

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2021¹ 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

• 2011 TO 2021 NUMBERS AND GROWTH TRENDS (Page 2):

- Women attorneys currently make up 38 percent of the State Bar membership as compared to 33 percent in 2011.
- There has been a 38 percent growth in the number of women attorneys in Texas over the past 10 years. Growing from 29,613 in 2011 to 40,932 in 2021.

• PROJECTIONS (Page 3-4):

- By 2026, women attorneys are projected to make up 40 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 16 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 2021-22 academic year, women made up 54 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.

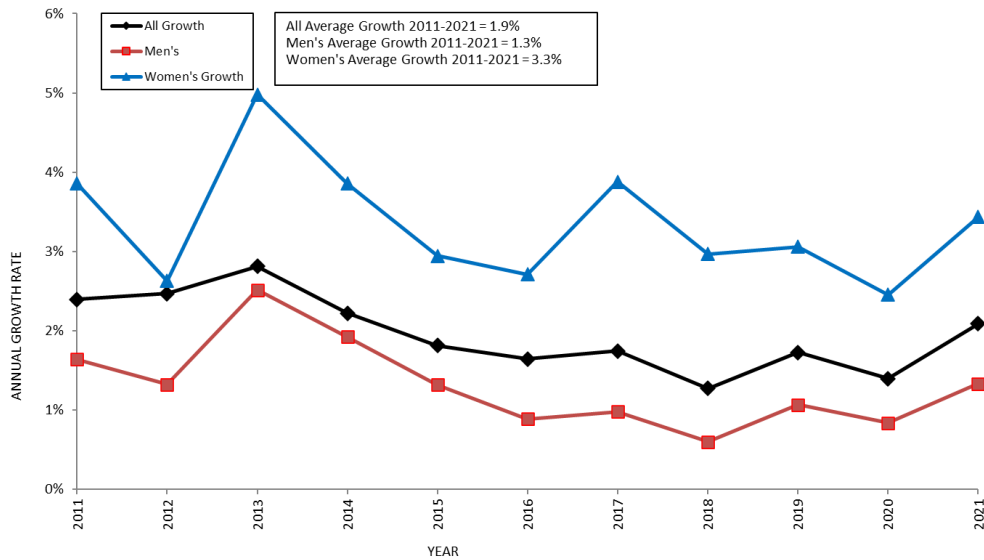
2011 TO 2021 NUMBERS AND GROWTH TRENDS

Women attorneys in 2021 numbered 40,932 or 38 percent of the total State Bar membership, which counted 108,816 active attorney members.

Sex	2011	2021	10 Year Percent Change
Total Active Attorneys	89,987	108,816	21%
Women	29,613	40,932	38%
Men	59,692	67,769	14%
Total Reporting Sex	89,305	108,701	22%
Women Percent of Total	33%	38%	

*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 2011 to 2021. 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 2011 to 2021 was 3.3 percent³.



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

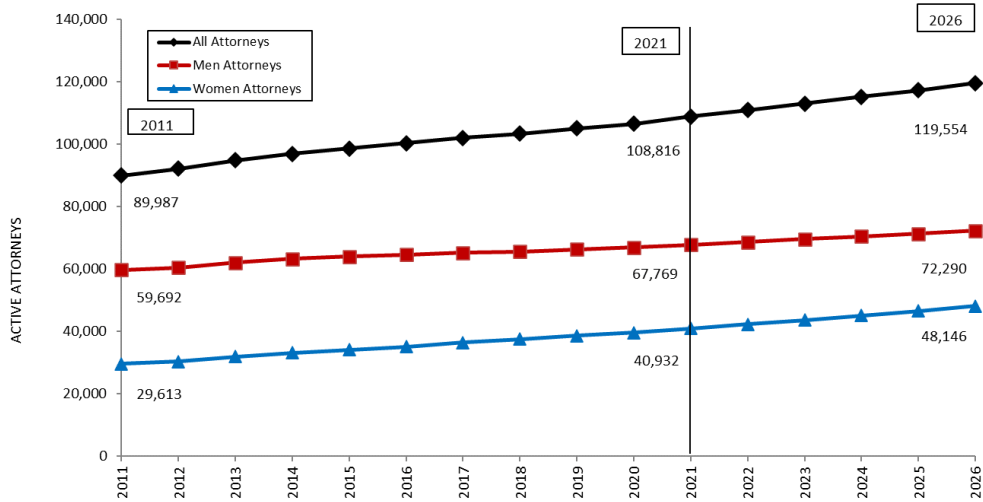
² The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

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.

