



STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2020¹ POPULATION TRENDS OF WOMEN IN THE STATE BAR OF TEXAS

This report presents demographic statistics on active State Bar of Texas women attorney members. Attention is given to the growth rate, age, years licensed, geographical location, occupational setting, law firm size, and law school enrollment of women attorneys.

SUMMARY FINDINGS

• 2010 TO 2020 NUMBERS AND GROWTH TRENDS (Page 2):

- Women attorneys currently make up 37 percent of the State Bar membership as compared to 33 percent in 2010.
- There has been a 39 percent growth in the number of women attorneys in Texas over the past 10 years. Growing from 28,513 in 2010 to 339,573 in 2020.

• PROJECTIONS (Page 3-4):

- By 2022, women attorneys are projected to make up 40 percent of the State Bar's membership based on ten year average annual growth rate trends.

• AGE AND YEARS LICENSED (Page 4):

- The median age of women attorneys is 44, and the median years licensed for Texas women attorneys is 15 years.

• OCCUPATION AND LAW FIRM SIZE (Page 5):

- The two occupations women attorneys are most concentrated in are solo practice (18 percent) and government (15 percent).

• TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2020-21 academic year, women made up 53 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.

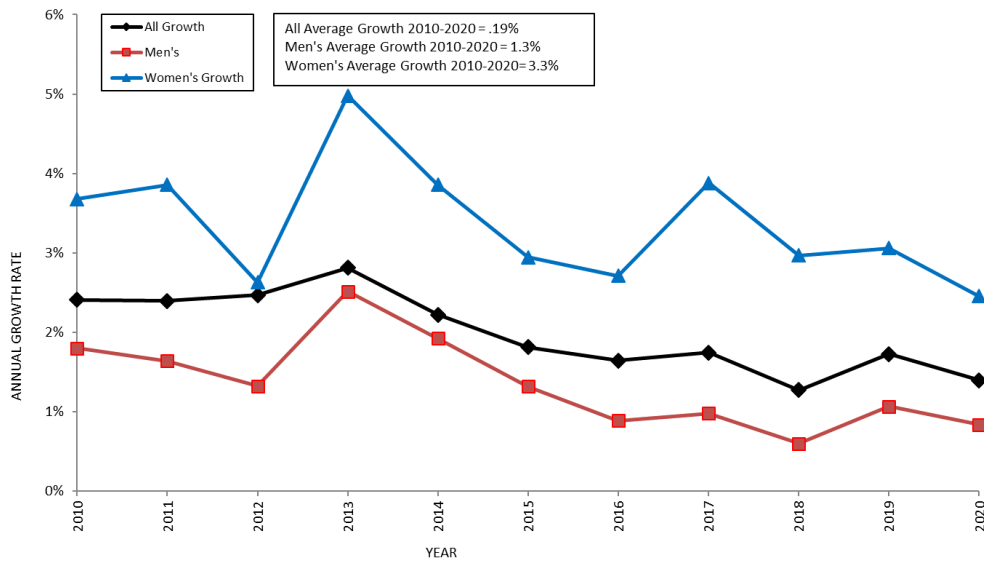
2010 TO 2020 NUMBERS AND GROWTH TRENDS

Women attorneys in 2020 numbered 38,624 or 37 percent of the total State Bar membership, which counted 106,591 active attorney members.

Sex	2010	2020	10 Year Percent Change
Total Active Attorneys	87,881	106,591	21%
Women	28,513	39,573	39%
Men	58,744	66,878	14%
Total Reporting Sex	87,257	106,451	22%
Women Percent of Total	33%	37%	

*Note: Sex was not provided by all attorneys.

The following graph shows the differences in year-to-year growth rates² that have been occurring from 2010 to 2020. The growth rate for women has generally been between two and three times the growth rate of male attorneys during this time. Women’s average annual growth rate from 2010 to 2020 was 3.3 percent³.



