STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2012[1] 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

- 2002 to 2012 Numbers and Growth Trends (Page 2):
  - Minority attorneys currently make up 18 percent of the State Bar as compared to 13 percent in 2002.
  - There has been a 74 percent change in the number of minority attorneys in Texas over the past 10 years. Growing from 8,736 in 2002 to 15,196 in 2012.
- Projections (Page 3):
  - By 2016 minority attorneys are projected to make up 19 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):
  - 65 percent of minorities work in private law practice and another 15 percent work as government attorneys.

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- Texas Law School Enrollment (Page 6):
  - During the 2012-13 academic year minorities made up 31 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.

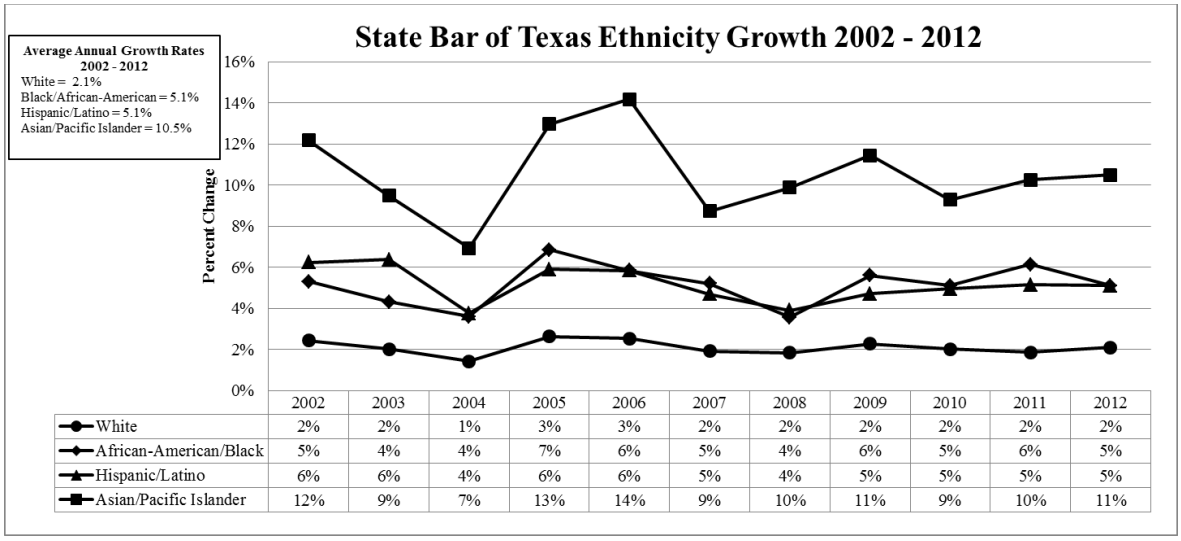
2002 to 2012 Numbers and Growth Trends

Racial/ethnic minority attorneys numbered 15,196 in 2012, comprising 18 percent of the State Bar. Of these, 6,966 were Hispanic/Latino, 4,176 were Black/African-American, 2,452 were Asian/Pacific Islander, and 278 were American Indian/Alaska Native. In addition, there were 964 attorneys who identified themselves as Other Race/Ethnicity, and 360 attorneys who identified themselves as two or more races. White attorneys numbered 71,427.

Race/Ethnicity	2002	2012	10 Year Percent Change
Total Racial/Ethnic Minorities	8,736	15,196	74%
Black/African-American	2,580	4,176	62%
Hispanic/Latino	4,312	6,966	62%
Asian/Pacific Islander	949	2,452	158%
American Indian/Alaska Native	193	278	44%
Two or More Races	--	360	--
Other	702	964	37%
White	58,735	71,427	22%
Total	67,471	86,623	28%
Minority Percent of Total	13%	18%	

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

In 2002 approximately 13 percent (8,736) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2002-2012) has been an estimated 5.9 percent average growth rate[2] 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[3].



