



# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2017<sup>1</sup> POPULATION TRENDS OF RACIAL/ETHNIC MINORITIES IN THE STATE BAR OF TEXAS

This report presents demographic statistics on active State Bar of Texas minority attorney members. Attention is given to the growth rate, age, years licensed, geographical location, occupational setting, law firm size, and law school enrollment of minority attorneys.

#### SUMMARY FINDINGS

##### • 2007 TO 2017 NUMBERS AND GROWTH TRENDS (Page 2):

- Minority attorneys currently make up 21 percent of the State Bar membership as compared to 15 percent in 2007.
- There has been a 71 percent increase in the number of minority attorneys in Texas over the past 10 years, growing from 11,662 in 2007 to 19,894 in 2017.

##### • PROJECTIONS (Page 3):

- By 2022, minority attorneys are projected to make up 21 percent of the State Bar's membership based on 10 year average annual growth trends.

##### • AGE AND YEARS LICENSED (Page 4):

- The median age of minority attorneys is 42 and the median years licensed for Texas minority attorneys is 12 years.

##### • OCCUPATION AND LAW FIRM SIZE (Page 5):

- The two occupations minority attorneys are most concentrated in are private law practice (60 percent) and government (15 percent).

##### • TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2017-18 academic year, minorities made up 46 percent of the law students enrolled in Texas law schools.

<sup>1</sup> Texas attorney data in this report is based on the State Bar of Texas membership records as of December 31 of each of the cited years.

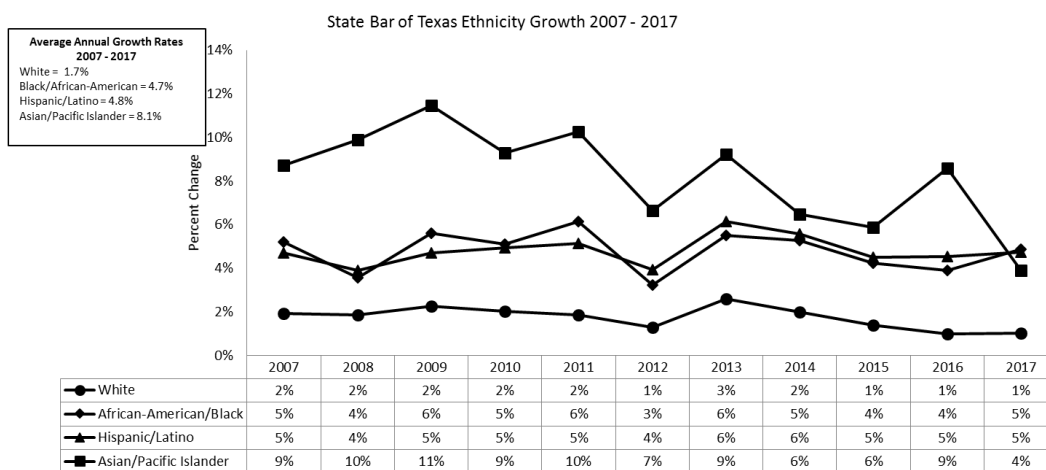
## 2007 TO 2017 NUMBERS AND GROWTH TRENDS

Racial/ethnic minority attorneys numbered 19,894 in 2017, comprising 21 percent of the State Bar membership. Of these, 8,932 were Hispanic/Latino, 5,266 were Black/African-American, 3,405 were Asian/Pacific Islander, and 340 were American Indian/Alaska Native. In addition, there were 1,177 attorneys who identified themselves as Other Race/Ethnicity, and 774 attorneys who identified themselves as two or more races. White attorneys numbered 77,298.

