

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2023¹ 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

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

- Women attorneys currently make up 39% of the State Bar membership as compared to 34% in 2013.
- There has been a 37% growth in the number of women attorneys in Texas over the past 10 years, from 31,906 in 2013 to 43,816 in 2023.

• PROJECTIONS (Page 3-4):

- By 2028, women attorneys are projected to make up 41% of the State Bar's membership based on 10-year average annual growth rate trends.

• AGE AND YEARS LICENSED (Page 4):

- The median age of women attorneys is 45, and the median years licensed for Texas women attorneys is 17 years.

• OCCUPATION AND LAW FIRM SIZE (Page 5):

- The two occupations women attorneys are most concentrated in are solo practice (17%), government (14%), and corporate/in-house counsel (14%).

• TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2023-24 academic year, women made up 56 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.

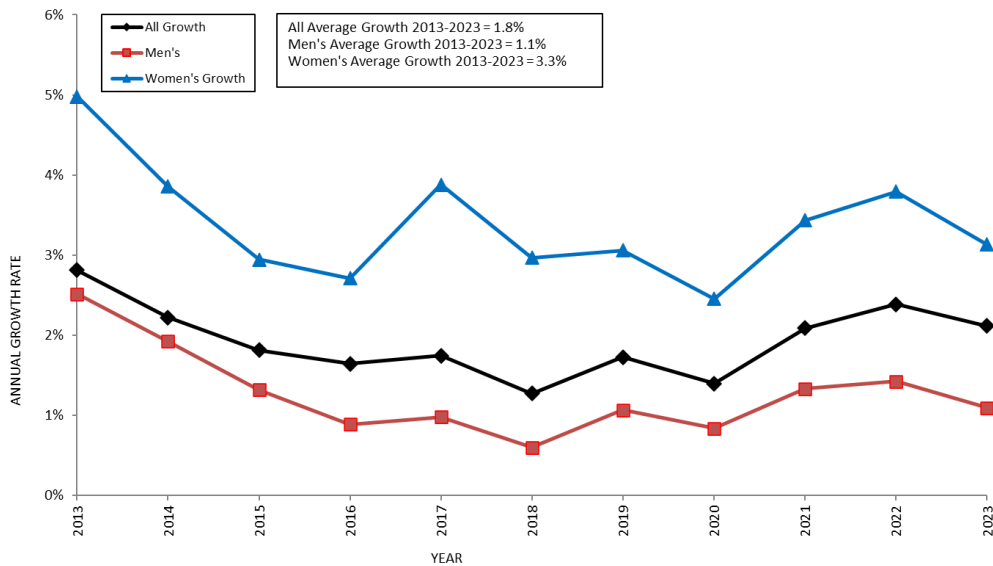
2013 TO 2023 NUMBERS AND GROWTH TRENDS

Women attorneys in 2023 numbered 43,816 or 39% of the total State Bar membership, which counted 113,771 active attorney members.

Sex	2013	2023	10 Year Percent Change
Total Active Attorneys	94,804	113,771	20%
Women	31,906	43,816	37%
Men	62,004	69,487	12%
Total Reporting Sex	93,910	113,303	21%
Women Percent of Total	34%	39%	

*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 2013 to 2023. 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 2013 to 2023 was 3.3%³.



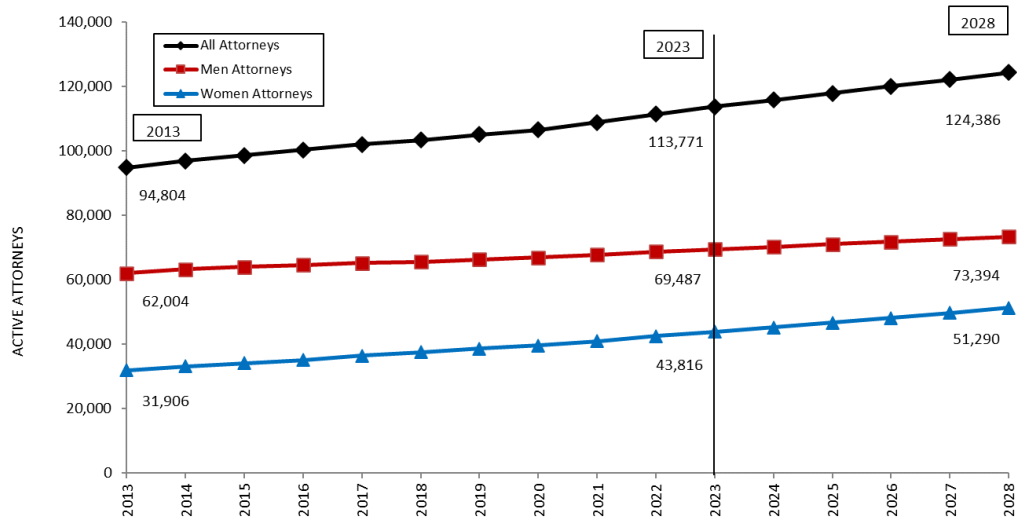
² The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

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.

