



# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

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## **Annual Report on the Status of Women and Racial/Ethnic Minorities in the State Bar of Texas (2006-2007)<sup>1</sup>**

**by Nils Greger Olsson, Ph.D. and Dustin Kim, B.S.**

The State Bar Act defines minorities as including women and the race/ethnicity minority groups. This report will present statistics on both women and racial/ethnic minorities, examining trends and the current state of both groups. Additionally, this report will present statistics on women and racial/ethnic minorities as a combined group. This group will be referred to as “women and racial/ethnic minorities combined” and includes all attorneys belonging to minority racial/ethnic groups and Caucasian/Anglo women. The contrasting group in the combined analysis consists of the Caucasian/Anglo men, who in the early years of Texas history were the overwhelming majority of attorneys. For example, in 1900, Caucasian/Anglo men represented 99 percent of all attorneys. By 2006 they were 60 percent of all attorneys, while women and racial/ethnic minorities combined were 40 percent. This report describes what differences have occurred in the growth rates of the various minority groups, and the results of those differences. Attention is also given to the ways that men and women and the racial/ethnic minority groups differ in age, years licensed, geographical location, occupational setting, law firm size, law school enrollment, and participation in State Bar sections and Bar leadership. The following key findings will be reviewed:

- Women attorneys currently are 31 percent of the State Bar. Racial/ethnic minority attorneys account for 15 percent of the Bar membership. Combined, women and racial/ethnic minorities are currently 40 percent<sup>a</sup> of the State Bar, numbering 31,370 attorneys in 2006, which compares to an estimated 50 women and racial/ethnic minority attorneys in 1900<sup>1</sup>. As this report explains, this finding reflects both a larger growth rate for women than men and a larger rate for racial/ethnic minority attorneys than for Caucasian/Anglo attorneys.
- The larger growth rate for women has been occurring for more than 100 years. In the past seven years, the number of women in the State Bar has been increasing on average by about 4.8 percent per year. Racial/ethnic minorities have been increasing by about 6.4 percent per year for the same time period. Combined, women and

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<sup>a</sup> The 40 percent (more precisely 39.5) is composed of 24.7 percent women who are not racial/ethnic minority plus 6.2 percent women who are racial/ethnic minority plus 8.5 percent men who are racial/ethnic minority.

racial/ethnic minorities have had a 5.2 percent per year rate of increase for the past seven years. Caucasian/Anglo men have increased on average 1.5 percent per year for the past seven years.

- A long-term projection is that by about 2034, women will become 50 percent of the Bar. Racial/ethnic minorities are forecast to be 50 percent of the State Bar by 2042<sup>b</sup>. These estimates are provisional, predicted by the growth rates for the past seven years which could change. In addition, the retirement of the Baby Boom Generation could accelerate these changes.
- A leading indicator of the predicted larger percentage of minorities in the State Bar is the proportion of minorities currently in Texas law schools. For the 2005-2006 school year, Texas law schools report enrollment of 7,822. Of these, some 47 percent (3,650) are women and 27 percent (2,121) are racial/ethnic minorities. The membership in the Texas Young Lawyers Association (TYLA) also reflects the trend of the increasing numbers and proportions of minorities: some 45 percent (10,367) of TYLA members are women, and 24 percent (5,373) of TYLA members are racial/ethnic minorities.
- Another leading indicator of the composition of the State Bar is the increasing percentage of minorities within the younger age groups. It was found that the younger the age group the higher the percentage of minorities. The youngest age group of 25 years and younger had 65 percent of attorneys being women and 27 percent in one of the racial/ethnic minority groups.
- Both women and racial/ethnic minorities are more likely found in metropolitan areas than non-minorities.
- There are also differences in occupational settings and law firm sizes of minorities.

### **Current number and percentages of minorities in the State Bar**

Women attorneys in 2006-2007 numbered 24,469, or 31 percent of the total State Bar, which counted 79,409 active attorney members. There were 54,546 men attorneys. The racial/ethnic minority attorneys numbered 11,060, comprising 15 percent of the State Bar. Of these, 5,334 were Hispanic/Latino, 3,153 were African-American/Black, 1,433 were Asian/Pacific Islander, and 225 were Native American Indian. In addition, there were 915 attorneys who identified themselves as Other Race/Ethnicity. Caucasian/Anglo attorneys numbered 63,942<sup>1</sup>.

### **Differences in growth rates account for changes in the number and percentages of minorities in the State Bar**

A notable finding is the difference in growth rates for women and racial/ethnic minority attorneys, when compared to the growth rates for Caucasian/Anglo male attorneys. These differences have continued for the past 100 years in the case of women<sup>2</sup>. In 1900 there were 17 women licensed to practice law in Texas<sup>3</sup>, compared to 4,600 men. By 1957 there were 306 women practicing law in Texas<sup>4</sup>. This increase in the number of women averages 5.2 percent per year. The growth rate for men for the same period is 1.8 percent per year, increasing from 4,600 in 1900 to 12,823 active male attorneys in 1957. Overall, from 1900 to 2006, the average annual growth rate for women has been 7.1 percent, and the growth rate for men has been 2.4

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<sup>b</sup> These long-term projections are provisional and are only cited to indicate what could be the anticipated consequences of current medium-term (7-year) trends. There is also overlap between projected groups: the group of women attorneys also includes some who are minority.

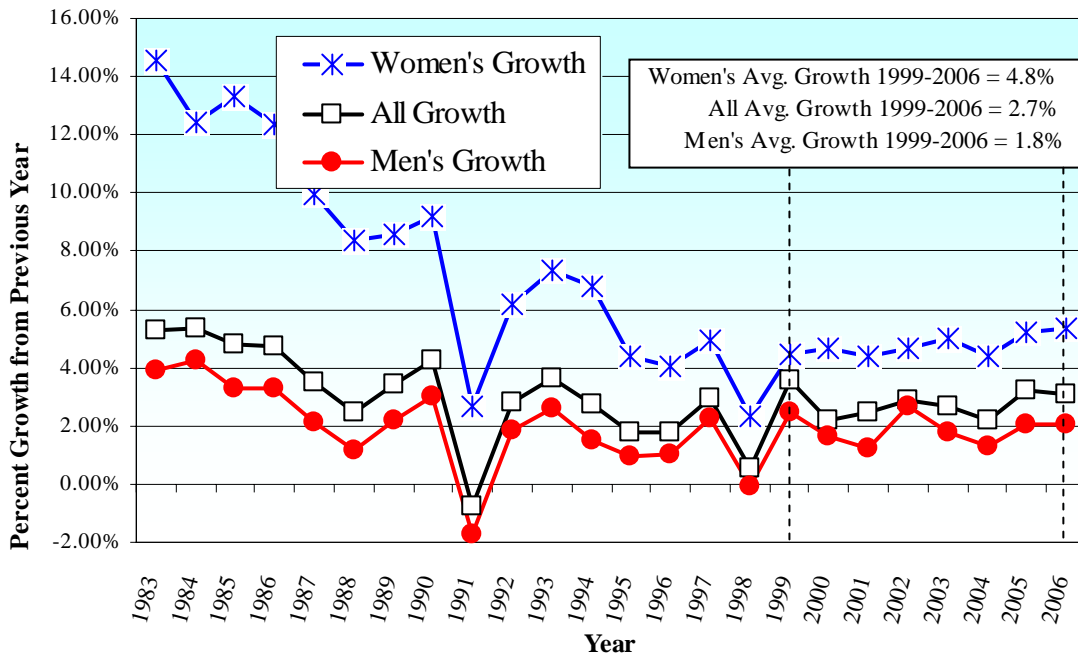
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percent. The result of this continued difference in growth rates has been that women have gone from being four-tenths of one percent of Texas attorneys in 1900 to being 31 percent, as of 2006.

