

PROFILE OF THE LEGAL PROFESSION - 2021

by
American Bar Association

FEATURED WHITE PAPER

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AMERICAN **BAR** ASSOCIATION™

Profile of the Legal Profession 2021



The COVID-19 Pandemic • Demographics • Legal Deserts • Wages • Legal Education • Judges
Pro Bono • Women in Law • Legal Technology • Lawyer Well-Being • Lawyer Discipline

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

Letter from ABA President Patricia Lee Refo

Baseball is big in Arizona. The Diamondbacks play in downtown Phoenix, three blocks from my office. And 15 major league teams hold spring training here, mostly in and around Phoenix.

So when MLB canceled spring training on March 12, 2020, that's when the pandemic became real. My law firm, Snell & Wilmer, sent everyone home that week. The whole firm moved off-site in 48 hours. We thought we'd be back in a few weeks. Little did we know.

And now, here we are, nearly a year and a half later. The D-Backs have returned to Chase Field, but many law firms are still working from home. My firm is slowly trickling back to the office. Many firms are still unsure when they'll return, if ever.



The pandemic hit the legal profession in many ways. How hard? The answer is right here, in the 2021 ABA Profile of the Legal Profession. Chapter 1 details how COVID-19 affected lawyers – senior lawyers, solo lawyers, big-firm lawyers, female lawyers, lawyers of color. Did you know one-third of older lawyers changed their retirement plans because of the pandemic? That's just one of many interesting findings in the Profile report. Here are others:

- Arizona has 15,000 lawyers... but fewer lawyers per capita than all but three states.
- Law school demographics have changed so much in recent years that there are now 25 schools where enrollment is at least 60% female... but no school where enrollment is as high as 60% male.
- The highest demand for lawyers in the country is in Washington, D.C., followed closely by... Tallahassee, Florida. That may seem unlikely, but it's true. (New York City is a surprising No. 5.)

There is a lot more to learn in this fascinating report, now in its third year. Anyone interested in learning more about the profession's past – and its future – can find it in the ABA Profile of the Legal Profession.

Go Diamondbacks!

A handwritten signature in black ink that reads "Patricia Lee Refo". The script is fluid and cursive.

Patricia Lee Refo
President, American Bar Association
July 2021

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Introduction and Acknowledgments

As COVID-19 vaccines have proved highly effective and the worst of the pandemic has eased for most Americans, the country is working to return to normal. But what is the new “normal” for lawyers? And how did COVID-19 affect the legal profession?

That was the subject of the Practice Forward survey of ABA members in September and October 2020, and a follow-up survey of senior lawyers in March 2021. Results are presented in the first chapter of this report.

The 2021 ABA Profile of the Legal Profession is a snapshot of the legal profession in July 2021. It includes numbers and trends in 11 subject areas, including demographics, law schools, the judiciary, technology and, of course, the pandemic.

This third annual Profile report was produced by the ABA Media Relations and Strategic Communications Division. Our goal is to provide authoritative data for lawyers, academics, journalists and the public. Statistics are from reliable sources within the ABA, the federal government and nonprofit groups.

We are indebted to the following nonprofit organizations and government agencies that provided information for this report:

- AccessLex
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- The California Lawyers Association
- The D.C. Bar
- The Hazelden Betty Ford Foundation
- The Law School Admission Council
- The National Association for Law Placement
- The National Association of Women Lawyers
- The National Conference of Bar Examiners
- The National Native American Bar Association
- Rosenblatt’s Deans Database
- The Federal Judicial Center
- The U.S. Bureau of Labor Statistics
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- Courts, state bars and bar associations in every state

Within the ABA, we offer profound thanks to:

- The Center for Member Operations
- The Center for Pro Bono
- The Center for Professional Responsibility
- The Commission on Disability Rights
- The Commission on Lawyer Assistance Programs
- The Commission on Women in the Profession
- The Diversity and Inclusion Center
- The Law Practice Division
- The Practice Forward Amid COVID-19 Group
- The Section of Legal Education & Admissions to the Bar
- The Senior Lawyers Division
- The Solo, Small Firm and General Practice Division
- The Standing Committee on Pro Bono & Public Service
- The Standing Committee on Professional Discipline
- The Young Lawyers Division

Population statistics are from the U.S. Census Bureau and inflation figures are from the U.S. Bureau of Labor Statistics *CPI Inflation Calculator*.

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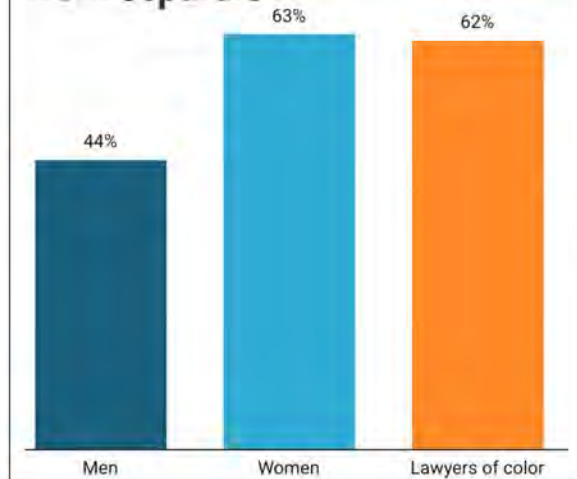
THE COVID-19 PANDEMIC How It Affected Lawyers

The pandemic has changed the way lawyers work – perhaps permanently. Almost a year and a half after the pandemic was declared in March 2020, many lawyers were still working from home and many courts still were holding hearings online.

But the pandemic did not affect everyone equally. To gauge the pandemic's impact, the American Bar Association Practice Forward group surveyed more than 4,200 ABA members between Sept. 30 and Oct. 11, 2020.

Most lawyers (54%) said they were working from home close to 100% of the time. Not surprisingly, the vast majority (73%) said they missed seeing people at the office. More significantly, a majority (51%) said they felt it was hard to keep home and work separate. That was especially true for women (63%) and lawyers of color (62%).

