

Stanford Law School | Stanford Criminal Justice Center

Stuck in the '70s:  
The Demographics of California  
Prosecutors

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# **Stuck in the '70s: The Demographics of California Prosecutors**

**A Report of the Stanford Criminal Justice Center**

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# Introduction and Overview

Recent events have renewed longstanding concerns about the treatment of racial minorities by the criminal justice system in California and throughout the United States. Part of that attention has focused on prosecutors, the gatekeepers to the criminal justice system and, in many ways, the system's most powerful officials. Nationwide protests followed failures by prosecutors last year to secure indictments against White police officers implicated in the deaths of Michael Brown and Eric Garner, two unarmed Black men, in Ferguson, Missouri, and Staten Island, New York. Those protests in turn prompted President Obama to remind the country of our legal system's "long history of discrimination." Considerable attention was also drawn to the decision in May of this year by the State's Attorney in Baltimore, Maryland to file charges against six police officers involved in the death of Freddie Gray, a 25-year-old Black man arrested for what the police alleged was an illegal knife, while Gray was in custody.

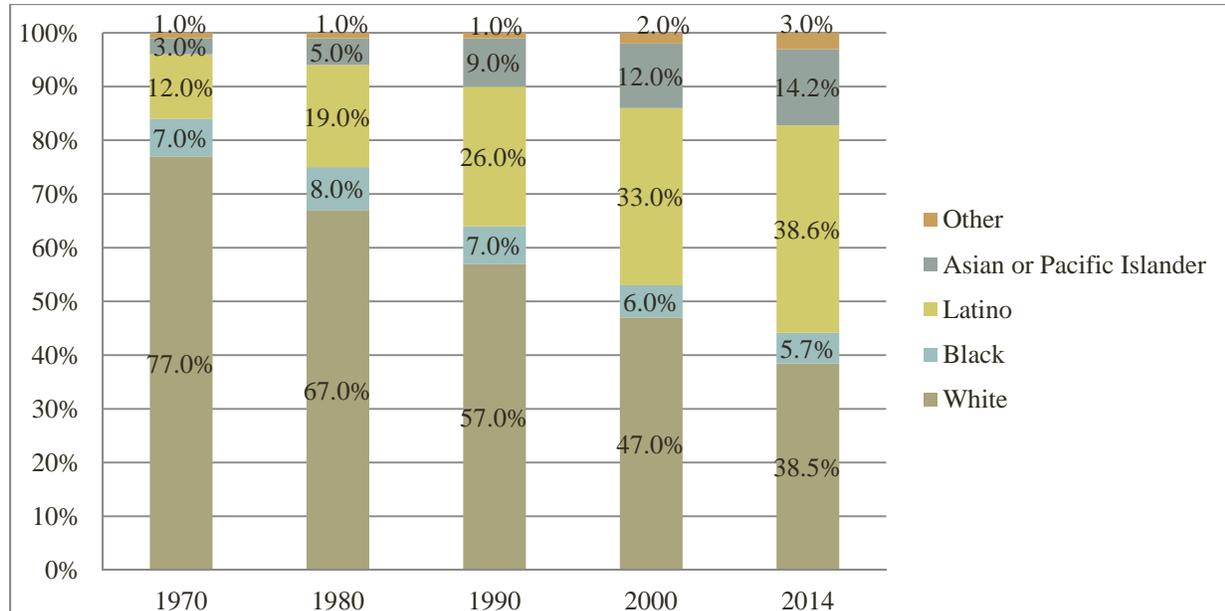
Prosecutors determine who is criminally charged, what they are charged with, what sentence will be sought, and what concessions, if any, will be offered in exchange for a guilty plea. Particularly in cases that do not proceed to trial—which are the vast majority of all criminal cases—the prosecutor's decisions effectively determine the outcome. Prosecutors also set broad policies for the criminal justice system, deciding which laws will be enforced aggressively and which will not, helping to convince other law enforcement officials how to pursue their missions, and often setting the agenda for public debates about criminal justice.

The District Attorneys in Ferguson and on Staten Island were White men; the State's Attorney in Baltimore was a Black woman. It is impossible to know what role those facts played in their charging decisions, but the race and gender of the lead prosecutors understandably received considerable attention. Because prosecutors hold so much power and exercise so much discretion, it is cause for concern if they do not reflect the diversity of the public. Thus, one of the many questions raised by the Michael Brown, Eric Garner, and Freddie Gray cases is: How representative are prosecutors of the communities that they serve?

In California, the answer is "not very." In 2014 Latinos surpassed Whites as the largest demographic group in California. Whites comprise slightly more than 38 percent of the population in California, but they are nearly 70 percent of California prosecutors. Latinos are almost 39 percent of the population but only nine percent of California prosecutors.<sup>1</sup> The last time 70 percent of Californians were White was in 1977—the year that Jimmy Carter became President of the United States, Apple Computer was incorporated, and

the original Star Wars movie was released (see Figure 1).<sup>2</sup> Demographically speaking, California prosecutors are stuck in the '70s.

**Figure 1: California Population Growth by Race and Ethnicity, 1970-2014<sup>3</sup>**



The race and gender composition of California prosecutors is critical information for anyone concerned about the fairness of criminal justice in the state, yet this study is the first to make this data publicly available. California is no different from the rest of the nation in this respect: there is a startling dearth of statistics on the demographics of American prosecutors. Detailed information about the race and gender of law enforcement officers in the United States has been available for decades and has facilitated public discussion of the importance of, and the obstacles to, diversity in policing, as well as a considerable amount of scholarly research into those questions. Having this data available has helped to bring about more diverse police workforces. There has been nothing similar for prosecutors.

Recent reports have highlighted the lack of diversity among elected District Attorneys,<sup>4</sup> but there has been virtually no publicly available information about the prosecutors they supervise: the line attorneys, mid-level supervisors, and unelected office managers who carry out the day-to-day work of prosecution and typically are vested with enormous discretion. The San Diego County District Attorney's Office, for example, employs more than 300 prosecutors and the Los Angeles County District Attorney's Office has well over 900. All told, there are 58 elected District Attorneys in California, but close to 3800 Assistant District Attorneys and Deputy District Attorneys. In this respect, too, California is typical. Most of the actual work of prosecution in the United States is carried out not by

elected or appointed District Attorneys but by the vastly more numerous prosecutors who staff their offices. And information about their demographics has been virtually nonexistent.

The Stanford Criminal Justice Center set out to remedy this gap by collecting demographic information about California prosecutors. We sent inquiries to the District Attorney's Office for each of California's 58 counties and ultimately obtained data from all but six of them. The responding counties collectively represent nearly 98 percent of the state's population.<sup>5</sup> Here are our key findings:

- **Minorities are severely underrepresented among California prosecutors. Whites comprise slightly more than 38 percent of the population of California but nearly 70 percent of California prosecutors.**
- **Nearly all of the overrepresentation of Whites among California prosecutors reflects underrepresentation of Latinos. Latinos are almost 39 percent of the population in California but only nine percent of California prosecutors.**
- **Women are underrepresented in the supervisory ranks of District Attorney's Offices in California. Forty-eight percent of California prosecutors are female, but the figure drops to 41 percent among prosecutors with supervisory titles.**

We explain below how we gathered these statistics, and we discuss the limitations of our methodology. We then present our findings in more detail, followed by discussions of why diversity is a concern and the obstacles to improving the diversity of California prosecutors. We have not attempted to test the effects of underrepresentation on the performance of District Attorney's Offices, but we will describe why there are reasons to think that those effects are negative and substantial. We also have not tried to determine the causes of the underrepresentation we discovered, but we will discuss some of the factors that are likely to have contributed. Chief among these is the underrepresentation of minorities in the California legal profession as a whole.

The underrepresentation of women and minorities among prosecutors does not appear to be a problem confined to California. For example, data obtained by the Stanford Criminal Justice Center through a federal Freedom of Information Act request indicates that, nationwide, eight percent of Assistant United States Attorneys are Black and five percent are Latino—compared with a national population that is 13 percent Black and 17

percent Latino. In addition, only 38 percent of Assistant United States Attorneys are women.<sup>6</sup> We hope this report will help to spur discussions about the diversity of prosecutors not just in California but across the entire United States.

## Methodology

In April 2015 we wrote to the District Attorney’s Office in each of California’s 58 counties, requesting data on the total number of prosecutors in the office, the gender and racial characteristics of those prosecutors, and separate data for prosecutors with supervisory responsibilities.<sup>7</sup> We included a response form based on the EEO-4 Form the federal Equal Employment Opportunity Commission periodically requires state and local governments to submit.<sup>8</sup> Because the EEOC requires the information to be collected in odd-numbered years, we requested data for 2013 and 2015. We followed up as necessary with telephone calls and emails.

Ultimately we received data from 52 counties, which collectively represent nearly 98 percent of California’s population. Forty-six counties provided us with 2015 data.<sup>9</sup> Mono County, Orange County, Santa Clara County, and Solano County only provided us with data from 2013. A few counties provided us with data from both years. Monterey County and San Bernardino County provided us with data from 2014. We used the most recent data provided by each county. Only six counties—Glenn, Kings, Lassen, Madera, Mendocino, and Tulare—failed or refused to provide us with any data at all.

We asked offices to separate their prosecutors by “full-time” and “part-time.” Then we asked offices to separate their prosecutors by “line prosecutor”, “supervising prosecutor”, and elected “district attorney” based on their title.<sup>10</sup> Additionally, we asked them to separate prosecutors by gender and then further separate these groups by their racial classification along the same lines of the EEOC survey.<sup>11</sup> In total, we collected data on more than 3,700 prosecutors. We compared the data we collected against the United States Census Bureau 2014 population estimates for California counties.<sup>12</sup>

# Findings

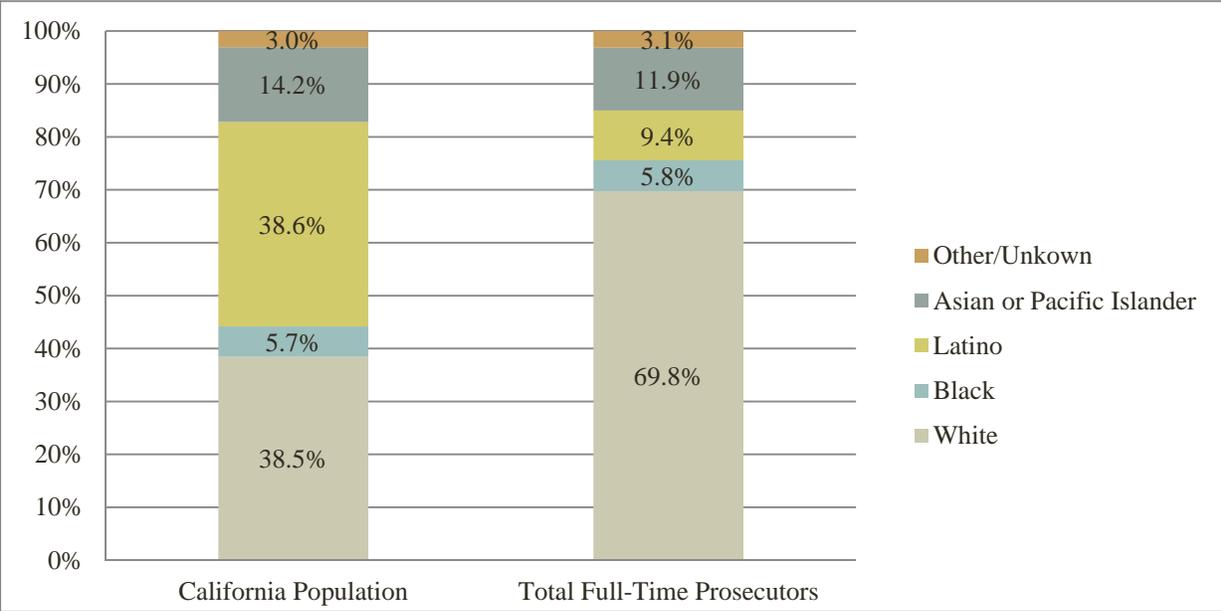
*Minorities are heavily underrepresented among California prosecutors, and Whites are overrepresented.*

Whites are heavily overrepresented among California prosecutors as compared to their percentage of the state’s population (see Figure 2).<sup>13</sup> Whereas they comprise 38.5 percent of the state population, they make up 69.8 percent of the total prosecutors in California (2627 of the 3765 prosecutors in our database), an over-representation difference of 31.3 percentage points.