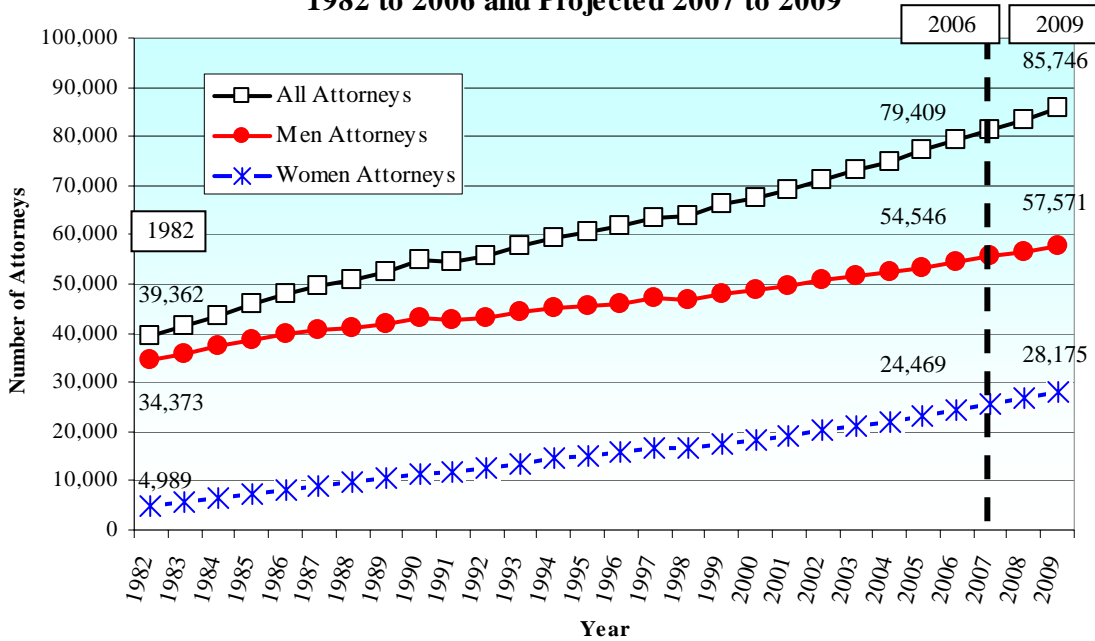
The following graph shows the differences in year-to-year growth rates<sup>5</sup> that have been occurring from 1983 to 2006. The women's growth rate has generally been between two and three times the growth rate of male attorneys during this time. There are some differences in the rates over time. In order to obtain forecasts of the number of attorneys, the average growth rates<sup>6</sup> for 1999 to 2006 were computed, for each group. This period was chosen because this is the most recent period, and because the growth rates appear stable. Women's average annual growth is 4.8 percent for this period. Growth rates for women, men, and the Bar as a whole have all increased slightly (one-tenth of a percent) over the 1999-2005 period examined in the 2005-2006 version of this report.



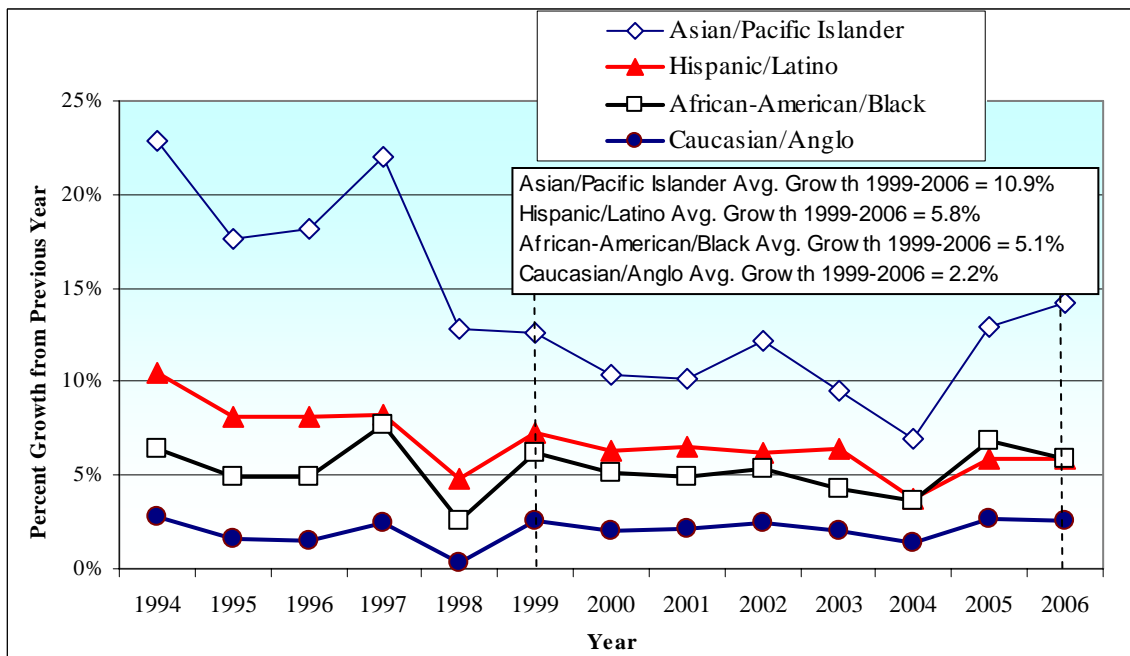
The graph on the next page shows the actual numbers of women, men, and all attorneys from 1982 to 2006. Also on the graph are projections for the numbers of women, men, and all attorneys to 2009. These projections are calculated using the average growth rates from 1999-2006 above. As shown in the next graph, the number of women attorneys licensed in Texas increased by 390 percent from 1982<sup>7</sup> to 2006. This corresponds to an average growth rate of 6.9 percent per year. During this same time, the number of male attorneys licensed in Texas grew by 59 percent which corresponds to an average growth rate of 1.9 percent per year. In terms of percentage of the Bar, in 1982 female attorneys made up 13 percent of the State Bar membership. In 2006 they represented 31 percent of the membership.

