Reducing Bias in the Legal Profession Through Diversity Mentoring in Appellate Practice

Tuesday, October 19, 2021

Program - 12:00 - 1:00 PM
Zoom Webinar
CLE Credit: 1.0 Hours  Elimination of Bias Credit
Professor Chris Chambers Goodman teaches courses in Evidence, Constitutional Law, and Racial Justice, Trial Practice and Comparative Anti-Discrimination Law at Pepperdine Caruso School of Law. She serves as an advisor to the Black Law Students’ Association and the American Constitution Society Chapter. Professor Goodman writes on equal protection topics, including implicit bias, algorithmic bias, affirmative action, preferences, diversity and racial privacy, as well as evidentiary and criminal law issues. Professor Goodman is the Vice President of Diversity, Inclusion, and Outreach of the Los Angeles County Bar Association and Secretary of LACBA’s Diversity in the Profession Section, as well as Treasurer of the National Conference of Women’s Bar Associations. She is a frequent speaker on the subject of diversity, equity, inclusion, and bias.

Relevant publications by Professor Goodman include *Clearing the Bench: Using Mandatory Retirement to Promote Gender Parity in the U.S. and the EU Judiciaries*, 95 TUL. L. REV. 1 (2020) and *Shadowing the Bar: Attorneys’ Own Implicit Bias*, 28 Berkeley La Raza Law Journal 18 (2018).

Juvaria Khan founded The Appellate Project in 2019. A civil rights litigator by background, she is driven by the belief that our courts are strongest when they reflect our communities.

Juvaria’s interest in the law stems from her passion for civil rights advocacy. After clerking for the Honorable Michael P. Shea in the District Court of the District of Connecticut, Juvaria worked at the law firm of Patterson Belknap Webb & Tyler LLP, where she maintained a heavy pro bono practice focusing on racial and religious discrimination claims. She then served as a Senior Staff Attorney at Muslim Advocates, where she successfully combined litigation and public campaign strategies in cases ranging from public accommodation claims to religious land use lawsuits.

Juvaria received her B.A. in Political Science and Middle Eastern and
Islamic Studies from New York University and her J.D. from Columbia Law School, where she was a Harlan Fiske Stone Scholar. She is a recipient of the 2021 Echoing Green Fellowship, 2021 Roddenberry Fellowship, 2020 American Express NGen Fellowship, and the Asian American Bar Association of DC’s 2020 Community Appreciation Award.

**Gia Kim** is a Deputy Federal Public Defender in the Appeals Unit of the Federal Public Defender’s Office for the Central District of California. She previously practiced civil litigation and appeals at Akin Gump Strauss Hauer & Feld. Gia clerked for Judge William A. Fletcher on the United States Court of Appeals for the Ninth Circuit after graduating from Yale Law School. Gia is a member of the Appellate Courts Section and was a mentor in The Appellate Project’s inaugural Mentorship Program.

**Christopher Galeano** is a law clerk in the U.S. Court of Appeals for the Second Circuit for the Honorable Denny Chin and was a mentee in The Appellate Project’s inaugural Mentorship Program. He graduated from UCLA School of Law with specializations in Public Interest Law and Policy and Critical Race Studies. While at UCLA, he was Recruitment Chair for the Latinx Law Students Association, and interned for the National Day Labor Organizing Network, Basta, Inc., and the UCLA Voting Rights Project. He was also a Comments Editor for the UCLA Law Review and a UCLA Law Fellows mentor. Christopher was awarded UCLA Law’s U. Serve L.A. 2L Student Award.
Demographics of Appellate Law Clerks

Gender/ Gender Identity

- Male 52.2%
- Female 43.5%
- Unidentified 4.3%

Source: https://www.zippia.com/appellate-law-clerk-jobs/demographics/
Demographics of Appellate Law Clerks

**Race/Ethnicity**

- White: 63.6%
- Hispanic or Latino: 15.2%
- Black or African American: 9.7%
- Asian: 8.8%
- Unknown: 2.7%

Source: [https://www.zippia.com/appellate-law-clerk-jobs/demographics/](https://www.zippia.com/appellate-law-clerk-jobs/demographics/)
Demographics of the Appellate Bench: State Supreme Courts

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<thead>
<tr>
<th>Percent on Courts/National Population</th>
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<tbody>
<tr>
<td>Female 39%</td>
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<tr>
<td>Of Color 17%</td>
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<tr>
<td>Men of Color 8%</td>
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<tr>
<td>Women of Color 7%</td>
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Demographics of the Appellate Bench: State Supreme Courts

- No Black Justices: 28 states
- No Hispanic Justices: 40 states
- No Asian American Justices: 44 states
- No Native American Justices: 47 states
- No people of color Justices: 22 states

Demographics of Federal Circuit Court Judges

- Female: 35.84%
- White: 75.14%
- Black: 12.72%
- Latinx: 6.36%
- Asian-American: 5.78%
- Native American: 0.00%
- Two or More Races: 0.00%
- Other: 0.00%

https://infogram.com/racial-diversity-of-the-circuit-court-1hzj4onzxx9p2pw
Selected Sources and Resources

Sources and Resources

- https://www.zippia.com/appellate-law-clerk-jobs/demographics/