Comparably, Latinos are heavily underrepresented among California prosecutors as compared to their share of the state’s population. They comprise 38.6 percent of the state population but only represent 9.4 percent of the state’s prosecutors, an under-representation difference of 29.2 percentage points.

Blacks and Asians are fairly evenly represented among California prosecutors as compared to their respective percentages of the state’s population. Blacks comprise 5.7 percent of the state’s population and 5.8 percent of the state’s prosecutors, a difference of 0.1 percentage points. Asians comprise 14.2 percent of the state’s population and 11.9 percent of the state’s prosecutors, a difference of 2.3 percentage points.

**Figure 2: California Population and Total Full-Time Prosecutors by Race and Ethnicity**



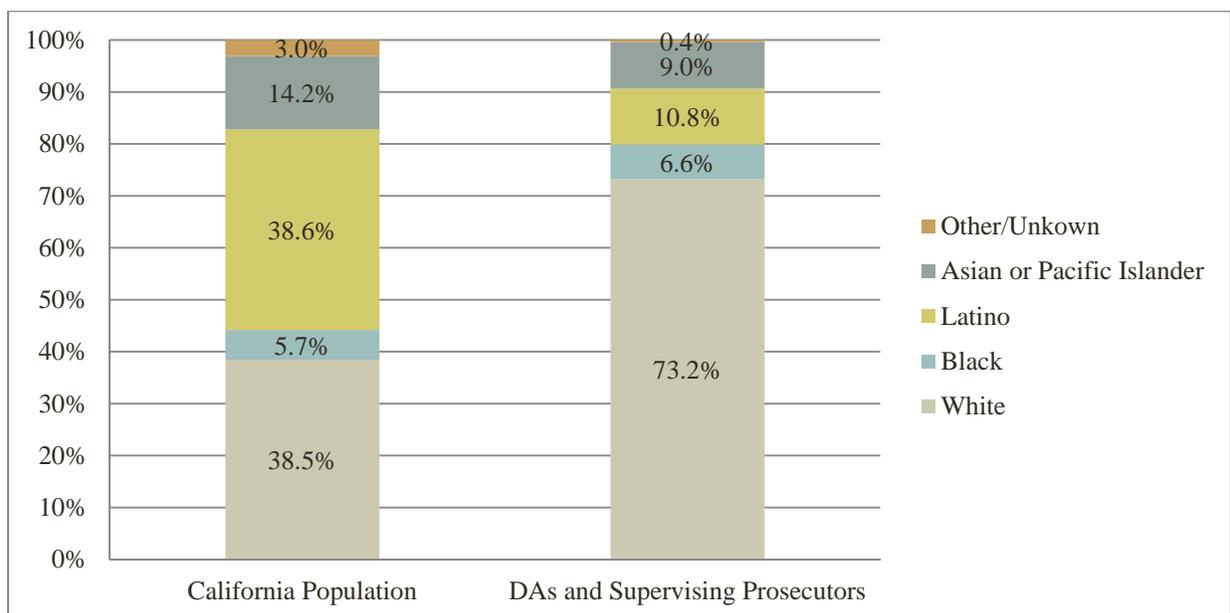
Even greater disparities appear among certain racial groups—Whites and Asians—with regards to the percentage of prosecutors with supervisory titles (see Figure 3). Among prosecutors with supervisory titles, Whites comprise 73.2 percent (563 of the 769 supervisory prosecutors in our database), an over-representation of 34.7 percentage points as compared to their share of the state’s population. This is slightly larger than the 31.3 percentage point over-representation gap found for all prosecutors (see Figure 4). Asians represent nine percent of prosecutors with supervisory titles, an under-representation of 5.2 percentage points, and also slightly larger than the 2.3 percentage point under-representation gap for all prosecutors.

In contrast, the disparity between the state population and prosecutors with supervisory titles is slightly smaller for Latinos as compared to the 29.2 percent disparity found for all prosecutors. Latinos represent 10.8 percent of the supervisory prosecutors and are under-represented by 27.8 percentage points.

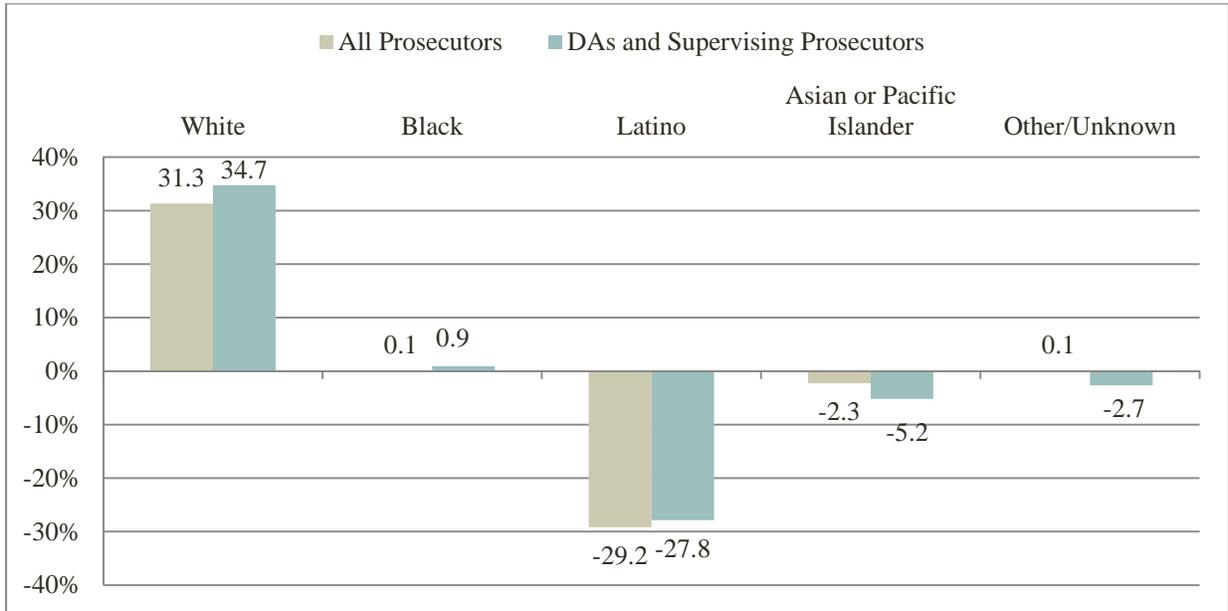
Blacks are fairly proportionately represented among prosecutors with supervisory titles at 6.6 percent, as compared to 5.7 percent of the state population, a slight over-representation of 0.9 percentage points.

Prosecutors in California are even less representative of the California population than are law enforcement officers in California, by a significant margin. Whites are 55.1 percent of state and local law enforcement officers in California, Blacks are 6.8 percent, Latinos are 27.5 percent, and Asian-Americans and Pacific Islanders are seven percent.<sup>14</sup>

**Figure 3: California Population and Full-Time Prosecutors with Supervisory Titles by Race and Ethnicity**



**Figure 4: Comparison of the Over- and Under-Representation of Full-Time California Prosecutors and DA and Supervising Prosecutors by Race and Ethnicity in Percentage Points**

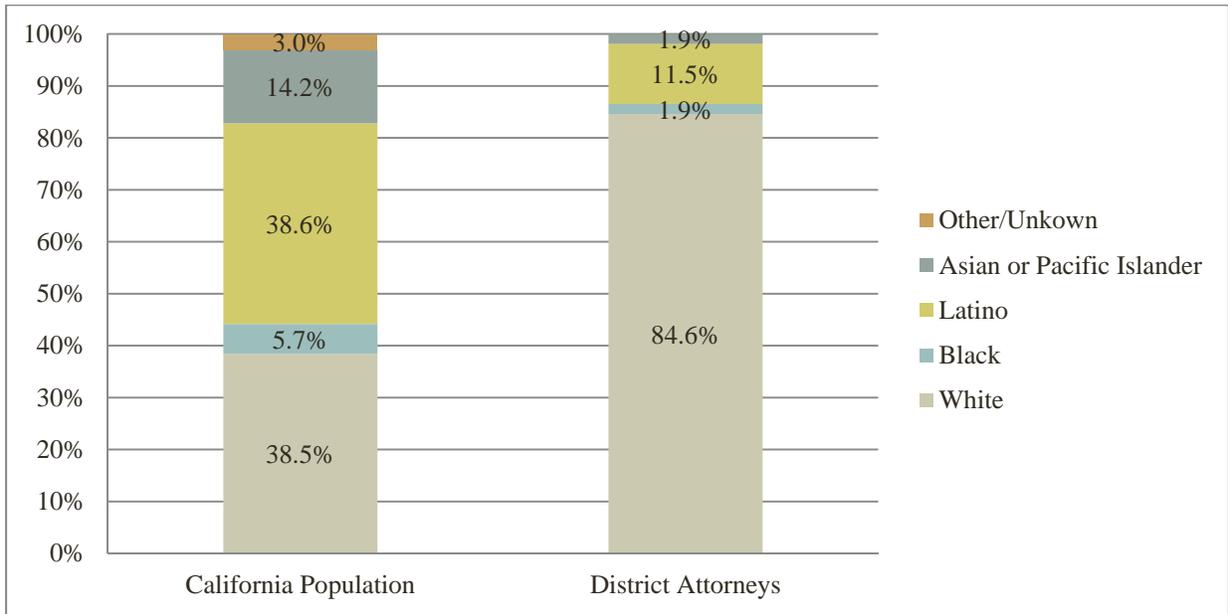


The biggest disparities exist between District Attorneys and the state’s population (see Figure 5), though given that there are only 58 District Attorneys statewide, it is difficult to draw any conclusions. Among the elected District Attorneys from whom we collected data, Whites comprise the largest percentage at 84.6 percent (44 out of 52). This compares with their representation of the state population at 38.5 percent and their share of the state’s total prosecutors at 69.8 percent.

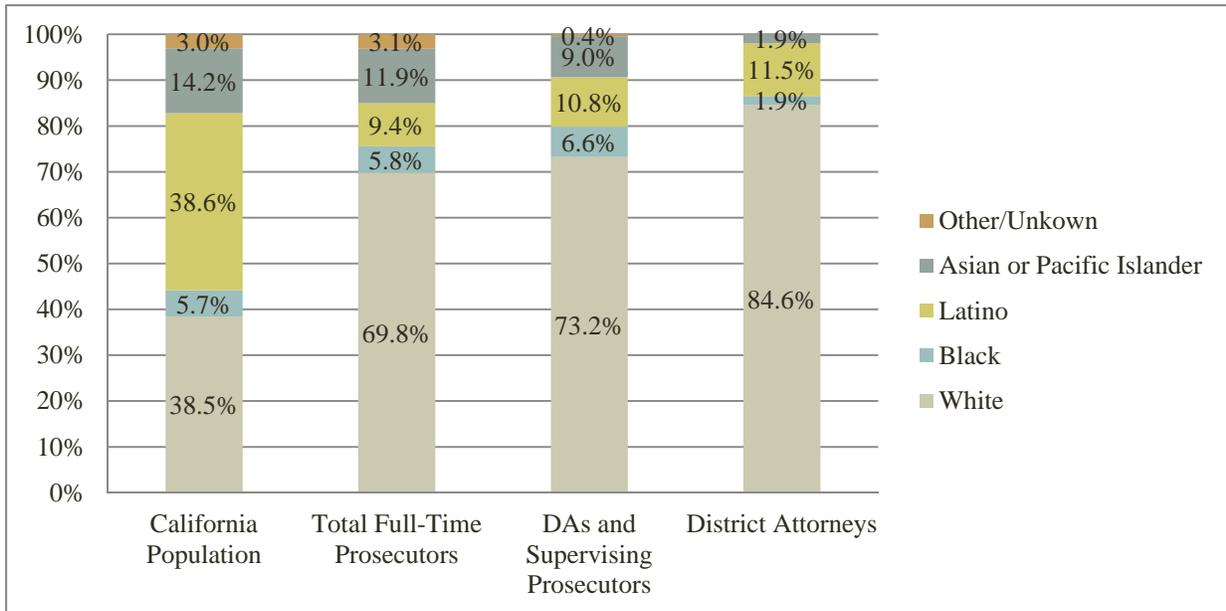
Blacks and Asians are underrepresented among the elected District Attorneys. Blacks comprise 1.9 percent of the elected District Attorneys in our database (1 out of 52), as compared with their state population and share of all state prosecutors of 5.7 percent, an under-representation of 3.8 percentage points. To an even greater extent, Asians are under-represented by 12.3 percentage points as they, too, comprise 1.9 percent of the elected District Attorneys.