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**State Bar of Texas Membership of Women, Men, and All Attorneys:  
1982 to 2006 and Projected 2007 to 2009**

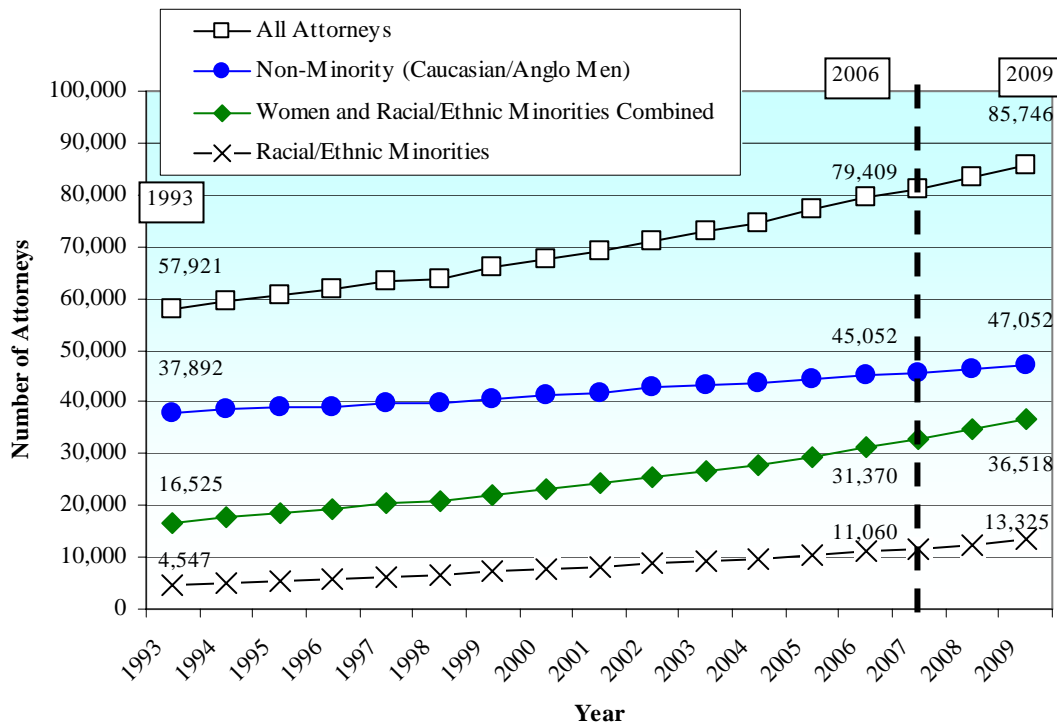


The number of racial/ethnic minority attorneys has increased from 1993, when approximately eight percent of attorneys (4,547) licensed in Texas were minorities. Currently 15 percent (11,060) of Texas Bar members are racial/ethnic minorities. The increase for the past seven years (1999-2007) has been a 6.4 percent average growth per year for racial/ethnic minorities. Below is a graph of the growth rates per year.



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The graph on the previous page shows the three largest racial/ethnic minority groups' growth rates, compared to the Caucasian/Anglo growth rate. Each of the minority groups has an average growth rate that is more than double (nearly quintuple in the case of Asian/Pacific Islander) the growth rate of Caucasian/Anglo attorneys. The obvious 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 racial/ethnic minorities combined from 1993 to 2006 and projected to 2009 using the 1999-2006 average growth rates. Note that the projections to 2009 and beyond are dependent on growth rates and retirement rates. The retirement rates will likely be going up because of the Baby Boom Generation. Therefore the total number of attorneys shown below may be higher than the future count. The retirement of the Baby Boom Generation will have the greatest effect on Caucasian/Anglo men. Their older age puts more of them in the Baby Boom Generation.<sup>8</sup> The likely end result will be a somewhat greater representation of women and racial/ethnic minorities in the Bar membership than is represented here.

