

**Table 13A.1 Percentage of Respondents Affiliated with the Democratic Party by Social Characteristics and Wave**

<i>Social Characteristics</i>	<b>Wave 1</b>	<b>Wave 2</b>	<b>Wave 3</b>
<i>Gender</i>			
<b>Women</b>	56.6	61.7	59.7
<b>Men</b>	37.8	40.6	40.7
$\chi^2$	81.9***	94.2***	83.0***
<i>Race/Ethnicity</i>			
<b>African American</b>	68.7	69.7	71.6
<b>Latinx</b>	56.1	62.5	61.5
<b>Asian American</b>	52.5	57.7	56.8
<b>White</b>	43.2	47.1	45.5
$\chi^2$	80.6***	60.3***	85.4***
<i>Law School Ranking</i>			
<b>Top 10</b>	61.3	68.0	68
<b>11-20</b>	57.2	60.6	62.4
<b>21-50</b>	46.0	51.8	49.9
<b>51-100</b>	45.2	50.0	46.9
<b>Tier 3</b>	45.7	46.3	46.2
<b>Tier 4</b>	34.2	37.2	36.5
$\chi^2$	82.7***	82.5***	108.7***
<b>Total (N)</b>	1,974	1,735	1,971

\*\*\* $p \leq 0.001$ ; \*\* $p \leq 0.01$ ; \* $p \leq 0.05$

**Table 13A.2 Percentage of Respondents Affiliated with the Democratic Party by Practice Setting and Wave**

<i>Practice Setting</i>	<b>Wave 1</b>	<b>Wave 2</b>	<b>Wave 3</b>
<b>Solo Practice</b>	34.2	43.8	44.5
<b>Law Firm 2-20</b>	44.8	49.5	48.4
<b>Law Firm 21-100</b>	37.0	51.4	45.5
<b>Law Firm 101-250</b>	50.3	47.8	44.4
<b>Law Firm 251+</b>	51.0	54.7	52.5
<b>Federal Government</b>	51.5	58.5	62.1
<b>State Government</b>	50.2	46.8	48.9
<b>Business</b>	38.4	44.4	44.7
<b>PI/Non-Profit/Education</b>	65.7	69.1	64.4
<b>Total (N)</b>	1,897	1,659	1,808
$\chi^2$	118.9***	62.0	78.6**

\*\*\* $p \leq 0.001$ ; \*\* $p \leq 0.01$ ; \* $p \leq 0.05$

**Table 13A.3 Odds Ratios and Coefficients for Logistic Regression  
Model Predicting Identifying as a Democrat at Wave 3 (N=1,174)**

	<b>Odds Ratio</b>	<b>Coef.</b>	<b>Std. Error</b>
<b>Constant</b>	6.631	0.822 **	4.155
<b>Democrat at Previous Wave</b>	34.065	1.532 ***	8.222
<b>Social Conservatism</b>	0.739	-0.131 ***	0.063
<b>Economic Conservatism</b>	0.450	-0.347 ***	0.040
<b>Woman</b>	1.105	0.043	0.260
<b>White</b>	0.660	-0.181	0.169
<b>Professional Parent</b>	1.409	0.149	0.359
<b>Law Firm Partner</b>	0.778	-0.109	0.256
<b>Large Law Firm</b>	1.210	0.083	0.541
<b>Top 50 Law School</b>	1.069	0.029	0.254
<b>Business Clients</b>	0.997	-0.001	0.003
<b>Blue State</b>	1.813	0.258 *	0.433
<b>Private Sector</b>	1.028	0.012	0.374
<b>Public Sector</b>	0.573	-0.241	0.213
<b>Political Party Member</b>	2.224	0.347 **	0.576
<b>Politically Active</b>	0.612	-0.213	0.251
<b>Pseudo R<sup>2</sup></b>	0.659		

Note: Reference categories include non-Democrat at previous wave, man, person of color, non-professional parent, not a law firm partner, law firm with 250 or fewer lawyers, non-business clients, red state, business sector, not politically active.