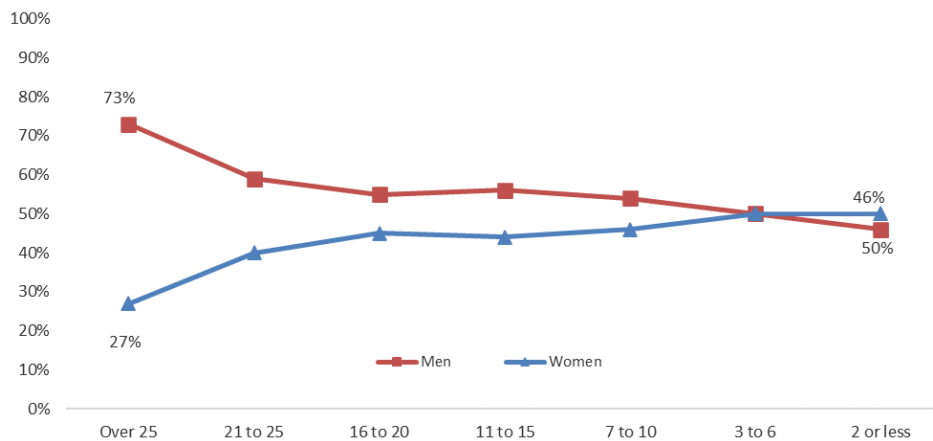
PROJECTIONS

The graph below shows the actual number of women, men, and all attorneys from 2013 to 2023. Also on the graph are annual growth projections through 2028. In 2013 women attorneys made up 34% of the State Bar membership. In 2023 they represented 39% of the membership.

The estimated rate of increase over the past 10 years has averaged 3.3% annually for women and 1.1% annually for men. The number of women attorneys is predicted to change from 43,816 in 2023 to a projected 51,290 in 2028, an increase from 39% to 41% of the State Bar membership in 2028.



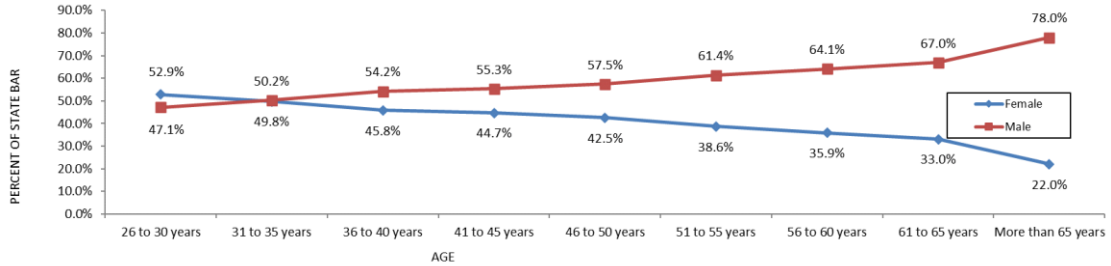
Visual evidence of the trend toward gender parity in the State Bar of Texas membership is seen in the graph below. The graph shows the number of men and the number of women by years licensed in Texas.



As is evident in the time frame above, the number of women with six or fewer years of Texas licensure is comparable to that of men.

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 2023, which is the midpoint of the bar’s fiscal year 2023-24.

The graph shows that the percentage of women increases with each younger age group. The 50% 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 45 years old and the median years licensed is 17. Women comprise 50% of the bar’s newest members – those licensed two years or fewer – but only 27% of attorneys licensed more than 25 years.

		Median Age	Median Years Licensed
Sex			
All Attorneys		49	20
	Men	53	23
	Women	45	17

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 – 17% of women lawyers, compared with 23% of men lawyers, are solo practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (14% of women lawyers, compared with 8% of men).

	Men		Women		All State Bar Attorneys	
	N = 69,487		N = 43,816		N = 113,771	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation						
	<i>(N = 53,588)</i>		<i>(N = 29,780)</i>		<i>(N = 83,505)</i>	
Private Law Practice						
Solo Practitioners	12,326	23%	5,073	17%	17,412	21%
2 to 5 attorneys	8,642	16%	3,656	12%	12,315	15%
6 to 10 attorneys	2,884	5%	1,250	4%	4,140	5%
11 to 24 attorneys	3,170	6%	1,285	4%	4,460	5%
25 to 40 attorneys	1,641	3%	665	2%	2,313	3%
41 to 60 attorneys	907	2%	372	1%	1,280	2%
More than 60 attorneys	6,932	13%	3,148	11%	10,112	12%
<i>Subtotal</i>	36,502	68%	15,449	52%	52,032	62%
Government Attorney	4,141	8%	4,275	14%	8,435	10%
Full-Time Judge	1,022	2%	700	2%	1,723	2%
Law Faculty	312	1%	266	1%	578	1%
Corporate/In-House Counsel	5,858	11%	4,288	14%	10,167	12%
Other Law Related	1,440	3%	1,547	5%	2,992	4%
Other Non-Law Related	1,500	3%	979	3%	2,483	3%
Public Interest Lawyer	405	1%	875	3%	1,285	2%
Retired-Not Working	2,139	4%	934	3%	3,073	4%
Unemployed-Looking	136	<1%	130	<1%	267	<1%
Unemployed-Not Looking	133	<1%	337	1%	470	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 2023-24 (62%, followed by UNT with 58%). Overall, more than half of all law school enrollees are women.

	Total Enrollment	Men	Women	Percent Women
Law School Attended				
Baylor University	383	172	211	55%
St. Mary's	803	342	460	57%
South Texas	1,036	443	590	57%
Southern Methodist	663	286	377	57%
Texas Southern	568	209	353	62%
Texas Tech	438	194	244	56%
Texas A&M (formerly Texas Wesleyan)	447	219	227	51%
University of Houston	792	356	436	55%
UNT Dallas College of Law	417	173	243	58%
University of Texas	985	462	523	53%
Total	6,532	2,856	3,664	56%

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

For more information, contact:

*State Bar of Texas, Department of Research & Analysis
P.O. Box 12487, Austin, TX 78711-2487
512.427.1724
research@texasbar.com*