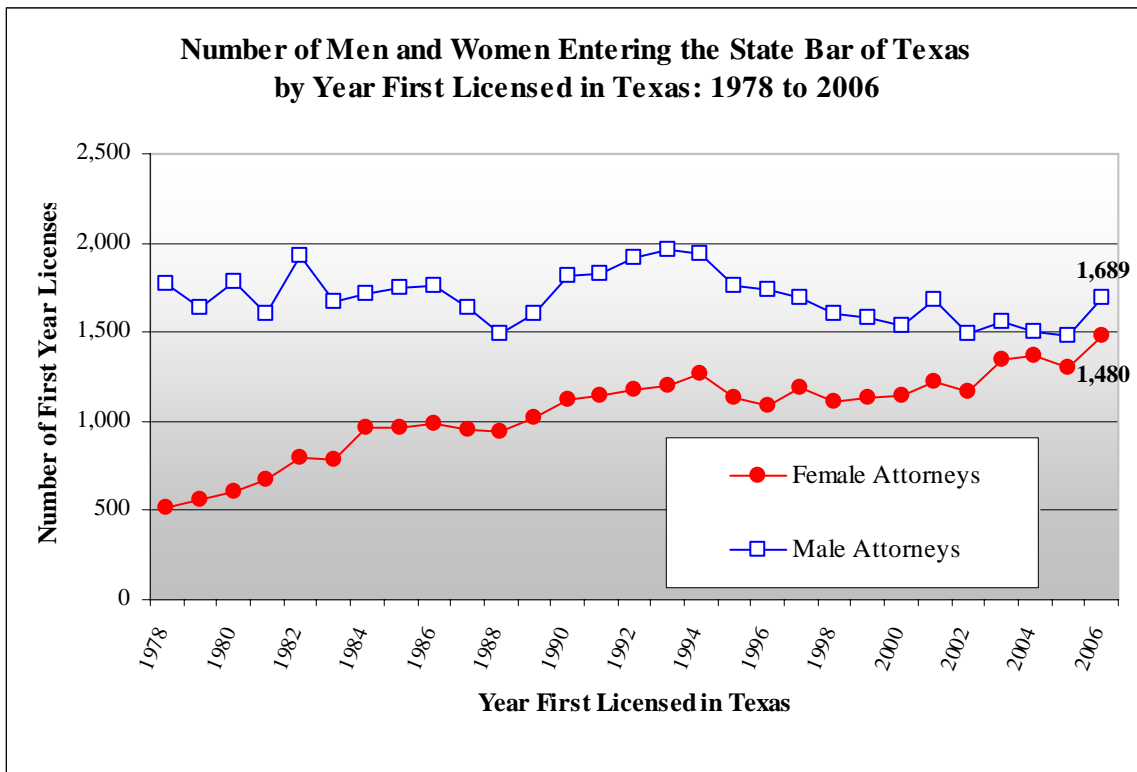


The result of the larger growth rate of women and racial/ethnic minorities is seen in the above graph. Women and racial/ethnic minority attorneys increased overall 90 percent from 1993 to 2006, with women attorneys increasing by 81 percent and racial/ethnic minorities by 143 percent. These can be compared to the growth rates of men overall (not shown above), at 23 percent, and Caucasian/Anglo men, 19 percent, during the same period. Women and racial/ethnic minorities were 31,370 in 2006, and are projected to number 36,518 in 2009. This represents a predicted change from 40 percent of the State Bar to the projected 43 percent in 2009. The number of racial/ethnic minority attorneys is predicted to change from 11,060 in 2006 to a projected 13,325 in 2009, an increase from 15 percent to 16 percent of the State Bar in 2009.

**Long-term Projections for Women**

The rate of increase over the past seven years has averaged 4.8% annually for women and 1.8% annually for men. If these two trends for men and women attorneys continue, women attorneys will account for 50 percent of all State Bar of Texas members by the year 2034.<sup>9</sup> Note that the forecast of *when* this will occur is imprecise, given the long-term nature of the prediction and the effect of the Baby Boom Generation retirement. However, *that* it will occur is also supported by two other sources of evidence. First, women comprised 47 percent of students at Texas law schools during the 2005-2006 academic year.<sup>10</sup> Also lending support to this idea is the fact that during the same academic year women accounted for 54 percent of racial/ethnic minority law students in Texas, whose representation in the Bar has been increasing. A more thorough examination of law school enrollment is presented later in this report.

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 trend from 1978 to 2006 in the number of men and the number of women by the year they were first licensed to practice law in Texas.



As evident above, the number of women in their first year of Texas licensure has been steadily approaching that of men. As of 2006, 47% of those obtaining their first year Texas attorney license are women.

While women have significantly increased their representation in the Texas legal profession, the percentage of current female Bar members is still lower (at 31 percent) than the proportion of females in the general Texas population (50 percent)<sup>11</sup> and in the Texas work force (45 percent).<sup>12</sup> Women, however, account for a larger percentage of Texas attorneys (31 percent) than they do of Texas physicians (25 percent).<sup>13</sup>

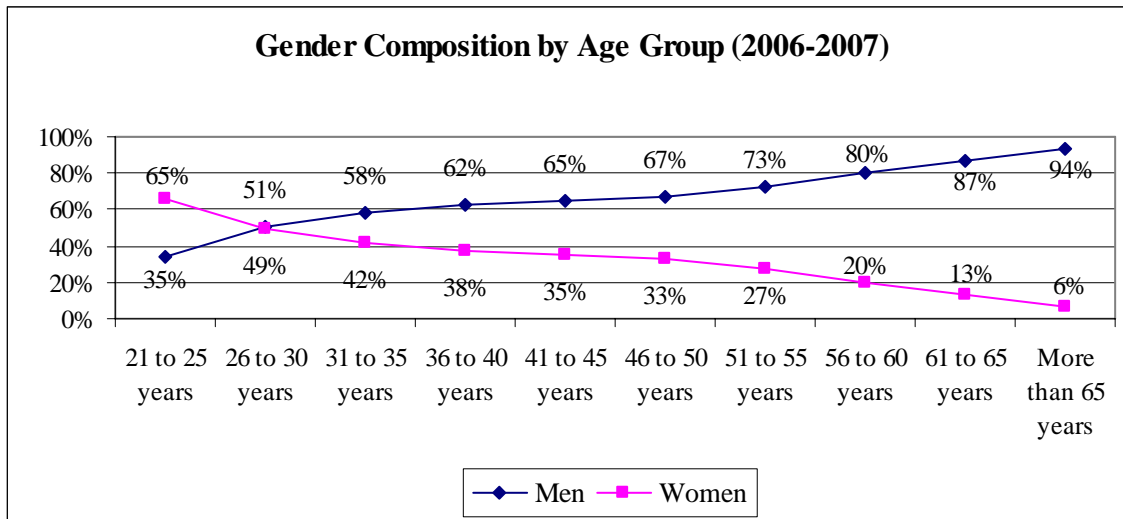
**Long-term Projections for Racial/Ethnic Minority Attorneys**

The annual rate of increase in membership in the State Bar over the past seven years, 1999 to 2006, has averaged 10.9 percent for Asian/Pacific Islander attorneys, 5.8 percent for Hispanic/Latino attorneys, 5.1 percent for African-American/Black attorneys, 4.6 percent for Native American Indian attorneys, and 9.3 percent for those attorneys who identify themselves as Other Race/Ethnicity. The growth rate for racial/ethnic minority attorneys combined is 6.4 percent. These growth rates are all at least twice the growth rate of the Caucasian/Anglo attorneys who have a growth rate of 2.2 percent for the same time period. If these growth rates continue, racial/ethnic minority attorneys will account for 50 percent of all State Bar of Texas members by the year 2042. Again, it should be noted that the Baby Boom Generation retirement qualifies this projection with some degree of uncertainty. However, also to be noted is that racial/ethnic minorities became 50 percent of the general Texas population sometime in the period 2003 to 2004<sup>14</sup>.

Women and racial/ethnic minority attorneys’ average annual growth is 5.2 percent for the period 1999 to 2006. Caucasian/Anglo men over the same period have seen a growth rate of 1.5 percent. If these growth rates continue, the historically underrepresented combined groups of women and racial/ethnic minorities will be 50 percent of the State Bar by 2015. Note that this forecast, like other long-term projections, depends on the growth rates continuing at the same levels, and what will occur with the retirement of the Baby Boom Generation.

