

# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2017<sup>1</sup> 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 31 percent in 2007.
- There has been a 43 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 25,490 in 2007 to 36,397 in 2017.

##### • PROJECTIONS (Page 3-4):

- By 2022, women attorneys are projected to make up 38 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 42, and the median years licensed for Texas women attorneys is 15 years.

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

- The two occupations women attorneys are most concentrated in are solo practice (19 percent) and government (15 percent).

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

- During the 2017-18 academic year, women made up 50 percent of the law students enrolled in Texas.

<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.

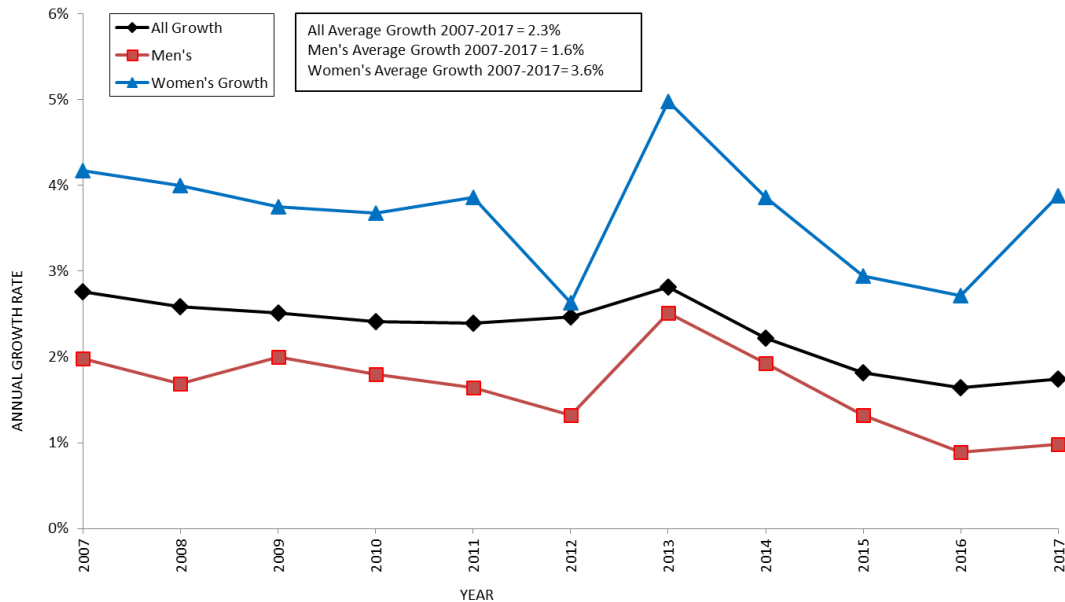
**2007 TO 2017 NUMBERS AND GROWTH TRENDS**

Women attorneys in 2017 numbered 36,397 or 36 percent of the total State Bar membership, which counted 102,044 active attorney members.

| Sex                    | 2007   | 2017    | 10 Year Percent Change |
|------------------------|--------|---------|------------------------|
| Total Active Attorneys | 81,601 | 102,044 | 25%                    |
| Women                  | 25,490 | 36,397  | 43%                    |
| Men                    | 55,625 | 65,232  | 17%                    |
| Total Reporting Sex    | 81,115 | 101,629 | 25%                    |
| Women Percent of Total | 31%    | 36%     |                        |

\*Note: Sex was not provided by all attorneys.

The following graph shows the differences in year-to-year growth rates<sup>2</sup> that have been occurring from 2007 to 2017. 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 2007 to 2017 was 3.6 percent<sup>3</sup>.



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

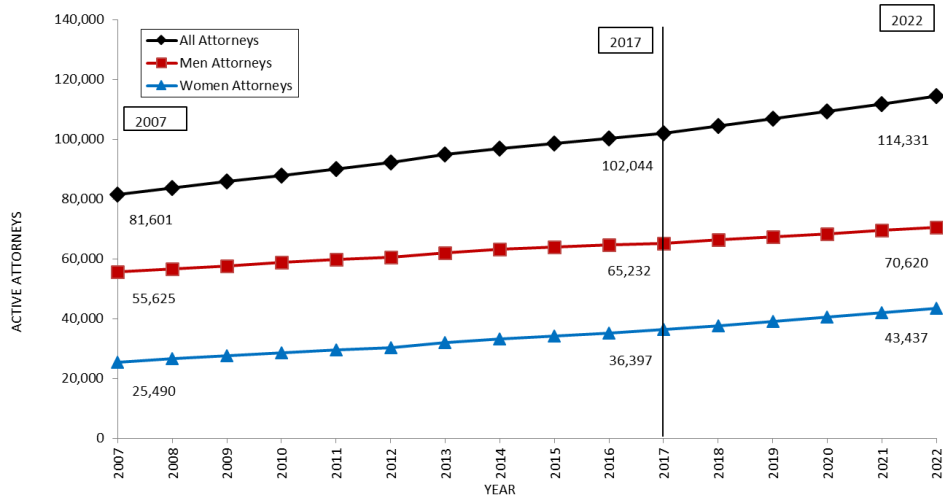
<sup>2</sup> The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

<sup>3</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.

