



July 1, 2020

Thomasina Real Bird
President
National Native American Bar Association
Email: trealbird@nativelawgroup.com

Dear Ms. Real Bird:

Thank you for your letter outlining your concerns with the recent report, *Women of Color: A Study of Law School Experiences*. We share your concerns about underrepresentation of Native Americans/American Indians in law school, and we look forward to working together to address the issue.

The *Women of Color* study reflects a long-standing commitment of both of our institutions to provide critical information and context about underrepresented populations in the legal community.

We wish to assure you that Native American/American Indian women were in fact included in the study, and their responses are included in the aggregate data reported for all women of color throughout the study. Where sufficient numbers of responses under the study's research protocols made it possible, the study further broke down the responses for cohorts within the women of color response group. The cohorts reported on in this way were Black/African American women, Asian/Pacific Islander women, and Hispanic/Latina women. The number of survey responses from Native American/American Indian women mirror their representation at participating law schools. The survey responses from Native American/American Indian, Multi-racial women, and women who self-identified as "Other" were not reported out separately, because we could not derive reliable data from the low response numbers—not because their experiences are not valued.

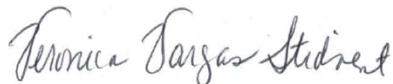
Regarding our methodology, all ABA accredited law schools in the United States were invited to participate via letters to both their Deans and heads of Career Services Offices. Multiple reminders were sent to law school contacts, encouraging their participation. The 46 participating schools distributed the survey link to their students and solicited their participation in the study. Schools were assured that both the schools' and students' participation would be kept confidential, and that no data potentially identifying the schools or their students would be released, a concern heightened any time there are low response rates to any particular question in any particular category.

The 32-member advisory board for the study included law school Deans and former Deans, faculty, and administrative leaders, leaders of Bar and Affinity groups (including the ABA and MCCA), Diversity & Inclusion professionals, law firm and corporate representatives, and experts on women in the law, diversity, and sociology, who participated in the development and design of the study, including the survey instrument. The study and the survey instrument were approved by the University of Texas Institutional Review Board (IRB).

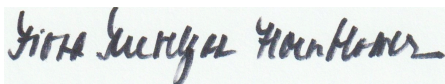
Withdrawing the report would silence the more than 4,000 students who provided responses, particularly the 773 women of color, including Native American/American Indian women, respondents. We believe the study's title accurately reflects the reported experience of women of color at the 46 participating law schools, including Native American women law students.

The NALP Foundation and the Center for Women in Law share the concerns about the low representation of Native American/American Indian and other underrepresented groups, both in law school and in the legal profession. As we have previously stated, we would be delighted to partner with interested parties on future research and/or programming.

Sincerely,



Veronica Vargas Stidvent
Executive Director
Center for Women in Law



Fiona Trevelyan Hornblower
President & CEO
The NALP Foundation