Law Foundation of Silicon Valley
Race Equity Project Report
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Overview

Strategic Plan Initiative

Steering Committee

- Process
- Data
- Findings and recommendations
- Next steps
Strategic Planning Initiative

Mission

The Law Foundation uses the law as a tool for change to address problems linked to social injustices like poverty, discrimination, and child abuse and neglect. Every day, our attorneys, social workers and advocates craft inventive solutions to the life-changing legal issues facing low-income people in Silicon Valley. The mission of LFSV is to advance the rights of under-represented individuals and families in our diverse community through legal services, strategic advocacy, and educational outreach.

Central to this mission is the objective developed under the most recent strategic plan, to acquire the expertise and internal leadership necessary to sustain race equity progress for the long term.

“Within this objective we are taking a two-pronged approach, first to increase the diversity and representation amongst our staff, especially in leadership positions, and secondly, to learn and use race equity tools in our work.”

- Strategic Plan
Steering Committee

Jennifer Kelleher-Cloyd  
Chief Program Officer

Camille Nguyen  
Staff Attorney  
MHAP

Gustavo Rangel  
Social Worker  
LACY

Vicky Vargas  
Operations Manager

Matthew Warren  
Staff Attorney  
Housing

Sarah Webb  
Supervising Attorney  
MHAP
Identification of relevant questions

The committee identified several important questions:
1. Who is the Law Foundation?
2. What is it like to work at Law Foundation?
3. Who does the Law Foundation serve?
4. What does Law Foundation need to be successful at race equity work?

Data gathering

We conducted surveys, focus group, and individual interviews, reviewed case data across programs and the Law Foundation as a whole and researched data reference points.

Analysis

We compiled and analyzed the survey, focus group, interview, and case data and synthesized the information into key findings.

Recommendations

Based on the findings we are making specific recommendations for how to proceed.
Data Gathered

Demographic
We asked all staff to participate in a demographic survey to find out the profile of the Law Foundation. There was a 95% response rate to this survey.

Quantitative
We asked all staff to participate in an experiential survey to find out what it is like to work at the Law Foundation for different profiles of people. There was a 91% response rate to this survey.

Qualitative
We asked all staff to participate in focus groups and individual interviews to get broad perspectives on the issues affecting Law Foundation. We had 75 attendees at focus groups and conducted 17 individual interviews.

Case
We gathered and analyzed case data sorted among each program and categorized by race, closing code, duplication, and whether or not the case was mandated.
Key Findings

#1 The Law Foundation of Silicon Valley does not represent the racial diversity of the population and community it serves, particularly in the attorney and management classifications.

#2 LFSV’s case data collection practices and structures are not consistent enough or accessible enough to allow for more in-depth case data analysis particularly along racial lines.

#3 Staff at all levels feel very strongly that race equity work is necessary at Law Foundation and they want time, training, and support to engage in this work.

#4 Staff who identify as people of color were more likely to report that their workload is impacted by their bilingual abilities.

#5 Some areas of inquiry did not provide statistically relevant evidence to determine if disparities existed.
**Key Finding #1: Diversity**

The Law Foundation of Silicon Valley does not fully represent the racial diversity of the population and community it serves, particularly in the attorney and management classifications.

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</thead>
<tbody>
<tr>
<td>White</td>
<td>46.8%</td>
<td>41.9%</td>
<td>53.5%</td>
<td>70.0%</td>
<td>71.4%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.4%</td>
<td>0.5%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Asian</td>
<td>34.6%</td>
<td>27.6%</td>
<td>16.3%</td>
<td>17.5%</td>
<td>28.6%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>26.3%</td>
<td>44.8%</td>
<td>29.1%</td>
<td>7.5%</td>
<td>0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.5%</td>
<td>4.2%</td>
<td>3.5%</td>
<td>7.5%</td>
<td>0%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>0.5%</td>
<td>0.6%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Multiple</td>
<td>4.7%</td>
<td>4.4%</td>
<td>3.5%</td>
<td>7.5%</td>
<td>0%</td>
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</table>

*Law Foundation data all allows for multiple identities while ACS data does not*
Who is the Law Foundation: Race

53.5% Identify as White

29.1% Identify as Latinx/Hispanic

16.3% Identify as Asian/Asian American

3.5% Identify as Black/African/African American

3.5% Identify as Mixed

*Note that percentages may not add to 100 as respondents were instructed to check all that apply.