Race/Ethnicity	2007		2017		10 Year Percent Change
	Total	Percent	Total	Percent	
Total Racial/Ethnic Minorities	11,662	15.2%	19,894	20.5%	71%
Black/African-American	3,317	4.3%	5,266	5.4%	59%
Hispanic/Latino	5,584	7.3%	8,932	9.2%	60%
Asian/Pacific Islander	1,558	2.0%	3,405	3.5%	119%
American Indian/Alaska Native	233	0.3%	340	0.3%	46%
Two or More Races	--	--	774	0.8%	--
Other	970	1.3%	1,177	1.2%	21%
White	65,160	84.8%	77,298	79.5%	19%
Total	76,822	100.0%	97,192	100.0%	27%
Minority Percent of Total	15.2%		20.5%		

NOTE: Race/Ethnicity is self-reported and is not known for all attorney. Information on the category "two or more races" was not collected until 2008.

In 2007, approximately 15 percent (11,662) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2007-2017) has been an estimated 5.5 percent compounded average growth rate<sup>2</sup> per year for racial/ethnic minorities. Below is a graph of the estimated growth rates per year for the three largest minority groups and their White counterparts<sup>3</sup>.



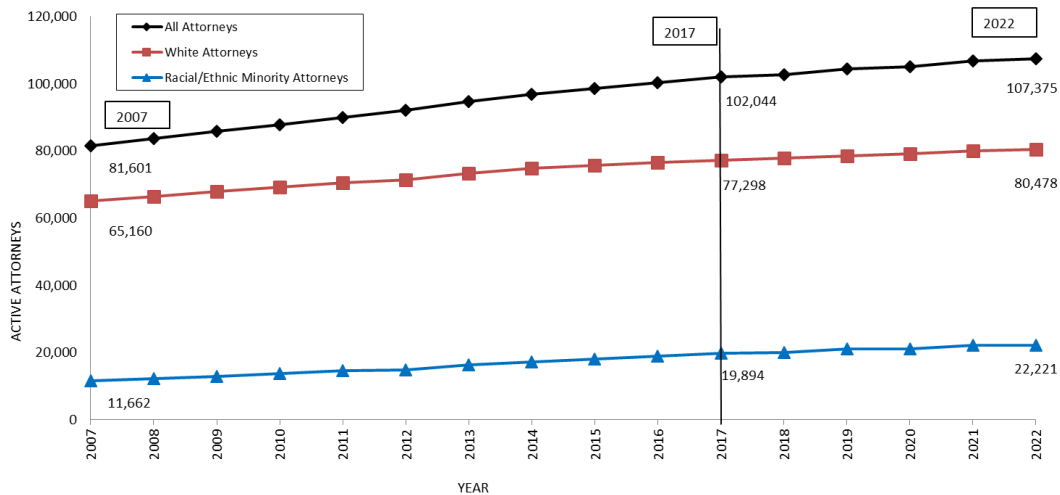
NOTE: The observed decline in 2012 is a result of data collection changes.

<sup>2</sup> The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate =  $((\text{Ending Year Y} / \text{Beginning Year X})^{(1 / \# \text{ of years})} - 1) * 100\%$ , where # of years is the number of years of growth from year X to year Y, or Y index number minus X index number.

<sup>3</sup> The annual growth rate is computed by dividing the yearly number of attorneys by the previous year's number, subtracting 1, then multiplying by 100%.

## PROJECTIONS

Each of the minority groups has an average growth rate that is more than double, and nearly five times greater in the case of Asian/Pacific Islanders than the growth rate of white attorneys. The result of these larger growth rates for racial/ethnic minority groups is that the groups represent an increasing percentage of the Bar's membership. The next graph shows this trend for all racial/ethnic minorities combined from 2007 to 2017 and projected to 2022 using the 2007-2017 average growth rates.