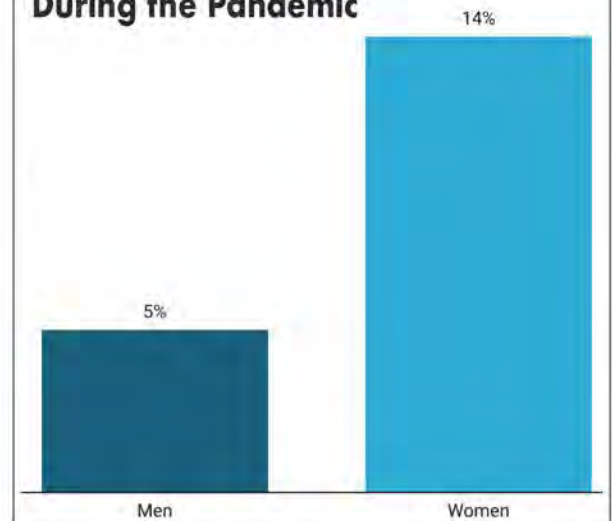
Hard to Keep Home and Work Separate



Nearly half of all lawyers (49%) said they felt disengaged from their firm or employer during the pandemic, found work disrupted by family and household obligations (47%) and felt overwhelmed by all the things they have to do (46%). Again, that was especially true for women, who were much more likely to find their work disrupted (57%) and feel overwhelmed (60%), and lawyers of color who found work disrupted (57%) and felt overwhelmed (54%).

Why the difference between men and women? The survey found that female lawyers were more likely to live with dependent children than male lawyers (42% versus 30%). What's more, female lawyers were nearly three times as likely to take on additional child care responsibilities during the pandemic (14% for women versus 5% for men).

Took on More Child Care During the Pandemic



Source: ABA Practice Forward Survey, Sept. 30-Oct. 11, 2020

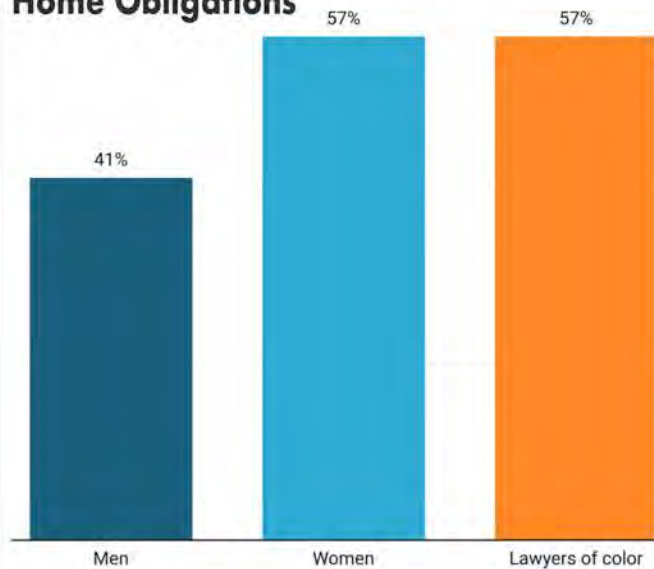
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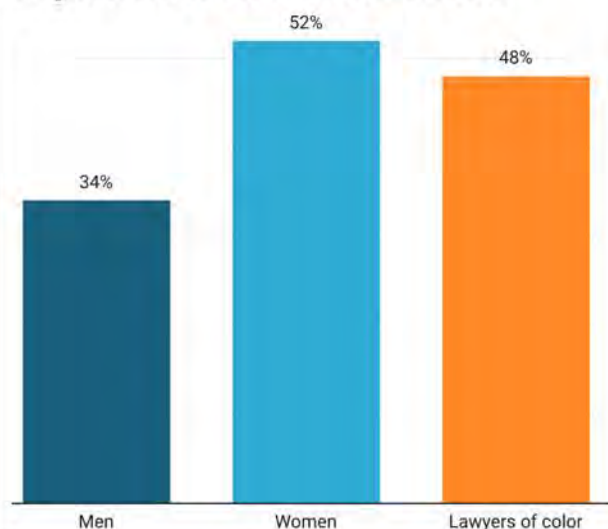
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Work Disrupted by Family and Home Obligations

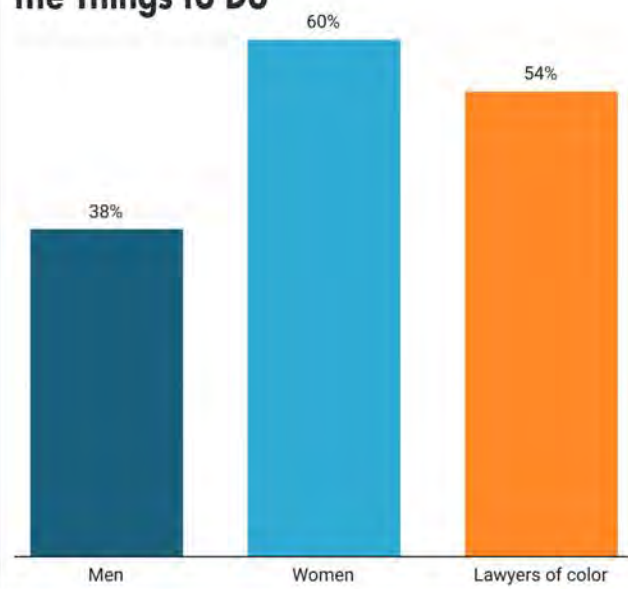


Overall, 40% of all lawyers said they felt stress about work during the pandemic – but stress was reported by 52% of women versus 34% of men, and 48% of lawyers of color.

Experienced Stress About Work



Felt Overwhelmed With All the Things to Do



Time Spent Working From Home During the Pandemic

■ Close to 100% ■ Between 25% and 75% ■ Close to or 0%



Source: ABA Practice Forward Survey, Sept. 30-Oct. 11, 2020

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Lawyer Retirement

In some ways, the pandemic hit older lawyers' practices hard — particularly on the matter of retirement.

