



STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2019¹ 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. Information provided includes growth rate, age, years licensed, occupation, and law school enrollment.

SUMMARY FINDINGS

• 2009 TO 2019 NUMBERS AND GROWTH TRENDS (Page 2):

- Minority attorneys currently make up 22 percent of the State Bar membership as compared to 16 percent in 2009.
- There has been a 67 percent increase in the number of minority attorneys in Texas over the past 10 years, growing from 12,978 in 2009 to 21,697 in 2019.

• PROJECTIONS (Page 3):

- By 2024, minority attorneys are projected to make up 23 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 (59 percent) and government (15 percent).

• TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2019-20 academic year, minorities made up 43 percent of the law students enrolled in Texas law schools.

¹ 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.

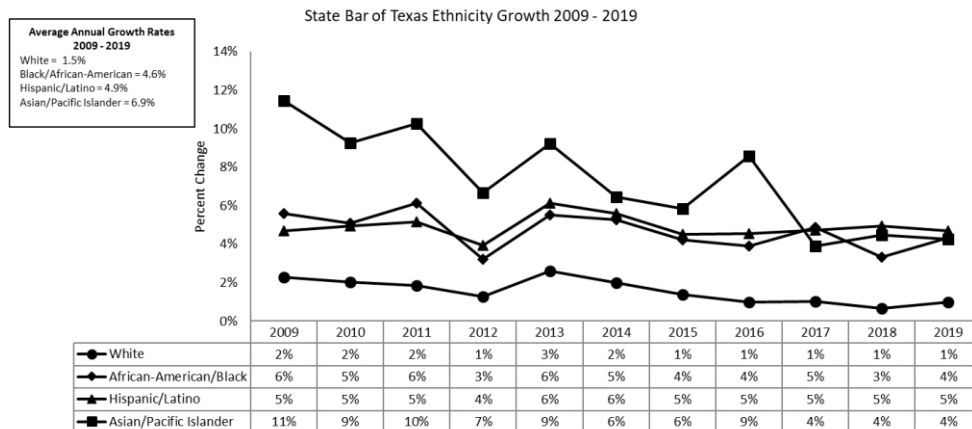
2009 TO 2019 NUMBERS AND GROWTH TRENDS

Racial/ethnic minority attorneys numbered 21,697 in 2019, comprising 22 percent of the State Bar membership. Of these, 9,812 were Hispanic/Latino, 5,677 were Black/African-American, 3,708 were Asian/Pacific Islander, and 350 were American Indian/Alaska Native. In addition, there were 1,253 attorneys who identified themselves as Other Race/Ethnicity, and 897 attorneys who identified themselves as two or more races. White attorneys numbered 78,588.

Race/Ethnicity	2009		2019		10-Year Percent Change
	Total	Percent	Total	Percent	
Total Racial/Ethnic Minorities	12,978	16.0%	21,697	21.6%	67%
Black/African-American	3,627	4.5%	5,677	5.7%	57%
Hispanic/Latino	6,074	7.5%	9,812	9.8%	62%
Asian/Pacific Islander	1,908	2.4%	3,708	3.7%	94%
American Indian/Alaska Native	254	0.3%	350	0.3%	38%
Two or More Races	--	--	897	0.9%	--
Other	1,003	1.2%	1,253	1.2%	25%
White	67,867	83.9%	78,588	78.4%	16%
Total	80,873	100.0%	100,285	100.0%	24%
Minority Percent of Total	16.0%		21.6%		

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 2009.

In 2009, approximately 16 percent (12,978) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2008-2018) has been an estimated 5.3 percent compounded average growth rate² 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 counterparts³.



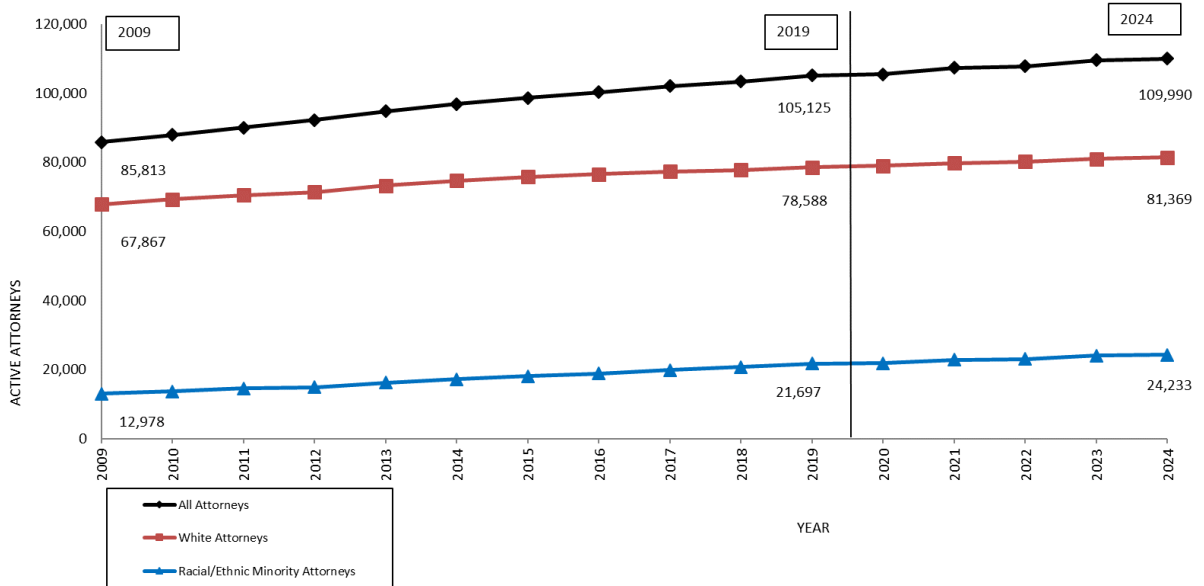
NOTE: The observed decline in 2012 is a result of data collection changes.

