

# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2021<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

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

- Minority attorneys currently make up 23 percent of the State Bar membership as compared to 17 percent in 2011.
- There has been a 63 percent increase in the number of minority attorneys in Texas over the past 10 years, growing from 14,556 in 2011 to 23,659 in 2021.

##### • PROJECTIONS (Page 3):

- By 2026, minority attorneys are projected to make up 23 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 43 and the median years licensed for Texas minority attorneys is 13 years.

##### • OCCUPATION AND LAW FIRM SIZE (Page 5):

- The two occupations minority attorneys are most concentrated in are private law practice (58 percent) and government (15 percent).

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

- During the 2021-22 academic year, minorities made up 43 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.

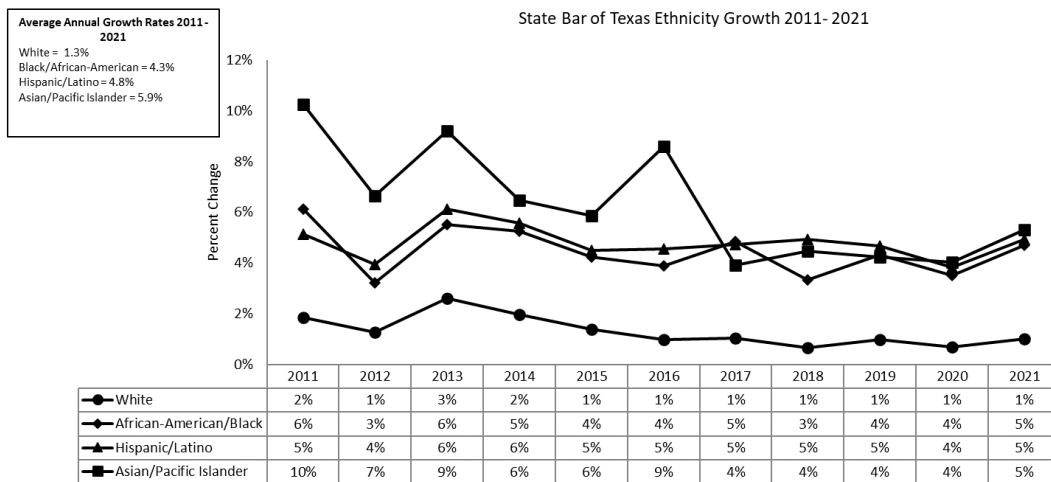
**2011 TO 2021 NUMBERS AND GROWTH TRENDS**

Racial/ethnic minority attorneys numbered 23,659 in 2021, comprising 23 percent of the State Bar membership. Of these, 10,691 were Hispanic/Latino, 6,152 were Black/African-American, 4,063 were Asian/Pacific Islander, and 354=8 were American Indian/Alaska Native. In addition, 1,334 attorneys identified themselves as Other Race/Ethnicity, and 1,334 attorneys identified themselves as two or more races. White attorneys numbered 79,937.

Race/Ethnicity	2011		2021		10-Year Percent Change
	Total	Percent	Total	Percent	
Total Racial/Ethnic Minorities	14,556	17.1%	23,659	22.8%	63%
Black/African-American	4,046	4.8%	6,152	5.9%	52%
Hispanic/Latino	6,702	7.9%	10,691	10.3%	60%
Asian/Pacific Islander	2,299	2.7%	4,063	3.9%	77%
American Indian/Alaska Native	262	0.3%	358	0.3%	37%
Two or More Races	285	0.3%	1,061	1.0%	--
Other	962	1.1%	1,334	1.3%	39%
White	70,521	82.9%	79,937	77.2%	13%
Total	85,077	100.0%	103,596	100.0%	22%
Minority Percent of Total	17.1%		22.8%		

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

In 2011, approximately 17 percent (14,556) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2011-2021) has been an estimated 5 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>.



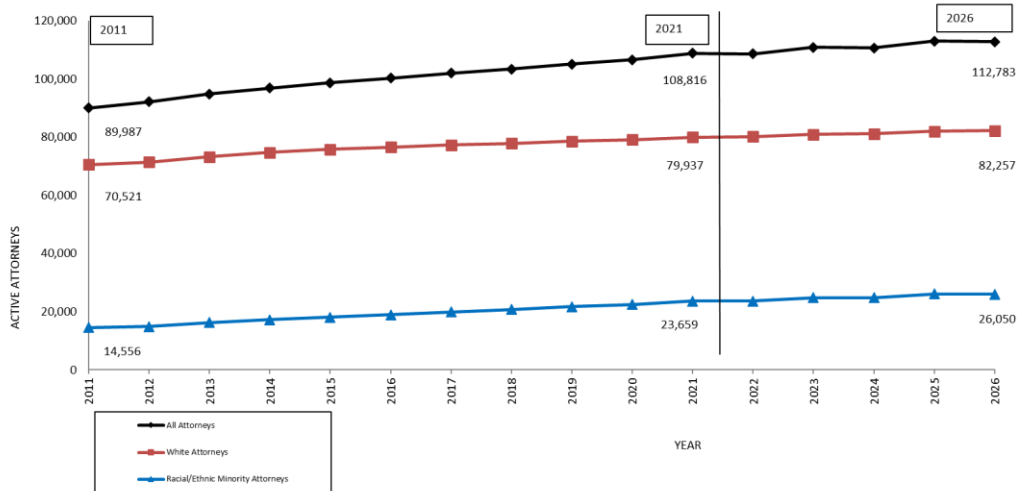
NOTE: The observed decline in 2012 is a result of data collection changes.