To gauge how the pandemic affected older lawyers, we compared results from the ABA Practice Forward survey for lawyers who are 62 and older (1,645 completed the survey) to lawyers who are 61 and younger (2,193 completed the survey). In addition, the Senior Lawyers Division and the Media Relations & Strategic Communications Division conducted a supplementary survey of 1,368 senior lawyers in March 2021.

The most significant finding: One-third of older lawyers (33%) said the pandemic changed their retirement plans. Among those lawyers, more than half (53%) said the pandemic delayed retirement. Just under half (47%) said it hastened their retirement.

Loss of income may have been a factor. More than a third of all older lawyers (36%) said they made less money during the pandemic, while only 18% said they made more money. A plurality of 47% said their income was about the same.

Among Those Who Changed Retirement Plans, Was Retirement Hastened or Delayed?



Finally, there was this comment from a lawyer in a small private practice on why the pandemic did not affect her retirement plan:

"I will be damned if this stupid pandemic forces me to retire earlier than I want to!"

Among those who said the pandemic hastened retirement, several explained their reasons in writing. Among them:

The pandemic "made me realize life is short, perhaps I should pull the plug while I can."

"It forced a partial retirement, whether I could afford it or not."

"The pandemic forced me to think about whether I wanted to do this anymore."

Answer: NO."

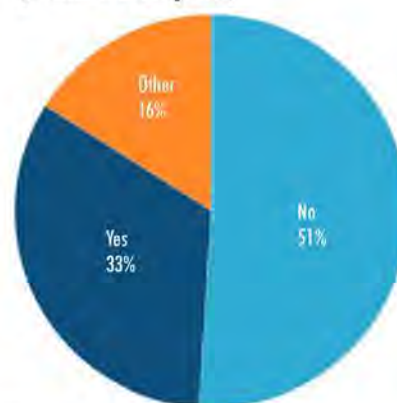
Those who said they delayed retirement also included comments:

"Because it became more apparent that I could work remotely, I think it has made me more likely to just slow down a bit rather than retire."

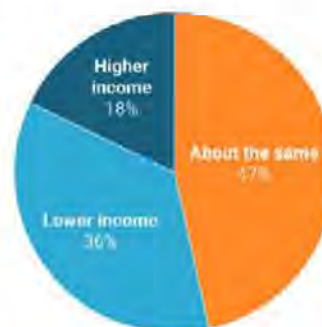
"It has made me rethink retirement altogether. I don't think I can be home all the time."

"It enabled me to work remotely from Florida and made the retirement transition easier."

Has the Pandemic Affected Your Retirement Timeline? (Senior Lawyers)



How Did the Pandemic Affect Your Income? (Senior Lawyers)



Source: ABA Practice Forward Survey, Sept. 30-Oct. 11, 2020; Supplemental survey of senior lawyers, March 2021

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Stress on Senior Lawyers

Like all lawyers, most older attorneys (62%) who are 62 or older missed seeing people at the office. But fewer older lawyers experienced additional work stress during the pandemic compared with younger lawyers (30% versus 49%), fewer felt overwhelmed by work (30% versus 55%) and fewer felt that the day never seems to end (27% versus 50%), according to the Practice Forward survey.

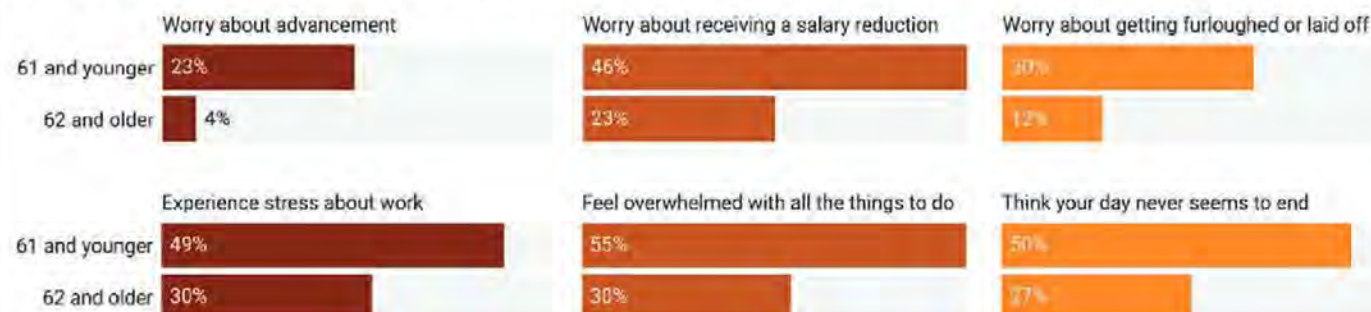
Older lawyers also said they were less worried than younger lawyers about how the pandemic will affect their careers. Only 4% said they were more worried about career advancement than a year ago compared with 23% of younger lawyers. Similarly, only 23% of older lawyers said they were more worried than a year ago about pay cuts compared to 46% of younger lawyers. And just 12% of older lawyers said they were more worried than a year ago about layoffs or furloughs compared to 30% of younger lawyers.

Likewise, older lawyers reported less stress about returning to the office after the pandemic. One-quarter of older lawyers (25%) said they were concerned about inadequate safety protocols by their employers when they return, compared to 38% of younger lawyers. And while roughly half of older lawyers (52%) said they were concerned that being inside an office will not be safe, that compared to 65% of younger lawyers.

Finally, few older lawyers were worried about reprisals for reacting to safety issues. Just 11% said they worry about layoffs or furloughs if they do not return to the office when asked, compared with 26% of younger lawyers.

What accounts for this difference between older and younger lawyers? Two likely explanations: Older lawyers were more likely to be solo practitioners (30% of older lawyers versus 17% of younger lawyers) and they were much less likely to live with children (13% of older lawyers versus 55% of younger lawyers).

Compared to a Year Ago, How Often Do You...