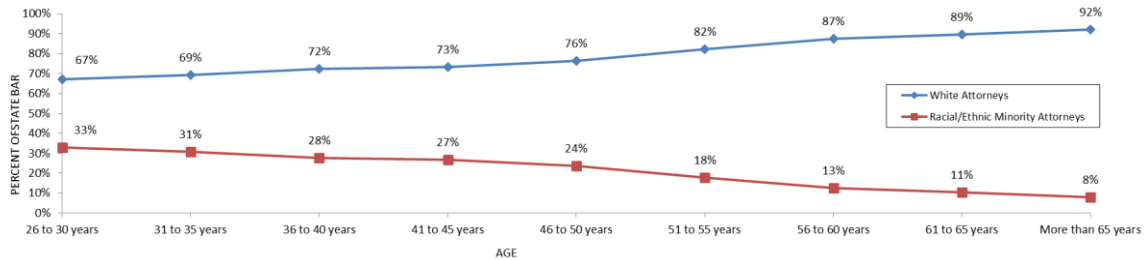
NOTE: Race/Ethnicity is self-reported and is not known for all attorneys.

The result of the larger average growth rate of racial/ethnic minorities is seen in the above graph. The number of racial/ethnic minority attorneys is predicted to change from 19,894 in 2017 to a projected 22,221 in 2022.

The average annual rate of increase in membership in the State Bar over the past ten years, 2007 to 2017, has averaged 8.1 percent for Asian/Pacific Islander attorneys, 4.8 percent for Hispanic/Latino attorneys, 4.7 percent for Black/African-American attorneys, and 3.9 percent for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 5.5 percent. These growth rates are all at least twice the growth rate of the White attorneys who have a growth rate of 1.7 percent for the same time period.

## AGE AND YEARS LICENSED

A graph of the percentages of racial/ethnic minority attorneys by age group is shown below. As can be seen, there is a trend toward greater representation of racial/ethnic minority attorneys with each younger age group.



The table below shows the medians (50<sup>th</sup> percentile) for age and years licensed<sup>4</sup> categories.

	Median Age	Median Years Licensed
<b>Race/Ethnicity</b>		
All Attorneys	49	19
White	51	22
Racial/Ethnic Minorities	42	12
Black/African-American	44	14
Hispanic/Latino	43	13
Asian/Pacific Islander	38	10
American Indian/Alaska Native	47	15
Two or More Races	34	6
Other	44	14

\*NOTE: Information on two or more races was not collected until 2008.

Racial/ethnic minorities are generally younger and have been licensed for fewer years than the overall State Bar membership.

Whereas the median age of White attorneys is 51 years, and the median years licensed is 22, the median age for racial/ethnic minority attorneys is 42 years old and licensed for 12 years. The youngest minority group is made up of attorneys who are Two or More Races, with a median age of 34, and the median years of licensure is six.

<sup>4</sup> Based on year first licensed in any jurisdiction.

## OCCUPATION AND LAW FIRM SIZE<sup>5</sup>

The next table shows statistics on occupation and law firm size. Although slightly less than two-thirds (64 percent) of Texas lawyers work in private law practice, there are significant differences in occupational setting and law firm size across racial/ethnic lines. Minorities have a higher representation among government attorneys – 15 percent of minority lawyers work for a branch of government, compared with 9 percent of White attorneys.

Minority attorneys tend to work in smaller firms than white attorneys. While 40 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys only 37 percent of all State Bar attorneys do.

	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 76,509		N = 18,924		N = 100,294	
	Count	Percent	Count	Percent	Count	Percent
<b>Primary Occupation</b>						
	(N = 65,667)		(N = 14,741)		(N = 84,154)	
Private Law Practice						
Solo Practitioners	14,566	22%	3,525	24%	19,146	23%
2 to 5 attorneys	9,786	15%	2,428	16%	12,721	15%
6 to 10 attorneys	3,577	5%	587	4%	4,325	5%
11 to 24 attorneys	3,642	6%	580	4%	4,375	5%
25 to 40 attorneys	1,835	3%	269	2%	2,180	3%
41 to 60 attorneys	1,068	2%	169	1%	1,282	2%
More than 60 attorneys	7,566	12%	1,220	8%	9,161	11%
Subtotal	42,040	64%	8,778	60%	53,190	63%
Government Attorney	6,157	9%	2,207	15%	8,727	10%
Full-Time Judge	1,323	2%	358	2%	1,759	2%
Law Faculty	457	1%	110	1%	602	1%
Corporate/In-House Counsel	7,560	12%	1,633	11%	9,566	11%
Other Law Related	2,222	3%	590	4%	2,951	4%
Other Non-Law Related	2,098	3%	391	3%	2,579	3%
Public Interest Lawyer	546	1%	342	2%	923	1%
Retired-Not Working	2,523	4%	159	1%	2,895	3%
Unemployed-Looking	286	<1%	111	1%	413	<1%
Unemployed-Not Looking	455	1%	62	<1%	549	1%