**These percentages reflect results at the time of survey close.
Who is the Law Foundation: Management by Race

71.4%
Identify as White

0%
Identify as Latinx/Hispanic

28.6%
Identify as Asian/Asian American

0%
Identify as Black/African/African American

0%
Identify as Mixed

*Note that percentages may not add to 100 as respondents were instructed to check all that apply.

**These percentages reflect results at the time of survey close.
Who is the Law Foundation: Attorneys by Race

- **70%** Identify as White
- **7.5%** Identify as Latinx/Hispanic
- **17.5%** Identify as Asian/Asian American
- **7.5%** Identify as Black/African/African American
- **7.5%** Identify as Mixed

*Note that percentages may not add to 100 as respondents were instructed to check all that apply.*

**These percentages reflect results at the time of survey close.**
Who is the Law Foundation: Staff by Race

- **22%** Identify as White
- **70.4%** Identify as Latinx/Hispanic
- **11.1%** Identify as Asian/Asian American
- **0%** Identify as Black/African/African American
- **0%** Identify as Mixed

*Note that percentages may not add to 100 as respondents were instructed to check all that apply.

**These percentages reflect results at the time of survey close

***This category includes program staff, administrative staff, and social workers.
Who is the Law Foundation: White Identified by Position

- Management: 71.4%
- Attorney: 70%
- Staff: 22.2%

*Note that percentages may not add to 100 as respondents were instructed to check all that apply.
**These percentages reflect results at the time of survey close.
***This category includes program staff, administrative staff, and social workers.
Who is the Law Foundation: Immigrant Identified by Position

- **Management**: 35.7%
- **Attorney**: 32.5%
- **Staff**: 77.8%

*Note that percentages may not add to 100 as respondents were instructed to check all that apply.*

**These percentages reflect results at the time of survey close.**

***This category includes program staff, administrative staff, and social workers.***
Who is the Law Foundation

- 84.9% identify as female
- 15.1% identify as male
- 81.2% do not identify as disabled
- 18.8% identify as disabled
- 88% identify as straight
- 12% do not identify as straight

*Base groups for each question vary*
Who is the Law Foundation

- 48.8% Staff or parents immigrated
- 32.6% First to graduate law school
- 46.3% Identify as religious
- 61.7% Parents have bachelors or more
- 29.1% First to graduate college

*Base groups for each question vary*
Key Finding #1: Diversity- Recommendations

Expand recruitment, review hiring process for bias, commit to using consistent criteria and set achievable goals for increasing representation, particularly in the attorney and management roles.

- Review current hiring processes for bias
- Expand recruitment strategies and methods
- Commit to and consistently use clear criteria for candidate selection
- Ensure selection committees are trained in debiasing and diverse
- Develop and set goals for increasing representation in attorney and management staff
Key Finding #2: Case Data

LFSV’s case data collection practices and structures are not consistent enough or accessible enough to allow for in-depth case data analysis.

**Steering Committee encountered the following challenges**

<table>
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<th>Challenge</th>
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<tbody>
<tr>
<td>No standard practice for gathering racial or other identity statistics</td>
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<td>Significant percentage of cases with race listed as “unknown”</td>
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<tr>
<td>Inconsistency in use of closing codes both within and across programs</td>
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<td>Inconsistency in entering or absence of address/zip code data</td>
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<tr>
<td>Inability to easily access case hours data</td>
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<td>Inconsistency in use of duplication methods and when duplication is used</td>
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<tr>
<td>Inability to easily access non duplicated data</td>
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<tr>
<td>Lack of clarity around how to extract project (not just program) specific data</td>
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<td>Inability to have multi-variable data reports</td>
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Who does the Law Foundation Serve?

Population of Santa Clara County by Race

- White: 46.80%
- Hispanic: 26.30%
- NH/PI: 0.40%
- Asian: 34.60%
- Black: 2.50%
- Native American: 0.50%
- Multiple: 4.70%

Poverty Population of Santa Clara County by Race

- White: 41.90%
- Hispanic: 44.80%
- NH/PI: 0.50%
- Asian: 27.60%
- Black: 4.20%
- Native American: 0.60%
- Multiple: 4.40%

Source: ACS 2016
Who does the Law Foundation Serve?

