



# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2016<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

##### • 2006 TO 2016 NUMBERS AND GROWTH TRENDS (Page 2):

- Minority attorneys currently make up 20 percent of the State Bar membership as compared to 15 percent in 2006.
- There has been a 71 percent increase in the number of minority attorneys in Texas over the past 10 years, growing from 11,060 in 2006 to 18,924 in 2016.

##### • PROJECTIONS (Page 3):

- By 2021, minority attorneys are projected to make up 22 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 2016-17 academic year, minorities made up 39 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.

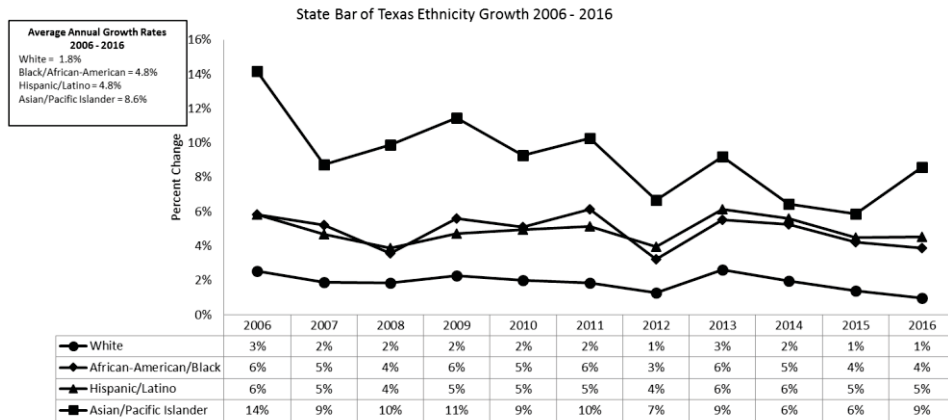
**2006 TO 2016 NUMBERS AND GROWTH TRENDS**

Racial/ethnic minority attorneys numbered 18,924 in 2016, comprising 20 percent of the State Bar membership. Of these, 8,529 were Hispanic/Latino, 5,022 were Black/African-American, 3,211 were Asian/Pacific Islander, and 326 were American Indian/Alaska Native. In addition, there were 1,127 attorneys who identified themselves as Other Race/Ethnicity, and 709 attorneys who identified themselves as two or more races. White attorneys numbered 76,509.

Race/Ethnicity	2006		2016		10 Year Percent Change
	Total	Percent	Total	Percent	
Total Racial/Ethnic Minorities	11,060	14.7%	18,924	19.8%	71%
Black/African-American	3,153	4.2%	5,022	5.3%	59%
Hispanic/Latino	5,334	7.1%	8,529	8.9%	60%
Asian/Pacific Islander	1,433	1.9%	3,211	3.4%	124%
American Indian/Alaska Native	225	0.3%	326	0.3%	45%
Two or More Races	--	--	709	0.7%	--
Other	915	1.2%	1,127	1.2%	23%
White	63,942	85.3%	76,509	80.2%	20%
Total	75,002	100.0%	95,433	100.0%	27%
Minority Percent of Total	15%		20%		

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 2006, approximately 15 percent (11,060) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2006-2016) 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>.



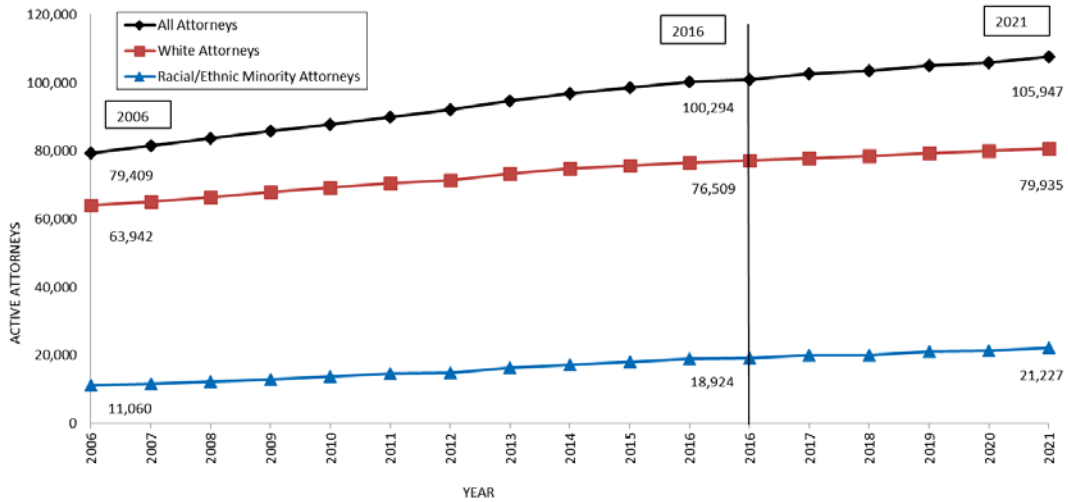
NOTE: The observed decline in 2012 is a result of data collection changes.

