

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2014¹ 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.

SUMMARY FINDINGS

• 2004 TO 2014 NUMBERS AND GROWTH TRENDS (Page 2):

- Minority attorneys currently make up 19 percent of the State Bar as compared to 14 percent in 2004.
- There has been a 78 percent increase in the number of minority attorneys in Texas over the past 10 years, growing from 9,662 in 2004 to 17,226 in 2014.

• PROJECTIONS (Page 3):

- By 2019 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 41 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 (61 percent) and government (15 percent).

• TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2014-15 academic year minorities made up 36 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.

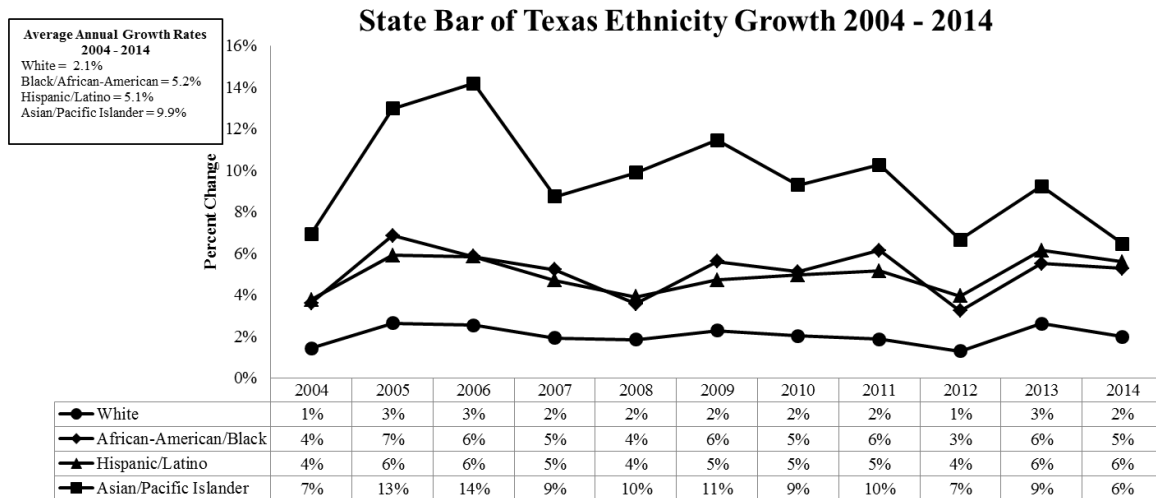
2004 TO 2014 NUMBERS AND GROWTH TRENDS

Racial/ethnic minority attorneys numbered 17,226 in 2014, comprising 19 percent of the State Bar. Of these, 7,806 were Hispanic/Latino, 4,438 were Black/African-American, 2,851 were Asian/Pacific Islander, and 302 were American Indian/Alaska Native. In addition, there were 1,030 attorneys who identified themselves as Other Race/Ethnicity, and 599 attorneys who identified themselves as two or more races. White attorneys numbered 74,740.

Race/Ethnicity	2004		2014		10 Year Percent Change
	Total	Percent	Total	Percent	
Total Racial/Ethnic Minorities	9,662	13.7%	17,226	18.7%	78%
Black/African-American	2,788	4.0%	4,638	5.0%	66%
Hispanic/Latino	4,759	6.8%	7,806	8.5%	64%
Asian/Pacific Islander	1,111	1.6%	2,851	3.1%	157%
American Indian/Alaska Native	203	0.3%	302	0.3%	49%
Two or More Races	--	--	599	0.7%	--
Other	801	1.1%	1,030	1.1%	29%
White	60,772	86.3%	74,740	81.3%	23%
Total	70,434	100.0%	91,966	100.0%	31%
Minority Percent of Total	14%		19%		

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

In 2004 approximately 14 percent (9,662) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2004-2014) has been an estimated 6.0 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.



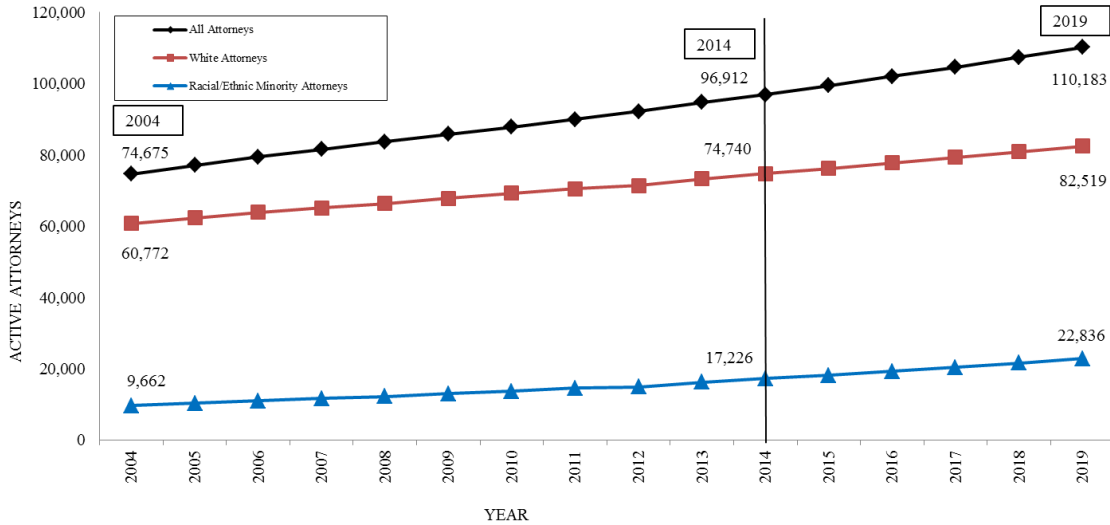
NOTE: The observed decline in 2012 is a result of data collection changes.