- **White**: 36%
- **Hispanic**: 33%
- **API**: 11%
- **Black**: 11%
- **Native American**: 11%
- **Other**: 6%
- **Unknown**: 2%

Legend:
- White
- Hispanic
- API
- Black
- Native American
- Other
- Unknown
Who does FHLP serve?
Who does PILF serve?

- White: 25%
- Hispanic: 12%
- API: 18%
- Black: 11%
- Native American: 11%
- Other: 11%
- Unknown: 1%
Who does HLS serve?
Who does MHAP serve?
Who does LACY serve?

- White: 17%
- Hispanic: 63%
- API: 7%
- Black: 8%
- Native American: 3%
- Other: 1%
- Unknown: 1%
- Unknown: 1%
Key Finding #2: Case Data- Recommendations

Standardize data collection processes and practice and invest in a database/system which enables regular review of and interpretation of data.

- Consistency in data collection practices
- Self reporting for identity
- Standardization with location, duplication, closing code thresholds

Better data

Clear picture of who you serve

- System which gives access to multi variable data points
- Several people in each program who are trained and able to pull reports

Data informed practices which represent the communities you serve

- Examine clear picture of who you serve for disparities
- Strategize around how to address/reduce disparities

Clear picture of who you serve
Key Finding #3: Prioritization of Race Equity Work

Staff at all levels feel very strongly that race equity work is necessary at Law Foundation and they want time, training, and support to engage in this work.

- 75 attendees to focus groups
- 17 individual interviews
Is Race Equity work necessary at Law Foundation?

Race-conscious and inclusive practices are necessary for Law Foundation’s work:

96% Agree/Strongly Agree

Race-conscious and inclusive practices are necessary to do my work:

92% Agree/Strongly Agree
Does Law Foundation prioritize race equity work?

Law Foundation communicates clearly that working on issues of race equity and inclusiveness is part of my job.

I have the training, support, and resources to regularly address racial disparities in the course of my work.
<table>
<thead>
<tr>
<th>What do you need to be successful?</th>
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<tr>
<td>Prioritization of activities to learn about race equity</td>
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<tr>
<td>Support, availability and guidance of management</td>
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<tr>
<td>Access to better data</td>
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<td>Training and practice on how to talk about race</td>
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<td>Reading materials and other learning resources</td>
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<td>More opportunities to work across programs to share learnings</td>
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<td>Accountability and evaluation for all programs and staff to learn race equity and use it in the work</td>
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<td>Person or persons on staff solely dedicated to race equity work</td>
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Key Finding #3: Prioritization of Race Equity Work—Recommendations

Designate time, resources and support to engage in directed and supported learning and take on race equity issues.

- Set as priority of time and resources
- Engage in foundational learning
- Continue supported self and group study
- Do the work
- Accountability
Key Finding #4: Bilingual Staff Workload

Staff who identify as people of color were more likely to report that their workload is impacted by their bilingual abilities.

30% of Law Foundation employees have bilingual abilities.

16% of respondents reported that their workload was higher because of their bilingual abilities. This result is correlated with race.

50% of people with bilingual abilities experience higher workloads because of those abilities if we assume that all bilingual qualified people responded to the survey.
Key Finding #4: Bilingual Staff Workload Impact - Recommendations

Conduct a systems analysis of bilingual staff workload to determine impact of bilingual duties.

1. Identify staff who engage in translation and interpretation
2. Determine if translation and interpretation is part of their listed and recognized job duties
3. Analyze impact of translation and interpretation duties on overall workload
Key Finding #5: Further Inquiry Needed

Some areas of inquiry did not provide statistically relevant evidence to determine if disparities existed.
What is it like to work at Law Foundation?

22% do not agree that LF is a diverse, equitable, inclusive workplace

45% have witnessed or been involved with incidents of bias

22% feel they don’t have equal access to promotional opportunities

12% feel they have more work because of their family status

Longevity at Law Foundation is correlated with less diversity
Key Finding #5: Further Inquiry Needed

Inquire further into high priority areas where disparities were not statistically relevant potentially because of design or other systematic issues.

- Additional surveys
- Additional/targeted interviews
- Gather and review non self-reported data
- Design systems to gather necessary data going forward
Key Findings - Next Steps

The development of diverse, inclusive, and engaged workgroups is key to the success and longevity of these initiatives.

- Hiring
- Prioritization and Learning
- Further Inquiry
- Data
- Bilingual Workload