**Analysis of Women and Racial/Ethnic Minorities within Age Groups**

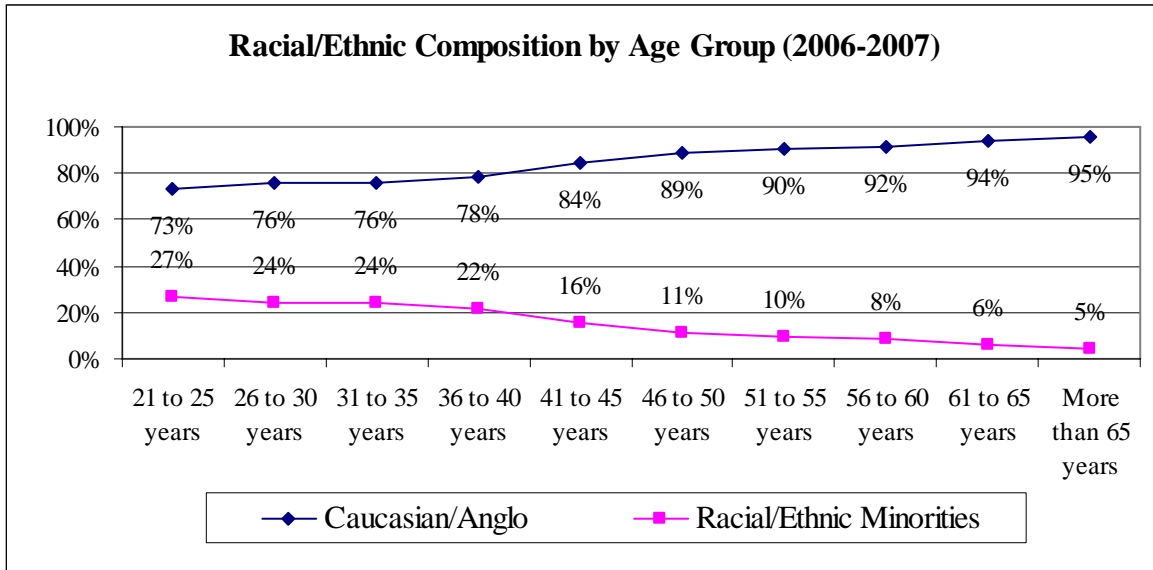
Another analysis that shows the effect of the increased growth rates for women is shown in the graph below. The graph shows the gender breakdown of Bar membership by age group in December 2006, midpoint in the Bar year 2006-2007.



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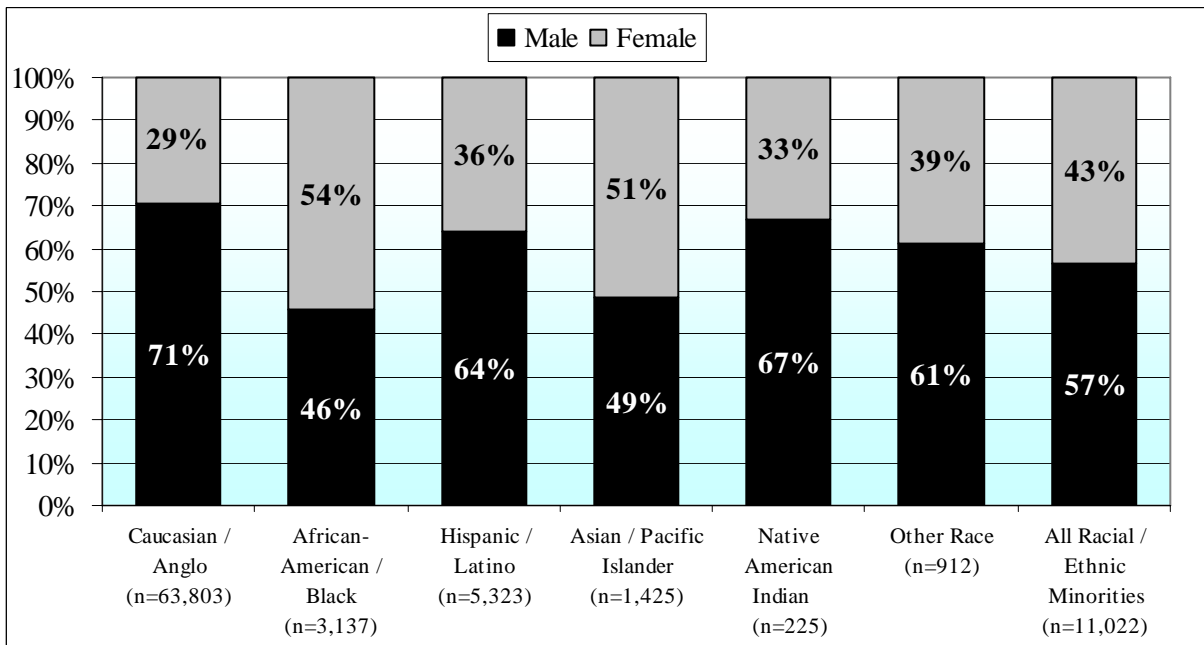
It is clearly seen in the preceding graph that the percentage of women increases with each younger age group. The fifty percent crossover point when women outnumber men occurs in the 26 to 30 age category, at age 27 years. A similar examination of the 1995-1996 Bar year reveals the crossover occurred at age 24 years.

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



**Proportion of Women Among the Racial/Ethnic Minority Attorneys<sup>15</sup>**

Shown below are the percentages of women in the different racial/ethnic minority groups.



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Women represent a larger proportion of racial/ethnic minority attorneys than they do the non-minority lawyers in Texas. Overall, 43 percent of the racial/ethnic minority attorneys are women, compared with women being 29 percent of the Caucasian/Anglo attorneys. Fifty-four percent of African-American/Black attorneys and fifty-one percent of Asian/Pacific Islander attorneys are female, as are approximately one-third of both Hispanic/Latino and Native American Indian attorneys.

### Age and Years Licensed

The table below shows the medians (50<sup>th</sup> percentile) of age and years licensed<sup>16</sup>.

Group	Median Age	Median Years Licensed
All Attorneys	46	16
Men	49	20
Women	41	12
Caucasian/Anglo	47	18
African-American/Black	41	11
Hispanic/Latino	39	10
Asian/Pacific Islander	34	6
Native American Indian	42	11
Other	36	7

Overall, female lawyers in Texas are younger and have been licensed for fewer years than male attorneys. While the median age of men attorneys is 49 and the median years licensed is 20, the typical woman attorney is 41 years old and has been licensed for 12 years. The comparative youth of women attorneys is reflected in the membership of the Texas Young Lawyers Association (TYLA)—women represent 45 percent of the TYLA membership, and 42 percent of all women attorneys in Texas are TYLA members.<sup>17</sup> Women comprise 48 percent of the Bar's newest members—those licensed two years or fewer—but only ten percent of attorneys licensed more than 25 years.

