

Origins of the Apollo Project: A Data-Driven Journey

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In 2010, the InterLaw Diversity Forum collaborated with the Law Society on the study *The Career Experience of LGB Solicitors*. The report can be found on the Law Society's website¹. It was published alongside reports on women and ethnic minority solicitors, collectively called *The Barriers Reports*.

This was followed by the InterLaw Diversity Forum's 2011 report, *Barriers to Application for Judicial Appointment: LGBT Experiences*, which included a preface from the then Chairman of the Judicial Appointments Commission. The report can be found on the Birkbeck School of Law website². This report was cited in the *Report of the Advisory Panel on Judicial Diversity* chaired by Baroness Julia Neuberger DBE, and was instrumental in the Judicial Appointments Commission's decision to change its policies on LGBT applicants, which included initiating monitoring of sexual orientation - see JAC press release³.

In July 2012, the InterLaw Diversity Forum, with support from the Law Society and the Bar Council, surveyed almost 2,000 respondents from all strands of diversity and inclusion in the UK legal sector. From this data, it published its ground-breaking report *Career Progression in the Legal Sector*, with a preface from Baroness Patricia Scotland PC QC. The report combined hard data with respondents' perceptions of their own career progression, as well as their perception of the fairness and transparency of policies and practices in their workplaces. The goal of the report was to identify the barriers facing these diverse groups and to provide recommendations to address and ultimately solve these issues - see the full report⁴.

The InterLaw Diversity Forum has collected data to update its *Career Progression Report* for 2018 by assessing what progress has been made in the UK legal sector since the original report. We collected data from over 1,400 respondents working in the legal sector by gender, ethnicity, disability, sexual orientation, and social mobility. At a later stage, it will report on data collected in the United States and Europe. The updated report will aim to track progress, identify barriers, and determine the best ways to effect positive cultural change in the legal sector, producing a report similar to our 2012 report with comparisons over the period, updated data, and fact sheets covering relevant strands of diversity and inclusion.

As a sneak preview of the final report coming out next year from the InterLaw Diversity Forum, some of our preliminary analysis from just a few areas are set forth below. **(NB: These preliminary findings are subject to change under further scrutiny of the raw data.)**

1 <http://www.lawsociety.org.uk/support-services/research-trends/the-career-experience-of-lgb-solicitors>

2 <http://eprints.bbk.ac.uk/4396/1/4396.pdf>

3 <https://jac.judiciary.gov.uk/news/jac-expands-its-diversity-monitoring>

4 <http://theapolloproject.net/apollo/wp-content/uploads/2017/10/career-progression-in-the-legal-sector-1.pdf>

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Gender: Women are less likely to agree that work allocation is fair and less likely to agree that promotion practices are fair and transparent. Women are less likely to agree that the quality of work they get to do is commensurate with their colleagues at a similar level. More women than men disagree with the statement *"I am not discriminated against at work"*. Women are less likely to be satisfied with their organisation's equality and diversity practices.

Disability: Respondents who identify as having a disability are less likely to: expect a promotion in the next three years; feel secure in their job; and feel they have received adequate training for their role.

Race & Ethnicity: Black, Asian & Minority Ethnic ("BAME") employees seem to be less likely to be satisfied with their employers' equality and diversity practices. British-born BAME employees seem to earn less than those born abroad. In a possible correlation with social mobility, BAME candidates may show less propensity to achieve training contracts at big law firms unless they are privately educated in secondary school.

We look forward to sharing our full findings over the course of 2018 across all strands of diversity and inclusion, as well as social mobility.