<sup>5</sup> Occupation and law firm size figures are estimates as these demographics are unknown for some attorneys. Law firm size figures are for private practitioners only.

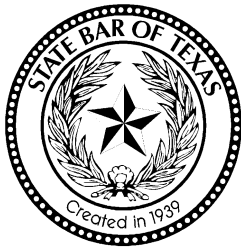
## TEXAS LAW SCHOOL ENROLLMENT<sup>6</sup>

Texas Southern had the highest percentage of racial/ethnic minority enrollment (91 percent) among the Texas law schools, followed by St. Mary's (58 percent). Baylor had the lowest percentage (28 percent), followed by Texas A&M (29 percent). These values are shown in the following table of enrollment for the 2017-2018 academic year.

	Total Enrollment	Percent Minority
<b>Law School Attended</b>		
Baylor University	384	28%
St. Mary's	773	58%
South Texas	940	50%
Southern Methodist	744	32%
Texas Southern	612	91%
Texas Tech	440	30%
Texas A&M (formally Texas Wesleyan)	412	29%
University of Houston	708	40%
UNT Dallas College of Law	423	49%
University of Texas	896	36%
<b>Total</b>	<b>6,332</b>	<b>46%</b>

<sup>6</sup>ABA Section of Legal Education and Admissions to the Bar, 2017 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2017<sup>1</sup> POPULATION TRENDS OF WOMEN IN THE STATE BAR OF TEXAS

This report presents demographic statistics on active State Bar of Texas women attorney members. Attention is given to the growth rate, age, years licensed, geographical location, occupational setting, law firm size, and law school enrollment of women attorneys.

#### SUMMARY FINDINGS

##### • 2007 TO 2017 NUMBERS AND GROWTH TRENDS (Page 2):

- Women attorneys currently make up 36 percent of the State Bar membership as compared to 31 percent in 2007.
- There has been a 43 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 25,490 in 2007 to 36,397 in 2017.

##### • PROJECTIONS (Page 3-4):

- By 2022, women attorneys are projected to make up 38 percent of the State Bar's membership based on ten year average annual growth rate trends.

##### • AGE AND YEARS LICENSED (Page 4):

- The median age of women attorneys is 42, and the median years licensed for Texas women attorneys is 15 years.

##### • OCCUPATION AND LAW FIRM SIZE (Page 5):

- The two occupations women attorneys are most concentrated in are solo practice (19 percent) and government (15 percent).

##### • TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2017-18 academic year, women made up 50 percent of the law students enrolled in Texas.

<sup>1</sup> Texas attorney data in this report is based on the State Bar of Texas membership records as of December 31 of each of the cited years.