The size of the disparity among Latinos within the elected District Attorneys is slightly smaller than the disparity that exists among all prosecutors (see Figure 6). Among the elected District Attorneys for which we collected data, 11.5 percent (6 out of 52) are Latino, as compared with 9.4 percent of all prosecutors.

**Figure 5: California State Population and Elected District Attorneys by Race and Ethnicity**



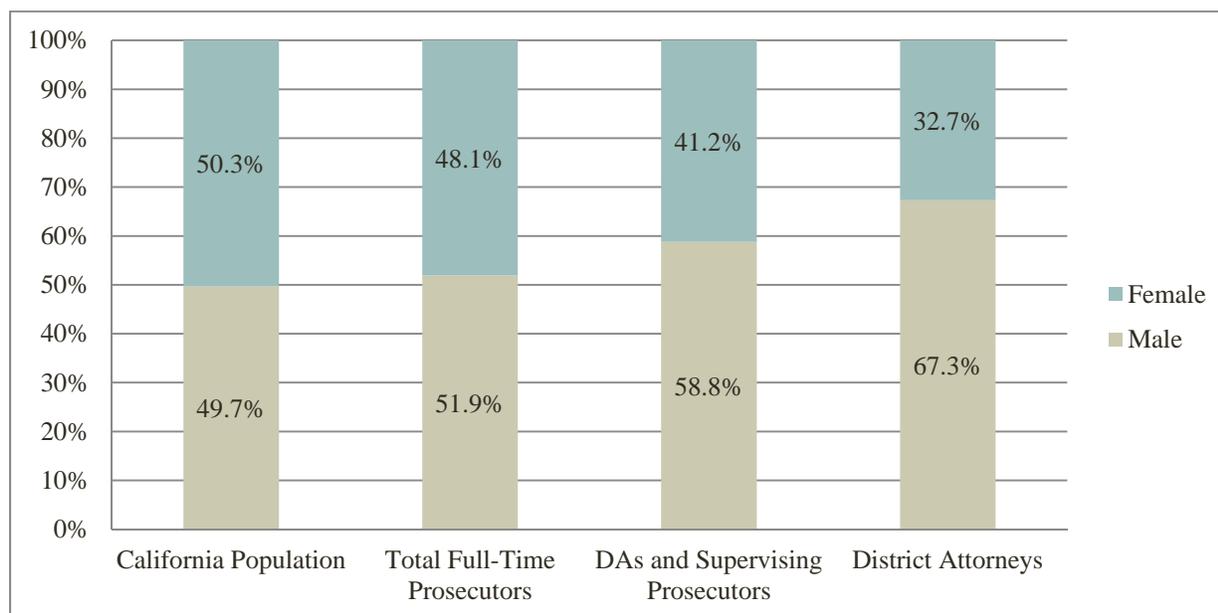
**Figure 6: California State Population and Full-Time State Prosecutors by Race and Ethnicity**



*Females are underrepresented among prosecutors with supervisory titles, but not among total state prosecutors.*

While racial disparities exist across all levels of prosecutors, among gender categories, they only exist among prosecutors with supervisory ranks. These disparities grow larger as decision-making powers increase to the elected District Attorney (see Figure 7). Of the 769 prosecutors with supervisory titles in our database, 317—41.2 percent—are female, and of the 52 elected District Attorneys, 17—32.7 percent—are female.

**Figure 7: California Population and Full-Time State Prosecutors by Gender**



With regard to gender, California prosecutors are much more representative of the State than are California law enforcement officers. The gender breakdown of state and local law enforcement officers in California is 86.6 percent male and 13.4 percent female.<sup>15</sup>

## Why Diversity Matters

One in three Black males and one in six Latino males are predicted to serve time in prison at some point in their lives. For White males, the odds are one in eighteen. In 2011, the incarceration rate was 2.5 times higher for Black women and 1.4 times higher for Latino women than white women.<sup>16</sup> Men and women of color are disproportionately stopped by police and disproportionately receive more severe prison sentences.<sup>17</sup> Studies have shown that the disparate treatment of minorities in the criminal justice system is impacted not only by the race and gender of the accused, but also the accuser, and that

bias operates at all levels of the system, including decisions by prosecutors. Rigorous studies have found that prosecutors are more likely to charge Black defendants than White defendants with offenses carrying stiff mandatory minimum sentences,<sup>18</sup> and more likely to charge Black defendants than White defendants under laws providing longer sentences for habitual offenders.<sup>19</sup>

Are more diverse prosecutorial agencies less prone to bias? The evidence indicates they are. Researchers have found that “[b]lack defendants are more likely to be sentenced to prison than their white counterparts, even after controlling for legally relevant variables, but when black defendants are sentenced in districts with increased representation of black prosecutors, they have a decreased likelihood of being imprisoned, resulting in more racially equitable sentences.”<sup>20</sup> The presence of minority attorneys in a prosecutor’s office may also make the office more likely to adopt policies and champion initiatives that are responsive to the concerns of minority residents.

It is easy to overlook the importance of diversifying prosecutor’s offices, because researchers have found implicit bias against members of racial minorities not only in Whites but in minority group members themselves, too. The evidence is mixed regarding whether Black police officers and Black judges, for example, have less unconscious bias than their White counterparts against Black suspects and Black defendants.<sup>21</sup> At the organizational rather than the individual level, though, the benefits of diversity are clear.

First, minority prosecutors, like minority members of any organization, bring their experiences and perspective into the office, changing conversations and unsettling assumptions. Through one-on-one interactions, minority police officers find they are able to change the attitudes and behaviors of other officers, especially their partners.<sup>22</sup> Similarly, male judges are more likely to find for sex discrimination plaintiffs when at least one female judge is on the panel.<sup>23</sup> Increased interactions with minority prosecutors—and female prosecutors—is likely to have comparable effects, providing new perspective, altering attitudes, increasing sensitivity, and helping to offset the stereotypes at play in implicit biases.<sup>24</sup> In charging and sentencing determinations, prosecutors often consider race-neutral factors that are colored by implicit bias such as the seriousness of the case, the victim’s interest, and the prior record of the defendant. By inserting new and varied perspectives into these decisions, district attorneys’ offices may be less likely to apply these factors in a way that produces disparate outcomes.<sup>25</sup>

Second, diversity itself—sheer heterogeneity in backgrounds and outlooks—improves organizational decision-making. Heterogeneous organizations perform better than less diverse groups with “problem solving, innovation, and creative-solution building.”<sup>26</sup>

Organizations that draw from a broader and richer base of experiences are also better equipped to approach problems and make decisions.<sup>27</sup> A diverse range of viewpoints encourages that “non-obvious alternatives” are more likely to be considered.<sup>28</sup>

Third—as recent events in Ferguson, Staten Island, and Baltimore remind us—appearances are important. Diverse workforces in criminal justice agencies improve community perceptions of fairness and provide reassurance that “decisions are being made on the merits and not based on race.”<sup>29</sup> District attorneys’ offices can lose legitimacy if their attorneys do not reflect the demographics of those they prosecute.<sup>30</sup> Elected district attorneys and public defenders have emphasized: “[T]he administration of justice requires diversity among the legal staff. Only when attorneys of color find themselves in the offices of public defenders and district attorneys in greater numbers can the system of administration of justice enjoy or deserve to enjoy the confidence of those caught up in it.”<sup>31</sup> Police departments that recruit and promote a large proportion of minority officers often find it improves the credibility of its entire force within minority communities.<sup>32</sup>

Similarly, increasing minority representation in prosecutors’ offices in California might dispel concerns of injustice. Research suggests that minorities have less trust and confidence in the police, the courts, and the legal system.<sup>33</sup> However, people are more likely to respect and trust authority when the superordinate group includes members of their own ethnic group or gender.<sup>34</sup> Thus, increasing the diversity of criminal justice decisionmakers could “further enhance the viability of legal institutions and promote the perceived legitimacy of the law.”<sup>35</sup>

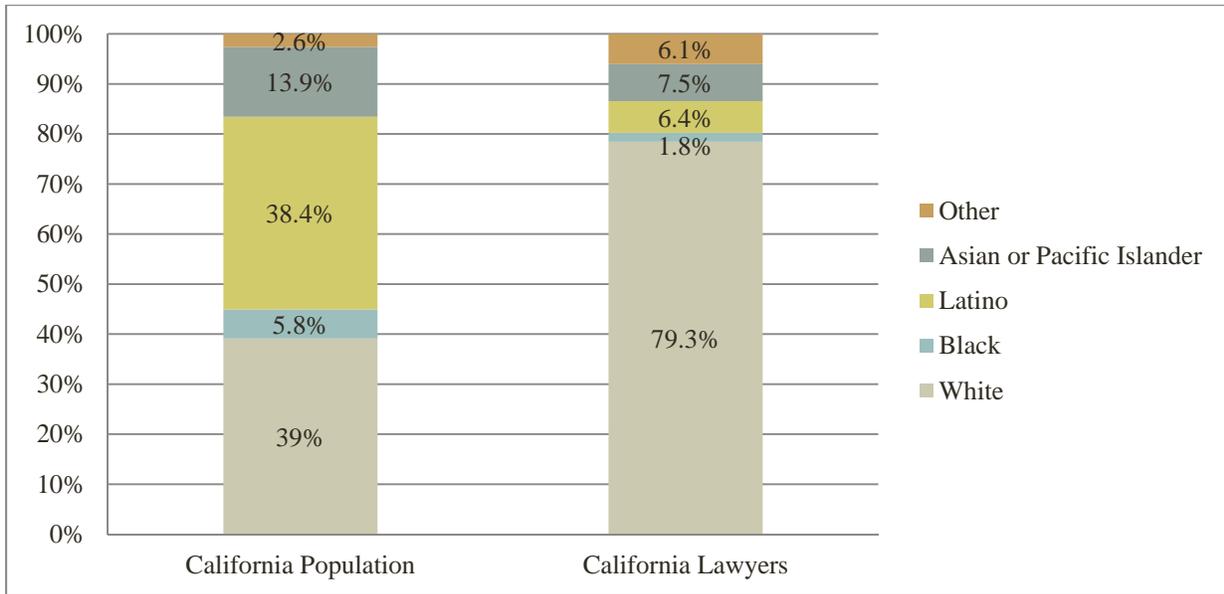
Fourth and finally, working as a prosecutor is, among other things, a good job, and very often a stepping-stone to elected office, judicial appointment, or a prominent role in the legal profession. It is important to make these opportunities fully available to members of all communities within California.

## **Obstacles to Diversity**

Prosecutors’ offices in California face a number of obstacles in seeking to increase workforce diversity, the most important of which is the “pipeline” problem: minorities are underrepresented in the California legal profession as a whole, and in the ranks of law school graduates. In addition, Proposition 209 presents a legal barrier to state affirmative action programs. And aspects of workplace culture may encourage minority and female lawyers to leave prosecutor’s offices, and sometimes the legal profession entirely.