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

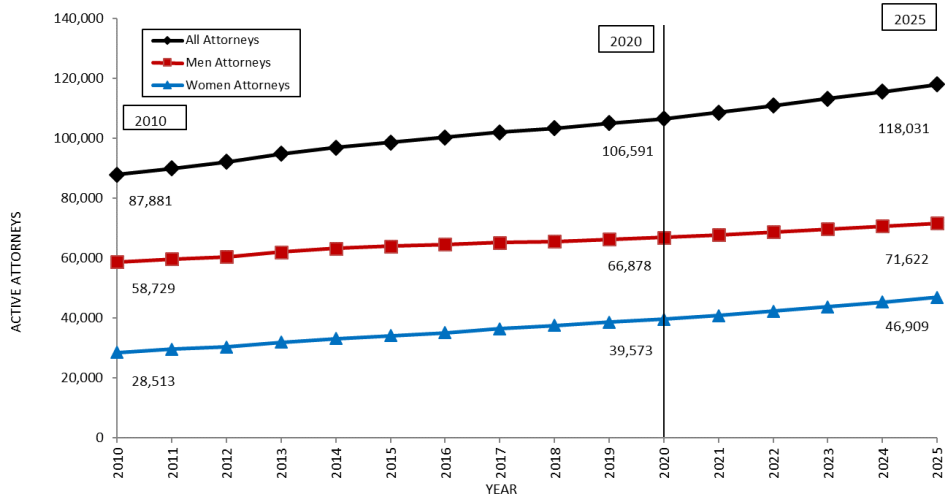
² The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

³ 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.

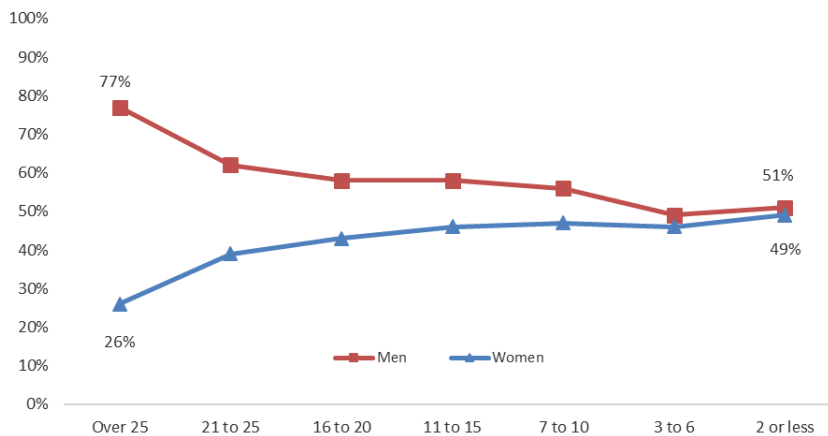
PROJECTIONS

The graph below shows the actual number of women, men, and all attorneys from 2010 to 2020. Also on the graph are annual growth projections through 2025. In 2010 women attorneys made up 32 percent of the State Bar membership. In 2020 they represented 37 percent of the membership.

The estimated rate of increase over the past ten years has averaged 3.3 percent annually for women and 1.3 percent annually for men. The number of women attorneys is predicted to change from 38,624 in 2019 to a projected 46,909 in 2025, an increase from 37 percent to 40 percent of the State Bar membership in 2025.



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 number of men and the number of women by years licensed in Texas.

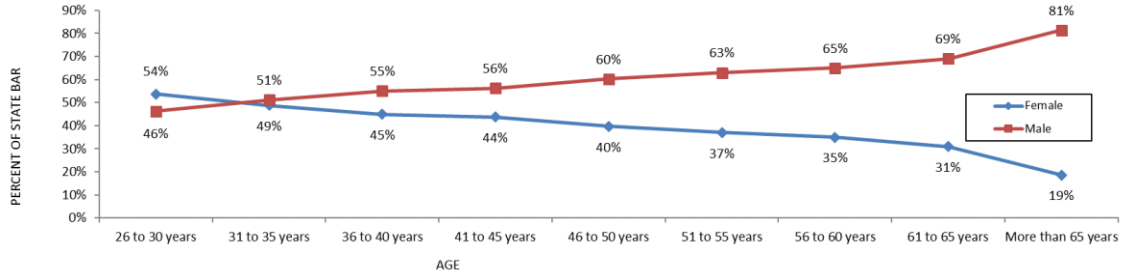


As is evident in the time frame above, the number of women in their first year of Texas licensure has been steadily approaching that of men.