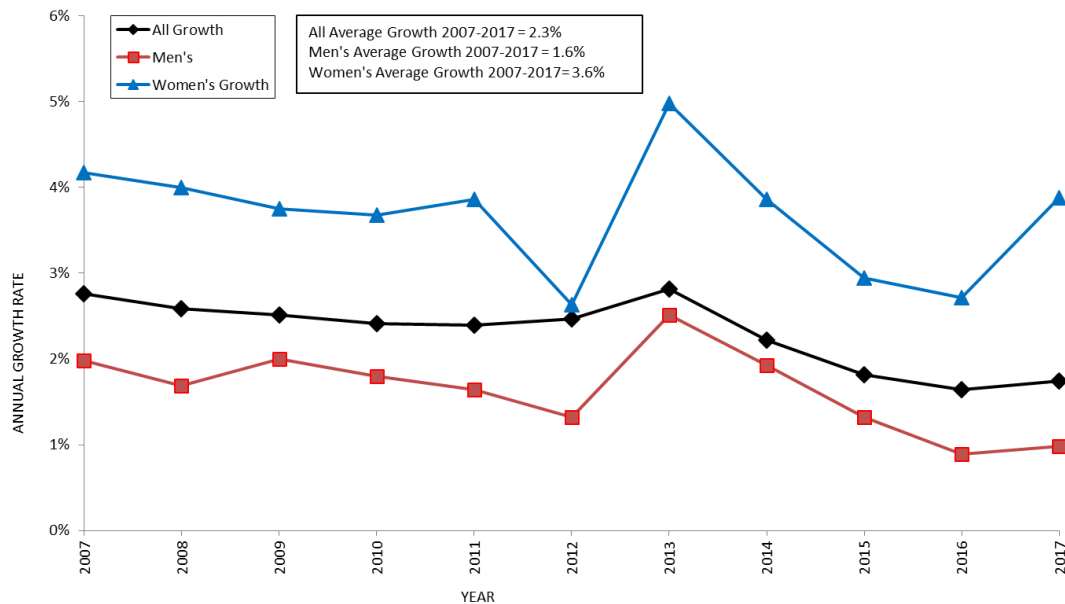
## 2007 TO 2017 NUMBERS AND GROWTH TRENDS

Women attorneys in 2017 numbered 36,397 or 36 percent of the total State Bar membership, which counted 102,044 active attorney members.

Sex	2007	2017	10 Year Percent Change
Total Active Attorneys	81,601	102,044	25%
Women	25,490	36,397	43%
Men	55,625	65,232	17%
Total Reporting Sex	81,115	101,629	25%
Women Percent of Total	31%	36%	

\*Note: Sex was not provided by all attorneys.

The following graph shows the differences in year-to-year growth rates<sup>2</sup> that have been occurring from 2007 to 2017. The growth rate for women has generally been between two and three times the growth rate of male attorneys during this time. Women's average annual growth rate from 2007 to 2017 was 3.6 percent<sup>3</sup>.



NOTE: The observed decline in 2012 is a result of data collection changes.

<sup>2</sup> The annual growth rate is computed by dividing the yearly number of attorneys by the previous year's number, subtracting 1, then multiplying by 100%.

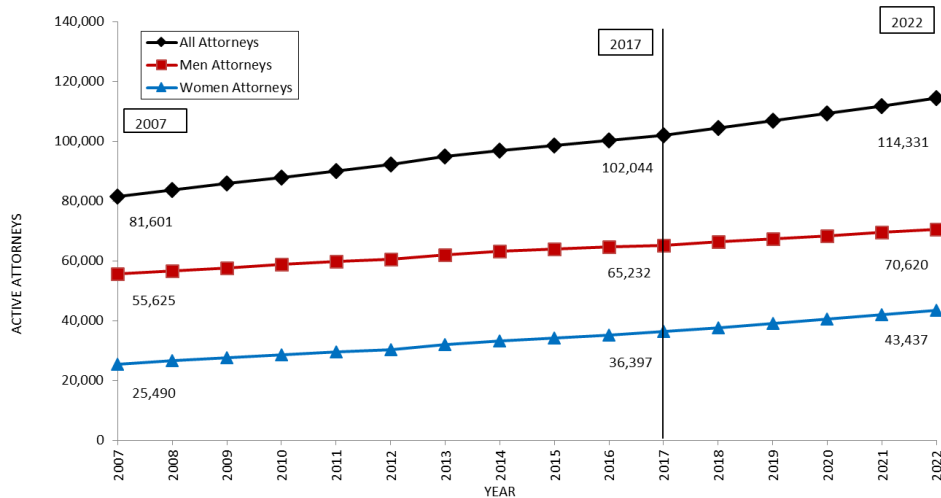
<sup>3</sup> The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate =  $((\text{Ending Year Y} / \text{Beginning Year X})^{1 / \# \text{ of years}} - 1) * 100\%$ , where # of years is the number of years of growth from year X to year Y, or Y index number minus X index number.