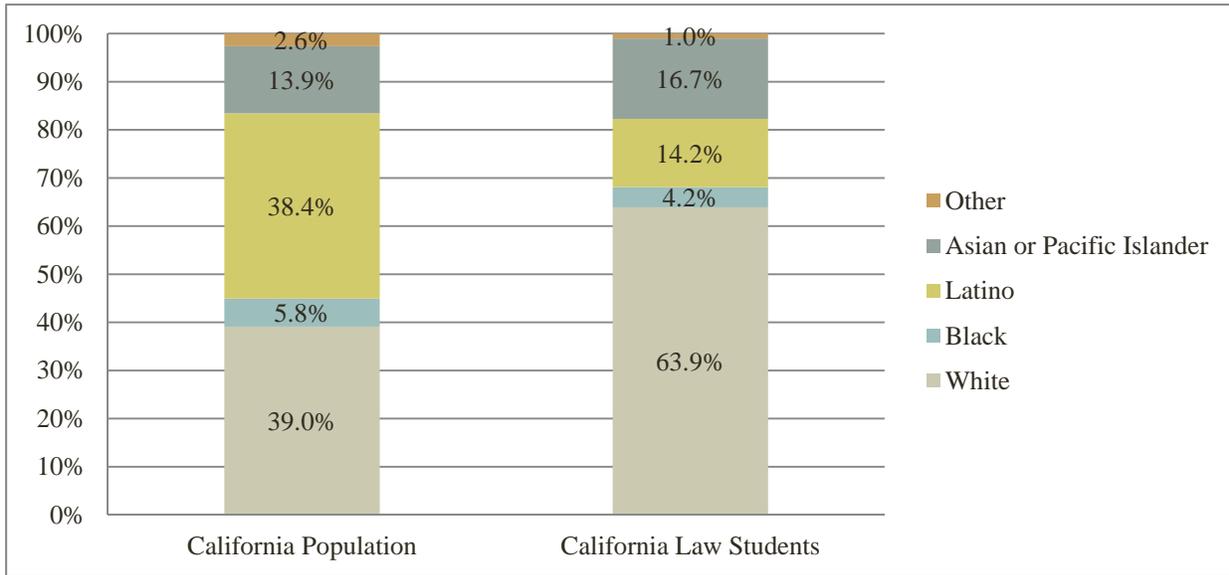
The most important problem, though, relates to the pool of lawyers from which California prosecutors are hired. The demographics of the California bar do not reflect the demographics of the state:

**Figure 8: California Population and State Bar Certified Lawyers by Race and Ethnicity, 2011**<sup>36</sup>



Remedying the underrepresentation of minorities in the California bar is thus one obvious step to take in remedying the underrepresentation of minorities among California prosecutors. Researchers have found that when the representation of minorities in the local bar increases, sentencing discrimination against Black defendants goes down.<sup>37</sup> But improving the demographics of the California bar will require increasing the number of minority graduates of law schools.

**Figure 9: California Population and Law Student Enrollment by Race and Ethnicity, 2013-14<sup>38</sup>**



The pipeline problem is not confined to California. Nationwide, “there are too few underrepresented minorities moving through the pipeline, too few graduating from high school, too few persisting and succeeding in college, too few presenting LSAT scores and GPAs that meet today’s norms for admission to law school.”<sup>39</sup> While Blacks, Latinos, Asian Americans, and Native Americans constitute a third of the national population, they comprise only a fifth of law school graduates across the country<sup>40</sup> and just over a tenth of the attorneys practicing law.<sup>41</sup>

California prosecutors confront another barrier to diversifying their offices, though, that their counterparts in other states do not need to address: Proposition 209. On November 5, 1996, California voters approved this ballot initiative, which amended the state Constitution to prohibit state institutions from discriminating against and granting preference to racial minorities and women.<sup>42</sup> The amendment eliminated affirmative action programs in the areas of public contracting, public education, and public employment.<sup>43</sup> In effect, it bars local prosecutor offices from using race, sex, and ethnicity as preferential factors when hiring new employees. It also aggravates the pipeline problem, because it prohibits racial preferences in admission to California’s public law schools, as well.

Very few studies have focused on the amendment’s impact on public employment. Limited research suggests that women and minority participation in the workforce declined overall following the amendment’s passage.<sup>44</sup> Numerous studies, though, have measured the impact of Proposition 209 on public university admissions and suggest that

the amendment led to a significant drop in minority law students. In 1998, for example, only one Black student was enrolled in the first-year law school class at University of California at Berkeley.<sup>45</sup>

Finally, prosecutor's offices, and the legal profession as a whole, may have difficulties retaining minority and female lawyers. Research suggests that minorities and women are subject to overt racism and unconscious bias within the legal field. A recent study, for example, found that minority attorneys "still lack the presumption of competence granted to white male counterparts."<sup>46</sup> Female attorneys, for their part, face the double standard of having to appear not too assertive but not too feminine.<sup>47</sup> One study found that only six percent of firms report that retaining women associates is *not* a problem.<sup>48</sup>

Women and minorities exit law firms disproportionately more than their peers. For example, a study of a typical American Lawyer 200 firm found a tiered structure with women disproportionately in entry-level and part-time roles: 15 percent of equity partners were women, 26 percent non-equity partners were women, 35 percent of counsel were women, 46 percent of associates were women, and 70 percent of staff attorneys were women.<sup>49</sup> This skew exists among minorities as well.<sup>50</sup> District attorney offices face similar retention problems—especially for minorities. In a 2014 letter to the State Legislature, Deval Patrick, then Governor of Massachusetts, emphasized that the low salary structure of state prosecutor and public defender offices "inhibits the recruiting and retention of public lawyers who mirror the communities they serve."<sup>51</sup>

## Conclusion

This report paints a troubling picture of the demographic landscape of California prosecutors. We find that minorities, Latinos in particular, are severely underrepresented among California prosecutors. Women are also underrepresented in the supervisory ranks of District Attorney's offices in California. Our report only calls out these disparities. It does not explain why these disparities exist or analyze their effect on criminal justice outcomes. We highlighted past studies that provide some insight, but further research is necessary. Nonetheless, our report illustrates that the demographics of California prosecutors are stuck in the 1970s.

Our conclusions are limited by research constraints. Our county-by-county data is informative of the diversity landscape in California District Attorney's offices, but we still have unanswered questions about its effects. Past studies have shown that organizational diversity has positive effects on criminal justice agencies. We need to ask whether minority and female underrepresentation has an effect on criminal justice outcomes and

perceptions of fairness in California counties. In particular, now that Latinos surpass Whites as the largest ethnic group in California, more research is needed to understand the impact of minority underrepresentation on Latino defendants in California.

We also need to ask why minorities experience greater underrepresentation in certain county District Attorney offices. District Attorney offices likely all experience the same general difficulties in increasing a diverse workforce—the “pipeline” problem and limitations in recruiting created by Proposition 209 as discussed earlier. However, our study does not address causation or try to explain why greater disparities exist in certain counties. Most importantly, our study does not address solutions regarding how to increase diversity in District Attorney offices. More in-depth quantitative and qualitative research is needed to understand the successes and struggles that District Attorney offices face in hiring and retaining minority and female prosecutors.

Despite these limitations, we hope that by providing detailed information about the race and gender of prosecutors in California we can facilitate the same public discussion and scholarly research about diversity that exists for law enforcement officers.

# Endnotes

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<sup>1</sup> Throughout this report, we use “White” to signify White Non-Hispanic, and we use “Latino” as a synonym for Hispanic.

<sup>2</sup> *Race/Ethnic Population Estimates: Components of Change for California Counties*, CALIFORNIA DEP’T OF FIN., available at <[www.dof.ca.gov](http://www.dof.ca.gov)> (last visited July 9, 2015).

<sup>3</sup> Sources: California Department of Finance 1970-2000; United States Census Bureau Population Estimates 2014

From: Just the Facts: California’s Population, PPIC, 2014

<sup>4</sup> See Missouri Council for a Better Economy, Better Together, Public Safety—Municipal Courts: Judges and Prosecutors Addendum 1 (Oct. 2104); Nicholas Fando, *A Study Documents the Paucity of Black Elected Prosecutors: Zero in Most States*, N.Y. Times, July 7, 2015, available at <[www.nyt.com](http://www.nyt.com)>.

<sup>5</sup> The demographic composition of the 52 counties from which we received data is nearly identical to the demographic composition of the state. In aggregate, the 52 surveyed counties are 38.5 percent White, 5.8 percent Black, 38.3 percent Latino, 14.4 percent Asian or Pacific Islander and 3.1 percent Other/Unknown. In contrast, the demographic composition of California is 38.5 percent White, 5.7 percent Black, 38.6 Latino, 14.2 percent Asian, and three percent Other. There is never more than a 0.3 percentage point difference between the percentage representation of a racial or ethnic group in the 52 surveyed counties and the state.

<sup>6</sup> See Appendix 13. These figures include Assistant United States Attorneys with responsibility for civil litigation rather than criminal prosecution, and they exclude prosecutors employed at Main Justice rather than in a United States Attorney’s Office. Racial classifications included: White (Non-Hispanic), Black (Non-Hispanic), Latino, Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and Two or More Races. Less than one percent of attorneys identified as mixed race. Thus, even if all identified prosecutors of mixed race are added to another racial classification, there is no significant change in the data.

<sup>7</sup> We did not attempt to collect data regarding the relatively small number of prosecutors employed by the California Department of Justice. The vast bulk of criminal prosecutions in California, as in most states, is handled at the county level.

<sup>8</sup> The survey form we sent to California District Attorney offices is reproduced in Appendix 1. Racial classifications included: White (Non-Hispanic), Black (Non-Hispanic), Hispanic, Asian or Pacific Islander, and American Indian or Alaskan Native. The EEO-4 survey form does not include boxes for mixed race employees, so we did not include this category either. Nonetheless Kern County, Orange County, San Bernardino County and Santa Clara County all identified prosecutors of mixed race on the responses they submitted. In our results we have collapsed attorneys that were identified as American Indian or Alaskan Native, Undisclosed, Other, or Two or More Mixed Races into the “Other/Unknown” category. Only 3.2 percent (119/3765 attorneys) were collapsed into “Other/Unknown.” Of that 3.2 percent, 17.6 percent (21/119 attorneys) were Native American or Alaskan Native, 42.8 percent (51/119 attorneys) were “Other” or “Two or More Mixed Races”, and 39.5 percent (47/119 attorneys) were “Undisclosed.”

<sup>9</sup> Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Humboldt, Imperial, Inyo, Kern, Lake, Los Angeles, Marin, Mariposa, Merced, Modoc, Napa, Nevada, Placer, Plumas, Riverside, Sacramento, San Benito, San Diego, San Francisco, San Joaquin, San Luis

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Obispo, San Mateo, Santa Barbara, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Ventura, Yolo, and Yuba Counties.

<sup>10</sup> The EEOC does not require offices to collect information in this manner.

<sup>11</sup> Humboldt, Orange, and Santa Cruz counties provided the information requested in a different format. Orange County and Santa Cruz County provided their EEOC-4 Survey forms in lieu of completing the response form we created and sent them. The EEOC-4 Survey forms list the prosecutors as “professionals” and do not breakdown the information by job title. A PowerPoint presentation prepared by the Santa Cruz County District Attorney’s Office in 2013 stated the office had 37 prosecutors. The EEOC-4 Survey form Santa Cruz County provided to us stated that they had 36 professionals and 1 elected official equaling a total of 37. For Orange County, we were unable to verify the total number of prosecutors, but the county informed us that 44 of the 296 people in the “professionals” category were paralegals. We subtracted the number of paralegals from the number of professionals to estimate the number of prosecutors, and we assumed that the racial, ethnic, and gender breakdown of prosecutors in Orange County mirrored the corresponding percentages for the broader category of professionals in Orange County. Thus, for example, we estimated the number of Black prosecutors in Orange County by multiplying the total number of prosecutors by the percentage of professionals in the Orange County District Attorney’s Office that the County reported as Black. For the elected District Attorney, we categorized him as Latino based on biographical information available on the District Attorney’s website. Humboldt County provided us with the gender of their prosecutors but refused to disclose their races. Since they were undisclosed, all prosecutors in Humboldt County except for the elected District Attorney are included in the “Other/Unknown” category.