\*\*\* $p \leq 0.001$ ; \*\* $p < 0.01$

**Table 13A.4 Odds Ratios and Coefficients for Hybrid Fixed Effects Models  
Predicting Change in the Odds of Identifying as a Democrat across Waves**

	Odds Ratio	Coef.	Standard Error
Constant	1.003	0.003	0.024
Democrat	0.994	-0.006	0.011
Social Conservatism	0.999	-0.001	0.003
Increase in Social Conservatism	0.977	-0.023 ***	0.005
Economic Conservatism	1.000	0.000	0.003
Increase in Economic Conservatism	0.957	-0.044 ***	0.004
Law Firm Partner	1.008	0.008	0.015
Promotion to Partner	0.989	-0.011	0.013
Blue State	1.003	0.003	0.007
Move to Blue State	0.994	-0.006	0.020
Professional Parent	1.004	0.004	0.007
Top 50 Law School	1.001	0.001	0.003
White	0.997	-0.003	0.007
Woman	0.998	-0.002	0.007
Public Sector	0.999	-0.001	0.014
Move to Public Sector	0.974	-0.027	0.020
Private Sector	0.998	-0.002	0.013
Move to Private Sector	0.990	-0.010	0.016
Political Party Member	1.000	0.000	0.009
Become a Political Party Member	1.069	0.067 ***	0.011
Political Advocacy Group Member	0.996	-0.004	0.012
Become a Political Advocacy Group Member	0.973	-0.027 *	0.013
Represent Business Clients	1.000	0.000	0.000
Increase in Business Client Representation	1.000	0.000 *	0.000
$\chi^2$	200.95 ***		

Note: Reference categories include non-Democrat, not a law firm partner, not promoted to

\*\*\* $p \leq 0.001$ ; \*\* $p \leq 0.01$

**Table 13A.5 Organizational Membership and Leadership Rates by Organization Type and by Wave (Percent)**

<i>Organization Type</i>	Wave 3		Wave 2	Wave 1
	Organizational Membership	Organizational Leadership	Organizational Membership	
<b>State or Local Bar Association</b>	60	9	81	85
<b>Charitable Organization</b>	49	21	54	43
<b>Political Party</b>	42	4	62	43
<b>Religious Organization</b>	36	11	43	39
<b>Substantive Section of Bar Association</b>	36	7	56	54
<b>American Bar Association</b>	35	2	44	63
<b>College Alumni Association</b>	32	4	45	47
<b>Law School Alumni Association</b>	26	3	37	38
<b>PTA or Other School Organization</b>	26	7	14	6
<b>Community/Civic Association</b>	23	10	29	22
<b>Organized Sports League</b>	22	5	19	24
<b>Private Club</b>	16	2	17	35
<b>Political Advocacy Group</b>	16	3	21	15
<b>Gender-based Organization</b>	12	3	13	11
<b>Race/Ethnicity-based Organization</b>	12	3	12	11
<b>Service Organization (e.g. Kiwanis, Rotary)</b>	10	3	10	9
<b>Total (N)</b>	2,035	2,035	1,700 to 1,727	1,973 to 1,994

**Table 13A.6 Coefficients for Simultaneous Equation Model Predicting Organizational Membership and Law Firm Partnership**