Source: ABA Practice Forward Survey, Sept. 30-Oct. 11, 2020; Senior Lawyers Division supplemental survey, March 2021

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Senior Lawyers—Technology, Volunteering and Social Justice

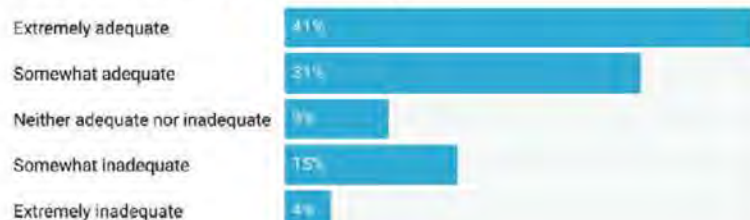
Contrary to stereotype, most lawyers who are 62 or older said they were comfortable with new technology introduced during the pandemic. Nearly three-quarters (73%) said they had to learn new technology to continue working or to keep in contact with others, and the vast majority (79%) said they were somewhat comfortable or extremely comfortable with that technology. Fewer than 1 in 5 (19%) said they found tech support inadequate while working remotely.

How Comfortable are You with New Technology That You Learned to Use During the Pandemic?

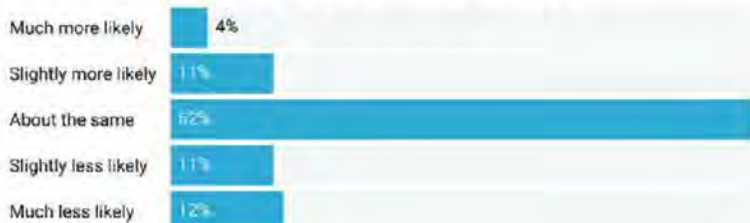


Meanwhile, most older lawyers said the pandemic had not changed their desire to do pro bono work: 62% said the pandemic made them neither more likely nor less likely to do pro bono work. (But 23% said they were less likely and 15% said they were more likely.) That's important because older lawyers, on average, do more pro bono work than younger lawyers. (See the Pro Bono chapter for details.)

How Adequate Do You Find Technical Support While Working Remotely?



Has the Pandemic Made You More or Less Likely to Do Pro Bono Work?

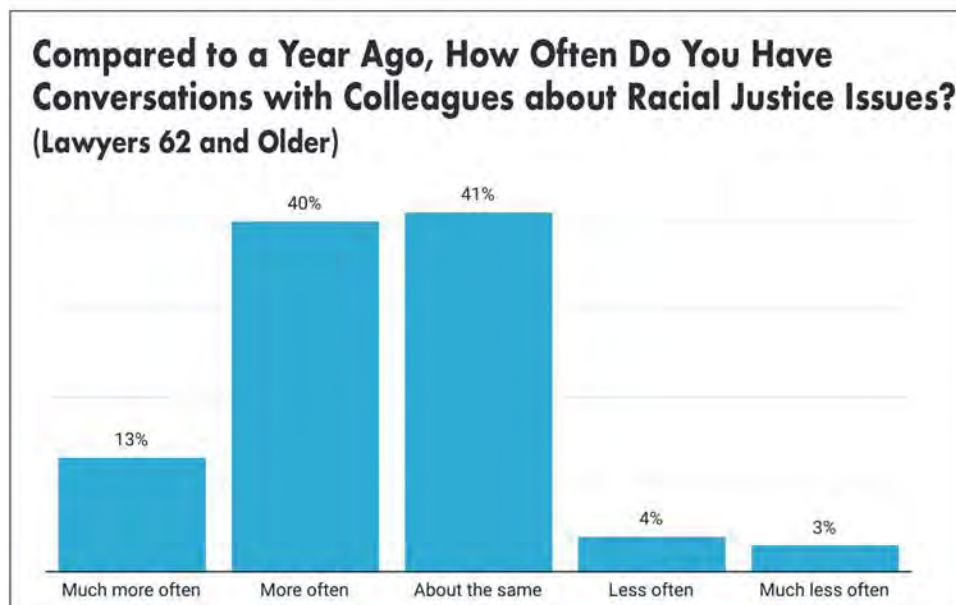


Source: ABA Practice Forward Survey, Sept. 30-Oct. 11, 2020; Supplemental survey of senior lawyers, March 2021

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Senior Lawyers—Technology, Volunteering and Social Justice **continued**

Finally, a majority of older lawyers in the Practice Forward survey (53%) said they were having conversations with colleagues about racial justice issues more often than they did a year earlier. And a third of those older lawyers (34%) said the racial justice conversations have been easier than a year ago. Only 10% said the conversations were harder.



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Fears of Big-Firm Lawyers

Lawyers at large law firms were much more worried about returning to the office after the pandemic than lawyers at smaller firms, according to the ABA Practice Forward survey. They also worry about the consequences of reporting those fears to their employers.

Large-firm lawyers were also more worried about furloughs, layoffs and pay cuts than smaller-firm lawyers, according to the survey of more than 4,200 ABA members conducted Sept. 30 to Oct. 11, 2020.

Nearly 3 out of 4 attorneys (71%) at large firms with 250 or more lawyers said they were concerned that being inside an office building for a working day will not be safe in 2021 and 2022 for various reasons, including lack of good ventilation and poor security in public spaces. Similar percentages of lawyers expressed the same concerns at firms with 100 to 249 lawyers (68%) and firms with 50-99 lawyers (75%).

At the opposite extreme, only 42% of solo practitioners expressed the same concern, as did a slight majority of lawyers in offices with two to nine attorneys (54%).

