

# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2023<sup>1</sup> 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

##### • 2013 TO 2023 NUMBERS AND GROWTH TRENDS (Page 2):

- Minority attorneys currently make up 24% of the State Bar membership as compared to 18% in 2013.
- There has been a 60% increase in the number of minority attorneys in Texas over the past 10 years, growing from 16,262 in 2013 to 26,090 in 2023.

##### • PROJECTIONS (Page 3):

- By 2028, minority attorneys are projected to make up 24 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 43 and the median years licensed for Texas minority attorneys is 13 years.

##### • OCCUPATION AND LAW FIRM SIZE (Page 5):

- The two occupations minority attorneys are most concentrated in are private law practice (58 percent) and government (14 percent).

##### • TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2023-24 academic year, minorities made up 44 percent of the law students enrolled in Texas law schools.

<sup>1</sup> 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.

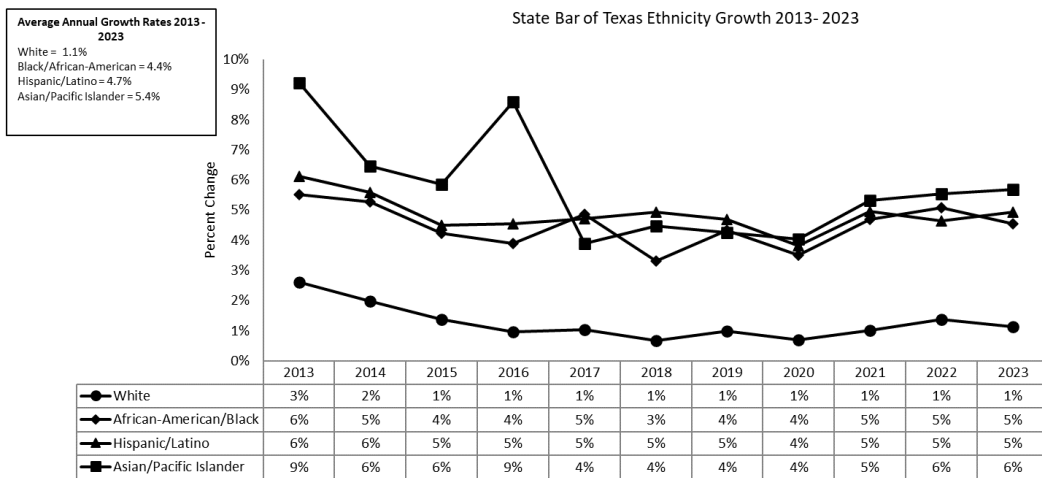
**2013 TO 2023 NUMBERS AND GROWTH TRENDS**

Racial/ethnic minority attorneys numbered 26,090 in 2023, comprising 24% of the State Bar membership. Of these, 11,739 were Hispanic/Latino, 6,759 were Black/African-American, 4,532 were Asian/Pacific Islander, and 372 were American Indian/Alaska Native. In addition, 1,469 attorneys identified themselves as Other Race/Ethnicity, and 1,219 attorneys identified themselves as two or more races. White attorneys numbered 81,956.

Race/Ethnicity	2013		2023		10-Year Percent Change
	Total	Percent	Total	Percent	
Total Racial/Ethnic Minorities	16,262	18.2%	26,090	24.1%	60%
Black/African-American	4,406	4.9%	6,759	6.3%	53%
Hispanic/Latino	7,393	8.3%	11,739	10.9%	59%
Asian/Pacific Islander	2,678	3.0%	4,532	4.2%	69%
American Indian/Alaska Native	289	0.3%	372	0.3%	29%
Two or More Races	506	0.6%	1,219	1.1%	--
Other	990	1.1%	1,469	1.4%	48%
White	73,287	81.8%	81,956	75.9%	12%
<b>Total</b>	<b>89,549</b>	<b>100.0%</b>	<b>108,046</b>	<b>100.0%</b>	<b>21%</b>
Minority Percent of Total	18.2%		24.1%		

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

In 2013, approximately 18% (16,262) of licensed attorneys in Texas were racial/ethnic minorities. The increase for the past 10 years (2013-2023) has been an estimated 4.8% compounded average growth rate<sup>2</sup> 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 counterparts<sup>3</sup>.

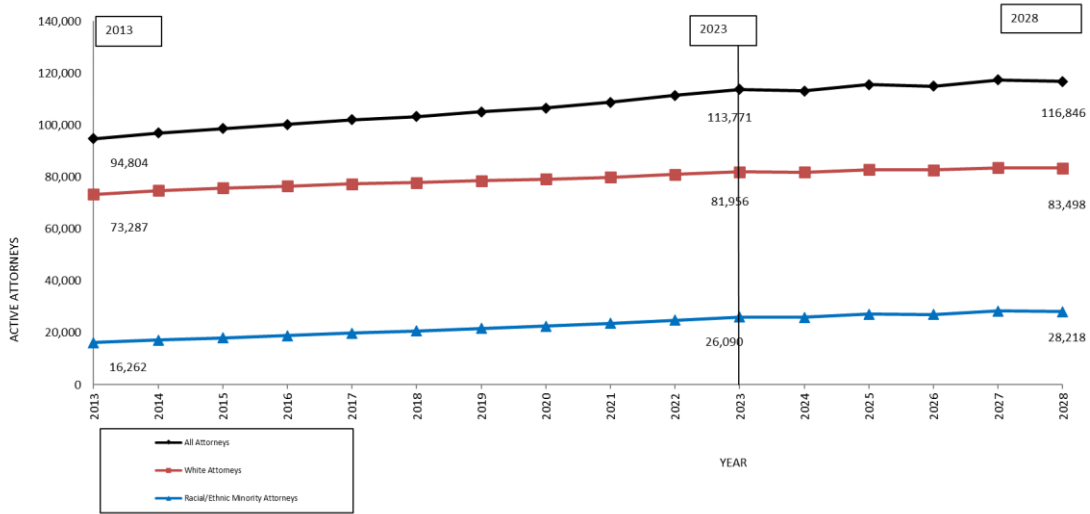


<sup>2</sup> The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate = ((Ending Year Y / Beginning Year X) ^ (1 / # of years) - 1) \* 100%, where # of years is the number of years of growth from year X to year Y, or Y index number minus X index number.

