



2013¹ Status of Racial/Ethnic Minorities in the State Bar of Texas

This report presents 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.

Findings

- 2003 to 2013 Numbers and Growth Trends (Page 2):

- Minority attorneys currently make up 18 percent of the State Bar as compared to 13 percent in 2003.
- There has been a 75 percent change in the number of minority attorneys in Texas over the past 10 years. Growing from 9,278 in 2003 to 16,262 in 2013.

- Projections (Page 3):

- By 2018 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 41 and the median years licensed for Texas minority attorneys is 11 years.

- Occupation and Law Firm Size (Page 5):

- The two occupations minority attorneys are most concentrated in are private law practice (62 percent) and government (15 percent).

- Texas Law School Enrollment (Page 6):

- During the 2013-14 academic year minorities made up 26 percent of the law students enrolled in Texas.

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.

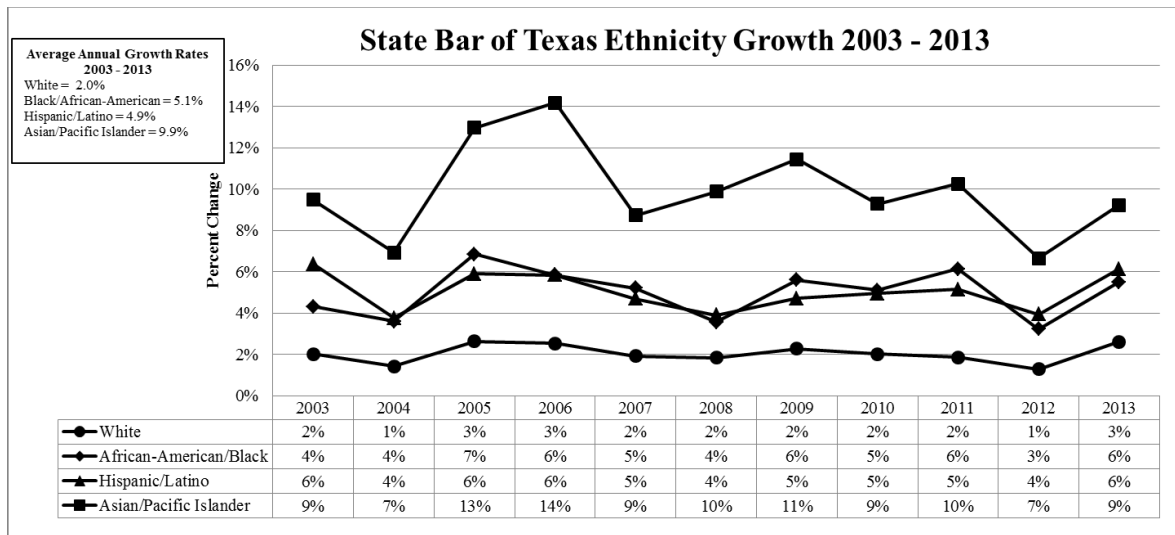
2003 to 2013 Numbers and Growth Trends

Racial/ethnic minority attorneys numbered 16,262 in 2013, comprising 18 percent of the State Bar. Of these, 7,393 were Hispanic/Latino, 4,406 were Black/African-American, 2,678 were Asian/Pacific Islander, and 289 were American Indian/Alaska Native. In addition, there were 990 attorneys who identified themselves as Other Race/Ethnicity, and 506 attorneys who identified themselves as two or more races. White attorneys numbered 73,287.

Race/Ethnicity	10 Year Percent		
	2003	2013	Change
Total Racial/Ethnic Minorities	9,278	16,262	75%
Black/African-American	2,691	4,406	64%
Hispanic/Latino	4,587	7,393	61%
Asian/Pacific Islander	1,039	2,678	158%
American Indian/Alaska Native	203	289	42%
Two or More Races		506	--
Other	758	990	31%
White	59,922	73,287	22%
Total	69,200	89,549	29%
Minority Percent of Total	13%	18%	

NOTE: Race/Ethnicity is not known for all attorneys and information on two or more races was not collected until 2008

In 2003 approximately 13 percent (9,278) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2003-2013) has been an estimated 5.8 percent 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.



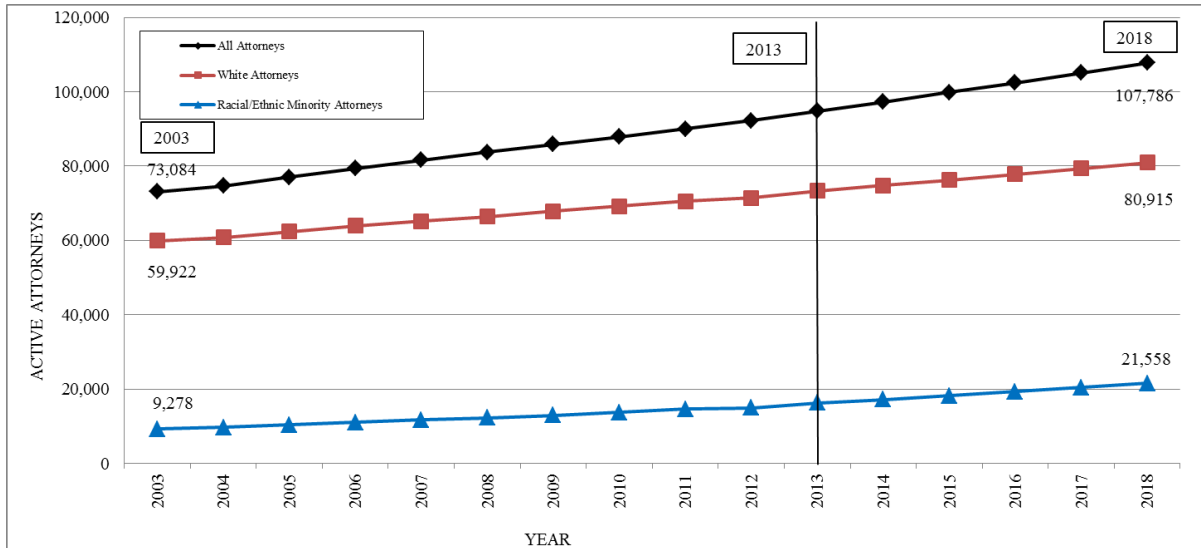
NOTE: The observed decline in 2012 is a result of data collection changes.

