

# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS

### 2016<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

##### • 2006 TO 2016 NUMBERS AND GROWTH TRENDS (Page 2):

- Women attorneys currently make up 35 percent of the State Bar membership as compared to 31 percent in 2006.
- There has been a 43 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 24,469 in 2006 to 35,037 in 2016.

##### • PROJECTIONS (Page 3-4):

- By 2021, women attorneys are projected to make up 37 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 14 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 2016-17 academic year, women made up 48 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.

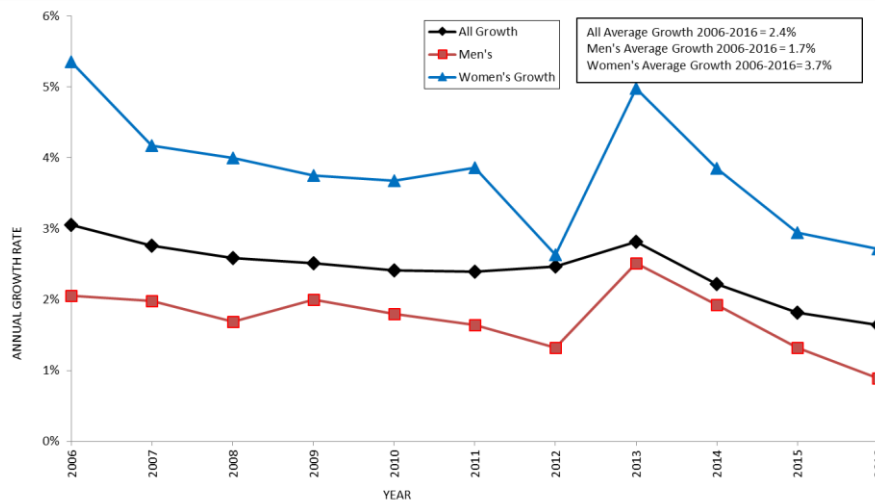
**2006 TO 2016 NUMBERS AND GROWTH TRENDS**

Women attorneys in 2016 numbered 35,037 or 35 percent of the total State Bar membership, which counted 100,294 active attorney members.

Sex	2006	2016	10 Year Percent Change
Total Active Attorneys	79,409	100,294	26%
Women	24,469	35,037	43%
Men	54,546	64,599	18%
Total Reporting Sex	79,015	99,636	26%
Women Percent of Total	31%	35%	

\*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 2006 to 2016. 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 2006 to 2016 was 3.7 percent<sup>3</sup>.



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

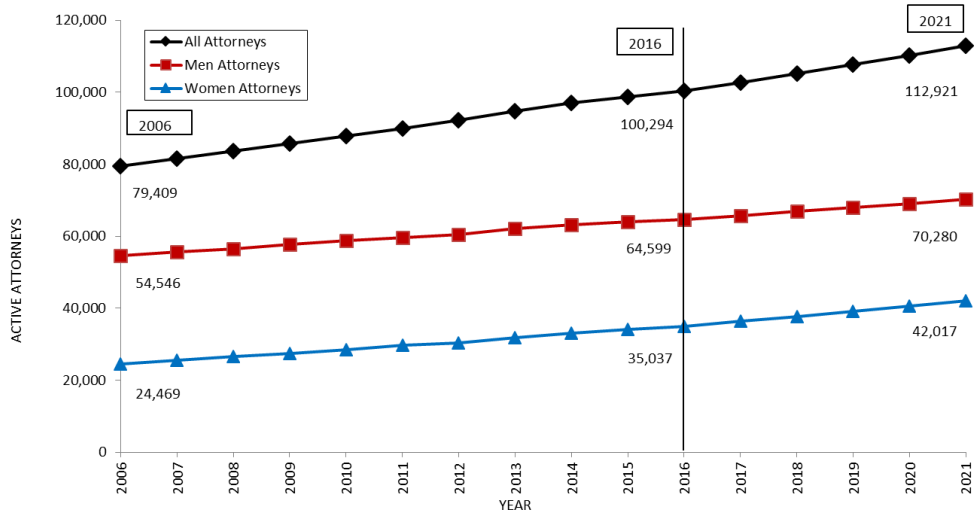
<sup>2</sup> The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

<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.

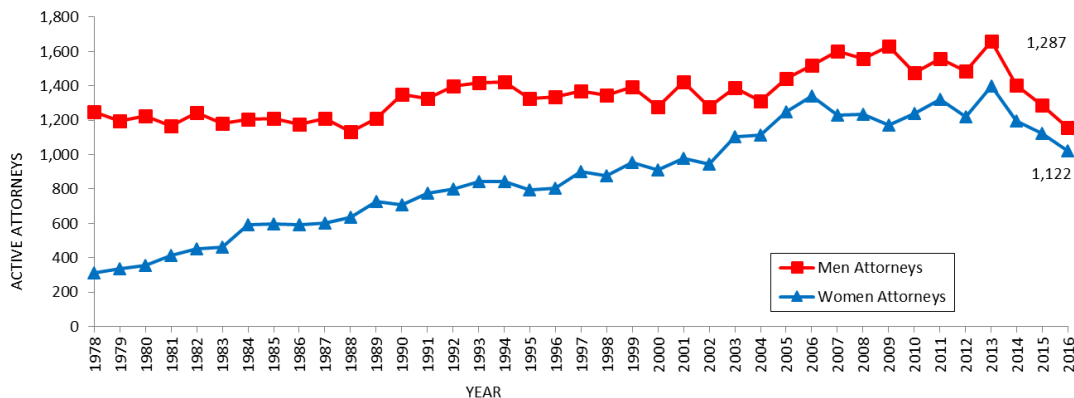
**PROJECTIONS**

The graph below shows the actual number of women, men, and all attorneys from 2006 to 2016. Also on the graph are annual growth projections through 2021. In 2006 women attorneys made up 31 percent of the State Bar membership. In 2016 they represented 35 percent of the membership.