SEM including Membership in a Charitable Organization			SEM including ABA Membership		
	Coefficient	Standard Error		Coefficient	Standard Error
<i>Predicting Charity Organization Membership at Wave 1</i>			<i>Predicting ABA Membership at Wave 1</i>		
<b>Constant</b>	0.380 ***	0.041	<b>Constant</b>	0.688 ***	0.037
<b>Woman</b>	0.005	0.027	<b>Woman</b>	0.019	0.024
<b>White</b>	0.051	0.030	<b>White</b>	0.005	0.027
<b>Professional Parent</b>	0.020	0.034	<b>Professional Parent</b>	0.013	0.030
<b>Top 50 Law School</b>	0.033	0.027	<b>Top 50 Law School</b>	-0.001	0.025
<i>Predicting Charitable Organization Membership at Wave 2</i>			<i>Predicting ABA Membership at Wave 2</i>		
<b>Constant</b>	0.348 ***	0.041	<b>Constant</b>	0.122 **	0.045
<b>Woman</b>	0.048	0.026	<b>Woman</b>	-0.038	0.026
<b>White</b>	-0.016	0.029	<b>White</b>	0.048	0.030
<b>Professional Parent</b>	-0.011	0.033	<b>Professional Parent</b>	0.066 *	0.033
<b>Top 50 Law School</b>	0.032	0.026	<b>Top 50 Law School</b>	0.056 *	0.027
<b>Charity Member at Wave 1</b>	0.390 ***	0.026	<b>ABA Member at Wave 1</b>	0.380 ***	0.029
<b>Law Firm Partner at Wave 2</b>	0.099 **	0.038	<b>Law Firm Partner at Wave 2</b>	0.090 *	0.038
<i>Predicting Partnership at Wave 2</i>			<i>Predicting Partnership at Wave 2</i>		
<b>Constant</b>	0.073	0.059	<b>Constant</b>	0.076	0.059
<b>Woman</b>	-0.066 ***	0.019	<b>Woman</b>	-0.067 ***	0.019
<b>White</b>	0.073 ***	0.021	<b>White</b>	0.073 ***	0.021
<b>Professional Parent</b>	0.030	0.023	<b>Professional Parent</b>	0.031	0.023
<b>Top 50 Law School</b>	-0.047 *	0.019	<b>Top 50 Law School</b>	-0.046 *	0.019
<b>Hours Worked at Wave 1</b>	0.000	0.000	<b>Hours Worked at Wave 1</b>	0.000	0.000
<b>Hours Worked at Wave 2</b>	0.000 **	0.000	<b>Hours Worked at Wave 2</b>	0.000 **	0.000
<b>Charity Member at Wave 1</b>	0.010	0.019	<b>ABA Member at Wave 1</b>	0.007	0.021
<i>Predicting Charitable Organization Membership at Wave 3</i>			<i>Predicting ABA Membership at Wave 3</i>		
<b>Constant</b>	0.132 ***	0.038	<b>Constant</b>	0.154 ***	0.036
<b>Woman</b>	0.042	0.024	<b>Woman</b>	0.010	0.023
<b>White</b>	0.038	0.026	<b>White</b>	-0.035	0.026
<b>Professional Parent</b>	0.044	0.030	<b>Professional Parent</b>	0.006	0.029
<b>Top 50 Law School</b>	0.019	0.024	<b>Top 50 Law School</b>	0.019	0.023
<b>Charity Member at Wave 2</b>	0.459 ***	0.024	<b>ABA Member at Wave 2</b>	0.422 ***	0.024
<b>Law Firm Partner at Wave 3</b>	0.075 **	0.025	<b>Law Firm Partner at Wave 3</b>	0.071 **	0.025
<i>Predicting Partnership at Wave 3</i>			<i>Predicting Partnership at Wave 3</i>		
<b>Constant</b>	-0.012	0.056	<b>Constant</b>	-0.010	0.054
<b>Woman</b>	-0.076 **	0.025	<b>Woman</b>	-0.074 **	0.025
<b>White</b>	0.110 ***	0.028	<b>White</b>	0.102 ***	0.028
<b>Professional Parent</b>	-0.002	0.031	<b>Professional Parent</b>	-0.011	0.031
<b>Top 50 Law School</b>	-0.023	0.025	<b>Top 50 Law School</b>	-0.025	0.025
<b>Charity Member at Wave 2</b>	0.062 *	0.026	<b>ABA Member at Wave 2</b>	0.140 ***	0.026
<b>Hours Worked at Wave 1</b>	0.000 ***	0.000	<b>Hours Worked at Wave 1</b>	0.000 ***	0.000
<b>Hours Worked at Wave 2</b>	0.000	0.000	<b>Hours Worked at Wave 2</b>	0.000	0.000

Note: Reference categories include man, person of color, non-professional parent, law school ranked 51 or lower, not a charity member, not a law firm partner, and not an ABA member.