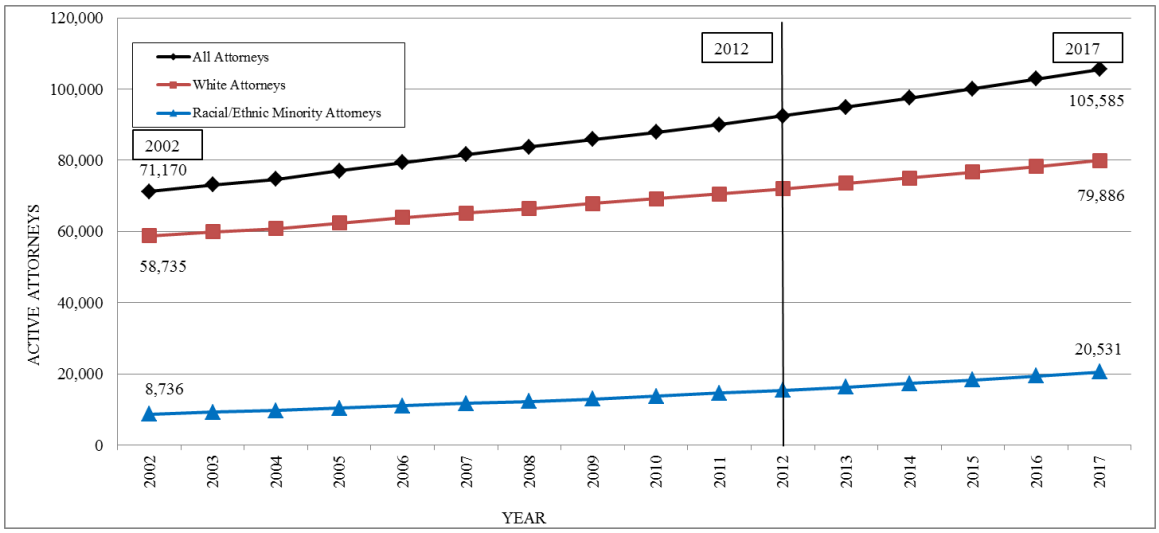
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
White	2%	2%	1%	3%	3%	2%	2%	2%	2%	2%	2%
African-American/Black	5%	4%	4%	7%	6%	5%	4%	6%	5%	6%	5%
Hispanic/Latino	6%	6%	4%	6%	6%	5%	4%	5%	5%	5%	5%
Asian/Pacific Islander	12%	9%	7%	13%	14%	9%	10%	11%	9%	10%	11%

[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. For purposes here 2001 to 2011 numbers are used.

[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%. For purposes here 2001 to 2011 numbers are used.

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 2002 to 2012 and projected to 2017 using the 2002-2012 average growth rates.



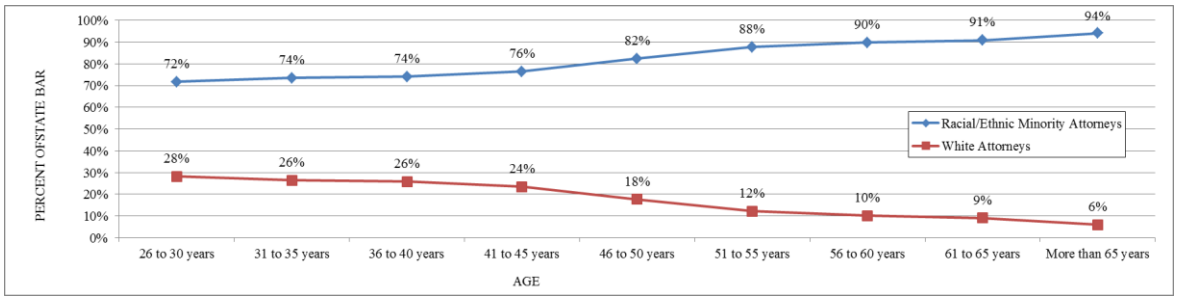
**Note that Race/Ethnicity is not known for all attorneys.*

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 15,196 in 2012 to a projected 20,531 in 2017, an increase from 18 percent to 19 percent of the State Bar in 2017.

