STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

Status of Racial/Ethnic Minorities in the State Bar of Texas (2011-12)[1]

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, law school enrollment, and income of minority attorneys.

Findings

- Texas Minority Population (Page 2)
  - From 2000 to 2010 the State Bar of Texas minority population has grown twice as fast as the rate of the state of Texas minority population.
- 2001 to 2011 Numbers and Growth Trends (Page 2-3):
  - Minority attorneys currently make up 17 percent of the State Bar as compared to 12 percent in 2001.
  - There has been a 78 percent change in the number of minority attorneys in Texas over the past 10 years. Growing from 8,176 in 2001 to 14,556 in 2011.
- Projections (Page 3-4):
  - By 2016 minority attorneys are projected to make up 20 percent of the State Bar's membership.
- Age and Years Licensed (Page 4):
  - The median age of minority attorneys is 48 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 2011-12 academic year minorities made up 27 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. The years 2001 and 2011 are used because 2011 is the most recent data available and allows a ten year period to be examined.

Texas Minority Population[2]

The Texas minority population grew 39 percent between Census 2000 and 2010. Comparatively minority attorneys in Texas grew twice as fast (79 percent) during the same period.

	Texas Population			Texas Attorneys		
	2000	2010	Percent Change	2000	2010	Percent Change
Minorities	9,918,507	13,748,216	39%	7,672	13,721	79%

[2]Census 2000 and 2010 Summary File 1(SF 1) 100-Percent Data.

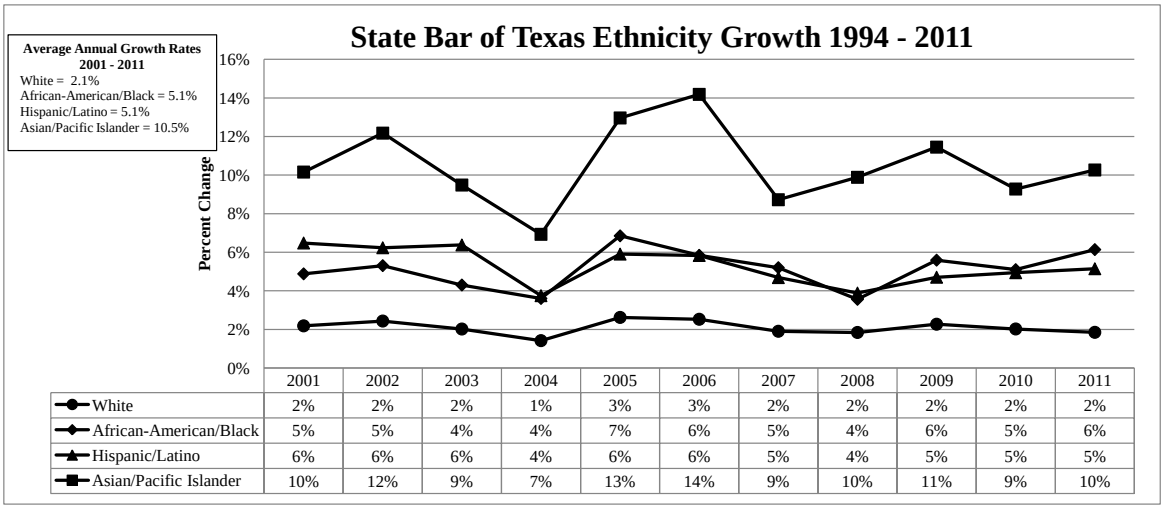
2001 to 2011 Numbers and Growth Trends

Racial/ethnic minority attorneys numbered 14,556 in 2011, comprising 17 percent of the State Bar. Of these, 6,702 were Hispanic/Latino, 4,046 were African-American/Black, 2,299 were Asian/Pacific Islander, and 262 were American Indian/Alaska Native. In addition, there were 962 attorneys who identified themselves as Other Race/Ethnicity, and 285 attorneys who identified themselves as two or more races. White attorneys numbered 70,521.