<sup>12</sup> U.S. Dep’t of Commerce, *Population Estimates*, U.S. Census Bureau, June 6, 2014, *available at* <[www.census.gov](http://www.census.gov)>.

<sup>13</sup> We elected to focus our study on full-time prosecutors because the impact of omitting part-time prosecutors was negligible. Part-time prosecutors represented only 3.6 percent of all prosecutors (139/3904). When part-time prosecutors were included in the total, it only created a difference, at most, of +/- 0.4 percentage points (the percentage representation of Whites increased by 0.4 percent when you included part-time prosecutors).

<sup>14</sup> U.S. Dep’t of Justice, Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS), 2013, *available at* <<http://www.icpsr.umich.edu/icpsrweb/ICPSR/studies/36164>>. The figure for Asian-Americans and Pacific Islanders includes officers identified in LEMAS as Asian-American or Native Hawaiian.

<sup>15</sup> U.S. Dep’t of Justice, Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS), 2013, *available at* <<http://www.icpsr.umich.edu/icpsrweb/ICPSR/studies/36164>>.

<sup>16</sup> The Sentencing Project, *Facts About Prisons and People in Prison* (2014).

<sup>17</sup> The Sentencing Project, *Black Lives Matter: Eliminating Racial Disparities in the Criminal Justice System* (2015).

<sup>18</sup> Sonja B. Starr & M. Marit Rehavi, *Mandatory Sentencing and Racial Disparity: Assessing the Role of Prosecutors and the Effects of Booker*, 123 Yale L.J. 2, 6, 28 (2013).

<sup>19</sup> Charles Crawford, Ted Chiricos & Gary Kleck, *Race, Racial Threat, and Sentencing of Habitual Offenders*, 36 Criminology 481 (1998).

<sup>20</sup> Amy Farrell, Geoff Ward & Danielle Rousseau, *Race Effects of Representation Among Federal Court Workers: Does Black Workforce Representation Reduce Sentencing Disparities?*, 623 Annals Am. Acad.

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Pol. & Soc. Sci. 121, 131 (2009); *see also* Ryan D. King, Kecia R. Johnson & Kelly McGeever, *Demography of the Legal Profession and Racial Disparities in Sentencing*, 44 L. & Soc'y Rev. 1, 23, 26 (2010).

<sup>21</sup> Farrell et al., *supra* note 20, at 122; David Alan Sklansky, *Not Your Father's Police Department: Making Sense of the New Demographics of Law Enforcement*, 96 J. Crim. L. & Criminology 1209, 1224-26 (2006); *see also* Geoff Ward, Amy Farrell & Danielle Rousseau, *Does Racial Balance in Workforce Representation Yield Equal Justice?: Race Relations of Sentencing in Federal Court Organizations*, 43 Law & Soc'y Rev. 757, 773 (2009).

<sup>22</sup> Sklansky, *supra* note 21, at 1230; *see, e.g.*, Kenneth Bolton Jr. & Joe R. Feagin, *Black in Blue: African-American Police Officers and Racism* (2004).

<sup>23</sup> Jennifer L. Peresie, *Female Judges Matter: Gender and Collegial Decisionmaking in the Federal Appellate Courts*, 114 Yale L.J. 1759, 1778 (2005).

<sup>24</sup> Roscoe C. Howard, Jr., *Changing the System from Within: An Essay Calling on More African Americans to Consider Being Prosecutors*, Widener L. Symp. J. 139, 164 (2000); Ward et al., *supra* note 21, at 773.

<sup>25</sup> Angela J. Davis, *Prosecution and Race: The Power and Privilege of Discretion*, 67 Fordham L. Rev. 13, 39 (1998).

<sup>26</sup> Edward E. Hubbard, *The Diversity Scorecard: Evaluating the Impact of Diversity on Organizational Performance* 12, 16 (2004).

<sup>27</sup> Taylor H. Cox & Stacy Blake, *Managing Cultural Diversity: Implications for Organizational Competitiveness*, 5 The Executive, Aug. 1991, at 50.

<sup>28</sup> *Id.*

<sup>29</sup> Howard, *supra* note 24, at 164.

<sup>30</sup> Cruz Reynoso, *A Survey of Latino Lawyers in Los Angeles County—Their Professional Lives and Opinions*, 38 U.C. Davis L. Rev. 1563, 1599 (2005).

<sup>31</sup> *Id.* at 1625.

<sup>32</sup> Sklansky, *supra* note 21, at 1228.

<sup>33</sup> Jason Sunshine & Tom R. Tyler, *The Role of Procedural Justice and Legitimacy in Shaping Public Support for Policing*, 37 Law & Soc'y Rev. 513, 523 (2003).

<sup>34</sup> Tom R. Tyler, *Multiculturalism and the Willingness of Citizens to Defer to Law and to Legal Authorities*, 25 Law & Soc. Inquiry 983, 1015 (2000).

<sup>35</sup> *Id.*

<sup>36</sup> The State Bar of Cal., *Summary Results: Survey of Members of the State Bar of California* 8 (Dec. 2001).

<sup>37</sup> *See* Ryan D. King, Kecia R. Johnson & Kelly McGeever, *Demography of the Legal Profession and Racial Disparities in Sentencing*, 44 L. & Soc'y Rev. 1, 23, 26 (2010).

<sup>38</sup> For race and ethnicity data of all California law students enrolled in 2013-14, *see* Nat'l Ass'n for Law Placement, *NALP Directory of Law Schools*, The Ass'n for Legal Career Profs, accessed May 20, 2015, available at <[http://www.nalplawsonline.org/ndlsdir\\_search\\_advanced.asp](http://www.nalplawsonline.org/ndlsdir_search_advanced.asp)>.

<sup>39</sup> Sarah Redfield, *Diversity Realized: Putting the Walk with the Talk for Diversity in the Legal Profession* 2 (2009).

<sup>40</sup> Deborah L. Rhode, *Law Is the Least Diverse Profession in the Nation And Lawyers Aren't Doing Enough To Change That*, Wash. Post, May 27, 2015, available at <[www.washingtonpost.com](http://www.washingtonpost.com)>.

<sup>41</sup> Jason P. Nance & Paul E. Madsen, *An Empirical Analysis of Diversity in the Legal Profession*, 47 Conn. L. Rev. 271, 287 (2014).

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<sup>42</sup> *Prohibition Against Discrimination or Preferential Treatment and Other Public Entities. Initiative Constitutional Amendment*, November 5th, 1996 Gen. Election, available at <<http://vote96.sos.ca.gov/html/BP/209.htm>> (last visited July 9, 2015).

<sup>43</sup> *Id.*

<sup>44</sup> Caitlin Knowles Myers, *A Cure for Discrimination? Affirmative Action and the Case of California Proposition 209* 20-21 (Inst. for the Study of Labor, Working Paper No. 1674, 2005).

<sup>45</sup> Opinion, *Proposition 209 Shuts the Door*, N.Y. Times, Apr. 4, 1998, available at <[www.nytimes.com](http://www.nytimes.com)>.

<sup>46</sup> Rhode, *supra* note 40 (citing Debra Cassens Weiss, *Partners in Study Gave Legal Memo a Lower Rating When Told Author Wasn't White*, A.B.A., Apr. 21, 2014, available at <[www.abajournal.com](http://www.abajournal.com)>).

<sup>47</sup> Rhode, *supra* note 46.

<sup>48</sup> Nat'l Ass'n of Women Lawyers, *Report of the Eighth Annual NAWL National Survey on Retention and Promotion of Women in Law Firms* 14 (Feb. 2014).

<sup>49</sup> *Id.* at 3.

<sup>50</sup> Nat'l Ass'n for Law Placement, *Despite Small Gains in the Representation of Women and Minorities Among Equity Partners, Broad Disparities Remain*, NALP Bulletin, June 2015, available at <<http://www.nalp.org/0615research>>.

<sup>51</sup> R. Michael Cassidy, Viewpoint, *Promoting Diversity in the Criminal Justice System*, Boston B.J., Spring 2015, at 20, 22.

## Appendix 1: Survey Form Distributed to California District Attorney Offices by the Stanford Criminal Justice Center

COUNTY:

NAME:

ADDRESS:

EMAIL:

TELEPHONE:

Stanford Law School

Please record the number of full-time and part-time prosecutors in the chart below and answer the two questions at the bottom of the page. To make the process easier, you may consider using data your office/county collected for the EEO-4 reports. Please return the completed form to Debbie Mukamal at Stanford Law School, 559 Nathan Abbott Way, Stanford, CA 94305-8610 or at dmukamal@law.stanford.edu.

YEAR COLLECTED (circle one): 2013 2015 Other: \_\_\_\_\_

	Total	Male					Female				
		Non-Hispanic Origin		Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-Hispanic Origin		Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
		White	Black				White	Black			
<b>PERMANENT FULL-TIME PROSECUTORS<sup>1</sup></b>											
District Attorney											
Supervising Prosecutors <sup>2</sup>											
Line Prosecutors <sup>3</sup>											
<b>PART-TIME AND TEMPORARY PROSECUTORS<sup>4</sup></b>											
Supervising Prosecutors											
Line Prosecutors											

1. Prosecutors include all attorneys responsible for prosecuting criminal cases or supervising the prosecution of criminal cases. Temporary employees **are not** included.

2. Non-elected prosecutors **with** supervisory or managerial titles

3. Non-elected prosecutors **without** supervisory or managerial titles

4. Prosecutors include all attorneys responsible for prosecuting criminal cases or supervising the prosecution of criminal cases. Temporary employees **are** included.

1. At which point in the employment process was information collected from employees? \_\_\_\_\_

2. How was this information collected (circle one)? Self-Identification Visual Survey Other: \_\_\_\_\_

If your office uses a form please include it.

**Appendix 2: Total Full-Time Prosecutors in California, by County**

<b>Total Full-Time Prosecutors</b>													
<b>County</b>	<b>Male</b>						<b>Female</b>						<b>Grand Total</b>
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	
<b>Alameda</b>	57	11	6	11	0	85	34	10	6	12	0	62	147
<b>Alpine</b>	0	0	0	0	0	0	1	0	0	0	0	1	1
<b>Amador</b>	3	0	0	0	0	3	5	0	0	0	0	5	8
<b>Butte</b>	14	0	2	0	0	16	11	0	2	1	0	14	30
<b>Calaveras</b>	5	0	0	0	0	5	1	0	0	1	0	2	7
<b>Colusa</b>	4	0	0	0	0	4	0	0	0	0	0	0	4
<b>Contra Costa</b>	45	1	1	6	1	54	30	5	3	4	0	42	96
<b>Del Norte</b>	2	0	0	0	0	2	0	0	3	0	0	3	5
<b>El Dorado</b>	12	0	0	1	0	13	5	0	1	0	0	6	19
<b>Fresno</b>	50	2	4	7	0	63	32	2	3	4	0	41	104
<b>Humboldt</b>	0	0	0	0	7	7	1	0	0	0	5	6	13
<b>Imperial</b>	6	0	6	1	0	13	7	0	1	0	0	8	21
<b>Inyo</b>	1	0	0	1	0	2	2	0	0	0	0	2	4
<b>Kern</b>	52	0	2	4	1	59	27	4	2	3	1	37	96
<b>Lake</b>	8	0	1	0	0	9	5	0	0	1	0	6	15
<b>Los Angeles</b>	297	31	59	66	1	454	270	58	62	92	1	483	937
<b>Marin</b>	9	1	1	1	0	12	11	0	2	4	0	17	29
<b>Mariposa</b>	1	0	1	1	0	3	0	0	1	0	0	1	4
<b>Merced</b>	14	0	1	1	0	16	5	0	0	0	0	5	21