The average annual rate of increase in membership in the State Bar over the past ten years, 2002 to 2012, has averaged 10.5 percent for Asian/Pacific Islander attorneys, 5.1 percent for Hispanic/Latino attorneys, 5.1 percent for Black/African-American attorneys, 3.9 percent for Native American Indian attorneys. The growth rate for racial/ethnic minority attorneys combined is 5.9 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 licensed[4].

Race/Ethnicity	Median Age	Median Years Licensed
All Attorneys	48	18
White	50	20
Black/African-American	43	14
Hispanic/Latino	42	12
Asian/Pacific Islander	37	7
American Indian/Alaska Native	45	14
Two or More Races	31	2
Other	42	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. Some 27 percent, or 6,472, of the members of TYLA are racial/ethnic minority attorneys. Just under half (43 percent) of racial/ethnic minority lawyers are TYLA members[5].

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 31, and median years licensed of two.

[4] Based on year first licensed in any jurisdiction.

[5] The Texas Young Lawyers Association (TYLA) consists of all attorneys licensed in Texas who are 36 years or younger as of June 1 of each year, or attorneys within their initial 36-month licensing period as of June 1.

Occupation and Law Firm Size[6]

The next table shows statistics on occupation and law firm size. Although slightly more than two-thirds (67 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 – 16 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 44 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys only 40 percent of all State Bar attorneys do.

	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 71,427		N = 15,196		N = 89,987	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation						
	(N = 61,923)		*(N = 11,693)*		*(N = 77,946)*	
Private Law Practice						
Solo Practitioners	14,193	23%	3,153	27%	18,490	24%
2 to 5 attorneys	9,687	16%	2,046	17%	12,359	16%
6 to 10 attorneys	3,322	5%	416	4%	3,918	5%
11 to 24 attorneys	3,623	6%	490	4%	4,338	6%
25 to 40 attorneys	1,759	3%	195	2%	2,051	3%
41 to 60 attorneys	960	2%	126	1%	1,140	1%
61 to 100 attorneys	1,944	3%	207	2%	2,270	3%
101 to 200 attorneys	908	1%	114	1%	1066	1%
Over 200 attorneys	4,368	7%	607	5%	5,318	7%
Government Attorney	6,131	10%	1,817	16%	8,400	11%
Full-Time Judge	1,269	2%	293	3%	1,653	2%
Law Faculty	449	1%	106	1%	591	1%
Corporate/In-House Counsel	6,809	11%	1,148	10%	8,355	11%
Other Law Related	1,906	3%	428	4%	2,470	3%
Other Non-Law Related	1,923	3%	277	2%	2,318	3%
Retired-Not Working	1,857	3%	90	1%	2,125	3%
Unemployed-Looking	397	1%	126	1%	579	1%
Unemployed-Not Looking	418	1%	54	<1%	505	1%

[6] 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[7]

Between academic years 1992-93 and 2012-13, the proportion of minorities among Texas law students increased from 23 to 31 percent. South Texas had the highest percentage of racial/ethnic minority enrollment (76 percent) among the Texas law schools, followed St. Mary's (38 percent). Baylor Law School had the lowest percentage (15 percent), followed by Texas Wesleyan (20 percent).These values are shown in the following table of enrollment for the 2012-2013 academic year.

Law School Attended	Total Enrollment	Percent Minority
Baylor University	405	15%
St. Mary's	815	38%
South Texas	1,225	28%
Southern Methodist	825	23%
Texas Southern	540	76%
Texas Tech*	--	--
Texas Wesleyan	738	20%
University of Houston	775	33%
University of Texas	1,056	27%
Total	**6,379**	**1,994**
Percentage		**31%**

**NOTE: Information on Texas Tech was not available for the 2012-13 academic year.*

[7] National Association for Law Placement (NALP), *2012-2013 National Directory of Law Schools*.

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