<sup>3</sup> 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 2013 to 2023 and projected to 2028 using the 2013-2023 average growth rates.



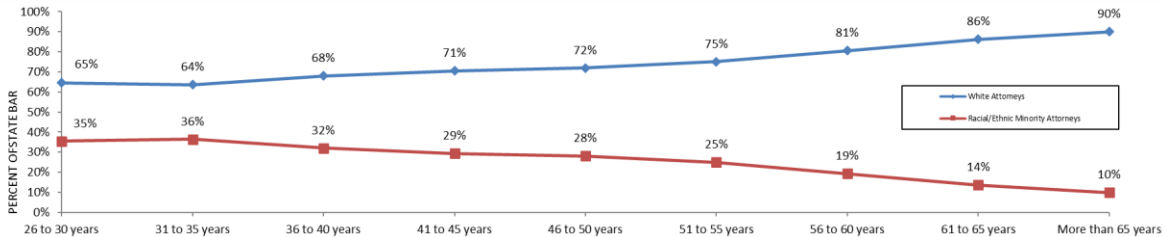
NOTE: Race/Ethnicity is self-reported and is not known for all attorneys.

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 26,090 in 2023 to a projected 28,218 in 2028.

The average annual rate of increase in membership in the State Bar over the past 10 years, 2013 to 2023, has averaged 5.4% for Asian/Pacific Islander attorneys, 4.7% for Hispanic/Latino attorneys, 4.4% for Black/African-American attorneys, and 2.6% for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 4.8%. These growth rates are all at least twice the growth rate of white attorneys, who have a growth rate of 1.1% for the same 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 (50<sup>th</sup> percentile) for age and years licensed<sup>4</sup> categories.

	Median Age	Median Years Licensed
<b>Race/Ethnicity</b>		
All Attorneys	49	20
White	52	23
Racial/Ethnic Minorities	43	13
Black/African-American	45	15
Hispanic/Latino	43	14
Asian/Pacific Islander	41	13
American Indian/Alaska Native	49	18
Two or More Races	37	9
Other	46	18

\*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 23, the median age for racial/ethnic minority attorneys is 43 and years licensed is 13. The youngest minority group is made up of attorneys who are two or more races, with a median age of 37, and a median years of licensure of nine.

<sup>4</sup> Based on year first licensed in any jurisdiction.

**OCCUPATION AND LAW FIRM SIZE<sup>5</sup>**

The next table shows statistics on occupation and law firm size. Although slightly less than two-thirds (62%) 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 – 14% of minority lawyers work for a branch of government, compared with 9% of white attorneys.

	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 81,956		N = 26,090		N = 113,771	
	Count	Percent	Count	Percent	Count	Percent
<b>Primary Occupation</b>						
	<i>(N = 63,638)</i>		<i>(N = 16,775)</i>		<i>(N = 83,505)</i>	
Private Law Practice						
Solo Practitioners	12,971	20%	3,540	21%	17,412	21%
2 to 5 attorneys	9,235	15%	2,583	15%	12,315	15%
6 to 10 attorneys	3,299	5%	678	4%	4,140	5%
11 to 24 attorneys	3,622	6%	690	4%	4,460	5%
25 to 40 attorneys	1,895	3%	351	2%	2,313	3%
41 to 60 attorneys	1,042	2%	193	1%	1,280	2%
More than 60 attorneys	8,014	13%	1,700	10%	10,112	12%
Subtotal	40,078	63%	9,735	58%	52,032	62%
Government Attorney	5,689	9%	2,397	14%	8,435	10%
Full-Time Judge	1,188	2%	470	3%	1,723	2%
Law Faculty	429	1%	119	1%	578	1%
Corporate/In-House Counsel	7,656	12%	2,109	13%	10,167	12%
Other Law Related	2,205	3%	656	4%	2,992	4%
Other Non-Law Related	1,988	3%	404	2%	2,483	3%
Public Interest Lawyer	714	1%	528	3%	1,285	2%
Retired-Not Working	2,673	4%	216	1%	3,073	4%
Unemployed-Looking	176	<1%	78	<1%	267	<1%
Unemployed-Not Looking	383	1%	63	<1%	470	1%

<sup>5</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.

**TEXAS LAW SCHOOL ENROLLMENT<sup>6</sup>**

Texas Southern had the highest percentage of racial/ethnic minority enrollment (86%) among the Texas law schools, followed by St. Mary’s (57%). University of Texas had the lowest percentage (29%). These values are shown in the following table of enrollment for the 2023-2024 academic year.

	Total Enrollment	Percent Minority
<b>Law School Attended</b>		
Baylor University	383	30%
St. Mary’s	803	57%
South Texas	1,036	46%
Southern Methodist	663	30%
Texas Southern	568	86%
Texas Tech	438	35%
Texas A&M (formerly Texas Wesleyan)	447	34%
University of Houston	792	46%
UNT Dallas College of Law	417	50%
University of Texas	985	29%
<b>Total</b>	<b>6,532</b>	<b>44%</b>

<sup>6</sup> ABA Section of Legal Education and Admissions to the Bar, 2023 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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