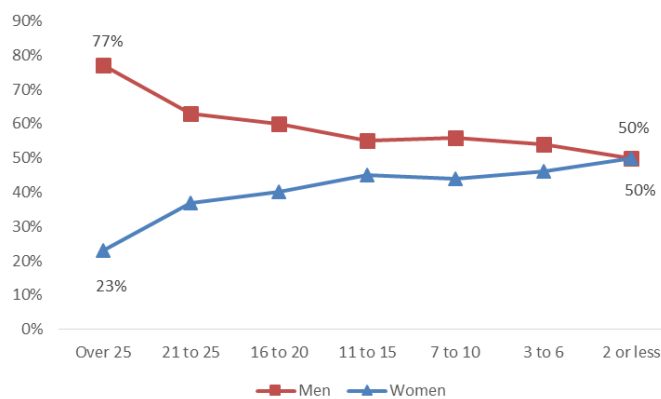
## PROJECTIONS

The graph below shows the actual number of women, men, and all attorneys from 2007 to 2017. Also on the graph are annual growth projections through 2022. In 2006 women attorneys made up 31 percent of the State Bar membership. In 2017 they represented 36 percent of the membership.

The estimated rate of increase over the past ten years has averaged 3.6 percent annually for women and 1.6 percent annually for men. The number of women attorneys is predicted to change from 36,397 in 2017 to a projected 43,437 in 2022, an increase from 36 percent to 38 percent of the State Bar membership in 2022.



Visual evidence of the trend toward gender parity in the State Bar of Texas membership is seen in the graph below. The graph shows the number of men and the number of women by years licensed in Texas.



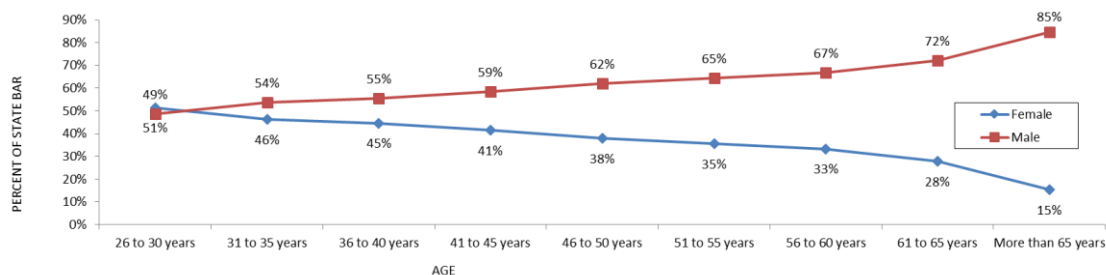
As is evident in the time frame above, the number of women in their first year of Texas licensure has been steadily approaching that of men. In 2017, 55 percent of those obtaining their first year Texas attorney license were women. This compares to 44 percent in 2007.

## 2017 POPULATION TRENDS OF WOMEN IN THE STATE BAR OF TEXAS

While women have increased their representation in the Texas legal profession, the percentage of current women attorneys is still lower (36 percent) than the population of females in the Texas general population (50 percent)<sup>4</sup> and in the Texas work force (43 percent)<sup>5</sup>.

Another analysis that shows the effect of the increased growth rates for women is shown in the graph below. The graph shows the gender breakdown of Bar membership by age group as of December 2017, which is the midpoint of the Bar's fiscal year 2017-18.

The graph shows that the percentage of women increases with each younger age group. The fifty percent crossover point when women outnumber men occurs in the 26 to 30 age category.



<sup>4</sup> U.S. Census Bureau. Profile of General Population and Housing Characteristics: 2017 Population Estimate.