\*\*\* $p \leq .001$ ; \*\* $p \leq .01$ ; \* $p \leq .05$

**Table 13A.7 Odds Ratios and Coefficients for Structural Equation Model Predicting Doing Any Pro Bono at Each Wave**

	Eq. 1: Predicting Wave 1 Pro Bono			Eq. 2: Predicting Wave 2 Pro Bono			Eq. 3: Predicting Wave 3 Pro Bono		
	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error
	<b>Constant</b>	1.180	0.165	0.095	1.193	0.176 ***	0.044	1.024	0.024
<b>Woman</b>	1.008	0.008	0.026	0.944	-0.057 ***	0.015	0.952	-0.050 **	0.019
<b>African American</b>	0.971	-0.030	0.047	1.067	0.065 **	0.026	1.059	0.057	0.032
<b>Latinx</b>	0.926	-0.077	0.046	1.029	0.029	0.026	1.033	0.033	0.032
<b>Asian American</b>	0.959	-0.041	0.046	1.019	0.019	0.026	0.981	-0.019	0.031
<b>Native American/Other</b>	1.177	0.163	0.091	0.983	-0.017	0.048	1.018	0.018	0.060
<b>Professional Parent</b>	0.980	-0.021	0.033	1.009	0.009	0.019	1.051	0.049 *	0.023
<b>Top 50 Law School</b>	1.033	0.032	0.027	0.958	-0.043 **	0.016	0.996	-0.004	0.019
<b>Pro Bono in Law School</b>	1.055	0.054	0.034	0.969	-0.032	0.020	0.979	-0.021	0.024
<b>Desire to Help Society</b>	1.044	0.043 ***	0.011	1.012	0.012	0.007	1.016	0.016	0.009
<b>Conservative</b>	1.014	0.014	0.008	1.004	0.004	0.004	1.016	0.016 ***	0.005
<b>Public Sector</b>	0.709	-0.344 ***	0.033	0.882	-0.126 ***	0.025	0.905	-0.099	0.513
<b>Law Firm Partner</b>	1.084	0.080	0.091	1.034	0.034	0.024	1.068	0.066 **	0.026
<b>Pro Bono Hours are Billable</b>	1.608	0.475 ***	0.038	2.079	0.732 ***	0.017	1.500	0.406 ***	0.019
<b>Charity Work</b>	1.145	0.136 ***	0.026	1.072	0.070 ***	0.016	1.116	0.109 ***	0.018
<b>Number of Billable Hours</b>	1.000	0.000	0.000	1.000	0.000	0.000	1.000	0.000	0.000
<b>Pro Bono at Previous Wave</b>					0.075 ***	0.019	1.249	0.222 ***	0.019

Note: Reference categories include man, white, non-professional parent, law school ranked 51 or lower, did not do pro bono in law school, did not report a desire to help society as motivating decision to go to law school, not conservative, private sector, not a law firm partner, pro bono hours are not billable, does not do charity work, did not do pro bono at previous wave.

\*\*\* $p \leq 0.01$ ; \*\* $p \leq 0.01$ ; \* $p \leq 0.05$

**Table 13A.8 Coefficients for Structural Equation Model Predicting Pro Bono and Partnership**

	Eq. 1: Predicting Wave 1 Pro Bono		Eq. 2: Predicting Wave 2 Pro Bono		Eq. 3: Predicting Wave 3 Pro Bono	
	Coef.	Std. Error	Coef.	Std. Error	Coef.	Std. Error
<b>Constant</b>	0.061	0.078	0.145 ***	0.024	0.145	0.086
<b>Woman</b>	0.016	0.026	-0.054 ***	0.015	-0.055 **	0.019
<b>White</b>	0.036	0.029	-0.034 *	0.016	-0.020	0.020
<b>Professional Parent</b>	-0.034	0.033	0.004	0.018	0.038	0.022
<b>Top 50 Law School</b>	0.014	0.027	-0.046 **	0.015	-0.011	0.019
<b>Private Sector</b>	0.279 ***	0.031	0.159 ***	0.026	0.021	0.122
<b>Partner</b>	0.104	0.093	0.007	0.025	0.027	0.030
<b>Pro Bono Hours are Billable</b>	0.470 ***	0.038	0.000	0.000	0.404 ***	0.019
<b>Charity Work</b>	0.163 ***	0.026	0.067 ***	0.015	0.116 ***	0.018
<b>Hours Worked</b>	0.000	0.000	0.694 ***	0.018	0.000	0.000
<b>Pro Bono at Previous Wave</b>			0.089 ***	0.018	0.220 ***	0.020

  

	Eq. 4: Predicting Wave 2 Partner		Eq. 5: Predicting Wave 3 Partner	
	Coef.	Std. Error	Coef.	Std. Error
<b>Constant</b>	-0.002	0.022	0.250 ***	0.038
<b>Woman</b>	-0.045 ***	0.014	-0.040 *	0.017
<b>White</b>	0.048 **	0.015	0.059 ***	0.018
<b>Professional Parent</b>	0.024	0.017	-0.014	0.021
<b>Top 50 Law School</b>	-0.034 *	0.014	0.048 **	0.017
<b>Pro Bono Hours are Billable</b>	0.103 ***	0.016	0.066 ***	0.018
<b>Hours Worked</b>	0.000 ***	0.000	0.000 ***	0.000
<b>Pro Bono at Previous Wave</b>	0.019	0.017	0.040 *	0.018

Note: Reference categories include man, person of color, non-professional parent, law school ranked 51 or lower, public or business sector, not a law firm partner, pro bono hours are not billable, does not do charity work, did not do pro bono at previous wave.

\*\*\* $p \leq 0.001$ ; \*\* $p \leq 0.01$ ; \* $p \leq 0.05$