

# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2015<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. Attention is given to the growth rate, age, years licensed, geographical location, occupational setting, law firm size, and law school enrollment of minority attorneys.

#### SUMMARY FINDINGS

##### • 2005 TO 2015 NUMBERS AND GROWTH TRENDS (Page 2):

- Minority attorneys currently make up 19 percent of the State Bar membership as compared to 14 percent in 2005.
- There has been a 75 percent increase in the number of minority attorneys in Texas over the past 10 years, growing from 10,337 in 2005 to 18,077 in 2015.

##### • PROJECTIONS (Page 3):

- By 2020, minority attorneys are projected to make up 22 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 42 and the median years licensed for Texas minority attorneys is 12 years.

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

- The two occupations minority attorneys are most concentrated in are private law practice (61 percent) and government (15 percent).

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

- During the 2015-16 academic year, minorities made up 38 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.

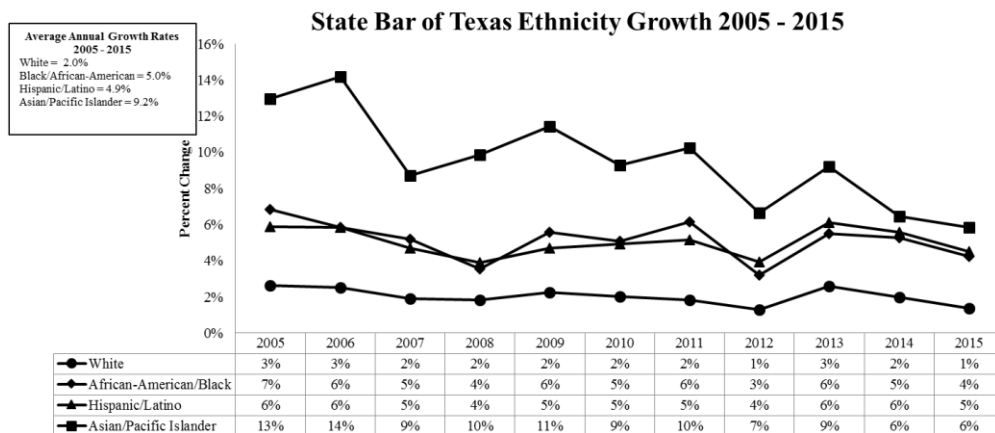
**2005 TO 2015 NUMBERS AND GROWTH TRENDS**

Racial/ethnic minority attorneys numbered 18,077 in 2015, comprising 19 percent of the State Bar membership. Of these, 8,158 were Hispanic/Latino, 4,834 were Black/African-American, 3,018 were Asian/Pacific Islander, and 313 were American Indian/Alaska Native. In addition, there were 1,089 attorneys who identified themselves as Other Race/Ethnicity, and 665 attorneys who identified themselves as two or more races. White attorneys numbered 75,769.

Race/Ethnicity	2005		2015		10 Year Percent Change
	Total	Percent	Total	Percent	
Total Racial/Ethnic Minorities	10,337	14.2%	18,077	19.3%	75%
Black/African-American	2,979	4.1%	4,834	5.2%	62%
Hispanic/Latino	5,040	6.9%	8,158	8.7%	62%
Asian/Pacific Islander	1,255	1.7%	3,018	3.2%	140%
American Indian/Alaska Native	214	0.3%	313	0.3%	46%
Two or More Races	--	--	665	0.7%	--
Other	849	1.2%	1,089	1.2%	28%
White	62,366	85.8%	75,769	80.7%	21%
Total	72,703	100.0%	93,846	100.0%	29%
Minority Percent of Total	14%		19%		

NOTE: Race/Ethnicity is self-reported and is not known for all attorney. Information on the category “two or more races” was not collected until 2008.

In 2005, approximately 14 percent (10,337) of licensed attorneys in Texas were minorities. The increase for the past 10 years (2005-2015) has been an estimated 5.9 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>.



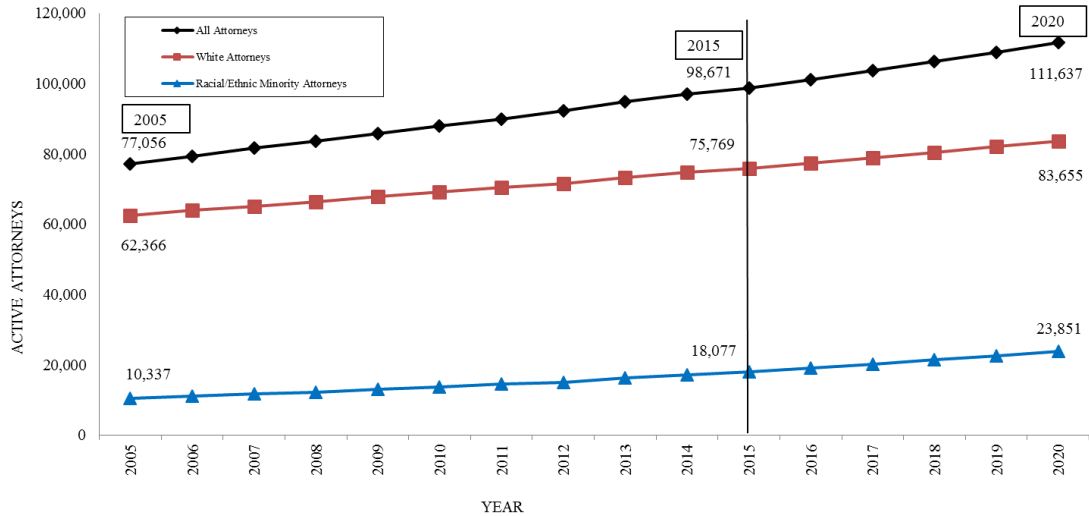
NOTE: The observed decline in 2012 is a result of data collection changes.