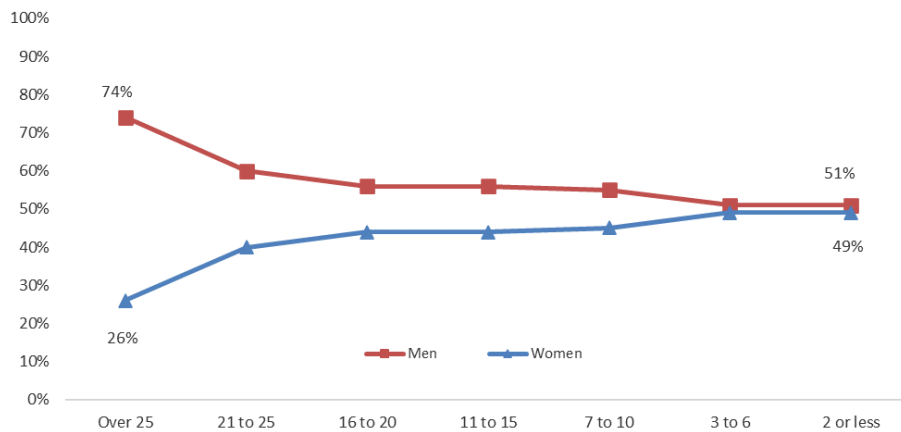
PROJECTIONS

The graph below shows the actual number of women, men, and all attorneys from 2010 to 2020. Also on the graph are annual growth projections through 2026. In 2011 women attorneys made up 33 percent of the State Bar membership. In 2021 they represented 38 percent of the membership.

The estimated rate of increase over the past ten years has averaged 3.3 percent annually for women and 1.3 percent annually for men. The number of women attorneys is predicted to change from 40,932 in 2021 to a projected 48,146 in 2026, an increase from 38 percent to 40 percent of the State Bar membership in 2025.



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.

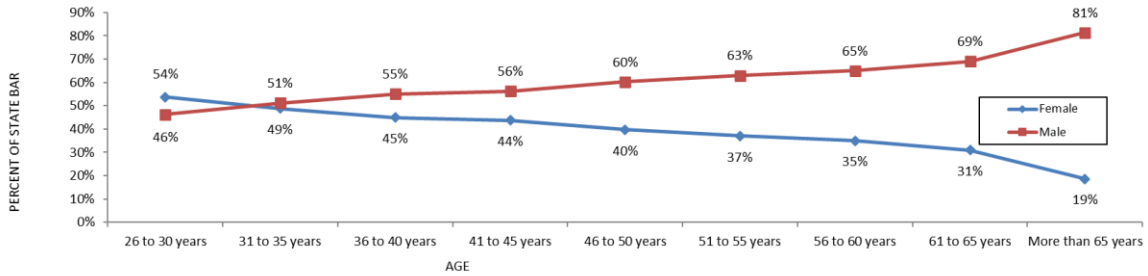


As is evident in the time frame above, the number of women in their first year of Texas licensure has been steadily approaching that of men.

2021 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 2021, which is the midpoint of the Bar’s fiscal year 2021-22.

The graph shows that the percentage of women increases with each younger age group. The fifty percent 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 44 years old and the median years licensed is 16. Women comprise 49 percent of the Bar’s newest members – those licensed two years or fewer – but only 26 percent of attorneys licensed more than 25 years.

	Median Age	Median Years Licensed
Sex		
All Attorneys	49	19
Men	53	23
Women	44	16

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 8 percent of men).

Primary Occupation	Men		Women		All State Bar Attorneys	
	N = 67,769		N = 40,932		N = 106,591	
	Count	Percent	Count	Percent	Count	Percent
	<i>(N = 53,907)</i>		<i>(N = 29,241)</i>		<i>(N = 83,126)</i>	
Private Law Practice						
Solo Practitioners	12,857	24%	5,166	18%	18,034	22%
2 to 5 attorneys	8,676	16%	3,601	12%	12,281	15%
6 to 10 attorneys	2,898	5%	1,221	4%	4,123	5%
11 to 24 attorneys	3,141	6%	1,259	4%	4,402	5%
25 to 40 attorneys	1,608	3%	640	2%	2,253	3%
41 to 60 attorneys	885	2%	365	1%	1,250	2%
More than 60 attorneys	6,697	12%	2,934	10%	9,648	12%
Subtotal	36,762	68%	15,186	52%	51,991	62%
Government Attorney	4,085	8%	4,309	15%	8,402	10%
Full-Time Judge	1,041	2%	665	2%	1,706	2%
Law Faculty	320	1%	277	1%	597	1%
Corporate/In-House Counsel	5,774	11%	4,089	14%	9,869	12%
Other Law Related	1,452	3%	1,527	5%	2,980	4%
Other Non-Law Related	1,535	3%	981	3%	2,516	3%
Public Interest Lawyer	378	1%	781	3%	1,159	1%
Retired-Not Working	2,277	4%	949	3%	3,226	4%
Unemployed-Looking	143	<1%	134	<1%	277	<1%
Unemployed-Not Looking	140	<1%	343	1%	483	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 2021-22 (61 percent, followed by St. Mary’s and UNT with 57 percent). Overall, half of all law school enrollees are women.

	Total Enrollment	Men	Women	Percent Women
Law School Attended				
Baylor University	462	217	245	53%
St. Mary’s	747	319	428	57%
South Texas	976	464	512	52%
Southern Methodist	719	321	398	55%
Texas Southern	544	211	333	61%
Texas Tech	428	208	220	51%
Texas A&M (formerly Texas Wesleyan)	522	235	286	55%
University of Houston	729	350	379	52%
UNT Dallas College of Law	380	163	217	57%
University of Texas	1,001	487	514	51%
Total	6,508	2,975	3,532	54%

⁶ ABA Section of Legal Education and Admissions to the Bar, 2021 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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