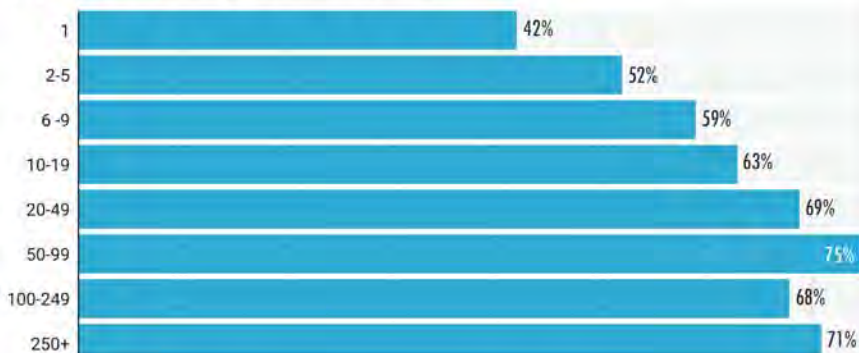
More than 1 out of 4 lawyers (29%) in firms with 250 lawyers or more said they were worried about expressing health and safety concerns to their employers. Nearly half (47%) said they were concerned that if they do not return to work in the office when asked, they will be viewed as not committed to the firm. And 28% said they were concerned that they will be fired or furloughed if they do not return to the office when asked.

Finally, more than half of lawyers at big firms of 250+ attorneys said they were more worried about pay cuts than a year earlier (52%). That is consistent with the fears of lawyers at firms of 100 to 249 lawyers (51%). The worry about pay cuts was less among lawyers at small offices of two to five lawyers (28%) and offices with six to nine lawyers (35%).

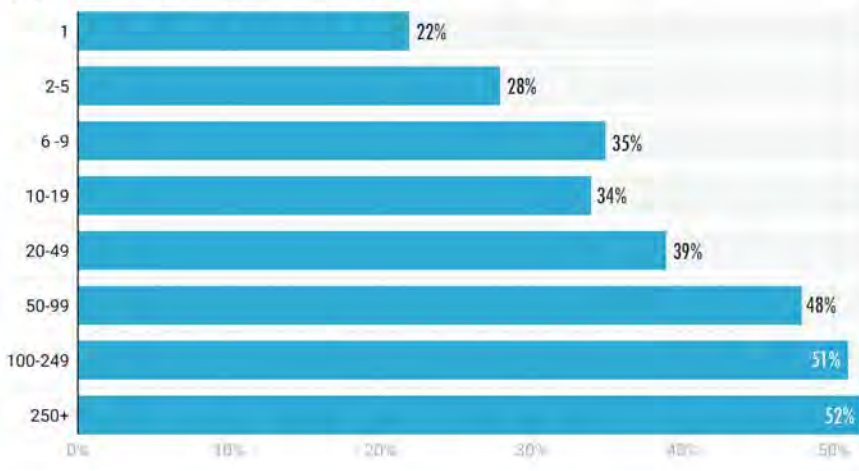
More than one-third of lawyers at large firms with 250 or more lawyers (35%) also said they were more worried about being laid off or furloughed than a year earlier. That's nearly twice the rate as lawyers in offices with two to nine lawyers (18%).

Source: ABA Practice Forward Survey, Sept. 30-Oct. 11, 2020

Concerned That Being Inside an Office Building For a Working Day Will Not Be Safe
(by number of lawyers in the office)



Compared to a Year Ago, How Often Do You Worry About Receiving a Salary Reduction?
(by number of lawyers in the office)



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THE COVID-19 PANDEMIC Solo Practitioners

Solo practitioners adapted to the COVID-19 pandemic better than most other lawyers, according to the ABA Practice Forward survey.

In general, the survey showed solo lawyers worked fewer hours than other lawyers. Just one-third of solo practitioners (34%) said they worked more than 40 hours a week, compared with 68% of lawyers in big firms with 250 or more attorneys and 60% of lawyers in small firms with two to nine lawyers.

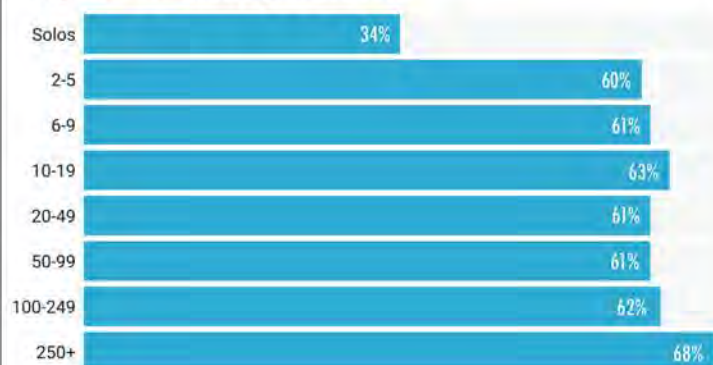
During the pandemic, solo practitioners were more likely to cut down the number of hours worked and more likely to take time off. In the survey, 40% of solo attorneys said they worked fewer hours during the pandemic, compared with 27% of small-firm attorneys and 28% of attorneys in offices with 10 or more lawyers.

Also, nearly half of lawyers at larger firms of 10 or more attorneys (48%) said they had more trouble taking time off during the pandemic than a year earlier. For solo lawyers, it was just 32% and for small-firm lawyers 40%.

Finally, solo practitioners reported they were better able to keep their home and work lives separate during the pandemic. More than half of lawyers at firms with 10 or more lawyers (57%) said they found it hard to keep home and work separate, but that was true for only 41% of small-firm lawyers and 32% of solo attorneys.

Firm size did not make a difference with stress and feeling overwhelmed during the pandemic, according to the survey.

Working More Than 40 Hours a Week (by number of lawyers in firm)



Have More Trouble Taking Time Off Than a Year Ago (by number of lawyers in firm)



Harder to Keep Home and Work Separate Compared to a Year Ago (by number of lawyers in firm)



Source: ABA Practice Forward Survey, Sept. 30-Oct. 11, 2020

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- Growth of the Legal Profession
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DEMOGRAPHICS

Growth of the Legal Profession

There are more than 1.3 million lawyers in the United States. To be more precise, there were 1,327,910 active lawyers as of Jan. 1, 2021, according to the ABA National Lawyer Population Survey, a tally of lawyers in every U.S. state and territory.