<sup>2</sup> The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate = ((Ending Year Y / Beginning Year X) ^ (1 / # 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 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 2006 to 2016 and projected to 2021 using the 2006-2016 average growth rates.



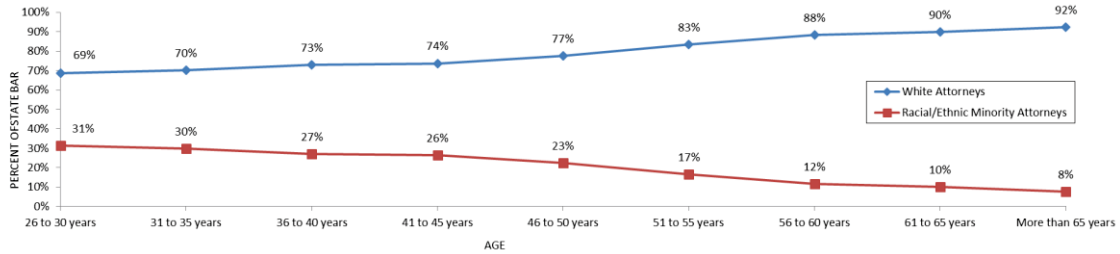
NOTE: Race/Ethnicity is self-reported and is not known for all attorneys.

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 18,924 in 2016 to a projected 21,227 in 2021, an increase from 20 percent to 22 percent of the State Bar in 2021.

The average annual rate of increase in membership in the State Bar over the past ten years, 2006 to 2016, has averaged 8.6 percent for Asian/Pacific Islander attorneys, 4.8 percent for Hispanic/Latino attorneys, 4.8 percent for Black/African-American attorneys, and 3.8 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 1.8 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.

Race/Ethnicity	Median Age	Median Years Licensed
All Attorneys	49	19
White	51	21
Racial/Ethnic Minorities	42	12
Black/African-American	44	13
Hispanic/Latino	43	13
Asian/Pacific Islander	38	9
American Indian/Alaska Native	47	16
Two or More Races	33	5
Other	43	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 21, 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 33, and the median years of licensure is five.

<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 10 percent of White attorneys.

Minority attorneys tend to work in smaller firms than white attorneys. While 41 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys only 38 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>						
	<i>(N = 65,561)</i>		<i>(N = 14,245)</i>		<i>(N = 83,678)</i>	
Private Law Practice						
Solo Practitioners	14,608	22%	3,507	25%	19,199	23%
2 to 5 attorneys	9,843	15%	2,363	17%	12,704	15%
6 to 10 attorneys	3,611	6%	567	4%	4,348	5%
11 to 24 attorneys	3,652	6%	576	4%	4,389	5%
25 to 40 attorneys	1,824	3%	268	2%	2,167	3%
41 to 60 attorneys	1,027	2%	155	1%	1,230	1%
More than 60 attorneys	7,502	11%	1,155	8%	9,044	11%
Subtotal	42,067	64%	8,591	60%	53,081	63%
Government Attorney	6,241	10%	2,125	15%	8,792	11%
Full-Time Judge	1,323	2%	338	2%	1,740	2%
Law Faculty	449	1%	108	1%	592	1%
Corporate/In-House Counsel	7,525	11%	1,542	11%	9,439	11%
Other Law Related	2,202	3%	566	4%	2,910	3%
Other Non-Law Related	2,094	3%	357	3%	2,546	3%
Public Interest Lawyer	526	1%	309	2%	873	1%
Retired-Not Working	2,381	4%	142	1%	2,735	3%
Unemployed-Looking	310	<1%	109	1%	440	1%
Unemployed-Not Looking	443	1%	58	<1%	530	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 (85 percent) among the Texas law schools, followed by St. Mary's (56 percent). Southern Methodist had the lowest percentage (22 percent), followed by Baylor University (24 percent). These values are shown in the following table of enrollment for the 2016-2017 academic year.

	Total Enrollment	Percent Minority
<b>Law School Attended</b>		
Baylor University	365	24%
St. Mary's	727	56%
South Texas	969	39%
Southern Methodist	741	22%
Texas Southern	544	85%
Texas Tech	518	26%
Texas A&M (formally Texas Wesleyan)	484	24%
University of Houston	710	39%
University of Texas	904	31%
<b>Total</b>	<b>5,962</b>	<b>39%</b>

<sup>6</sup>ABA Section of Legal Education and Admissions to the Bar, 2016 Standard 509 Information Reports. (<http://www.abarequiredisclosures.org/>)

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