

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2018¹ 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

• 2007 TO 2017 NUMBERS AND GROWTH TRENDS (Page 2):

- Women attorneys currently make up 36 percent of the State Bar membership as compared to 32 percent in 2008.
- There has been a 41 percent growth in the number of women attorneys in Texas over the past 10 years. Growing from 26,508 in 2008 to 37,477 in 2018.

• PROJECTIONS (Page 3-4):

- By 2023, women attorneys are projected to make up 39 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 14 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 2018-19 academic year, women made up 50 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.

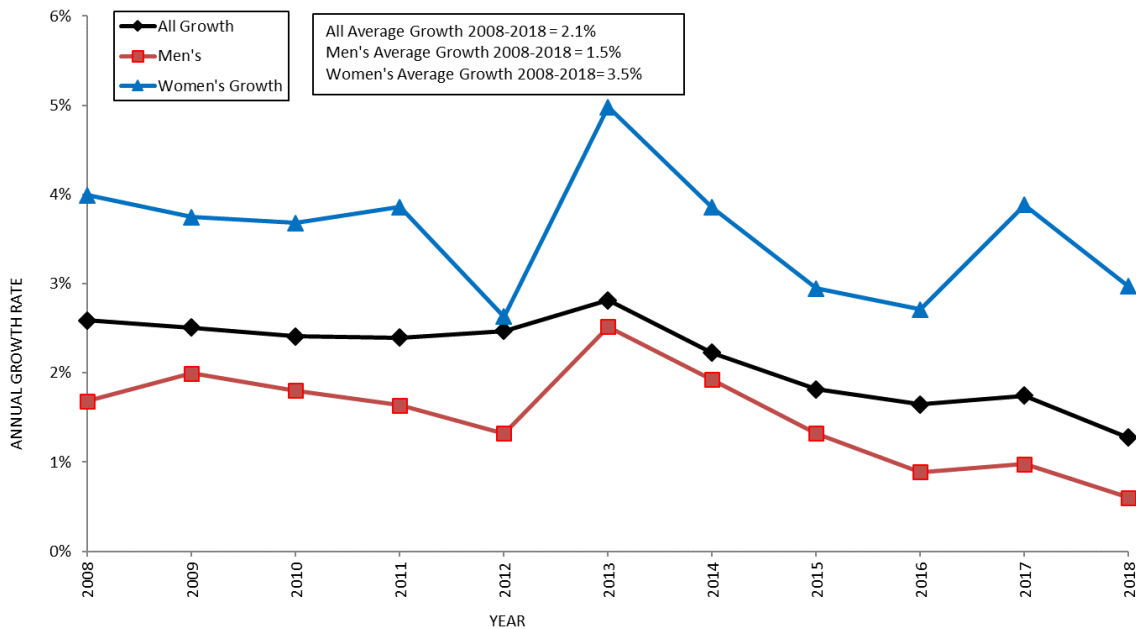
2008 TO 2018 NUMBERS AND GROWTH TRENDS

Women attorneys in 2018 numbered 37,477 or 36 percent of the total State Bar membership, which counted 103,342 active attorney members.

Sex	2008	2018	10 Year Percent Change
Total Active Attorneys	83,713	103,342	23%
Women	26,508	37,477	41%
Men	56,562	65,623	16%
Total Reporting Sex	83,070	103,100	24%
Women Percent of Total	32%	36%	

*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 2008 to 2018. 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 2008 to 2018 was 3.5 percent³.



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

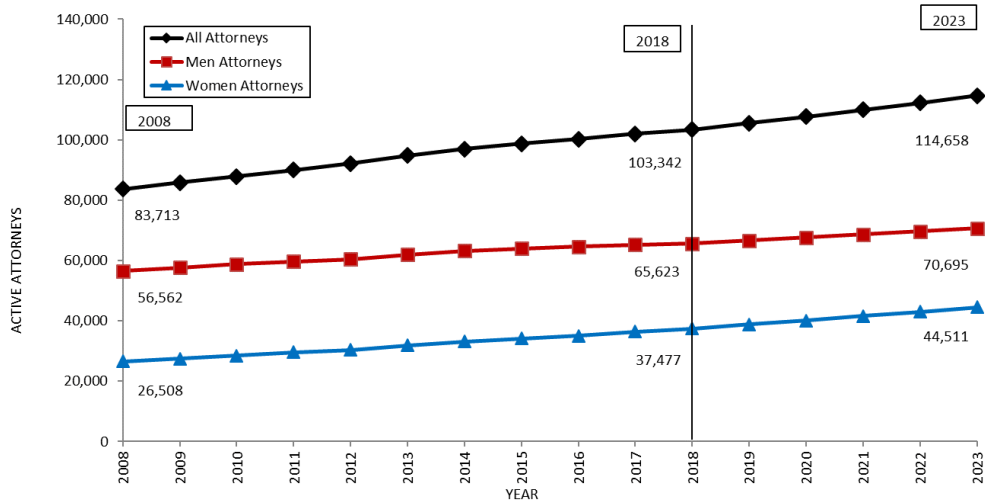
² The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

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.

