National Origin	38	2%
Disability	43	2%
Age	516	24%
Sexual Orientation	38	2%
Socioeconomic Status	162	8%
None of the above	872	40%
Other	99	5%
I prefer not to answer	123	6%

*%s may add to over 100 as multiple sections could be selected

	Count	% Percent
In my professional life as a practicing lawyer, I have WITNESSED bias, harassment, or discrimination on the basis of:		
Race	1062	49%
Sex	1235	57%
Religion	370	17%
National Origin	375	17%
Disability	299	14%
Age	734	34%
Sexual Orientation	460	21%
Socioeconomic Status	561	26%
None of the above	588	27%
Other	59	3%
I prefer not to answer	130	6%

*%s may add to over 100 as multiple sections could be selected

	Count	% Percent
Please indicate where you have EXPERIENCED or WITNESSED bias, harassment, or discrimination.		
Courtroom	799	54%
Where you practice/place of employment	631	42%
Interaction with another attorney outside of where you practice	1039	70%
At a South Carolina Bar event	153	10%
Other	187	13%

*%s may add to over 100 as multiple sections could be selected

5. DEMOGRAPHIC ANALYSIS BY INDEX

This section illustrates the Index Scores by demographic groups. Where statistical differences are found between groups, the group letters are listed. Results are based on two-sided tests assuming equal variances - only significant differences at the $p < .05$ significance level are shown.

What is your gender identity?

	Man/Male (A)	Woman/Female (B)	Non-binary, gender fluid, transgender (C).	I prefer not to answer (D)	Total	
Count:	1593	1254	5	108	2960	Significant Differences
Diversity	46%	33%	*	41%	40%	A,B
Communications	42%	34%	*	38%	39%	A,B
Inclusion	44%	34%	*	24%	39%	A,B,D
Opportunity	40%	29%	*	34%	35%	A,B

What is your racial or ethnic identity?

	AA/Black/Hispanic/PI /NH/Other (A)	White (B)	I prefer not to answer (C)	Total	
Count:	340	2466	154	2960	Significant Differences
Diversity	20%	43%	44%	40%	A, B and A,C
Communications	24%	41%	38%	39%	A, B and A,C
Inclusion	26%	41%	29%	39%	A,B,C
Opportunity	20%	37%	35%	35%	A, B and A,C

What is your age?

	Under 36 years old (A)	36-55 (B)	56 + (C)	I prefer not to answer (D)	Total	
Count:	559	1332	975	94	2960	Significant Differences
Diversity	39%	39%	43%	40%	40%	A,B,C
Communications	35%	37%	44%	38%	39%	B,D and A,B,C,D
Inclusion	36%	37%	43%	26%	39%	A,B,C
Opportunity	33%	32%	39%	36%	35%	A,B,C

Do you work full-time or part-time?

	Full-time (A)	Part-time (B)	I prefer not to answer (C)	Total	
Count:	2553	315	92	2960	Significant Differences
Diversity	40%	40%	42%	40%	
Communications	38%	41%	44%	39%	
Inclusion	39%	40%	34%	39%	
Opportunity	34%	38%	41%	35%	

Do you identify as a person with a disability?

	Yes (A)	No (B)	I prefer not to answer (C)	Total	
Count:	117	1977	95	2189	Significant Differences
Diversity	37%	41%	45%	41%	
Communications	36%	39%	40%	39%	
Inclusion	32%	40%	31%	39%	B,C
Opportunity	33%	35%	36%	35%	

Which of the following best describes your sexual orientation?

	Bisexual/Gay/Lesbian /Queer/Pansexual/As exual/Other (A)	Heterosexual (B)	I prefer not to answer (C)	Total	
Count:	87	1890	212	2189	Significant Differences
Diversity	35%	41%	38%	41%	
Communications	33%	40%	35%	39%	
Inclusion	39%	40%	29%	39%	B,C
Opportunity	32%	35%	30%	35%	

Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?

	Yes (A)	No (B)	I prefer not to answer (C)	Total	
Count:	226	1899	64	2189	Significant Differences
Diversity	48%	40%	37%	41%	A,B
Communications	47%	38%	30%	39%	A,B,C
Inclusion	45%	39%	26%	39%	A,B and B,C
Opportunity	44%	34%	26%	35%	A,B,C