Racial/ethnic minorities are also younger and have been licensed for fewer years than the overall State Bar membership. Some 24 percent, or 5,373, of the members of TYLA are racial/ethnic minority attorneys (more than twice the 11 percent of the Senior Bar that are racial/ethnic minority). Nearly half (49 percent) of racial/ethnic minority lawyers are TYLA members.

Whereas the median age of all Texas licensed attorneys is 46 years, and the median years licensed is 16, the typical racial/ethnic minority attorney is 39 years old and has been licensed for nine years. The youngest minority group is made up of the Asian/Pacific Islander attorneys, who have a median age of 34, and a median years licensed of six. Some 69 percent of Asian/Pacific Islander attorneys are TYLA members.

### Geographic Location of Women and Racial/Ethnic Minority Attorneys<sup>18</sup>

Ninety-six percent of in-state Bar members, regardless of gender, are located in a metropolitan county,<sup>19</sup> and nearly three-quarters (73 percent) reside in one of five Texas counties: Bexar, Dallas, Harris, Tarrant, and Travis. Women are even more concentrated in these counties than men, with 76 percent of in-state female attorneys (compared with 71 percent of male attorneys) living or working in one of them. Of Metropolitan Statistical Areas<sup>20</sup> (MSA) with at least 100 attorneys, the Austin-Round Rock MSA has the highest proportion of women lawyers with 36 percent. The Longview MSA has the lowest proportion of women lawyers (19 percent) of all MSAs with at least 100 attorneys.

Like the overall State bar membership, most racial/ethnic minority attorneys are located in metropolitan areas. Approximately 72 percent of in-state racial/ethnic minority lawyers currently reside in the five counties listed above. Though nearly all racial/ethnic minority attorneys in Texas reside in urban areas, attorneys from the different racial/ethnic groups are not evenly distributed among the major cities. For instance, while 28 percent of the in-state Bar membership is located in Harris County, nearly half of both African-American/Black (46 percent) and Asian/Pacific Islander (48 percent) lawyers reside there. Twenty-five percent of all Hispanic/Latino lawyers residing in Texas live along the Texas-Mexico border<sup>21</sup> (compared with four percent of in-state members as a whole), and 18 percent live in Bexar County (compared to seven percent of the membership as a whole).

Of Metropolitan Statistical Areas<sup>22</sup> (MSA) with at least 100 attorneys, the Laredo MSA has the highest proportion of racial/ethnic minority lawyers with 66 percent. The Texarkana MSA has the lowest proportion of racial/ethnic minority lawyers (3 percent) of all MSAs with at least 100 attorneys.

### Occupational Settings and Law Firm Size<sup>23</sup>

The next several tables show statistics on occupation and law firm size. Women attorneys are less likely than men to work in private law practice—59 percent of women lawyers, compared with 72 percent of men lawyers, are private practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (17 percent of female lawyers, compared with 8 percent of males).

Percentages in Occupation by Gender		
	Men	Women
Occupation	(n=50,306)	(n=21,586)
Private Law Practice	72	59
Government Attorney	8	17
Full-Time Judge	2	2
Law Faculty	1	1
Corporate/In-House Counsel	9	11
Other Law Related	2	4
Other Non-Law Related	3	3
Retired / Not Working	3	4

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The next table shows the law firm sizes for both gender groups. The median law firm size for female private practitioners is five attorneys. The median law firm size for male private practitioners is four. Men are somewhat more likely than women to work as solo practitioners (36 percent of men and 32 percent of women). Women, however, are more likely than men to work at the state's largest law firms—22 percent of women, compared with 19 percent of men, work in firms with 61 or more lawyers.

<b>Law Firm Size by Gender of Private Practitioners</b>				
<b>Law Firm Size</b>	<b>Men</b>		<b>Women</b>	
	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>
<b>Solo practitioners</b>	12,769	36	3,973	32
<b>2 to 5 attorneys</b>	8,269	23	2,750	22
<b>6 to 10 attorneys</b>	2,636	7	873	7
<b>11 to 24 attorneys</b>	2,942	8	1,039	8
<b>25 to 40 attorneys</b>	1,481	4	584	5
<b>41 to 60 attorneys</b>	835	2	310	3
<b>61 to 100 attorneys</b>	3,386	10	1,350	11
<b>101 to 200 attorneys</b>	544	2	215	2
<b>Over 200 attorneys</b>	2,463	7	1,159	9
<b>Total</b>	35,325	100	12,253	100
<b>Median Firm Size</b>	4 attys.		5 attys.	

Although slightly more than two-thirds (68 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 are disproportionately represented among government attorneys – 16 percent of minority lawyers (and 18 percent of African-American/Black attorneys) work for a branch of government, compared with 11 percent of the Bar membership overall. Nine percent of Bar members are employed as in-house counsel, as are eight percent of minority lawyers. Some 13 percent of Asian/Pacific Islander attorneys are in-house counsel, about twice the percentage of Hispanic/Latino attorneys (6 percent) as can be seen in the table below.

<b>Percentages in Occupation by Race/Ethnicity</b>							
	<b>Caucasian / Anglo</b>	<b>African-American / Black</b>	<b>Hispanic / Latino</b>	<b>Asian / Pacific Islander</b>	<b>Native American Indian</b>	<b>Other</b>	<b>All Racial / Ethnic Minorities</b>
<b>Occupation</b>	<b>(n=58,745)</b>	<b>(n=2,732)</b>	<b>(n=4,750)</b>	<b>(n=1,172)</b>	<b>(n=208)</b>	<b>(n=800)</b>	<b>(n=9,662)</b>
Private Law Practice	68	60	68	67	70	73	66
Government Attorney	10	18	17	11	13	11	16
Full-Time Judge	2	2	3	1	<1	1	2
Law Faculty	1	2	1	<1	<1	1	1
Corporate/In-House Counsel	10	10	6	13	8	7	8
Other Law Related	3	4	2	4	<1	3	3
Other Non-Law Related	3	2	2	2	4	2	2
Retired / Not Working	3	2	1	3	3	2	1

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The next table shows the percentages of racial/ethnic groups by law firm sizes.