<sup>5</sup> Bureau of Labor Statistics, U. S. Department of Labor, [https://www.bls.gov/regions/southwest/news-release/womensearnings\\_texas.htm](https://www.bls.gov/regions/southwest/news-release/womensearnings_texas.htm)

### AGE AND YEARS LICENSED

The table below shows the medians (50<sup>th</sup> percentile) for age and years licensed<sup>6</sup> categories.

Overall, female lawyers in Texas are generally younger and have been licensed for fewer years than male attorneys. While the median age of men attorneys is 52 and the median years licensed is 23, the median for women attorneys is 42 years old and the median years licensed is 15. Women comprise 48 percent of the Bar's newest members – those licensed two years or fewer – but only 23 percent of attorneys licensed more than 25 years.

		Median Age	Median Years Licensed
Sex			
All Attorneys		49	19
	Men	52	23
	Women	42	15

<sup>6</sup> Based on year first licensed in any jurisdiction.

**OCCUPATION AND LAW FIRM SIZE<sup>7</sup>**

The next table shows statistics on occupation and law firm size. Women attorneys are less likely than men to work as solo practitioners – 19 percent of women lawyers, compared with 25 percent of men lawyers, are solo practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (15 percent of women lawyers, compared with 8 percent of men).

	Men		Women		All State Bar Attorneys	
	N = 64,599		N = 35,037		N = 100,294	
	Count	Percent	Count	Percent	Count	Percent
<b>Primary Occupation</b>						
	(N = 55,572)		(N = 28,447)		(N = 84,154)	
Private Law Practice						
Solo Practitioners	13,862	25%	5,266	19%	19,146	23%
2 to 5 attorneys	9,007	16%	3,694	13%	12,721	15%
6 to 10 attorneys	3,086	6%	1,232	4%	4,325	5%
11 to 24 attorneys	3,126	6%	1,241	4%	4,375	5%
25 to 40 attorneys	1,537	3%	636	2%	2,180	3%
41 to 60 attorneys	915	2%	364	1%	1,282	2%
More than 60 attorneys	6,422	12%	2,706	10%	9,161	11%
Subtotal	37,955	68%	15,139	53%	53,190	63%
Government Attorney	4,374	8%	4,338	15%	8,727	10%
Full-Time Judge	1,159	2%	600	2%	1,759	2%
Law Faculty	325	1%	276	1%	602	1%
Corporate/In-House Counsel	5,804	10%	3,748	13%	9,566	11%
Other Law Related	1,472	3%	1,477	5%	2,951	4%
Other Non-Law Related	1,594	3%	984	3%	2,579	3%
Public Interest Lawyer	334	1%	585	2%	923	1%
Retired-Not Working	2,182	4%	713	3%	2,895	3%
Unemployed-Looking	207	<1%	204	1%	413	<1%
Unemployed-Not Looking	166	<1%	383	1%	549	1%

<sup>7</sup> Occupation and law firm size figures are estimates as these demographics are unknown for some attorneys. Law firm size figures are for private practitioners only.

**TEXAS LAW SCHOOL ENROLLMENT<sup>8</sup>**

Texas Southern had the highest percentage of female students in 2017-18 (59 percent, followed by UNT with 56 percent). Overall, half of all law school enrollees are women.

	Total Enrollment	Men	Women	Percent Women
<b>Law School Attended</b>				
Baylor University	384	191	193	50%
St. Mary's	773	397	376	49%
South Texas	940	469	471	50%
Southern Methodist	744	373	371	50%
Texas Southern	612	248	364	59%
Texas Tech	440	255	185	42%
Texas A&M (formally Texas Wesleyan)	412	205	207	50%
University of Houston	708	387	321	45%
UNT Dallas College of Law	423	188	235	56%
University of Texas	896	479	417	47%
<b>Total</b>	<b>6,332</b>	<b>3,192</b>	<b>3,140</b>	<b>50%</b>

<sup>8</sup> ABA Section of Legal Education and Admissions to the Bar, 2017 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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