The estimated rate of increase over the past ten years has averaged 3.7 percent annually for women and 1.7 percent annually for men. The number of women attorneys is predicted to change from 35,037 in 2016 to a projected 42,017 in 2021, an increase from 35 percent to 37 percent of the State Bar membership in 2021.



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 trend from 1978 to 2016 in the number of men and the number of women by the year they were first licensed to practice law in Texas.



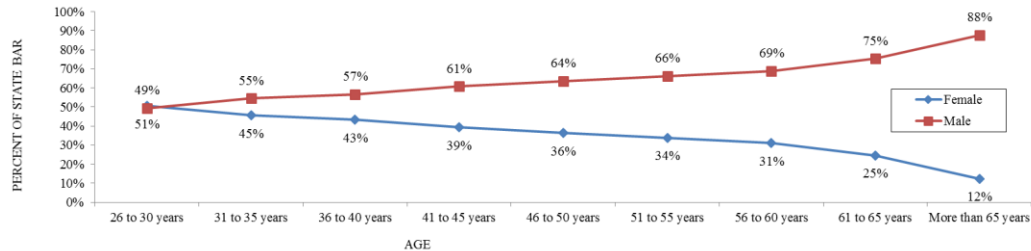
As is evident in the time frame above, the number of women in their first year of Texas licensure has been steadily approaching that of men. In 2016, 47 percent of those obtaining their first year Texas attorney license were women.

## 2016 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 (35 percent) than the population of females in the Texas general population (50 percent)<sup>4</sup> and in the Texas work force (54 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 2016, which is the midpoint of the Bar’s fiscal year 2016-17.

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: 2015 Population Estimate.

<sup>5</sup> Bureau of Labor Statistics, U. S. Department of Labor, <http://www.bls.gov/opub/gp/gpsec2.htm> (Table 14). This statistic is for the latest year available, 2014.

### 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 22, the median for women attorneys is 44 years old and the median years licensed is 14. Women comprise 44 percent of the Bar’s newest members – those licensed two years or fewer – but only 22 percent of attorneys licensed more than 25 years.

		Median Age	Median Years Licensed
<b>Sex</b>			
All Attorneys		49	19
	Men	52	22
	Women	44	14

<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 = 55,470)</i>		<i>(N = 27,955)</i>		<i>(N = 83,678)</i>	
Private Law Practice						
Solo Practitioners	13,968	25%	5,218	19%	19,199	23%
2 to 5 attorneys	9,004	16%	3,670	13%	12,704	15%
6 to 10 attorneys	3,123	6%	1,212	4%	4,348	5%
11 to 24 attorneys	3,154	6%	1,226	4%	4,389	5%
25 to 40 attorneys	1,531	3%	627	2%	2,167	3%
41 to 60 attorneys	878	2%	346	1%	1,230	1%
More than 60 attorneys	6,369	11%	2,636	9%	9,044	11%
<i>Subtotal</i>	<i>38,027</i>	<i>69%</i>	<i>14,935</i>	<i>53%</i>	<i>53,081</i>	<i>63%</i>
Government Attorney	4,386	8%	4,323	15%	8,792	11%
Full-Time Judge	1,151	2%	589	2%	1,740	2%
Law Faculty	318	1%	274	1%	592	1%
Corporate/In-House Counsel	5,775	10%	3,638	13%	9,439	11%
Other Law Related	1,451	3%	1,449	5%	2,910	3%
Other Non-Law Related	1,574	3%	969	3%	2,546	3%
Public Interest Lawyer	308	1%	559	2%	873	1%
Retired-Not Working	2,105	4%	630	2%	2,735	3%
Unemployed-Looking	207	<1%	227	1%	440	1%
Unemployed-Not Looking	168	<1%	362	1%	530	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 2015-16 (58 percent, followed by Baylor with 52 percent). Overall, there were slightly less women (48 percent) than men (52 percent) enrolled in law school in 2016-17.

	Total Enrollment	Men	Women	Percent Women
<b>Law School Attended</b>				
Baylor University	365	175	190	52%
St. Mary's	727	399	328	45%
South Texas	969	521	448	46%
Southern Methodist	741	368	373	50%
Texas Southern	544	231	313	58%
Texas Tech	518	287	231	45%
Texas A&M (formally Texas Wesleyan)	484	243	241	50%
University of Houston	710	381	329	46%
University of Texas	904	506	398	44%
<b>Total</b>	<b>5,962</b>	<b>3,111</b>	<b>2,851</b>	<b>48%</b>

<sup>8</sup> ABA Section of Legal Education and Admissions to the Bar, 2016 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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