Over the past year, from 2020 to 2021, the number of active lawyers counted by the survey fell slightly, by one-tenth of one percent. The drop was almost entirely because of a change in how Vermont counts its lawyers. Previously, Vermont did not distinguish between resident and non-resident lawyers. For 2021, Vermont only tracked resident lawyers. As a result, the Vermont count dropped by 1,414 lawyers – a huge drop of 39% for such a small state. That accounted for more than the total decline in the number of lawyers nationally of 826.

Over the past decade, the number of lawyers nationwide has grown by more than 100,000 – an increase of 8.4% from 2011 to 2021.

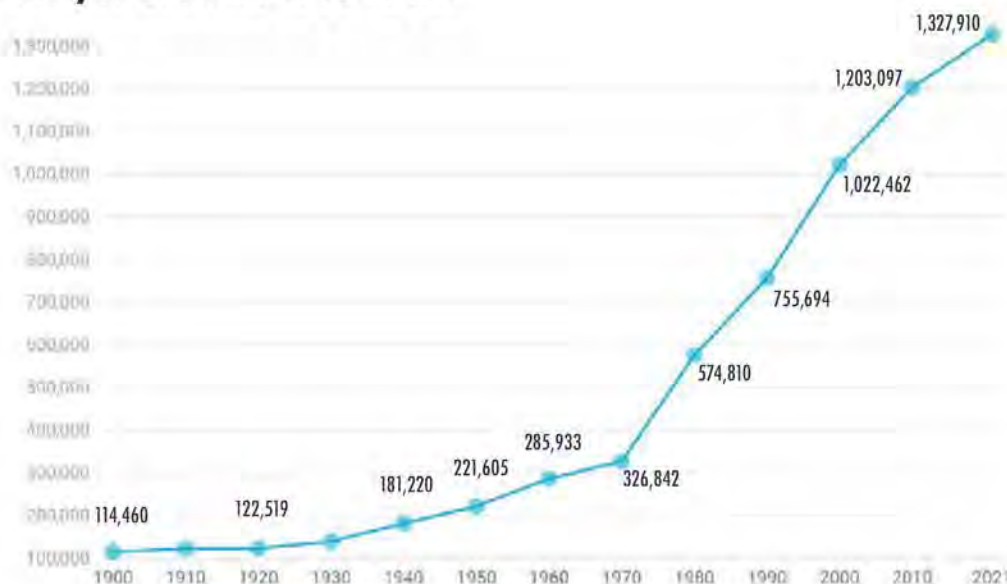
In the 21st century, the growth of the legal profession has slowed. In the previous century, from 1900 to 2000, the number of lawyers rose 793% – from 114,460 to just over 1 million, an average growth of nearly 8% a year. By contrast, the number of lawyers nationwide has grown roughly 1.5% a year since 2000 – from 1,022,462 in 2001 to 1,327,866 in 2021, an increase of nearly 30%.

The largest increase in lawyers occurred in the 1970s, a decade when the number of lawyers jumped 76% – from 326,000 in 1970 to 574,000 in 1980.

Fast facts:

- 8.4% – Increase in the number of lawyers from 2011 to 2021
- 1970s – Decade when the number of lawyers grew fastest, by 76%

Lawyer Growth: 1900 - 2021



For much of the 20th century, the industry's growth was much slower: It took 50 years for the number of lawyers to nearly double – from 114,000 in 1900 to 221,000 in 1950. It took less than 30 years for that number to double again – from 221,000 in 1950 to 464,000 in 1978.

Source: ABA National Lawyer Population Survey

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Lawyers by State

The states with the fastest-growing lawyer populations over the last decade were not necessarily the largest states.

The number of lawyers in Utah grew 31% since 2011. That's the fastest growth in the nation, even though Utah is only the 30th-largest state by population. North Dakota is also one of the smallest states by population, but it, too, had one of the largest rates of growth in lawyers since 2011: 17%.

However, some large states did record large increases in the number of lawyers. Florida (19%) was the third fastest-growing state in the nation for lawyers since 2011. Texas (19%) and North Carolina (17%) were also among the 10 largest states by population and among the top 10 states for lawyer growth in the past decade.

Two states – Maryland and Louisiana – reported unusually large lawyer growth in the past decade because they changed how they reported lawyer residents, not necessarily because they experienced large growth.

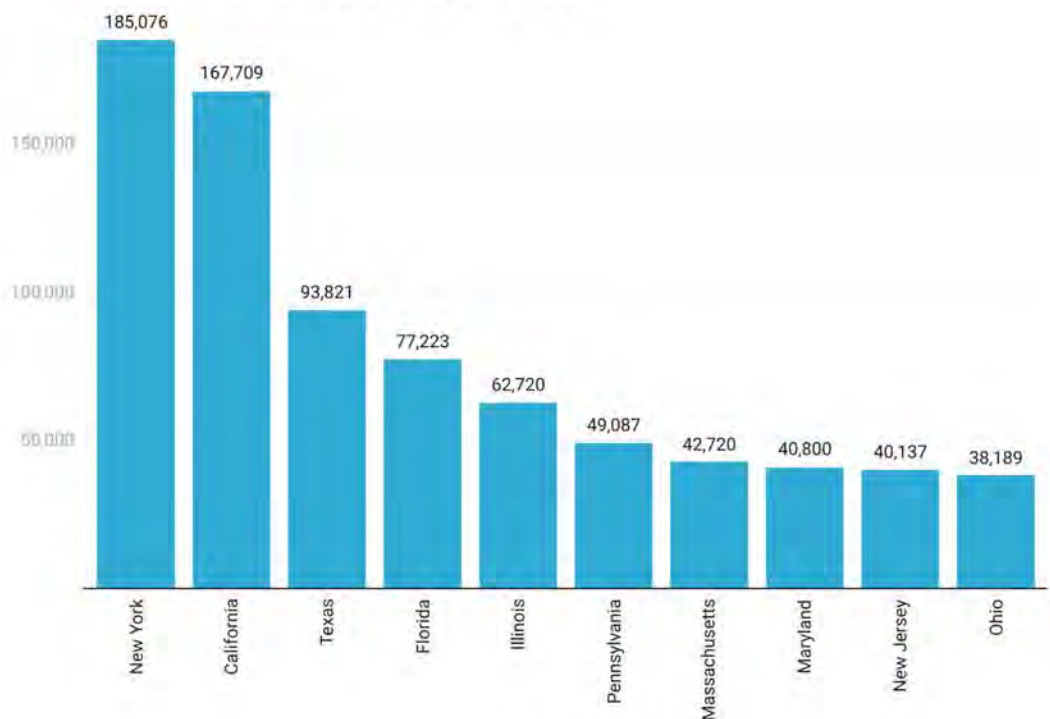
California, which has the largest population in the nation, ranked second in the number of lawyers (167,709) behind New York State (185,076), even though New York has half the population of California.