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 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 2004 to 2014 and projected to 2019 using the 2004-2014 average growth rates.



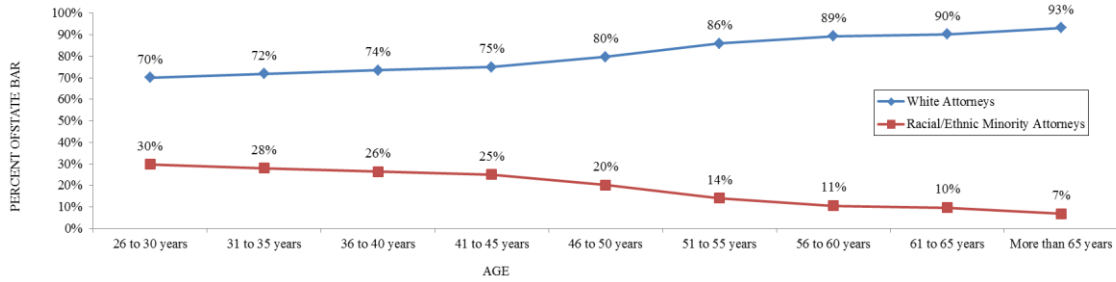
NOTE: Race/Ethnicity is not known for all attorneys.

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 17,226 in 2014 to a projected 22,836 in 2019, an increase from 19 percent to 22 percent of the State Bar in 2019.

The average annual rate of increase in membership in the State Bar over the past ten years, 2004 to 2014, has averaged 9.9 percent for Asian/Pacific Islander attorneys, 5.1 percent for Hispanic/Latino attorneys, 5.2 percent for Black/African-American attorneys, and 4.1 percent for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 6.0 percent. These growth rates are all at least twice the growth rate of the White attorneys who have a growth rate of 2.1 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	21
Racial/Ethnic Minorities	41	12
Black/African-American	43	13
Hispanic/Latino	42	13
Asian/Pacific Islander	37	8
American Indian/Alaska Native	47	15
Two or More Races	32	3
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 White attorneys is 50 years, and the median years licensed is 21, the median age for racial/ethnic minority attorneys is 41 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 32, and median years licensed of three.

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 9 percent of White attorneys.

Minority attorneys tend to work in smaller firms than their non-minority counterparts. While 42 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys only 39 percent of all State Bar attorneys do.

	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 74,740		N = 17,226		N = 96,912	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation						
	<i>(N = 64,738)</i>		<i>(N = 13,304)</i>		<i>(N = 82,044)</i>	
Private Law Practice						
Solo Practitioners	14,498	22%	3,377	25%	18,990	23%
2 to 5 attorneys	9,857	15%	2,259	17%	12,667	15%
6 to 10 attorneys	3,520	5%	514	4%	4,204	5%
11 to 24 attorneys	3,766	6%	537	4%	4,500	5%
25 to 40 attorneys	1,824	3%	226	2%	2,127	3%
41 to 60 attorneys	962	1%	138	1%	1,148	1%
More than 60 attorneys	7,395	11%	1,061	8%	8,879	11%
<i>Subtotal</i>	<i>41,822</i>	<i>65%</i>	<i>8,112</i>	<i>61%</i>	<i>52,515</i>	<i>64%</i>
Government Attorney	6,140	9%	1,931	15%	8,464	10%
Full-Time Judge	1,270	2%	330	2%	1,685	2%
Law Faculty	435	1%	107	1%	577	1%
Corporate/In-House Counsel	7,308	11%	1,335	10%	9,016	11%
Other Law Related	2,111	3%	517	4%	2,756	3%
Other Non-Law Related	2,094	3%	339	3%	2,539	3%
Public Interest Lawyer	454	1%	273	2%	758	1%
Retired-Not Working	2,192	3%	115	1%	2,515	3%
Unemployed-Looking	440	1%	178	1%	645	1%
Unemployed-Not Looking	472	1%	67	1%	574	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 (85 percent) among the Texas law schools, followed by St. Mary’s (51 percent). Southern Methodist had the lowest percentage (20 percent), followed by Baylor University (23 percent). These values are shown in the following table of enrollment for the 2014-2015 academic year.

	Total Enrollment	Percent Minority
Law School Attended		
Baylor University	382	23%
St. Mary’s	764	51%
South Texas	1,116	38%
Southern Methodist	765	20%
Texas Southern	466	85%
Texas Tech	629	28%
Texas A&M (formally Texas Wesleyan)	702	28%
University of Houston	732	34%
University of Texas	1,031	32%
Total	6,587	36%

⁶ ABA Section of Legal Education and Admissions to the Bar, 2014 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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