<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 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 2005 to 2015 and projected to 2020 using the 2005-2015 average growth rates.



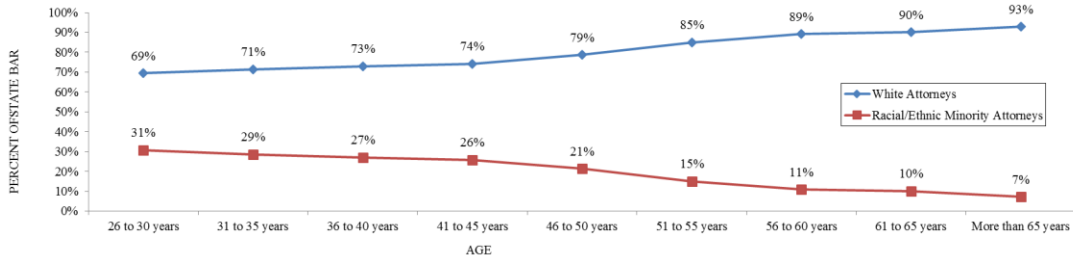
NOTE: Race/Ethnicity is self-reported and is not known for all attorneys.

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 18,077 in 2015 to a projected 23,851 in 2020, an increase from 19 percent to 22 percent of the State Bar in 2020.

The average annual rate of increase in membership in the State Bar over the past ten years, 2005 to 2015, has averaged 9.2 percent for Asian/Pacific Islander attorneys, 4.9 percent for Hispanic/Latino attorneys, 5.0 percent for Black/African-American attorneys, and 3.9 percent for American Indian/Alaska Native attorneys. The growth rate for racial/ethnic minority attorneys combined is 5.7 percent. These growth rates are all at least twice the growth rate of the White attorneys who have a growth rate of 2.0 percent for the same time 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	48	19
White	51	21
Racial/Ethnic Minorities	42	12
Black/African-American	43	13
Hispanic/Latino	42	13
Asian/Pacific Islander	37	9
American Indian/Alaska Native	47	15
Two or More Races	33	4
Other	43	13

\*NOTE: Information on two or more races was not collected until 2008.

Racial/ethnic minorities are generally younger and have been licensed for fewer years than the overall State Bar membership.

Whereas the median age of White attorneys is 51 years, and the median years licensed is 21, the median age for racial/ethnic minority attorneys is 42 years old and licensed for 12 years. The youngest minority group is made up of attorneys who are Two or More Races, with a median age of 33, and the median years of licensure is four.

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

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

The next table shows statistics on occupation and law firm size. Although slightly less than two-thirds (64 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 9 percent of White attorneys.

Minority attorneys tend to work in smaller firms than white attorneys. While 42 percent of racial/ethnic minority attorneys work in firms with five or fewer attorneys only 38 percent of all State Bar attorneys do.

Primary Occupation	White		All Racial/Ethnic Minorities		All State Bar Attorneys	
	N = 75,769		N = 18,077		N = 98,671	
	Count	Percent	Count	Percent	Count	Percent
	<i>(N = 65,231)</i>		<i>(N = 13,764)</i>		<i>(N = 82,884)</i>	
Private Law Practice						
Solo Practitioners	14,533	22%	3,413	25%	19,031	23%
2 to 5 attorneys	9,907	15%	2,321	17%	12,744	15%
6 to 10 attorneys	3,535	5%	553	4%	4,255	5%
11 to 24 attorneys	3,727	6%	563	4%	4,474	5%
25 to 40 attorneys	1,856	3%	248	2%	2,180	3%
41 to 60 attorneys	993	2%	141	1%	1,179	1%
More than 60 attorneys	7,509	12%	1,110	8%	9,027	11%
Subtotal	42,060	64%	8,349	61%	52,890	64%
Government Attorney	6,130	9%	2,028	15%	8,519	10%
Full-Time Judge	1,299	2%	341	2%	1,719	2%
Law Faculty	446	1%	104	1%	588	1%
Corporate/In-House Counsel	7,437	11%	1,430	10%	9,247	11%
Other Law Related	2,180	3%	529	4%	2,851	3%
Other Non-Law Related	2,107	3%	357	3%	2,569	3%
Public Interest Lawyer	493	1%	291	2%	819	1%
Retired-Not Working	2,249	3%	122	1%	2,575	3%
Unemployed-Looking	376	1%	146	1%	552	1%
Unemployed-Not Looking	454	1%	67	<1%	555	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>**

Texas Southern had the highest percentage of racial/ethnic minority enrollment (87 percent) among the Texas law schools, followed by St. Mary’s (53 percent). Southern Methodist had the lowest percentage (21 percent), followed by Baylor University (24 percent). These values are shown in the following table of enrollment for the 2015-2016 academic year.

	Total Enrollment	Percent Minority
<b>Law School Attended</b>		
Baylor University	396	24%
St. Mary’s	768	53%
South Texas	1,051	38%
Southern Methodist	740	21%
Texas Southern	508	87%
Texas Tech	561	25%
Texas A&M (formally Texas Wesleyan)	581	25%
University of Houston	731	37%
University of Texas	956	32%
<b>Total</b>	<b>6,292</b>	<b>38%</b>

<sup>6</sup> ABA Section of Legal Education and Admissions to the Bar, 2015 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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