<b>Law Firm Size of Private Practitioners of the Racial/Ethnic Groups</b>												
<b>Law Firm Size</b>	<b>Caucasian / Anglo</b>		<b>African-American / Black</b>		<b>Hispanic / Latino</b>		<b>Asian / Pacific Islander</b>		<b>Native American Indian</b>		<b>Other Race / Ethnicity</b>	
	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>
<b>Solo practitioners</b>	13,196	34	756	49	1,341	43	203	28	56	40	194	35
<b>2 to 5 attorneys</b>	8,988	23	353	23	875	28	177	24	33	24	135	24
<b>6 to 10 attorneys</b>	3,017	8	59	4	178	6	69	9	8	6	37	7
<b>11 to 24 attorneys</b>	3,406	9	43	3	256	8	62	8	10	7	48	9
<b>25 to 40 attorneys</b>	1,788	5	39	3	96	3	28	4	6	4	34	6
<b>41 to 60 attorneys</b>	990	3	29	2	46	1	17	2	6	4	13	2
<b>61 to 100 attorneys</b>	4,120	11	122	8	176	6	83	11	6	4	40	7
<b>101 to 200 attorneys</b>	655	2	20	1	34	1	10	1	2	1	9	2
<b>Over 200 attorneys</b>	3,036	8	118	8	131	4	83	11	13	9	48	9
<b>Total</b>	39,196	100	1,539	100	3,133	100	732	100	140	100	558	100
<b>Median Firm Size</b>	4 attys.		2 attys.		3 attys.		5 attys.		3 attys.		4 attys.	

Minority attorneys from four of the five racial/ethnic minority groups who are in private law practice tend to work in smaller firms than their non-minority counterparts. A large majority of both African-American/Black (72 percent) and Hispanic/Latino attorneys (71 percent) work in firms with five or fewer lawyers, compared with 58 percent of all private practitioners. Moreover, about half (49 percent) of African-American attorneys in private practice are sole-practitioners, whereas for the bar membership as a whole this percentage is just over one-third (35 percent). By contrast, 23 percent of Asian/Pacific Islander attorneys work in law firms with 61 or more attorneys, making them more likely than any other racial/ethnic minority or non-minority group to work in the largest firms.

**Texas Law School Enrollment<sup>24</sup>**

Between academic years 1992-93 and 2005-06, the proportion of women among Texas law students increased from 41 to 47 percent. Texas Southern University had the highest percentage of female students in 2005-2006 (56 percent, followed by both Texas Tech and Texas Wesleyan University with 49 percent each).

<b>School</b>	<b>Total Enrollment</b>	<b>Men</b>	<b>Women</b>
Baylor University	435	239	196
Southern Methodist	866	458	408
South Texas	1,262	677	585
St. Mary's	762	445	317
Texas Southern	657	290	367
Texas Tech	701	355	346
Texas Wesleyan	735	372	363
University of Houston	1,037	560	477
University of Texas	1,367	776	591
<b>Total</b>	<b>7,822</b>	<b>4,172</b>	<b>3,650</b>
<b>Percentages</b>	--	<b>53.3%</b>	<b>46.7%</b>

Forty-two percent of racial/ethnic minority law students in Texas during the 2005-2006 academic year were Hispanic/Latino, 28 percent were African-American/Black, 27 percent

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were Asian/Pacific Islander, and three percent were Native American Indian. Texas Southern University had the highest percentage of racial/ethnic minority enrollment (80 percent) among the Texas law schools, followed by the University of Texas (27 percent), and the University of Houston (26 percent). Baylor Law School had the lowest percentage (14 percent), followed by Southern Methodist University (17 percent) and Texas Tech (18 percent). These values are shown in the following table of enrollment for the 2005-2006 academic year.

School	Total Enrollment	African-American / Black		Asian / Pacific Islander		Hispanic / Latino		Native American Indian		Percent Racial Minority
		Men	Women	Men	Women	Men	Women	Men	Women	
Baylor University	435	5	2	9	12	16	10	5	0	13.6
Southern Methodist	866	12	23	30	33	19	23	4	4	17.1
South Texas	1,262	19	24	53	65	50	48	6	3	21.2
St. Mary's	762	10	9	17	16	85	72	5	7	29.0
Texas Southern	657	109	217	22	27	80	68	2	0	79.9
Texas Tech	701	6	14	14	14	32	39	4	1	17.7
Texas Wesleyan	735	7	24	19	26	28	29	5	5	19.5
University of Houston	1,037	13	27	62	65	39	52	2	6	25.7
University of Texas	1,367	27	52	40	44	109	86	5	4	26.8
<b>Total</b>	<b>7,822</b>	<b>208</b>	<b>392</b>	<b>266</b>	<b>302</b>	<b>458</b>	<b>427</b>	<b>38</b>	<b>30</b>	<b>27.1</b>
<b>Percentages</b>	<b>--</b>	<b>34.7</b>	<b>65.3</b>	<b>46.8</b>	<b>53.2</b>	<b>51.8</b>	<b>48.2</b>	<b>55.9</b>	<b>44.1</b>	

### Participation in State Bar Sections and Bar Leadership

Comparable percentages of men and women attorneys—41 and 38 percent, respectively—are members of at least one of the Bar’s sections. The sections with the highest proportions of female members are Women and the Law (97 percent), Animal Law (60 percent), Poverty Law (58 percent), African-American Lawyers (55 percent), Juvenile Law (45 percent), Asian-Pacific Interest (45 percent), Family Law (43 percent), School Law (42 percent), and Government Lawyers (41 percent). Women are least likely to be members of the Aviation Law (12 percent), Military Law (14 percent), Antitrust and Business Litigation (14 percent), Oil, Gas and Energy Resources Law (15 percent), , and James C. Watson Inn (15 percent) sections.

Female attorneys represent 17 percent of the 30 elected members of the 2006-2007 State Bar Board of Directors and 25 percent of the 40 voting members.

Racial/ethnic minority attorneys are less active in the sections of the State Bar than is the overall membership. Thirty-two percent of racial/ethnic minority attorneys are a member of at least one section, compared with 40 percent of the total Bar. Apart from the racial/ethnic minority-oriented sections, which have the largest percentage of racial/ethnic minority members, the sections with the highest percentages of racial/ethnic minority attorneys are Poverty Law (35 percent), Municipal Judges (26 percent), Juvenile Law (22 percent), Women and the Law (20 percent), Criminal Justice (20 percent), and School Law (20 percent). The sections least likely to be have racial/ethnic minority members are the Oil Gas and Energy

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Resources Law (5 percent), Aviation Law (5 percent), Antitrust/Business Litigation (6 percent), Real Estate, Probate and Trust Law (7 percent), Appellate (7 percent), Construction Law (7 percent), and Environmental and Natural Resources (7 percent).

Racial/ethnic minority attorneys comprise 20 percent of all elected members and 28 percent of the voting members of the 2006-2007 State Bar Board of Directors.