<b>Total Full-Time Prosecutors</b>													
<b>County</b>	<b>Male</b>						<b>Female</b>						<b>Grand Total</b>
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	
<b>Modoc</b>	1	0	0	0	0	1	1	0	0	0	0	1	2
<b>Mono**</b>	4	0	0	0	0	4	0	0	0	0	0	0	4
<b>Monterey*</b>	26	0	2	2	0	30	21	1	2	3	0	27	57
<b>Napa</b>	8	0	0	1	0	9	12	1	0	0	0	13	22
<b>Nevada</b>	4	0	0	1	0	5	3	1	0	1	0	5	10
<b>Orange**†</b>	95	2	7	10	13	127	95	5	7	11	8	126	253
<b>Placer</b>	23	0	2	0	0	25	14	0	0	2	0	16	41
<b>Plumas</b>	2	0	0	0	0	2	1	0	0	0	0	1	3
<b>Riverside</b>	78	6	14	9	15	122	79	6	10	12	15	122	244
<b>Sacramento</b>	61	6	4	9	0	80	65	0	6	5	0	76	156
<b>San Benito</b>	1	0	0	0	0	1	4	0	0	0	0	4	5
<b>San Bernardino*</b>	78	4	9	13	4	108	64	5	9	1	6	85	193
<b>San Diego</b>	118	7	20	17	1	163	107	7	22	20	1	157	320
<b>San Francisco</b>	36	4	7	9	4	60	33	12	6	15	3	69	129
<b>San Joaquin</b>	35	2	3	2	1	43	25	2	3	1	0	31	74
<b>San Luis Obispo</b>	18	0	1	1	0	20	13	0	1	0	0	14	34
<b>San Mateo</b>	17	3	2	2	0	24	22	1	3	4	0	30	54
<b>Santa Barbara</b>	18	0	1	4	0	23	15	0	3	2	0	20	43
<b>Santa Clara**</b>	62	2	6	13	14	97	49	5	6	13	14	87	184
<b>Santa Cruz ††</b>	12	1	3	3	0	19	12	1	2	3	0	18	37
<b>Shasta</b>	12	0	0	1	0	13	9	0	0	0	0	9	22

<b>Total Full-Time Prosecutors</b>													
<b>County</b>	<b>Male</b>						<b>Female</b>						<b>Grand Total</b>
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	
<b>Sierra</b>	1	0	0	0	0	1	0	0	0	0	0	0	1
<b>Siskiyou</b>	6	0	0	0	0	6	1	1	0	0	0	2	8
<b>Solano**</b>	10	1	1	8	0	20	17	4	3	6	0	30	50
<b>Sonoma</b>	20	0	2	2	0	24	17	1	3	1	1	23	47
<b>Stanislaus</b>	19	0	3	0	0	22	13	0	3	4	1	21	43
<b>Sutter</b>	5	0	0	0	0	5	4	0	0	1	0	5	10
<b>Tehama</b>	6	0	0	0	0	6	1	0	1	0	0	2	8
<b>Trinity</b>	1	0	0	0	0	1	3	0	0	0	0	3	4
<b>Tuolumne</b>	2	0	1	0	0	3	4	0	0	0	0	4	7
<b>Ventura</b>	41	0	4	2	0	47	37	2	1	7	0	47	94
<b>Yolo</b>	16	0	1	1	0	18	14	0	1	3	0	18	36
<b>Yuba</b>	6	0	0	0	0	6	3	0	0	0	0	3	9
<b>Total</b>	1422	84	177	210	63	1955	1205	134	178	237	56	1810	3765
* Data collected for 2014													
** Data collected for 2013													
† Orange County did not distinguish prosecutors from other professionals: the numbers provided here are estimates of the number of prosecutors within each category. See endnote 11.													
†† Santa Cruz County did not distinguish prosecutors from other professionals, but it appears that all of the professionals in the office are prosecutors. See endnote 11.													

### Appendix 3: Total Part-Time Prosecutors in California, by County

<b>Total Part-Time Prosecutors</b>														
<b>County</b>	<b>Male</b>						<b>Female</b>						<b>Grand Total</b>	
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>		
Alameda	0	0	0	0	0	0	2	0	0	0	0	0	2	2
Amador	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Butte	3	0	0	0	0	3	0	0	0	0	0	0	0	3
Contra Costa	2	1	2	1	0	6	2	1	1	0	0	0	4	10
Fresno	3	0	0	0	0	3	0	0	0	0	0	0	0	3
Lake	1	0	0	0	0	1	0	0	0	0	0	0	0	1
Los Angeles	15	0	0	0	0	15	28	1	3	9	0	0	41	56
Marin	0	0	0	0	0	0	1	0	0	1	0	0	2	2
Merced	2	0	0	0	0	2	0	0	0	0	0	0	0	2
Napa	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Placer	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Riverside	0	0	0	0	0	0	3	0	0	0	0	0	3	3
Sacramento	4	0	0	0	0	4	11	1	0	3	0	0	15	19
San Diego	4	0	1	0	0	5	7	0	0	0	0	0	7	12
San Francisco	2	0	0	0	0	2	2	0	0	0	0	0	2	4
San Luis Obispo	1	0	0	0	0	1	1	0	0	0	0	0	1	2
San Mateo	0	0	0	0	0	0	3	0	0	1	0	0	4	4
Santa Barbara	1	0	0	0	0	1	3	0	0	0	0	0	3	4
Siskiyou	0	0	0	0	0	0	1	0	0	0	0	0	1	1

<b>Total Part-Time Prosecutors</b>													
<b>County</b>	<b>Male</b>						<b>Female</b>						<b>Grand Total</b>
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	
<b>Solano**</b>	0	0	0	0	0	0	1	0	0	0	0	0	1
<b>Sonoma</b>	0	0	0	0	0	0	2	0	0	0	0	0	2
<b>Stanislaus</b>	1	0	0	0	0	1	0	0	0	0	0	0	0
<b>Tuolumne</b>	1	0	0	0	0	1	0	0	0	0	0	0	0
<b>Ventura</b>	0	0	0	1	0	1	2	0	0	0	0	0	2
<b>Total</b>	40	1	3	2	0	46	72	3	4	14	0	93	139

\*\* Data collected for 2013

**Appendix 4: Percentage Representation of Total Full-Time Prosecutors in  
California, by County**

<b>Percentage Representation of Total Full-Time Prosecutors</b>												
<b>County</b>	<b>Male</b>						<b>Female</b>					
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>
<b>Alameda</b>	38.8%	7.5%	4.1%	7.5%	0.0%	57.8%	23.1%	6.8%	4.1%	8.2%	0.0%	42.2%
<b>Alpine</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Amador</b>	37.5%	0.0%	0.0%	0.0%	0.0%	37.5%	62.5%	0.0%	0.0%	0.0%	0.0%	62.5%
<b>Butte</b>	46.7%	0.0%	6.7%	0.0%	0.0%	53.3%	36.7%	0.0%	6.7%	3.3%	0.0%	46.7%
<b>Calaveras</b>	71.4%	0.0%	0.0%	0.0%	0.0%	71.4%	14.3%	0.0%	0.0%	14.3%	0.0%	28.6%
<b>Colusa</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Contra Costa</b>	46.9%	1.0%	1.0%	6.3%	1.0%	56.3%	31.3%	5.2%	3.1%	4.2%	0.0%	43.8%
<b>Del Norte</b>	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	60.0%	0.0%	0.0%	60.0%
<b>El Dorado</b>	63.2%	0.0%	0.0%	5.3%	0.0%	68.4%	26.3%	0.0%	5.3%	0.0%	0.0%	31.6%
<b>Fresno</b>	48.1%	1.9%	3.8%	6.7%	0.0%	60.6%	30.8%	1.9%	2.9%	3.8%	0.0%	39.4%
<b>Humboldt</b>	0.0%	0.0%	0.0%	0.0%	53.8%	53.8%	7.7%	0.0%	0.0%	0.0%	38.5%	46.2%
<b>Imperial</b>	28.6%	0.0%	28.6%	4.8%	0.0%	61.9%	33.3%	0.0%	4.8%	0.0%	0.0%	38.1%
<b>Inyo</b>	25.0%	0.0%	0.0%	25.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Kern</b>	54.2%	0.0%	2.1%	4.2%	1.0%	61.5%	28.1%	4.2%	2.1%	3.1%	1.0%	38.5%
<b>Lake</b>	53.3%	0.0%	6.7%	0.0%	0.0%	60.0%	33.3%	0.0%	0.0%	6.7%	0.0%	40.0%
<b>Los Angeles</b>	31.7%	3.3%	6.3%	7.0%	0.1%	48.5%	28.8%	6.2%	6.6%	9.8%	0.1%	51.5%
<b>Marin</b>	31.0%	3.4%	3.4%	3.4%	0.0%	41.4%	37.9%	0.0%	6.9%	13.8%	0.0%	58.6%
<b>Mariposa</b>	25.0%	0.0%	25.0%	25.0%	0.0%	75.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%

**Percentage Representation of Total Full-Time Prosecutors**

County	Male						Female					
	White	Black	Latino	Asian or Pacific Islander	Other	Total	White	Black	Latino	Asian or Pacific Islander	Other	Total
<b>Merced</b>	66.7%	0.0%	4.8%	4.8%	0.0%	76.2%	23.8%	0.0%	0.0%	0.0%	0.0%	23.8%
<b>Modoc</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Mono**</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Monterey*</b>	45.6%	0.0%	3.5%	3.5%	0.0%	52.6%	36.8%	1.8%	3.5%	5.3%	0.0%	47.4%
<b>Napa</b>	36.4%	0.0%	0.0%	4.5%	0.0%	40.9%	54.5%	4.5%	0.0%	0.0%	0.0%	59.1%
<b>Nevada</b>	40.0%	0.0%	0.0%	10.0%	0.0%	50.0%	30.0%	10.0%	0.0%	10.0%	0.0%	50.0%
<b>Orange**†</b>	37.5%	0.8%	2.8%	4.0%	5.1%	50.2%	37.5%	2.0%	2.8%	4.3%	3.2%	49.8%
<b>Placer</b>	56.1%	0.0%	4.9%	0.0%	0.0%	61.0%	34.1%	0.0%	0.0%	4.9%	0.0%	39.0%
<b>Plumas</b>	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Riverside</b>	32.0%	2.5%	5.7%	3.7%	6.1%	50.0%	32.4%	2.5%	4.1%	4.9%	6.1%	50.0%
<b>Sacramento</b>	39.1%	3.8%	2.6%	5.8%	0.0%	51.3%	41.7%	0.0%	3.8%	3.2%	0.0%	48.7%
<b>San Benito</b>	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	80.0%
<b>San Bernardino*</b>	40.4%	2.1%	4.7%	6.7%	2.1%	56.0%	33.2%	2.6%	4.7%	0.5%	3.1%	44.0%
<b>San Diego</b>	36.9%	2.2%	6.3%	5.3%	0.3%	50.9%	33.4%	2.2%	6.9%	6.3%	0.3%	49.1%
<b>San Francisco</b>	27.9%	3.1%	5.4%	7.0%	3.1%	46.5%	25.6%	9.3%	4.7%	11.6%	2.3%	53.5%
<b>San Joaquin</b>	47.3%	2.7%	4.1%	2.7%	1.4%	58.1%	33.8%	2.7%	4.1%	1.4%	0.0%	41.9%
<b>San Luis Obispo</b>	52.9%	0.0%	2.9%	2.9%	0.0%	58.8%	38.2%	0.0%	2.9%	0.0%	0.0%	41.2%
<b>San Mateo</b>	31.5%	5.6%	3.7%	3.7%	0.0%	44.4%	40.7%	1.9%	5.6%	7.4%	0.0%	55.6%
<b>Santa Barbara</b>	41.9%	0.0%	2.3%	9.3%	0.0%	53.5%	34.9%	0.0%	7.0%	4.7%	0.0%	46.5%
<b>Santa Clara**</b>	33.7%	1.1%	3.3%	7.1%	7.6%	52.7%	26.6%	2.7%	3.3%	7.1%	7.6%	47.3%
<b>Santa Cruz ††</b>	32.4%	2.7%	8.1%	8.1%	0.0%	51.4%	32.4%	2.7%	5.4%	8.1%	0.0%	48.6%
<b>Shasta</b>	54.5%	0.0%	0.0%	4.5%	0.0%	59.1%	40.9%	0.0%	0.0%	0.0%	0.0%	40.9%