Race/Ethnicity	2001	2011	10 Year Percent Change
Total Racial/Ethnic Minorities	8,176	14,556	78%
Black/African-American	2,450	4,046	65%
Hispanic/Latino	4,059	6,702	65%
Asian/Pacific Islander	846	2,299	172%
American Indian/Alaska Native	178	262	47%
Two or More Races	--	285	--
Other	643	962	50%
White	57,339	70,521	23%
Total	65,515	85,077	30%
Minority Percent of Total	12%	17%	

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

In 2001 approximately 12 percent (8,176) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2001-2011) has been a 5.9 percent average growth rate[3] per year for racial/ethnic minorities. Below is a graph of the growth rates per year for the three largest minority groups and their White counterparts[4].



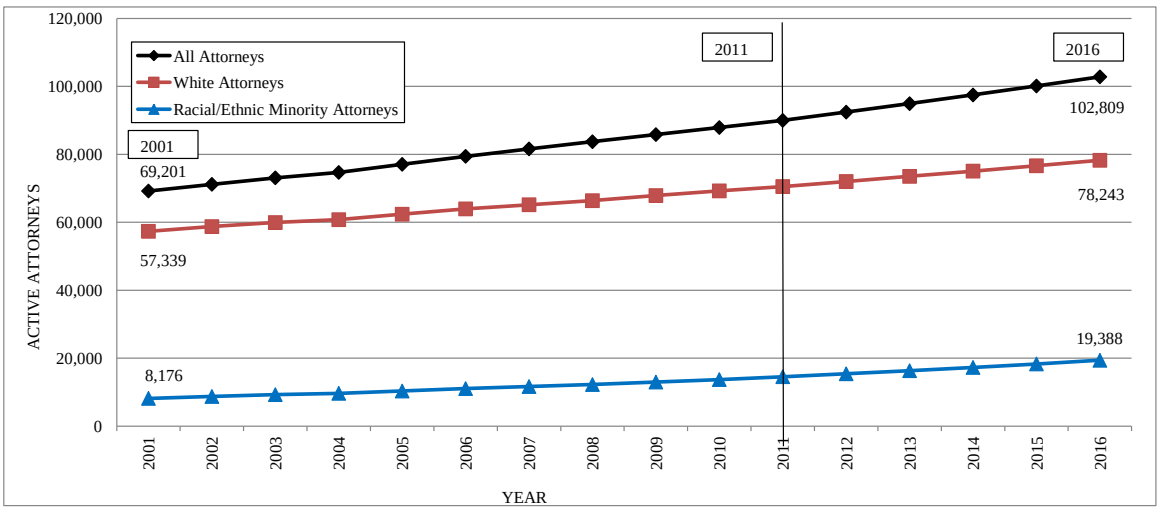
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
White	2%	2%	2%	1%	3%	3%	2%	2%	2%	2%	2%
African-American/Black	5%	5%	4%	4%	7%	6%	5%	4%	6%	5%	6%
Hispanic/Latino	6%	6%	6%	4%	6%	6%	5%	4%	5%	5%	5%
Asian/Pacific Islander	10%	12%	9%	7%	13%	14%	9%	10%	11%	9%	10%

[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.

[4] 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

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 nearly 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 2001 to 2011 and projected to 2016 using the 2001-2011 average growth rates.

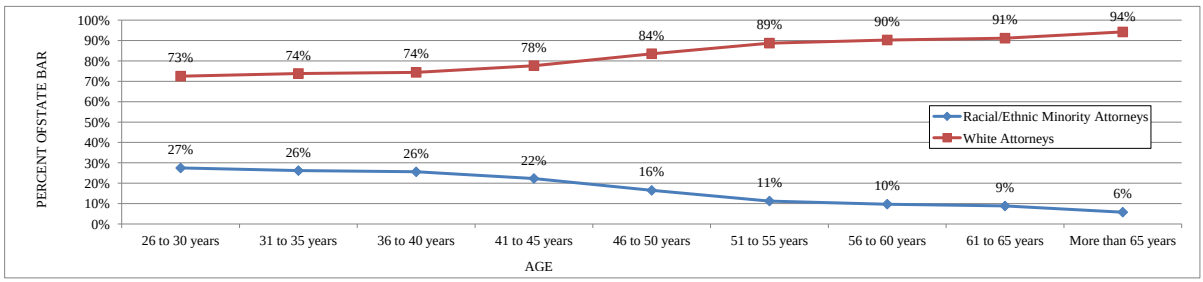


*Note that Race/Ethnicity is not known for all attorneys.

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 14,556 in 2011 to a projected 19,388 in 2016, an increase from 17 percent to 20 percent of the State Bar in 2016.