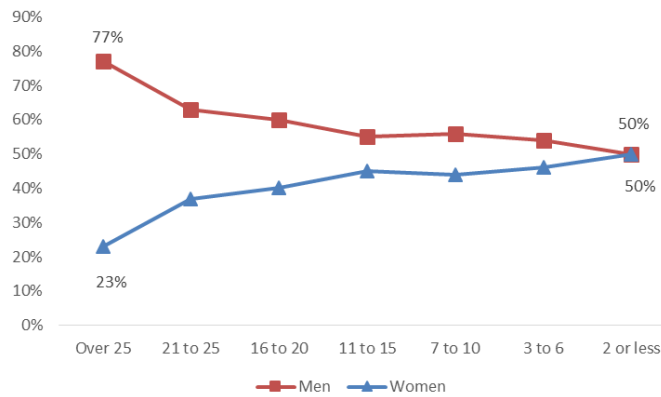
**PROJECTIONS**

The graph below shows the actual number of women, men, and all attorneys from 2007 to 2017. Also on the graph are annual growth projections through 2022. In 2006 women attorneys made up 31 percent of the State Bar membership. In 2017 they represented 36 percent of the membership.

The estimated rate of increase over the past ten years has averaged 3.6 percent annually for women and 1.6 percent annually for men. The number of women attorneys is predicted to change from 36,397 in 2017 to a projected 43,437 in 2022, an increase from 36 percent to 38 percent of the State Bar membership in 2022.



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.



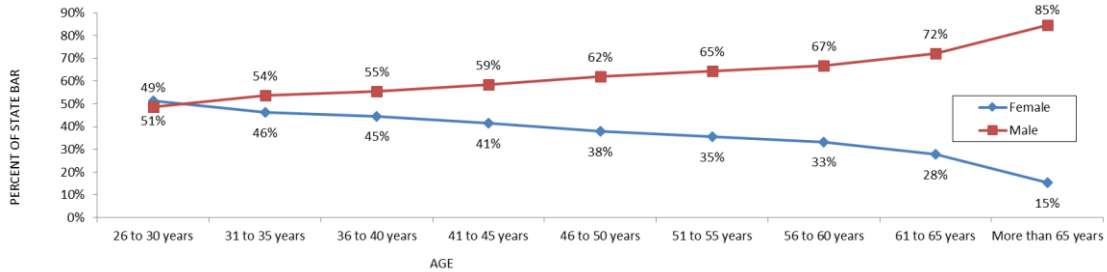
As is evident in the time frame above, the number of women in their first year of Texas licensure has been steadily approaching that of men. In 2017, 55 percent of those obtaining their first year Texas attorney license were women. This compares to 44 percent in 2007.

## 2017 POPULATION TRENDS OF WOMEN IN THE STATE BAR OF TEXAS

While women have increased their representation in the Texas legal profession, the percentage of current women attorneys is still lower (36 percent) than the population of females in the Texas general population (50 percent)<sup>4</sup> and in the Texas work force (43 percent)<sup>5</sup>.

Another analysis that shows the effect of the increased growth rates for women is shown in the graph below. The graph shows the gender breakdown of Bar membership by age group as of December 2017, which is the midpoint of the Bar’s fiscal year 2017-18.

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.



<sup>4</sup> U.S. Census Bureau. Profile of General Population and Housing Characteristics: 2017 Population Estimate.

<sup>5</sup> Bureau of Labor Statistics, U. S. Department of Labor, [https://www.bls.gov/regions/southwest/news-release/womensearnings\\_texas.htm](https://www.bls.gov/regions/southwest/news-release/womensearnings_texas.htm)

### AGE AND YEARS LICENSED

The table below shows the medians (50<sup>th</sup> percentile) for age and years licensed<sup>6</sup> 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 42 years old and the median years licensed is 15. Women comprise 48 percent of the Bar’s newest members – those licensed two years or fewer – but only 23 percent of attorneys licensed more than 25 years.

|               | Median Age | Median Years Licensed |
|---------------|------------|-----------------------|
| <b>Sex</b>    |            |                       |
| All Attorneys | 49         | 19                    |
| Men           | 52         | 23                    |
| Women         | 42         | 15                    |

<sup>6</sup> Based on year first licensed in any jurisdiction.