Percentage Representation of Total Full-Time Prosecutors												
County	Male						Female					
	White	Black	Latino	Asian or Pacific Islander	Other	Total	White	Black	Latino	Asian or Pacific Islander	Other	Total
<b>Sierra</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Siskiyou</b>	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%	12.5%	12.5%	0.0%	0.0%	0.0%	25.0%
<b>Solano**</b>	20.0%	2.0%	2.0%	16.0%	0.0%	40.0%	34.0%	8.0%	6.0%	12.0%	0.0%	60.0%
<b>Sonoma</b>	42.6%	0.0%	4.3%	4.3%	0.0%	51.1%	36.2%	2.1%	6.4%	2.1%	2.1%	48.9%
<b>Stanislaus</b>	44.2%	0.0%	7.0%	0.0%	0.0%	51.2%	30.2%	0.0%	7.0%	9.3%	2.3%	48.8%
<b>Sutter</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	40.0%	0.0%	0.0%	10.0%	0.0%	50.0%
<b>Tehama</b>	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%	12.5%	0.0%	12.5%	0.0%	0.0%	25.0%
<b>Trinity</b>	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%
<b>Tuolumne</b>	28.6%	0.0%	14.3%	0.0%	0.0%	42.9%	57.1%	0.0%	0.0%	0.0%	0.0%	57.1%
<b>Ventura</b>	43.6%	0.0%	4.3%	2.1%	0.0%	50.0%	39.4%	2.1%	1.1%	7.4%	0.0%	50.0%
<b>Yolo</b>	44.4%	0.0%	2.8%	2.8%	0.0%	50.0%	38.9%	0.0%	2.8%	8.3%	0.0%	50.0%
<b>Yuba</b>	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Total</b>	37.8%	2.2%	4.7%	5.6%	1.6%	51.9%	32.0%	3.6%	4.7%	6.3%	1.5%	48.1%

\* Data collected for 2014

\*\* Data collected for 2013

† Orange County did not distinguish prosecutors from other professionals: the numbers provided here are estimates of the number of prosecutors within each category. See endnote 11.

†† Santa Cruz County did not distinguish prosecutors from other professionals, but it appears that all of the professionals in the office are prosecutors. See endnote 11.

**Appendix 5: Percentage Representation of Part-Time Prosecutors in  
California, by County**

<b>Percentage Representation of Part-Time Prosecutors</b>												
<b>County</b>	<b>Male</b>						<b>Female</b>					
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>
<b>Alameda</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Amador</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Butte</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Contra Costa</b>	20.0%	10.0%	20.0%	10.0%	0.0%	60.0%	20.0%	10.0%	10.0%	0.0%	0.0%	40.0%
<b>Fresno</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Lake</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Los Angeles</b>	26.8%	0.0%	0.0%	0.0%	0.0%	26.8%	50.0%	1.8%	5.4%	16.1%	0.0%	73.2%
<b>Marin</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	100.0%
<b>Merced</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Napa</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Placer</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Riverside</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Sacramento</b>	21.1%	0.0%	0.0%	0.0%	0.0%	21.1%	57.9%	5.3%	0.0%	15.8%	0.0%	78.9%
<b>San Diego</b>	33.3%	0.0%	8.3%	0.0%	0.0%	41.7%	58.3%	0.0%	0.0%	0.0%	0.0%	58.3%
<b>San Francisco</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%

Percentage Representation of Part-Time Prosecutors												
County	Male						Female					
	White	Black	Latino	Asian or Pacific Islander	Other	Total	White	Black	Latino	Asian or Pacific Islander	Other	Total
<b>San Luis Obispo</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>San Mateo</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	0.0%	100.0%
<b>Santa Barbara</b>	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%
<b>Siskiyou</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Solano**</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Sonoma</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Stanislaus</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Tuolumne</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Ventura</b>	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%
<b>Total</b>	28.8%	0.7%	2.2%	1.4%	0.0%	33.1%	51.8%	2.2%	2.9%	10.1%	0.0%	66.9%

\*\* Data collected for 2013

## Appendix 6: Full-Time Supervisory Prosecutors in California, by County

<b>Full-Time Supervisory Prosecutors</b>													
<b>County</b>	<b>Male</b>						<b>Female</b>						<b>Grand Total</b>
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	
Alameda	19	3	2	3	0	27	10	3	0	2	0	15	42
Alpine	0	0	0	0	0	0	1	0	0	0	0	1	1
Amador	1	0	0	0	0	1	1	0	0	0	0	1	2
Butte	5	0	1	0	0	6	1	0	0	0	0	1	7
Calaveras	1	0	0	0	0	1	1	0	0	1	0	2	3
Colusa	4	0	0	0	0	4	0	0	0	0	0	0	4
Contra Costa	13	0	0	0	0	13	8	0	0	0	0	8	21
Del Norte	1	0	0	0	0	1	0	0	1	0	0	1	2
El Dorado	3	0	0	0	0	3	0	0	0	0	0	0	3
Fresno	6	0	0	0	0	6	4	0	1	1	0	6	12
Humboldt	0	0	0	0	0	0	1	0	0	0	0	1	1
Imperial	1	0	1	0	0	2	2	0	1	0	0	3	5
Inyo	1	0	0	0	0	1	1	0	0	0	0	1	2
Kern	6	0	0	0	0	6	6	0	0	0	0	6	12
Lake	1	0	1	0	0	2	0	0	0	0	0	0	2
Los Angeles	129	14	30	19	0	192	114	20	20	23	0	177	369
Marin	2	0	0	0	0	2	1	0	0	1	0	2	4
Mariposa	1	0	0	0	0	1	0	0	0	0	0	0	1
Merced	4	0	0	0	0	4	0	0	0	0	0	0	4

**Full-Time Supervisory Prosecutors**

County	Male						Female						Grand Total
	White	Black	Latino	Asian or Pacific Islander	Other	Total	White	Black	Latino	Asian or Pacific Islander	Other	Total	
Modoc	1	0	0	0	0	1	1	0	0	0	0	1	2
Mono**	2	0	0	0	0	2	0	0	0	0	0	0	2
Monterey*	3	0	2	0	0	5	3	0	0	0	0	3	8
Napa	2	0	0	0	0	2	1	0	0	0	0	1	3
Nevada	2	0	0	0	0	2	0	0	0	0	0	0	2
Orange**†	0	0	1	0	0	1	0	0	0	0	0	0	1
Placer	7	0	0	0	0	7	1	0	0	0	0	1	8
Plumas	2	0	0	0	0	2	1	0	0	0	0	1	3
Riverside	10	1	3	3	1	18	9	1	0	0	1	11	29
Sacramento	23	3	2	1	0	29	10	0	1	1	0	12	41
San Benito	0	0	0	0	0	0	1	0	0	0	0	1	1
San Bernardino*	11	0	2	2	0	15	3	0	0	1	0	4	19
San Diego	14	1	1	0	1	17	9	1	3	0	0	13	30
San Francisco	5	1	1	4	0	11	5	0	3	3	0	11	22
San Joaquin	6	1	0	0	0	7	3	0	1	0	0	4	11
San Luis Obispo	3	0	0	0	0	3	1	0	0	0	0	1	4
San Mateo	6	1	1	0	0	8	2	0	0	1	0	3	11
Santa Barbara	2	0	0	1	0	3	2	0	0	0	0	2	5
Santa Clara**	5	0	1	1	0	7	1	0	0	0	0	1	8
Santa Cruz ††	1	0	0	0	0	1	0	0	0	0	0	0	1
Shasta	4	0	0	0	0	4	3	0	0	0	0	3	7

Full-Time Supervisory Prosecutors													
County	Male						Female						Grand Total
	White	Black	Latino	Asian or Pacific Islander	Other	Total	White	Black	Latino	Asian or Pacific Islander	Other	Total	
Sierra	1	0	0	0	0	1	0	0	0	0	0	0	1
Siskiyou	2	0	0	0	0	2	0	0	0	0	0	0	2
Solano**	3	0	0	1	0	4	3	1	1	0	0	5	9
Sonoma	3	0	0	0	0	3	2	0	1	0	0	3	6
Stanislaus	2	0	0	0	0	2	3	0	0	0	0	3	5
Sutter	1	0	0	0	0	1	2	0	0	0	0	2	3
Tehama	1	0	0	0	0	1	0	0	0	0	0	0	1
Trinity	1	0	0	0	0	1	0	0	0	0	0	0	1
Tuolumne	1	0	0	0	0	1	1	0	0	0	0	1	2
Ventura	8	0	1	0	0	9	4	0	0	0	0	4	13
Yolo	8	0	0	0	0	8	1	0	0	0	0	1	9
Yuba	2	0	0	0	0	2	0	0	0	0	0	0	2
<b>Total</b>	340	25	50	35	2	452	223	26	33	34	1	317	769

\* Data collected for 2014

\*\* Data collected for 2013

† Orange County did not distinguish prosecutors from other professionals: the numbers provided here are estimates of the number of prosecutors within each category. See endnote 11.

†† Santa Cruz County did not distinguish prosecutors from other professionals, but it appears that all of the professionals in the office are prosecutors. See endnote 11.

**Appendix 7: Part-Time Supervisory Prosecutors in California, by County**

<b>Part-Time Supervisory Prosecutors</b>													
<b>County</b>	<b>Male</b>						<b>Female</b>						<b>Grand Total</b>
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	
<b>Alameda</b>	0	0	0	0	0	0	1	0	0	0	0	1	1
<b>Los Angeles</b>	12	0	0	0	0	12	7	0	1	0	0	8	20
<b>Total</b>	12	0	0	0	0	12	8	0	1	0	0	9	21

**Appendix 8: Percentage Representation of Full-Time Supervisory Prosecutors  
in California, by County**

<b>Percentage Representation of Full-Time Supervisory Prosecutors</b>												
<b>County</b>	<b>Male</b>						<b>Female</b>					
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>
<b>Alameda</b>	45.2%	7.1%	4.8%	7.1%	0.0%	64.3%	23.8%	7.1%	0.0%	4.8%	0.0%	35.7%
<b>Alpine</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Amador</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Butte</b>	71.4%	0.0%	14.3%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%
<b>Calaveras</b>	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	33.3%	0.0%	66.7%
<b>Colusa</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Contra Costa</b>	61.9%	0.0%	0.0%	0.0%	0.0%	61.9%	38.1%	0.0%	0.0%	0.0%	0.0%	38.1%
<b>Del Norte</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%
<b>El Dorado</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Fresno</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	33.3%	0.0%	8.3%	8.3%	0.0%	50.0%
<b>Humboldt</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Imperial</b>	20.0%	0.0%	20.0%	0.0%	0.0%	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	60.0%
<b>Inyo</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Kern</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Lake</b>	50.0%	0.0%	50.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Los Angeles</b>	35.0%	3.8%	8.1%	5.1%	0.0%	52.0%	30.9%	5.4%	5.4%	6.2%	0.0%	48.0%
<b>Marin</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	25.0%	0.0%	50.0%
<b>Mariposa</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Merced</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Percentage Representation of Full-Time Supervisory Prosecutors**