Six states lost lawyers over the past decade: Alaska (down 4.5%), Vermont (down 2.9%), Kansas (down 2.4%), New Jersey (down 1.5%), Rhode Island (down 1.0%) and Mississippi (down 0.6%).

Fast fact:

- Where will you find the most lawyers per capita? The District of Columbia has just under 700,000 residents – less than Alaska – but it ranks 13th for number of resident lawyers (28,011). There is one resident lawyer in Washington, D.C. for every 25 residents.

States with Most Lawyers: 2021



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Lawyers by Gender

Over the past decade, the percentage of female lawyers has increased slowly. It stood at 33% in 2011 and grew to 37% in 2021. In other words, male attorneys still greatly outnumber female attorneys – though that is gradually changing as more women, and fewer men, are enrolling in law school every year.

The gender numbers have changed drastically over the past half-century. From 1950 to 1970, only 3% of all lawyers were women. The percentage has edged up gradually since then – 8% in 1980, 20% in 1991, 27% in 2000, 37% in 2021.

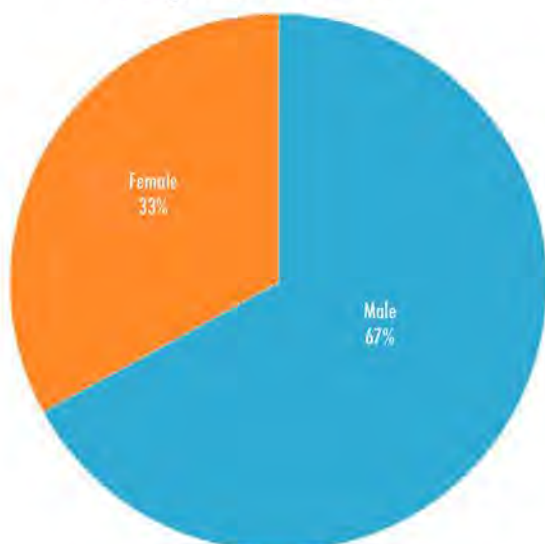
The first female lawyer in the United States was Margaret Brent, in 1648 in Maryland. The ABA created the Margaret Brent Award in 1991 to recognize and celebrate the accomplishments of female lawyers.

The American Bar Association admitted the first two women as members in 1918 – Mary Florence Lathrop of Denver and Mary Grossman of Cleveland. The first female president of the American Bar Association was Roberta Cooper Ramo of New Mexico in 1995. There have been 10 female ABA presidents, including five of the last six, as of 2021.

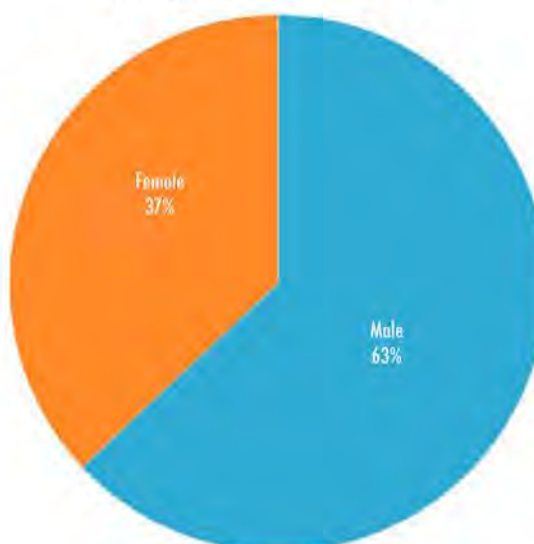
Fast fact:

- Most state bars and state licensing agencies track gender in the profession, but not all do. In 2021, 44 states reported the number of male and female lawyers – up from 42 states in 2011.

Lawyer Gender: 2011



Lawyer Gender: 2021



Source: ABA National Lawyer Population Survey

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Lawyers by Race and Ethnicity

The legal profession has been very slow to diversify by race and ethnicity over the past decade, according to the ABA National Lawyer Population Survey. Ten years ago, in 2011, lawyers of color were 11.7% of the profession. A decade later, in 2021, they represented 14.6% of the profession – an increase of almost three percentage points.

White men and women are still overrepresented in the legal profession compared with their presence in the overall U.S. population. In 2021, 85% of all lawyers were non-Hispanic whites, a decline from 88% a decade ago. By comparison, 60% of all U.S. residents were non-Hispanic whites in 2019.

Nearly all people of color are underrepresented in the legal profession compared with their presence in the U.S. population. For example, 4.7% of all lawyers were Black in 2021 – nearly unchanged from 4.8% in 2011. The U.S. population is 13.4% Black.

Similarly, 4.8% of all lawyers were Hispanic in 2021 – up nearly one percentage point from 3.9% a decade earlier. The U.S. population is 18.5% Hispanic.

Just 2.5% of all lawyers were Asian in 2021 – up slightly from 1.7% 10 years earlier. The U.S. population is 5.9% Asian.