<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 2011 to 2021 and projected to 2026 using the 2011-2021 average growth rates.



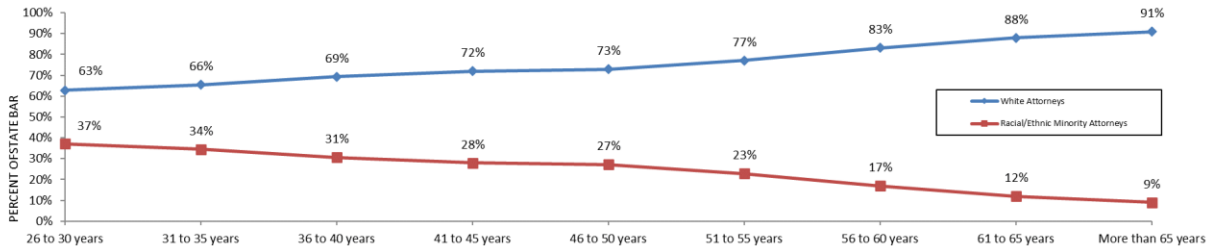
NOTE: Race/Ethnicity is self-reported and is not known for all attorneys.

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 23,659 in 2021 to a projected 26,050 in 2026.

The average annual rate of increase in membership in the State Bar over the past 10 years, 2011 to 2021, has averaged 5.9 percent for Asian/Pacific Islander attorneys, 4.8 percent for Hispanic/Latino attorneys, 4.3 percent for Black/African-American attorneys, and 3.2 percent for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 5 percent. These growth rates are all at least twice the growth rate of the white attorneys, who have a growth rate of 1.3 percent for the same 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	43	13
Black/African-American	46	14
Hispanic/Latino	43	13
Asian/Pacific Islander	42	12
American Indian/Alaska Native	48	17
Two or More Races	37	8
Other	46	17

\*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 43 years old and licensed for 13 years. The youngest minority group is made up of attorneys who are two or more races, with a median age of 37, and the median years of licensure are eight.

<sup>4</sup> Based on year first licensed in any jurisdiction.

**OCCUPATION AND LAW FIRM SIZE<sup>5</sup>**

2021 POPULATION TRENDS OF RACIAL/ETHNIC MINORITIES IN THE STATE BAR OF TEXAS

The next table shows statistics on occupation and law firm size. Although slightly less than two-thirds (62 percent) of Texas lawyers work in private law practice, there are significant differences in an 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 10 percent of white attorneys.

Primary Occupation	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 79,937		N = 23,659		N = 108,816	
	Count	Percent	Count	Percent	Count	Percent
	<i>(N = 63,638)</i>		<i>(N = 16,039)</i>		<i>(N = 83,206)</i>	
Private Law Practice						
Solo Practitioners	13,544	21%	3,550	22%	18,034	22%
2 to 5 attorneys	9,323	15%	2,481	15%	12,281	15%
6 to 10 attorneys	3,314	5%	652	4%	4,123	5%
11 to 24 attorneys	3,603	6%	656	4%	4,402	5%
25 to 40 attorneys	1,859	3%	327	2%	2,253	3%
41 to 60 attorneys	1,028	2%	179	1%	1,250	2%
More than 60 attorneys	7,777	12%	1,495	9%	9,648	12%
Subtotal	40,448	64%	9,340	58%	51,991	62%
Government Attorney	5,703	9%	2,349	15%	8,402	10%
Full-Time Judge	1,205	2%	436	3%	1,706	2%
Law Faculty	453	1%	112	1%	597	1%
Corporate/In-House Counsel	7,540	12%	1,954	12%	9,869	12%
Other Law Related	2,228	4%	625	4%	2,980	4%
Other Non-Law Related	2,020	3%	404	3%	2,516	3%
Public Interest Lawyer	658	1%	467	3%	1,159	1%
Retired-Not Working	2,809	4%	211	1%	3,226	4%
Unemployed-Looking	179	<1%	76	<1%	277	<1%
Unemployed-Not Looking	395	1%	65	<1%	483	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>

2021 POPULATION TRENDS OF RACIAL/ETHNIC MINORITIES IN THE STATE BAR OF TEXAS

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Texas Southern had the highest percentage of racial/ethnic minority enrollment (89 percent) among the Texas law schools, followed by St. Mary’s (58 percent). Baylor had the lowest percentage (29 percent). These values are shown in the following table of enrollment for the 2021-2022 academic year.

	Total Enrollment	Percent Minority
<b>Law School Attended</b>		
Baylor University	462	29%
St. Mary’s	747	58%
South Texas	976	46%
Southern Methodist	719	30%
Texas Southern	544	89%
Texas Tech	428	35%
Texas A&M (formerly Texas Wesleyan)	522	32%
University of Houston	729	37%
UNT Dallas College of Law	380	47%
University of Texas	1,001	31%
<b>Total</b>	<b>6,508</b>	<b>43%</b>

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

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