**OCCUPATION AND LAW FIRM SIZE<sup>7</sup>**

The next table shows statistics on occupation and law firm size. Women attorneys are less likely than men to work as solo practitioners – 19 percent of women lawyers, compared with 25 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).

|                            | Men                 |            | Women               |            | All State Bar Attorneys |            |
|----------------------------|---------------------|------------|---------------------|------------|-------------------------|------------|
|                            | N = 64,599          |            | N = 35,037          |            | N = 100,294             |            |
|                            | Count               | Percent    | Count               | Percent    | Count                   | Percent    |
| <b>Primary Occupation</b>  |                     |            |                     |            |                         |            |
|                            | <i>(N = 55,572)</i> |            | <i>(N = 28,447)</i> |            | <i>(N = 84,154)</i>     |            |
| Private Law Practice       |                     |            |                     |            |                         |            |
| Solo Practitioners         | 13,862              | 25%        | 5,266               | 19%        | 19,146                  | 23%        |
| 2 to 5 attorneys           | 9,007               | 16%        | 3,694               | 13%        | 12,721                  | 15%        |
| 6 to 10 attorneys          | 3,086               | 6%         | 1,232               | 4%         | 4,325                   | 5%         |
| 11 to 24 attorneys         | 3,126               | 6%         | 1,241               | 4%         | 4,375                   | 5%         |
| 25 to 40 attorneys         | 1,537               | 3%         | 636                 | 2%         | 2,180                   | 3%         |
| 41 to 60 attorneys         | 915                 | 2%         | 364                 | 1%         | 1,282                   | 2%         |
| More than 60 attorneys     | 6,422               | 12%        | 2,706               | 10%        | 9,161                   | 11%        |
| <i>Subtotal</i>            | <i>37,955</i>       | <i>68%</i> | <i>15,139</i>       | <i>53%</i> | <i>53,190</i>           | <i>63%</i> |
| Government Attorney        | 4,374               | 8%         | 4,338               | 15%        | 8,727                   | 10%        |
| Full-Time Judge            | 1,159               | 2%         | 600                 | 2%         | 1,759                   | 2%         |
| Law Faculty                | 325                 | 1%         | 276                 | 1%         | 602                     | 1%         |
| Corporate/In-House Counsel | 5,804               | 10%        | 3,748               | 13%        | 9,566                   | 11%        |
| Other Law Related          | 1,472               | 3%         | 1,477               | 5%         | 2,951                   | 4%         |
| Other Non-Law Related      | 1,594               | 3%         | 984                 | 3%         | 2,579                   | 3%         |
| Public Interest Lawyer     | 334                 | 1%         | 585                 | 2%         | 923                     | 1%         |
| Retired-Not Working        | 2,182               | 4%         | 713                 | 3%         | 2,895                   | 3%         |
| Unemployed-Looking         | 207                 | <1%        | 204                 | 1%         | 413                     | <1%        |
| Unemployed-Not Looking     | 166                 | <1%        | 383                 | 1%         | 549                     | 1%         |

<sup>7</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>8</sup>**

Texas Southern had the highest percentage of female students in 2017-18 (59 percent, followed by UNT with 56 percent). Overall, half of all law school enrollees are women.

|                                     | Total Enrollment | Men          | Women        | Percent Women |
|-------------------------------------|------------------|--------------|--------------|---------------|
| <b>Law School Attended</b>          |                  |              |              |               |
| Baylor University                   | 384              | 191          | 193          | 50%           |
| St. Mary's                          | 773              | 397          | 376          | 49%           |
| South Texas                         | 940              | 469          | 471          | 50%           |
| Southern Methodist                  | 744              | 373          | 371          | 50%           |
| Texas Southern                      | 612              | 248          | 364          | 59%           |
| Texas Tech                          | 440              | 255          | 185          | 42%           |
| Texas A&M (formally Texas Wesleyan) | 412              | 205          | 207          | 50%           |
| University of Houston               | 708              | 387          | 321          | 45%           |
| UNT Dallas College of Law           | 423              | 188          | 235          | 56%           |
| University of Texas                 | 896              | 479          | 417          | 47%           |
| <b>Total</b>                        | <b>6,332</b>     | <b>3,192</b> | <b>3,140</b> | <b>50%</b>    |

<sup>8</sup> ABA Section of Legal Education and Admissions to the Bar, 2017 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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