

# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2018<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

##### • 2008 TO 2018 NUMBERS AND GROWTH TRENDS (Page 2):

- Minority attorneys currently make up 21 percent of the State Bar membership as compared to 16 percent in 2008.
- There has been a 69 percent increase in the number of minority attorneys in Texas over the past 10 years, growing from 12,252 in 2008 to 20,755 in 2018.

##### • PROJECTIONS (Page 3):

- By 2023, 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 42 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 (59 percent) and government (15 percent).

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

- During the 2018-19 academic year, minorities made up 42 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.

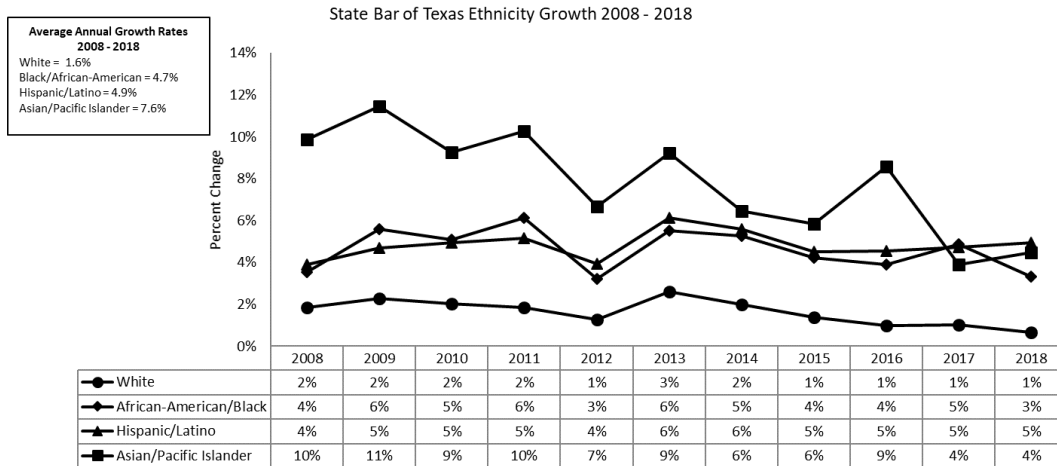
**2008 TO 2018 NUMBERS AND GROWTH TRENDS**

Racial/ethnic minority attorneys numbered 20,755 in 2018, comprising 21 percent of the State Bar membership. Of these, 9,373 were Hispanic/Latino, 5,441 were Black/African-American, 3,557 were Asian/Pacific Islander, and 344 were American Indian/Alaska Native. In addition, there were 1,223 attorneys who identified themselves as Other Race/Ethnicity, and 817 attorneys who identified themselves as two or more races. White attorneys numbered 77,815.

Race/Ethnicity	Total	Percent	Total	Percent	10-Year Percent Change
Total Racial/Ethnic Minorities	12,252	15.6%	20,755	21.1%	69%
Black/African-American	3,435	4.4%	5,441	5.6%	58%
Hispanic/Latino	5,801	7.4%	9,373	9.6%	62%
Asian/Pacific Islander	1,712	2.2%	3,557	3.7%	108%
American Indian/Alaska Native	246	0.3%	344	0.4%	40%
Two or More Races	55	0.1%	817	0.8%	--
Other	1,005	1.3%	1,223	1.3%	22%
White	66,361	84.4%	77,815	80.1%	17%
<b>Total</b>	<b>78,615</b>	<b>100.0%</b>	<b>98,570</b>	<b>101.4%</b>	<b>25%</b>
Minority Percent of Total	15.6%		21.1%		

NOTE: Race/Ethnicity is self-reported and is not known for all attorney. Information on the category “two or more races” was not collected until 2008.

In 2008, approximately 16 percent (12,252) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2008-2018) has been an estimated 5.4 percent 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>.



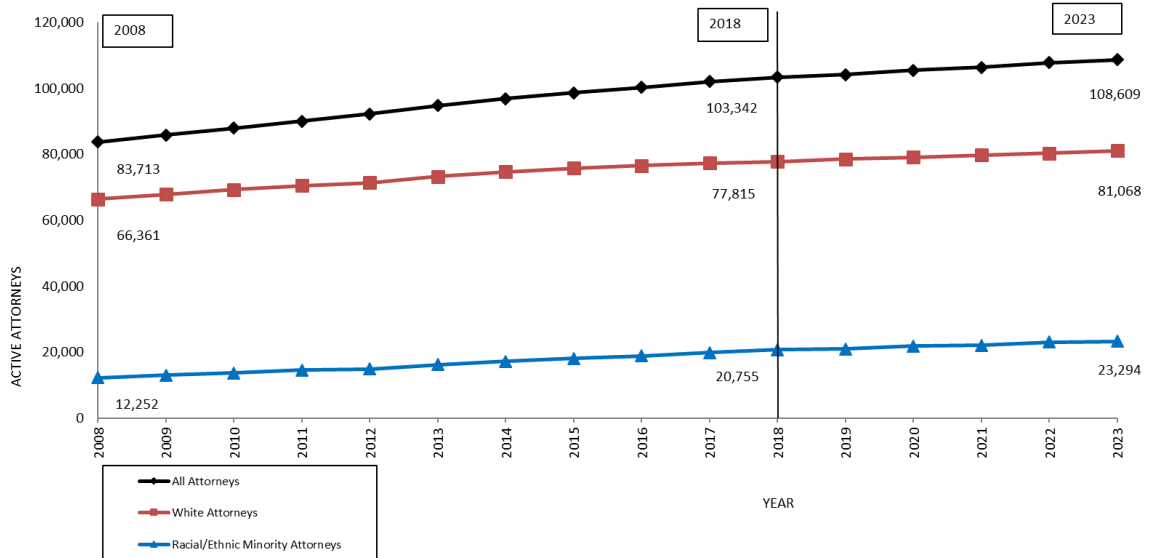
NOTE: The observed decline in 2012 is a result of data collection changes.

