

LSAC Legal Education Brief Series: The 2021 LGBTQ+ Law School Survey

Recruitment and Admission

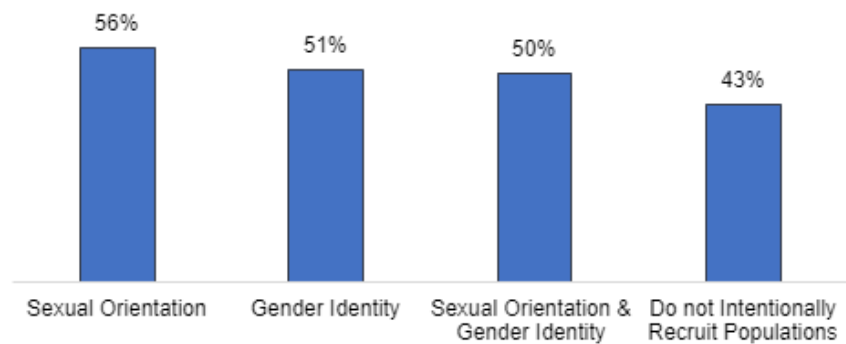
Recruitment

The first interactions that many prospective law students have with schools involve recruitment activities. When schools enact inclusive recruitment policies and practices for prospective students, it sends an important message. In recruiting LGBTQ+ candidates, schools need to be intentional about showing how they create an inclusive and supportive environment beginning with these seminal interactions. The 2021 LGBTQ+ Law School survey explored recruitment and admission practices, specifically around intentional recruitment strategies, language, and the types of financial assistance available to LGBTQ+ candidates.

Intentional Recruitment

- The majority of schools that responded to this question reported that they intentionally recruit LGBTQ+ candidates (Figure 1).
- Unfortunately, more than 40% of the schools that responded to this question do not make intentional efforts to recruit LGBTQ+ students (Figure 1).
- Only half of the schools that reported intentionally recruiting students based on sexual orientation and/or gender identity (about 30% of the schools that responded to this question) responded that they offer recruitment materials/information specifically designed for LGBTQ+ applicants.

Figure 1: Percentage of Schools That Intentionally Recruit Students Based on Their Sexual Orientation and/or Gender Identity (n = 120)




Source: 2021 LSAC LGBTQ+ Law School Survey data

Recruitment Strategies

Schools reported several strategies for recruiting LGBTQ+ candidates, including:

- Student panels: Include openly self-identified LGBTQ+ current law students on student panels. (Note: Of the 119 schools that responded that they offer student panels, only 8% *always* include an openly self-identified LGBTQ+ current law student; 55% of schools *often* do.)
- LSAC's Candidate Referral System (CRS): Use information on the CRS to send targeted emails, specific event invitations, and fee waivers of interest to LGBTQ+ candidates. (Note: Law school applicants can choose to self-identify as LGBTQ+ in the CRS.)

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- Title identification: Provide an “Mx” pronoun option on recruiting contact cards.
 - Intentional language: Incorporate inclusive language on the law school application.
 - Connections with students and alumni: Connect LGBTQ+ prospective students with current LGBTQ+ students, the LGBTQ+ student organization, and/or LGBTQ+ alumni.
 - Outreach to prospective students: Arrange for faculty to contact LGBTQ+ prospective students or to set up LGBTQ+ student-focused sessions.

Admission: Financial Aid Offerings

Although about half of the 119 schools that responded to this question reported that they intentionally recruit LGBTQ+ candidates, this inclusive recruitment strategy is not reflected in their financial aid offerings.

- The majority (68%) of these schools did not offer any financial aid based specifically on a student's sexual orientation or gender identity.
- Financial aid for LGBTQ+ students specifically based on sexual orientation and gender identity was offered by only 15% and 13% of schools, respectively.
- Slightly more than one-third of the schools that responded to this question reported that students can qualify for general diversity and inclusion financial aid based on their gender identity and sexual orientation.

To learn about recruitment, admission, orientation, engagement, and more, [download the full report online](#).