

About the Data Visualizations

Software:

All data visualizations for this project were created in Microsoft Excel 2019. Selected charts were exported into Microsoft Word 2019 for the final report.

Data Sources:

The charts for this project are focused on two general categories: participants and responses. Participant data, including self-identified race/ethnicity and professional role, comes from registration forms submitted by the participants. Once they self-selected into a discussion group, participants identified their preferred demographic for race/ethnicity. Information was collected into a registrant spreadsheet. Response data comes from discussion group questionnaires completed by a note-taker from each group during each forum.

An additional data source used in creating visualizations for this project was a publicly available demographic report of WSBA members provided on WSBA's website (*WSBA. "WSBA Member* Demographics Report, https://www.wsba.org/docs/default-source/licensing/membership-info-data/countdemo_20190801.pdf?sfvrsn=ae6c3ef1_223 Accessed 15 January 2024*).

Participant Chart Creation:

Data from the registrant spreadsheet was used to create pie charts and bar charts showing counts of participants by their race/ethnicity and professional role. Race/Ethnicity was treated differently between the "All Participants" charts and the quarterly charts. For the Q1-Q3 quarterly participant charts, race/ethnicity indicates the discussion group participants chose. Participants' race/ethnicity for the fourth forum was handled differently (see below). The "All Participants" charts reflect the race/ethnicity that participants indicated when registering for the forum. The reasoning for this difference is so that the "All Participants" chart more accurately reflects the racial/ethnic diversity among forum participants—diversity which may have been diluted by the limited number of racial/ethnic discussion groups from which to choose in each forum. Participants who attended multiple forums were counted only once for the "All Participants" charts. When participants registered for more than one forum and indicated different races/ethnicities for different forums, their most frequently chosen race or ethnicity was the one charted.

Q4 Forum

Q4 response data was handled in a different manner from previous forums. The first three forums invited current practitioners in legal professions to participate, while the fourth forum also invited law students. The intent was to have each group consist of a mix of law students and currently practicing legal professionals. Most of the law students who registered indicated the same race/ethnicity, which would have left other discussion groups with only current practitioners if separated by race/ethnicity. To ensure a mix of law students and experienced legal professionals in each discussion group, it was decided not to separate groups by race/ethnicity. Because of this, Q4 participant data visualizations reflect participants' race/ethnicity indicated at registration, not the race/ethnicity from discussion groups as in previous quarters. Additionally, there was no apparent analytical value gained from treating

the response data from each discussion group as qualitatively distinct from the other groups; therefore, response data from the small groups was aggregated to create the Q4 data visualizations.

Response Chart Creation:

Discussion group questionnaires consisted of a primary question asking for a quantifiable response along a spectrum (“Never” to “Very Often” in Q1-Q2 and “Strongly Disagree” to “Strongly Agree” in Q3-Q4), with follow-up questions to elicit additional qualitative insights. The responses to the primary questions were used to create the response strength and response distribution data visualizations. The number of responses within a group might vary from question to question for a number of reasons:

- A participant may have joined a small group discussion and left before answering all questions
- Participants had the option to decline to answer questions
- Some questions were not applicable to some participants' experiences
- Recording errors may have resulted in missed responses

Interpreting Uncommon Chart Types:

Response Strength bubble charts (in the Excel spreadsheet only):

Responses from the group discussion questionnaires were assigned numerical values. For Q1 and Q2, the values ranged from 1 for “Never” to 5 for “Very Often.” For Q3 and Q4, response values ranged from -3 (“Strongly Disagree”) to 3 (“Strongly Agree”), with “Neither Agree nor Disagree” having a value of 0. For each group, the strength of the response to each question was calculated as an average: the sum of all responses' assigned numerical values divided by the number of responses. “Not Applicable” responses were not included in the counts of responses. Larger bubbles show a stronger affirmative response (“Very Often” or “Strongly Agree”) and smaller bubbles indicate more negative responses (“Never” or “Strongly Disagree”). For Q1-Q3, the Y-axis indicates the discussion group, and all responses from a group fall along a horizontal line. The variable of note in these charts is the size of each bubble. In Q4, the Y-axis indicated the number of responses. For Q4 Section I, all participants answered all questions, resulting in no Y-axis variations (all responses fall along a horizontal line). For Q4 Section II, the number of responses varied. Bubbles occurring lower on the Y-axis indicate questions with fewer responses, and those occurring higher on the Y-axis indicate more responses. In this chart, position on the Y-axis and bubble size are the variables to note.

Response Distribution (Likert) charts:

These charts show the spectrum of responses and the number of any given response to each question posed to discussion groups. For each multicolor bar associated with a question, every color section represents a response (shown in the Response Key). The number of responses is indicated by both the length of a color section and by the numerical label for that color section.

For the Q1 and Q2 forums, responses were assigned numerical values ranging from -2 for “Never” to 2 for “Very Often,” with “Sometimes” assigned a value of 0. Questions about “positive” behaviors or conditions were placed at the top of the charts, while questions about “negative” behaviors or conditions occur at the bottom of the charts. For Q3 and Q4, response values ranged from -3 (“Strongly Disagree”) to 3 (“Strongly Agree”), with “Neither Agree nor Disagree” having a value of 0.