² 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.

³ 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 2009 to 2019 and projected to 2024 using the 2009-2019 average growth rates.



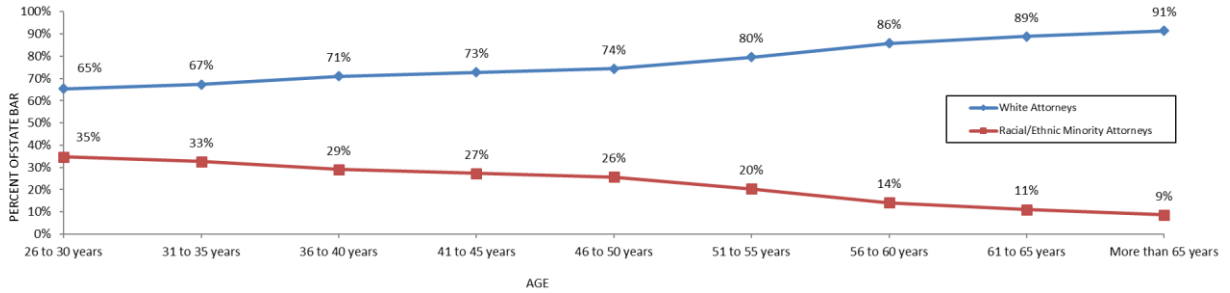
NOTE: Race/Ethnicity is self-reported and is not known for all attorneys.

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 21,697 in 2019 to a projected 24,233 in 2024.

The average annual rate of increase in membership in the State Bar over the past 10 years, 2009 to 2019, has averaged 6.9 percent for Asian/Pacific Islander attorneys, 4.9 percent for Hispanic/Latino attorneys, 4.6 percent for Black/African-American attorneys, and 3.3 percent for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 5.3 percent. These growth rates are all at least twice the growth rate of the white attorneys, who have a growth rate of 1.5 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 (50th percentile) for age and years licensed⁴ categories.

	Median Age	Median Years Licensed
Race/Ethnicity		
All Attorneys	49	19
White	52	22
Racial/Ethnic Minorities	42	12
Black/African-American	45	14
Hispanic/Latino	43	13
Asian/Pacific Islander	39	11
American Indian/Alaska Native	47	17
Two or More Races	35	7
Other	45	16

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

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

Whereas the median age of white attorneys is 52 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 33, and the median years of licensure is seven.

⁴ Based on year first licensed in any jurisdiction.

OCCUPATION AND LAW FIRM SIZE⁵

The next table shows statistics on occupation and law firm size. Although slightly less than two-thirds (63 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 39 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys only 37 percent of all State Bar attorneys do.

Primary Occupation	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 78,588		N = 21,697		N = 105,125	
	Count	Percent	Count	Percent	Count	Percent
	<i>(N = 64,156)</i>		<i>(N = 15,337)</i>		<i>(N = 83,102)</i>	
Private Law Practice						
Solo Practitioners	13,955	22%	3,538	23%	18,480	22%
2 to 5 attorneys	9,528	15%	2,417	16%	12,434	15%
6 to 10 attorneys	3,395	5%	625	4%	4,168	5%
11 to 24 attorneys	3,602	6%	626	4%	4,369	5%
25 to 40 attorneys	1,843	3%	308	2%	2,218	3%
41 to 60 attorneys	1,059	2%	181	1%	1,279	2%
More than 60 attorneys	7,673	12%	1,346	9%	9,382	11%
Subtotal	41,005	64%	9,041	59%	52,330	63%
Government Attorney	5,760	9%	2,244	15%	8,349	10%
Full-Time Judge	1,207	2%	389	3%	1,664	2%
Law Faculty	439	1%	112	1%	585	1%
Corporate/In-House Counsel	7,610	12%	1,792	12%	9,774	12%
Other Law Related	2,208	3%	621	4%	2,973	4%
Other Non-Law Related	2,047	3%	390	3%	2,525	3%
Public Interest Lawyer	607	1%	423	3%	1,068	1%
Retired-Not Working	2,640	4%	190	1%	3,028	4%
Unemployed-Looking	202	<1%	75	<1%	290	<1%
Unemployed-Not Looking	431	1%	60	<1%	516	1%

⁵ 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 ENROLLMENT⁶

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 and Southern Methodist had the lowest percentage (26 percent). These values are shown in the following table of enrollment for the 2019-2020 academic year.

	Total Enrollment	Percent Minority
Law School Attended		
Baylor University	458	26%
St. Mary’s	737	58%
South Texas	975	46%
Southern Methodist	700	26%
Texas Southern	577	91%
Texas Tech	404	30%
Texas A&M (formerly Texas Wesleyan)	480	30%
University of Houston	679	38%
UNT Dallas College of Law	375	48%
University of Texas	985	31%
Total	6,370	43%

⁶ ABA Section of Legal Education and Admissions to the Bar, 2019 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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