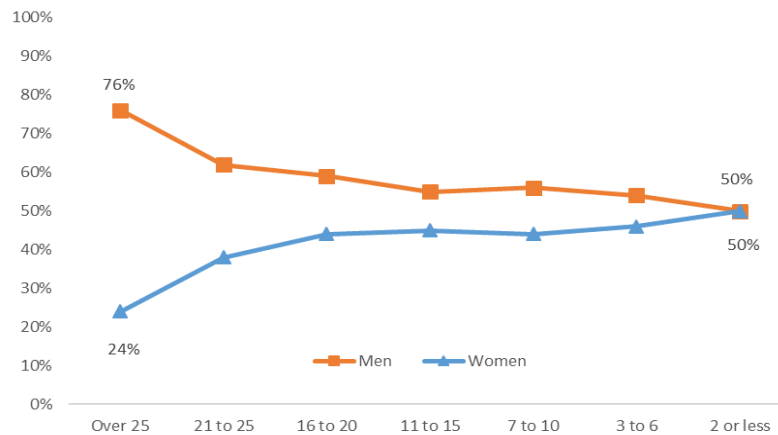
PROJECTIONS

The graph below shows the actual number of women, men, and all attorneys from 2008 to 2018. Also on the graph are annual growth projections through 2023. In 2008 women attorneys made up 32 percent of the State Bar membership. In 2018 they represented 36 percent of the membership.

The estimated rate of increase over the past ten years has averaged 3.5 percent annually for women and 1.5 percent annually for men. The number of women attorneys is predicted to change from 37,477 in 2018 to a projected 44,511 in 2023, an increase from 36 percent to 38 percent of the State Bar membership in 2023.



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.

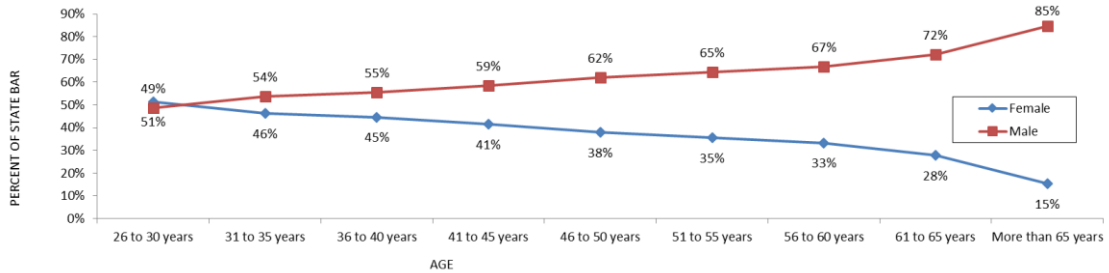


As is evident in the time frame above, the number of women in their first year of Texas licensure has been steadily approaching that of men.

2018 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 2018, which is the midpoint of the Bar’s fiscal year 2018-19.

The graph shows that the percentage of women increases with each younger age group. The fifty percent crossover point when women outnumber men occurs in the 26 to 30 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 52 and the median years licensed is 23, the median for women attorneys is 44 years old and the median years licensed is 14. Women comprise 50 percent of the Bar’s newest members – those licensed two years or fewer – but only 24 percent of attorneys licensed more than 25 years.

		Median Age	Median Years Licensed
Sex			
All Attorneys		49	19
	Men	52	23
	Women	44	14

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 7 percent of men).

	Men		Women		All State Bar Attorneys	
	N = 65,623		N = 37,477		N = 103,342	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation	<i>(N = 55,104)</i>		<i>(N = 28,432)</i>		<i>(N = 82,840)</i>	
Private Law Practice						
Solo Practitioners	13,368	24%	5,244	18%	18,627	22%
2 to 5 attorneys	8,817	16%	3,645	13%	12,473	15%
6 to 10 attorneys	2,980	5%	1,228	4%	4,213	5%
11 to 24 attorneys	3,134	6%	1,237	4%	4,377	5%
25 to 40 attorneys	1,513	3%	634	2%	2,155	3%
41 to 60 attorneys	916	2%	361	1%	1,279	2%
More than 60 attorneys	6,401	12%	2,746	10%	9,172	11%
Subtotal	37,955	69%	15,095	53%	52,296	63%
Government Attorney	4,119	7%	4,230	15%	8,363	10%
Full-Time Judge	1,048	2%	580	2%	1,628	2%
Law Faculty	321	1%	262	1%	583	1%
Corporate/In-House Counsel	5,811	11%	3,809	13%	9,634	12%
Other Law Related	1,440	3%	1,492	5%	2,933	4%
Other Non-Law Related	1,568	3%	981	3%	2,550	3%
Public Interest Lawyer	336	1%	635	2%	972	1%
Retired-Not Working	2,194	4%	792	3%	2,986	4%
Unemployed-Looking	176	<1%	175	1%	351	<1%
Unemployed-Not Looking	136	<1%	381	1%	544	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 2018-19 (59 percent, followed by Texas A&M with 55 percent). Overall, half of all law school enrollees are women.

	Total Enrollment	Men	Women	Percent Women
Law School Attended				
Baylor University	431	228	203	47%
St. Mary's	739	368	367	50%
South Texas	942	458	484	51%
Southern Methodist	704	340	364	52%
Texas Southern	592	240	352	59%
Texas Tech	411	239	172	42%
Texas A&M (formerly Texas Wesleyan)	452	203	249	55%
University of Houston	704	360	344	49%
UNT Dallas College of Law	384	178	206	54%
University of Texas	1,005	542	463	46%
Total	6,364	3,156	3,204	50%

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

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