The average annual rate of increase in membership in the State Bar over the past ten years, 2001 to 2011, has averaged 10.5 percent for Asian/Pacific Islander attorneys, 5.1 percent for Hispanic/Latino attorneys, 5.1 percent for African-American/Black 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 Caucasian/Anglo attorneys who have a growth rate of 2.1 percent for the same time period.

A graph of the percentages of racial/ethnic minority attorneys is shown below. As can be seen, there is a trend toward greater representation of racial/ethnic minority attorneys with each younger age group.



Age and Years Licensed

The table below shows the medians (50th percentile) of age and years licensed[5].

	Median Age	Median Years Licensed
Race/Ethnicity		
All Attorneys	48	18
White	49	19
Black/African-American	43	12
Hispanic/Latino	42	12
Asian/Pacific Islander	36	6
American Indian/Alaska Native	44	13
Two or More Races	30	2
Other	42	12

*Note that 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 6,353, of the members of TYLA are racial/ethnic minority attorneys. Just under half (44 percent) of racial/ethnic minority lawyers are TYLA members[6].

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 30, and median years licensed of two.

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

[6] 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[7]

The next two tables show 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 – 15 percent of minority lawyers work for a branch of government, compared with 11 percent of the Bar membership overall. Ten percent of Bar members are employed as in-house counsel, as are nine percent of minority lawyers.

	White		Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 70,521		N = 14,556		N = 89,987	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation						
Private Law Practice	42,035	67%	7,678	65%	52,570	67%
Government Attorney	6,111	10%	1,750	15%	8,289	11%
Full-Time Judge	1,248	2%	283	2%	1,626	2%
Law Faculty	467	1%	97	1%	596	1%
Corporate/In-House Counsel	6,576	11%	1,048	9%	7,979	10%
Other Law Related	1,842	3%	373	3%	2,340	3%
Other Non-Law Related	1,844	3%	251	2%	2,205	3%
Retired-Not Working	1,752	3%	81	1%	2,006	3%
Unemployed-Looking	346	1%	119	1%	490	1%
Unemployed-Not Looking	407	1%	58	<1%	496	1%

The next table shows the statistics on law firm sizes of private practitioners. Minority attorneys tend to work in smaller firms than their non-minority counterparts. While 71 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys, only 60 percent of all private practitioners do.

	White		Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 40,309		N = 7,041		N = 50,016	
	Count	Percent	Count	Percent	Count	Percent
Firm Size (private practitioners only)						
Solo Practitioners	13,997	35%	3,090	44%	18,225	36%
2 to 5 attorneys	9,584	24%	1,895	27%	12,051	24%
6 to 10 attorneys	3,310	8%	368	5%	3,842	8%
11 to 24 attorneys	3,514	9%	475	7%	4,199	8%
25 to 40 attorneys	1,745	4%	206	3%	2,031	4%
41 to 60 attorneys	982	2%	120	2%	1,154	2%
61 to 100 attorneys	2,066	5%	221	3%	2,406	5%
101 to 200 attorneys	850	2%	102	1%	991	2%
Over 200 attorneys	4,261	11%	564	8%	5,117	10%
Median Firm Size	4 Attorneys		3 Attorneys		4 Attorneys	

[7] 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[8]

Between academic years 1992-93 and 2011-12, the proportion of minorities among Texas law students increased from 23 to 27 percent. St. Mary's had the highest percentage of racial/ethnic minority enrollment (35 percent) among the Texas law schools, followed by the University of Houston (32 percent). Baylor Law School had the lowest percentage (19 percent), followed by Texas Wesleyan (20 percent).These values are shown in the following table of enrollment for the 2011-2012 academic year.

	Total Enrollment	Percent Minority
Law School Attended		
Baylor University	442	19%
St. Mary's	905	35%
South Texas	1,267	29%
Southern Methodist	825	23%
Texas Southern*	--	--
Texas Tech	697	26%
Texas Wesleyan	730	20%
University of Houston	830	32%
University of Texas	1,130	25%
Total	**6,826**	**1,828**
Percentage		**27%**

**NOTE: Information on Texas Southern was not available for the 2011-12 academic year.*

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[8] National Association for Law Placement (NALP), *2011-2012 National Directory of Law Schools*.