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*Nils Greger Olsson is Director and Dustin Kim is Research Associate of the Research and Analysis Department at the State Bar of Texas.*

*For more information, contact:*

*State Bar of Texas, Department of Research & Analysis  
P.O. Box 12487, Austin, TX 78711-2487  
(800) 204-2222 ext. 1724 or (512) 427-1724  
email: [research@texasbar.com](mailto:research@texasbar.com)  
[www.texasbar.com/research](http://www.texasbar.com/research)*

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<sup>1</sup> Texas attorney data in this report is based on the State Bar of Texas membership records as of December of each of the cited years, which is about the midpoint of a State Bar year. Note that the cited years are calendar years, not State Bar fiscal years. Unless otherwise noted, all figures refer to active State Bar members. Some figures are estimates and gender or racial/ethnic category sums may not equal the total number of attorneys, as not all information is known for every active attorney. Note that estimation was done of ethnicity in this 2006-2007 report – of those attorneys who do not report race/ethnicity. These comprise 6 percent of the Bar. Because of this estimation, the overall number of the combined groups of racial/ethnic minority and women as a percentage of the Bar is 40 percent.

<sup>2</sup> It is difficult to obtain statistics on gender and racial/ethnicity of the early history of the State Bar, but information that is cited comes from membership department records and published reports. Information on minorities in the early history is particularly hard to obtain.

<sup>3</sup> Cited on page 2 in *Centennial History of the Texas Bar 1882-1982*, by the Committee on History and Tradition of the State Bar of Texas. Burnet, Texas: Eakin Press, 1981. The number of women licensed in 1900 to practice law is cited as 17 and the number of men as 4,600. Less information is known about minorities, although notes found in the Archives at the State Bar of Texas indicate that by 1910 there were 33 blacks who were attorneys in Texas. If that number is combined with the number of women cited in 1900, an approximate estimate of women and racial/ethnic minorities in 1900 can be set at 50, which is 1 percent of the total number of attorneys reported for 1900.

<sup>4</sup> Some 306 names of women attorneys in Texas in 1957 are cited by Dorothy Thomas, in her book *Women Lawyers in the United States*, published in 1957.

<sup>5</sup> Growth rate is computed by dividing the yearly number of attorneys by the previous year's number, subtracting 1, then multiplying by 100%.

<sup>6</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>7</sup> Information on gender and yearly membership status in the State Bar of Texas is generally not available prior to 1982. Therefore, it is not possible to create "snapshots" of what the active bar membership was in each of those prior years.

<sup>8</sup> Retirement rates have not been examined for this report. However there is reason to believe retirement rates will be going up because of the Baby Boom Generation retiring. Note that women attorneys average 8 years younger than men and the racial/ethnic minority groups average 5 to 11 years younger than the Caucasian/Anglo group. Therefore it is believed that the use of growth rates is a sufficiently accurate method for predicting the number of women and racial/ethnic minority attorneys into the near future, because fewer are in the Baby Boom Generation.

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<sup>9</sup> A seven-year average growth model was used to make the projections. The average annual growth rate of the female State Bar membership from 1999 to 2006 was 4.813 percent. The average annual growth rate for total membership for the same time period was 2.6568 percent, and the rate for male State Bar membership was 1.8156 percent.

<sup>10</sup> NALP, *2006-2007 National Directory of Law Schools*. Data reported for the 2005-2006 school year as information for the 2006-2007 school year was unavailable at the time this report was published. It should be noted that the NALP directory does not track an "Other" category of race/ethnicity.

<sup>11</sup> Texas State Data Center and Office of the State Demographer Texas. *Texas Population Estimates Program: Estimates of the Population by Age, Sex, and Race/Ethnicity for July 1, 2005, for State of Texas*, <http://txsdc.utsa.edu/tpepp/2005ASREstimates/alldata.pdf>, San Antonio, TX: Texas State Data Center and Office of the State Demographer, Institute for Demographic and Socioeconomic Research, University of Texas at San Antonio, November 8, 2006.

<sup>12</sup> Bureau of Labor Statistics, U. S. Department of Labor, <http://www.bls.gov/opub/gp/gpsec2.htm> (Table 12). This statistic is for the latest year available, 2002.

<sup>13</sup> Texas State Board of Medical Examiners. Figures based on active practicing physicians licensed in Texas, January 2006, <http://www.tmb.state.tx.us/agency/statistics/demo/docs/d2006/0106/gender.php>

<sup>14</sup> Based on communication with the Texas State Demographer, Dr. Steve Murdoch, April 15, 2005.

<sup>15</sup> Race/ethnicity was known for 94 percent of the active Bar membership in December 2006.

<sup>16</sup> Based on year first licensed in any jurisdiction.

<sup>17</sup> The Texas Young Lawyers Association (TYLA) consists of all attorneys licensed in Texas who are 36 years or younger as of June 1 of each year, or attorneys within their initial 36-month licensing period as of June 1. The Senior Bar consists of all attorneys who are not members of TYLA.

<sup>18</sup> Bar geography, such as county membership and district memberships, is based on members' official address. Starting in 2003, bar members' official address is their work address; if work address is unavailable, home address is used.

<sup>19</sup> Seventy-seven out of 254 Texas counties are classified by the U.S. Department of Commerce as components of a metropolitan area. US Department of the Census Bureau. Metropolitan and Micropolitan Statistical Areas (online), <http://www.census.gov/population/www/estimates/metroarea.html>. As per OMB Bulletin No 03-04, June 6, 2003.

<sup>20</sup> Metropolitan Statistical Areas (MSAs) were defined by the Federal Office of Management and Budget, November 2004, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 1/25/07, from [http://txsdc.utsa.edu/reference/georef/county\\_master.php](http://txsdc.utsa.edu/reference/georef/county_master.php)

<sup>21</sup> The Texas-Mexico border includes the counties of Brewster, Cameron, El Paso, Hidalgo, Hudspeth, Maverick, Presidio, Starr, Terrell, Val Verde, Webb, and Zapata.

<sup>22</sup> Metropolitan Statistical Areas (MSAs) were defined by the Federal Office of Management and Budget, November 2004, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 1/25/07, from [http://txsdc.utsa.edu/reference/georef/county\\_master.php](http://txsdc.utsa.edu/reference/georef/county_master.php)

<sup>23</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.

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<sup>24</sup> NALP, *2006-2007 National Directory of Law Schools*. Data reported for the 2005-2006 school year as information for the 2006-2007 school year was unavailable at the time this report was published. It should be noted that the NALP directory does not track an “Other” category of race/ethnicity.