2020 POPULATION TRENDS OF WOMEN IN THE STATE BAR OF TEXAS

Women have continued to increase their representation in the Texas legal profession. The graph below shows this trend by presenting the breakdown of Bar membership by sex and age group as of December 2020, which is the midpoint of the Bar’s fiscal year 2020-21.

The graph shows that the percentage of women increases with each younger age group. The fifty percent crossover point when women outnumber men occurs near the 31 to 35 age category.



AGE AND YEARS LICENSED

The table below shows the medians (50th percentile) for age and years licensed⁴ categories.

Overall, female lawyers in Texas are generally younger and have been licensed for fewer years than male attorneys. While the median age of men attorneys is 53 and the median years licensed is 23, the median for women attorneys is 44 years old and the median years licensed is 15. Women comprise 50 percent of the Bar’s newest members – those licensed two years or fewer – but only 25 percent of attorneys licensed more than 25 years.

		Median Age	Median Years Licensed
Sex			
All Attorneys		49	19
	Men	53	23
	Women	44	15

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. Women attorneys are less likely than men to work as solo practitioners – 18 percent of women lawyers, compared with 24 percent of men lawyers, are solo practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (15 percent of women lawyers, compared with 8 percent of men).

	Men		Women		All State Bar Attorneys	
	N = 66,323		N = 39,573		N = 106,591	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation						
	<i>(N = 54,074)</i>		<i>(N = 28,980)</i>		<i>(N = 83,126)</i>	
Private Law Practice						
Solo Practitioners	13,129	24%	5,250	18%	18,390	22%
2 to 5 attorneys	8,722	16%	3,605	12%	12,334	15%
6 to 10 attorneys	2,919	5%	1,206	4%	4,130	5%
11 to 24 attorneys	3,117	6%	1,244	4%	4,362	5%
25 to 40 attorneys	1,577	3%	659	2%	2,241	3%
41 to 60 attorneys	879	2%	361	1%	1,240	1%
More than 60 attorneys	6,569	12%	2,834	10%	9,423	11%
<i>Subtotal</i>	<i>36,912</i>	<i>68%</i>	<i>15,159</i>	<i>52%</i>	<i>52,120</i>	<i>63%</i>
Government Attorney	4,084	8%	4,252	15%	8,347	10%
Full-Time Judge	1,057	2%	633	2%	1,690	2%
Law Faculty	322	1%	277	1%	599	1%
Corporate/In-House Counsel	5,785	11%	4,009	14%	9,804	12%
Other Law Related	1,483	3%	1,509	5%	2,993	4%
Other Non-Law Related	1,541	3%	991	3%	2,533	3%
Public Interest Lawyer	362	1%	747	3%	1,109	1%
Retired-Not Working	2,234	4%	900	3%	3,134	4%
Unemployed-Looking	148	<1%	136	<1%	284	<1%
Unemployed-Not Looking	146	<1%	367	1%	513	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 female students in 2020-21 (62 percent, followed by Texas A&M with 58 percent). Overall, half of all law school enrollees are women.

	Total Enrollment	Men	Women	Percent Women
Law School Attended				
Baylor University	447	222	225	50%
St. Mary's	736	348	388	53%
South Texas	999	452	547	55%
Southern Methodist	696	318	377	54%
Texas Southern	536	204	332	62%
Texas Tech	416	222	194	47%
Texas A&M (formerly Texas Wesleyan)	515	214	300	58%
University of Houston	685	330	355	52%
UNT Dallas College of Law	390	177	213	55%
University of Texas	965	510	455	47%
Total	6,385	2,997	3,386	53%

⁶ ABA Section of Legal Education and Admissions to the Bar, 2020 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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