County	Male						Female					
	White	Black	Latino	Asian or Pacific Islander	Other	Total	White	Black	Latino	Asian or Pacific Islander	Other	Total
<b>Modoc</b>	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Mono**</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Monterey*</b>	37.5%	0.0%	25.0%	0.0%	0.0%	62.5%	37.5%	0.0%	0.0%	0.0%	0.0%	37.5%
<b>Napa</b>	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Nevada</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Orange**†</b>	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Placer</b>	87.5%	0.0%	0.0%	0.0%	0.0%	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%
<b>Plumas</b>	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Riverside</b>	34.5%	3.4%	10.3%	10.3%	3.4%	62.1%	31.0%	3.4%	0.0%	0.0%	3.4%	37.9%
<b>Sacramento</b>	56.1%	7.3%	4.9%	2.4%	0.0%	70.7%	24.4%	0.0%	2.4%	2.4%	0.0%	29.3%
<b>San Benito</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>San Bernardino*</b>	57.9%	0.0%	10.5%	10.5%	0.0%	78.9%	15.8%	0.0%	0.0%	5.3%	0.0%	21.1%
<b>San Diego</b>	46.7%	3.3%	3.3%	0.0%	3.3%	56.7%	30.0%	3.3%	10.0%	0.0%	0.0%	43.3%
<b>San Francisco</b>	22.7%	4.5%	4.5%	18.2%	0.0%	50.0%	22.7%	0.0%	13.6%	13.6%	0.0%	50.0%
<b>San Joaquin</b>	54.5%	9.1%	0.0%	0.0%	0.0%	63.6%	27.3%	0.0%	9.1%	0.0%	0.0%	36.4%
<b>San Luis Obispo</b>	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%
<b>San Mateo</b>	54.5%	9.1%	9.1%	0.0%	0.0%	72.7%	18.2%	0.0%	0.0%	9.1%	0.0%	27.3%
<b>Santa Barbara</b>	40.0%	0.0%	0.0%	20.0%	0.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%
<b>Santa Clara**</b>	62.5%	0.0%	12.5%	12.5%	0.0%	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%
<b>Santa Cruz ††</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Shasta</b>	57.1%	0.0%	0.0%	0.0%	0.0%	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	42.9%
<b>Sierra</b>	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Percentage Representation of Full-Time Supervisory Prosecutors												
County	Male						Female					
	White	Black	Latino	Asian or Pacific Islander	Other	Total	White	Black	Latino	Asian or Pacific Islander	Other	Total
Siskiyou	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Solano**	33.3%	0.0%	0.0%	11.1%	0.0%	44.4%	33.3%	11.1%	11.1%	0.0%	0.0%	55.6%
Sonoma	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	33.3%	0.0%	16.7%	0.0%	0.0%	50.0%
Stanislaus	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	60.0%
Sutter	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%
Tehama	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Trinity	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Tuolumne	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Ventura	61.5%	0.0%	7.7%	0.0%	0.0%	69.2%	30.8%	0.0%	0.0%	0.0%	0.0%	30.8%
Yolo	88.9%	0.0%	0.0%	0.0%	0.0%	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%
Yuba	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total</b>	44.2%	3.3%	6.5%	4.6%	0.3%	58.8%	29.0%	3.4%	4.3%	4.4%	0.1%	41.2%

\* Data collected for 2014

\*\* Data collected for 2013

† Orange County did not distinguish prosecutors from other professionals: the numbers provided here are estimates of the number of prosecutors within each category. See endnote 11.

†† Santa Cruz County did not distinguish prosecutors from other professionals, but it appears that all of the professionals in the office are prosecutors. See endnote 11.

**Appendix 9: Percentage Representation of Part-Time Supervisory Prosecutors  
in California, by County**

<b>Percentage Representation of Part-Time Supervisory Prosecutors</b>												
<b>County</b>	<b>Male</b>						<b>Female</b>					
	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Latino</b>	<b>Asian or Pacific Islander</b>	<b>Other</b>	<b>Total</b>
<b>Alameda</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Los Angeles</b>	60.0%	0.0%	0.0%	0.0%	0.0%	60.0%	35.0%	0.0%	5.0%	0.0%	0.0%	40.0%
<b>Total</b>	57.1%	0.0%	0.0%	0.0%	0.0%	57.1%	38.1%	0.0%	4.8%	0.0%	0.0%	42.9%

**Appendix 10: Elected District Attorneys in California, by County**

<b>Elected District Attorneys</b>			
<b>County</b>	<b>Name</b>	<b>Gender</b>	<b>Race/Ethnicity</b>
<b>Alameda</b>	Nancy O'Malley	Female	White
<b>Alpine</b>	Karen Dustman	Female	White
<b>Amador</b>	Todd Riebe	Male	White
<b>Butte</b>	Michael Ramsey	Male	White
<b>Calaveras</b>	Barbara Yook	Female	Asian
<b>Colusa</b>	John Poyner	Male	White
<b>Contra Costa</b>	Mark Peterson	Male	White
<b>Del Norte</b>	Dale Trigg	Male	White
<b>El Dorado</b>	Vern Pierson	Male	White
<b>Fresno</b>	Lisa Smittcamp	Female	White
<b>Humboldt</b>	Maggie Flemming	Female	White
<b>Imperial</b>	Gilbert Otero	Male	Latino
<b>Inyo</b>	Tom Hardy	Male	White

### Elected District Attorneys

<b>County</b>	<b>Name</b>	<b>Gender</b>	<b>Race/Ethnicity</b>
<b>Kern</b>	Lisa Green	Female	White
<b>Lake</b>	Don Anderson	Male	Latino
<b>Los Angeles</b>	Jackie Lacey	Female	Black
<b>Marin</b>	Edward Berberian	Male	White
<b>Mariposa</b>	Thomas Cooke	Male	White
<b>Merced</b>	Larry Morse	Male	White
<b>Modoc</b>	Jordan Funk	Male	White
<b>Mono</b>	Tim Kendall	Male	White
<b>Monterey</b>	Dean Flippo	Male	White
<b>Napa</b>	Gary Lieberstein	Male	White
<b>Nevada</b>	Clifford Newell	Male	White
<b>Orange</b>	Anthony Rackauckas	Male	Latino
<b>Placer</b>	Ronald Owens	Male	White
<b>Plumas</b>	David Hollister	Male	White
<b>Riverside</b>	Michael Hestrin	Male	Latino

**Elected District Attorneys**

<b>County</b>	<b>Name</b>	<b>Gender</b>	<b>Race/Ethnicity</b>
<b>Sacramento</b>	Anne Marie Shuber	Female	White
<b>San Benito</b>	Candice Hooper	Female	White
<b>San Bernardino</b>	Michael Ramos	Male	Latino
<b>San Diego</b>	Bonnie Dumanis	Female	White
<b>San Francisco</b>	George Gascón	Male	Latino
<b>San Joaquin</b>	Tori Verber Salazar	Female	White
<b>San Luis Obispo</b>	Dan Dow	Male	White
<b>San Mateo</b>	Stephen Wagstaffe	Male	White
<b>Santa Barbara</b>	Joyce Dudley	Female	White
<b>Santa Clara</b>	Jeffrey Rosen	Male	White
<b>Santa Cruz</b>	Jeff Rosell	Male	White
<b>Shasta</b>	Stephen Carlton	Male	White
<b>Sierra</b>	Lawrence Allen	Male	White
<b>Siskiyou</b>	Kirk Andrus	Male	White
<b>Solano</b>	Krishna Abrams	Female	White

### Elected District Attorneys

<b>County</b>	<b>Name</b>	<b>Gender</b>	<b>Race/Ethnicity</b>
<b>Sonoma</b>	Jill Ravitch	Female	White
<b>Stanislaus</b>	Birgit Fladager	Female	White
<b>Sutter</b>	Amanda Hopper	Female	White
<b>Tehama</b>	Gregg Cohen	Male	White
<b>Trinity</b>	Eric Heryford	Male	White
<b>Tuolumne</b>	Laura Krieg	Female	White
<b>Ventura</b>	Gregory Totten	Male	White
<b>Yolo</b>	Jeffrey Reisig	Male	White
<b>Yuba</b>	Patrick McGrath	Male	White

**Appendix 11: California State Bar-Certified Lawyers by Race and Gender  
as of December 2011**

<b>Gender</b>	
Male	60.6%
Female	39.4%

<b>Race or Ethnicity</b>	
White	79.3%
Black	2.7%
Latino	4.2%
Asian / Pacific Islander	7.7%
Other	6.1%

**Appendix 12: Law Students Enrolled in California Law Schools by Race and Ethnicity and Gender for 2013-14**

<b>Enrollment for 2013-14</b>	<b>Male</b>				<b>Female</b>			
<b>Law School</b>	<b>Black</b>	<b>Latino</b>	<b>American Indian</b>	<b>Asian or Pacific Islander</b>	<b>Black</b>	<b>Latino</b>	<b>American Indian</b>	<b>Asian or Pacific Islander</b>
California Western School of Law	2%	5%	1%	5%	1%	11%	2%	10%
Chapman University School of Law	0%	6%	0%	8%	0%	4%	0%	9%
Golden Gate University School of Law	1%	5%	0%	8%	2%	5%	1%	16%
Loyola Law School	1%	7%	0%	8%	2%	12%	0%	9%
Pepperdine University School of Law	2%	5%	1%	4%	3%	4%	1%	4%
Santa Clara University School of Law	1%	7%	0%	12%	1%	7%	0%	12%
Southwestern Law School	2%	8%	0%	4%	2%	12%	0%	6%
Stanford Law School	3%	7%	0%	5%	4%	5%	0%	7%
Thomas Jefferson School of Law	3%	8%	1%	6%	5%	10%	1%	8%
UCLA School of Law	2%	5%	1%	8%	2%	5%	1%	9%
Berkeley School of Law	3%	5%	1%	6%	3%	8%	1%	12%
UC Davis School of Law	0%	4%	0%	10%	1%	4%	0%	14%
UC Irvine School of Law	2%	6%	0%	11%	2%	9%	0%	14%
University of La Verne College of Law	3%	13%	1%	9%	3%	13%	0%	1%

<b>University of San Diego School of Law</b>	1%	4%	0%	7%	1%	7%	0%	9%
<b>University of San Francisco School of Law</b>	4%	7%	0%	7%	5%	9%	0%	10%
<b>USC Gould School of Law</b>	2%	6%	0%	8%	3%	5%	0%	9%
<b>University of the Pacific, McGeorge School of Law</b>	1%	6%	1%	9%	1%	5%	1%	8%
<b>Western State College of Law</b>	2%	8%	1%	7%	4%	13%	1%	8%
<b>Statewide Average</b>	1.8%	6.4%	0.0%	7.5%	2.4%	7.8%	0.1%	9.2%

**Appendix 13: Summary of Assistant United States Attorney Data Obtained  
through Spring 2015 FOIA Request**

**Assistant United States Attorneys by Race and Ethnicity and Gender, for Period Covering  
October 1, 2012 – September 30, 2013**

<b>RACE/ETHNICITY</b>																	
<b>TOTAL WORKFORCE</b>			<b>Latino</b>		<b>Non-Hispanic or Latino</b>												
					<b>White</b>		<b>Black or African-American</b>		<b>Asian</b>		<b>Native Hawaiian or Other Pacific Islander</b>		<b>American Indian or Alaska Native</b>		<b>Two or More Races</b>		
	<b>All</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>#</b>	5508	3438	2070	166	119	2882	1564	202	236	161	125	2	1	18	24	7	1
<b>%</b>	100	62.42	37.58	3.01	2.16	52.32	28.4	3.67	4.28	2.92	2.27	0.04	0.02	0.33	0.44	0.13	0.02

**Assistant United States Attorneys by Race and Ethnicity and Gender, for Period Covering  
October 1, 2013 – September 30, 2014**

<b>RACE/ETHNICITY</b>																	
<b>TOTAL WORKFORCE</b>			<b>Latino</b>		<b>Non-Hispanic or Latino</b>												
					<b>White</b>		<b>Black or African-American</b>		<b>Asian</b>		<b>Native Hawaiian or Other Pacific Islander</b>		<b>American Indian or Alaska Native</b>		<b>Two or More Races</b>		
	<b>All</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>#</b>	5508	3438	2070	166	119	2882	1564	202	236	161	125	2	1	18	24	7	1
<b>%</b>	100	62.42	37.58	3.01	2.16	52.32	28.4	3.67	4.28	2.92	2.27	0.04	0.02	0.33	0.44	0.13	0.02