<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 2008 to 2018 and projected to 2023 using the 2008-2018 average growth rates.



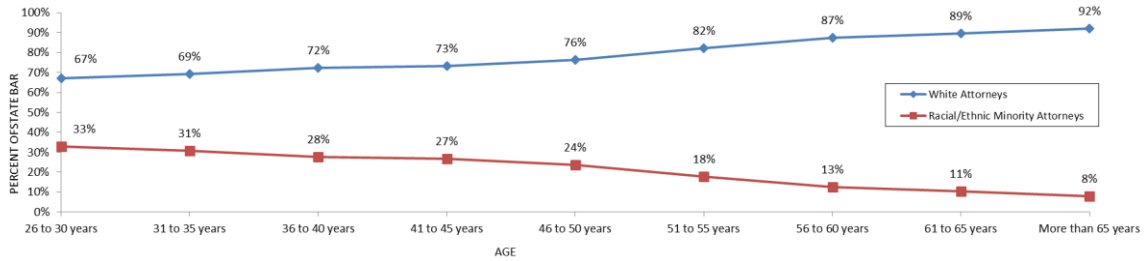
NOTE: Race/Ethnicity is self-reported and is not known for all attorneys.

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 20,755 in 2018 to a projected 23,294 in 2023.

The average annual rate of increase in membership in the State Bar over the past 10 years, 2008 to 2018, has averaged 7.6 percent for Asian/Pacific Islander attorneys, 4.9 percent for Hispanic/Latino attorneys, 4.7 percent for Black/African-American attorneys, and 3.4 percent for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 5.4 percent. These growth rates are all at least twice the growth rate of the white attorneys, who have a growth rate of 1.6 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 (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	19
White	52	22
Racial/Ethnic Minorities	42	12
Black/African-American	44	14
Hispanic/Latino	43	13
Asian/Pacific Islander	39	10
American Indian/Alaska Native	47	15
Two or More Races	34	6
Other	44	15

\*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 22, the median age for racial/ethnic minority attorneys is 42 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 34, and the median years of licensure is six.

<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 (63 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 white attorneys. While 40 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys only 38 percent of all State Bar attorneys do.

Primary Occupation	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 77,815		N = 20,755		N = 103,342	
	Count	Percent	Count	Percent	Count	Percent
	<i>(N = 64,309)</i>		<i>(N = 15,025)</i>		<i>(N = 82,840)</i>	
Private Law Practice						
Solo Practitioners	14,087	22%	3,541	24%	18,627	22%
2 to 5 attorneys	9,568	15%	2,419	16%	12,473	15%
6 to 10 attorneys	3,442	5%	615	4%	4,213	5%
11 to 24 attorneys	3,631	6%	607	4%	4,377	5%
25 to 40 attorneys	1,791	3%	289	2%	2,155	3%
41 to 60 attorneys	1,068	2%	165	1%	1,279	2%
More than 60 attorneys	7,529	12%	1,281	9%	9,172	11%
Subtotal	41,116	64%	8,917	59%	52,296	63%
Government Attorney	5,827	9%	2,202	15%	8,363	10%
Full-Time Judge	1,221	2%	338	2%	1,628	2%
Law Faculty	437	1%	109	1%	583	1%
Corporate/In-House Counsel	7,567	12%	1,691	11%	9,634	12%
Other Law Related	2,196	3%	599	4%	2,933	4%
Other Non-Law Related	2,072	3%	394	3%	2,550	3%
Public Interest Lawyer	571	1%	371	2%	972	1%
Retired-Not Working	2,606	4%	169	1%	2,986	4%
Unemployed-Looking	249	<1%	169	1%	351	<1%
Unemployed-Not Looking	447	1%	66	<1%	544	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 (89 percent) among the Texas law schools, followed by St. Mary’s (59 percent). Baylor had the lowest percentage (25 percent), followed by Southern Methodist (27 percent). These values are shown in the following table of enrollment for the 2018-2019 academic year.

	Total Enrollment	Percent Minority
<b>Law School Attended</b>		
Baylor University	431	25%
St. Mary’s	739	59%
South Texas	942	45%
Southern Methodist	704	27%
Texas Southern	592	89%
Texas Tech	411	28%
Texas A&M (formerly Texas Wesleyan)	452	31%
University of Houston	704	37%
UNT Dallas College of Law	384	48%
University of Texas	1,005	30%
<b>Total</b>	<b>6,364</b>	<b>42%</b>

<sup>6</sup>ABA Section of Legal Education and Admissions to the Bar, 2018 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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