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

The graph above shows the three largest racial/ethnic minority groups' growth rates compared to the White growth rate. 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 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 2003 to 2013 and projected to 2018 using the 2003-2013 average growth rates.



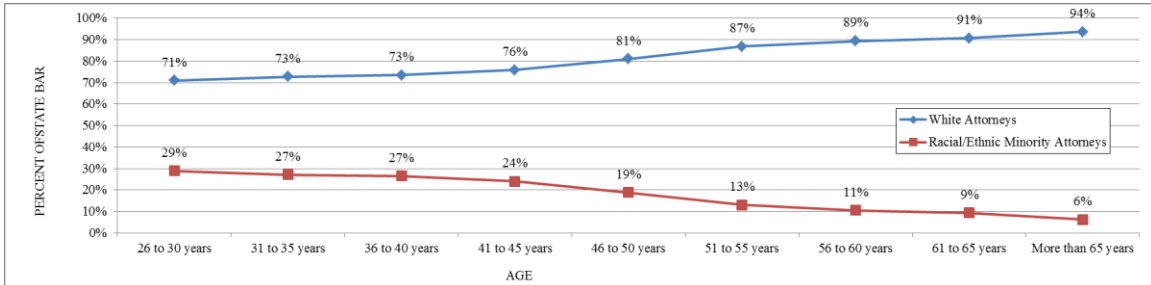
NOTE: Race/Ethnicity is not known for all attorneys.

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 16,262 in 2013 to a projected 21,558 in 2018, an increase from 18 percent to 21 percent of the State Bar in 2018.

The average annual rate of increase in membership in the State Bar over the past ten years, 2003 to 2013, has averaged 9.9 percent for Asian/Pacific Islander attorneys, 4.9 percent for Hispanic/Latino attorneys, 5.1 percent for Black/African-American attorneys, and 3.6 percent for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 5.8 percent. These growth rates are all at least twice the growth rate of the White attorneys who have a growth rate of 2 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) of age and years licensed⁴.

	Median Age	Median Years Licensed
Race/Ethnicity		
All Attorneys	48	18
White	50	20
Black/African-American	43	13
Hispanic/Latino	42	12
Asian/Pacific Islander	37	8
American Indian/Alaska Native	45	14
Two or More Races	32	2
Other	43	13

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

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

Whereas the median age of all Texas licensed attorneys is 48 years, and the median years licensed is 18, the median age for racial/ethnic minority attorneys is 41 years old and licensed for 11 years. The youngest minority group is made up of the Two or More Races attorneys, who have a median age of 32, and median years licensed of two.

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 (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 11 percent of the Bar membership overall.

Minority attorneys tend to work in smaller firms than their non-minority counterparts. While 43 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 = 73,287		N = 16,262		N = 94,804	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation	<i>(N = 63,362)</i>		<i>(N = 12,597)</i>		<i>(N = 80,431)</i>	
Private Law Practice						
Solo Practitioners	14,350	23%	3,245	26%	18,733	23%
2 to 5 attorneys	9,783	15%	2,161	17%	12,526	16%
6 to 10 attorneys	3,410	5%	466	4%	4,057	5%
11 to 24 attorneys	3,689	6%	505	4%	4,406	5%
25 to 40 attorneys	1,771	3%	219	2%	2,082	3%
41 to 60 attorneys	955	2%	132	1%	1,134	1%
61 to 100 attorneys	1,864	3%	221	2%	2,191	3%
101 to 200 attorneys	944	1%	130	1%	1,114	1%
Over 200 attorneys	4,549	7%	671	5%	5,545	7%
Government Attorney	6,176	10%	1,877	15%	8,481	11%
Full-Time Judge	1,284	2%	310	2%	1,681	2%
Law Faculty	439	1%	101	1%	574	1%
Corporate/In-House Counsel	7,056	11%	1,226	10%	8,671	11%
Other Law Related	1,987	3%	477	4%	2,599	3%
Other Non-Law Related	2,004	3%	284	2%	2,396	3%
Public Interest Lawyer	423	1%	249	2%	706	1%
Retired-Not Working	2,024	3%	101	1%	2,319	3%
Unemployed-Looking	490	1%	164	1%	694	1%
Unemployed-Not Looking	434	1%	58	<1%	522	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

St. Mary’s had the highest percentage of racial/ethnic minority enrollment (40 percent) among the Texas law schools, followed by University of Texas (26 percent). Baylor Law School had the lowest percentage (15 percent), followed by Texas A&M (21 percent). These values are shown in the following table of enrollment for the 2013-2014 academic year.

	Total Enrollment	Percent Minority
Law School Attended		
Baylor University	379	15%
St. Mary’s	849	40%
South Texas	--	--
Southern Methodist	782	22%
Texas Southern	--	--
Texas Tech	640	22%
Texas A&M	771	21%
University of Houston	--	--
University of Texas	1,038	26%
Total	4,459	1,143
Percentage		26%

**NOTE: Information on South Texas, Texas Southern, and University of Houston was not available for the 2012-13 academic year.*

⁶National Association for Law Placement (NALP), *2013-2014 National Directory of Law Schools*.

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