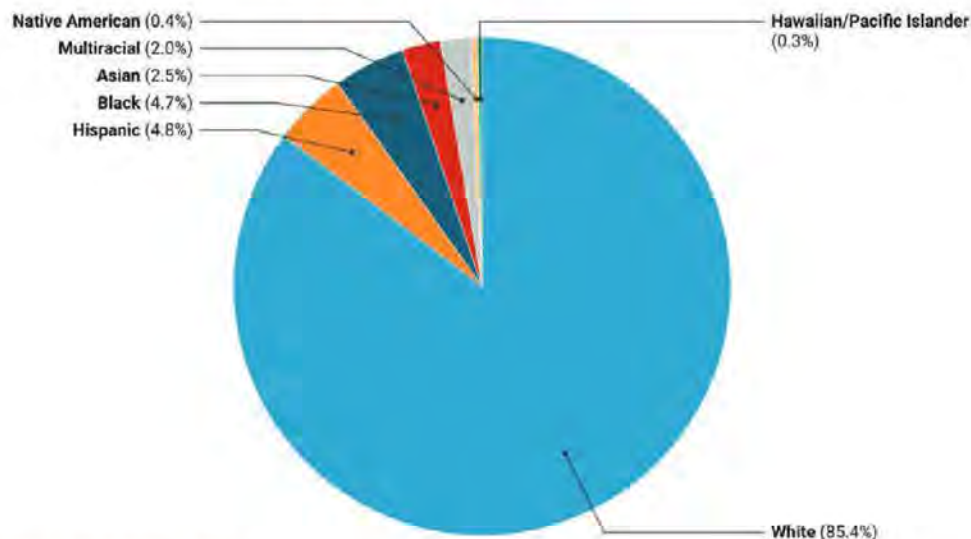
Native Americans are the smallest racial or ethnic group among U.S. lawyers. Roughly one-half of 1% of all lawyers (0.4%) are Native American – down from 1.0% a decade ago. The U.S. population is 1.3% Native American.

The number of mixed-race lawyers is slowly rising. The National Lawyer Population Survey began tracking the number in 2014, when it was close to zero. In 2021, it stood at 2.0% of the profession.

Fast fact:

- Only half of all state bars and state licensing agencies track race and ethnicity in the profession. In 2021, 25 states reported the race and ethnicity of lawyers – up from 17 states in 2011.

Lawyers by Race and Ethnicity: 2021



Source: ABA National Lawyer Population Survey

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Diversity in U.S. Law Firms

For the first time ever, more than 10% of all law firm partners are lawyers of color, according to the 2020 Report on Diversity in U.S. Law Firms from the National Association for Law Placement.

Progress in law firm diversity is still proceeding slowly. Viewed year by year, the change is almost imperceptible. But viewed over the span of a decade, the change is easier to see.

More than a decade ago, in 2009, 6% of law firm partners were Black, Hispanic, Asian, Native American or mixed race. In 2020, 10.2% of all partners were lawyers of color.

The numbers are much higher for law firm associates. In 2009, nearly 20% of all associates were lawyers of color. In 2020, the number was 26.5%.

City with the highest percentage of partners of color



City with the lowest percentage of partners of color



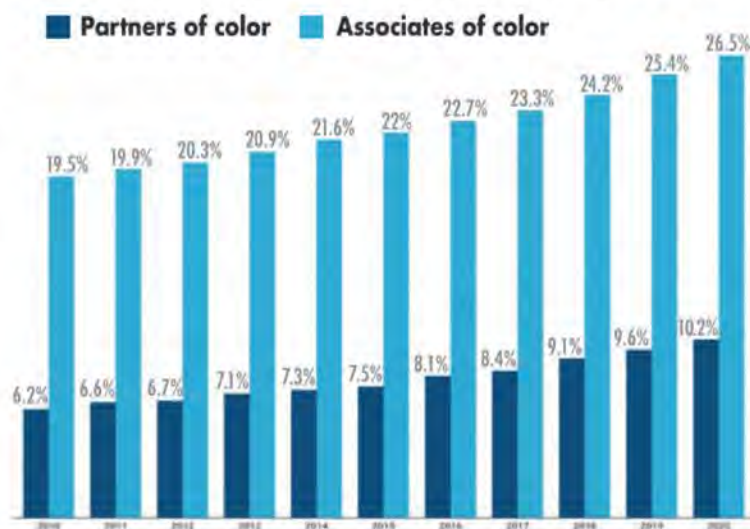
But law firm diversity varies dramatically across the country. At one extreme, 32% of all law firm partners in Miami are lawyers of color – the largest percentage in the country. At the other extreme, less than 3% of partners in Pittsburgh (2.88%) are lawyers of color – the lowest percentage in the country.

Law firm diversity is particularly strong in California. Among the top 10 cities and metro areas in the country for law firm diversity, half are in California: San Diego, Silicon Valley, Los Angeles, San Francisco and Orange County. Two more are in Texas: Houston and Austin.

On the flip side, seven of the bottom 10 areas for law firm diversity are in the Midwest: Kansas City, Milwaukee, Minneapolis, Cincinnati, Grand Rapids, Indianapolis and Cleveland.

City size appears to have no correlation to law firm diversity. For example, while New York City, Los Angeles, Houston and San Diego are among the 10 largest U.S. cities by population and by diversity of law firms, Philadelphia – the nation's sixth-largest city – fares poorly for law firm diversity. Only 5% of all law firm partners in Philadelphia are lawyers of color.

Partners and Associates of Color: 2010-2020



Source: National Association for Law Placement 2020 Report on Diversity in U.S. Law Firms

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

LGBT Lawyers

The number of openly lesbian, gay, bisexual and transgender (LGBT) lawyers at American law firms continues to grow slowly, according to an annual survey by the National Association for Law Placement.

The 2020 survey found 3,187 LGBT lawyers at 837 law offices across the country. That represents 3.3% of the 96,202 lawyers at those firms. Ten years earlier, in 2010, the same survey found 2,137 LGBT lawyers at American law firms, or 1.9% of all lawyers.

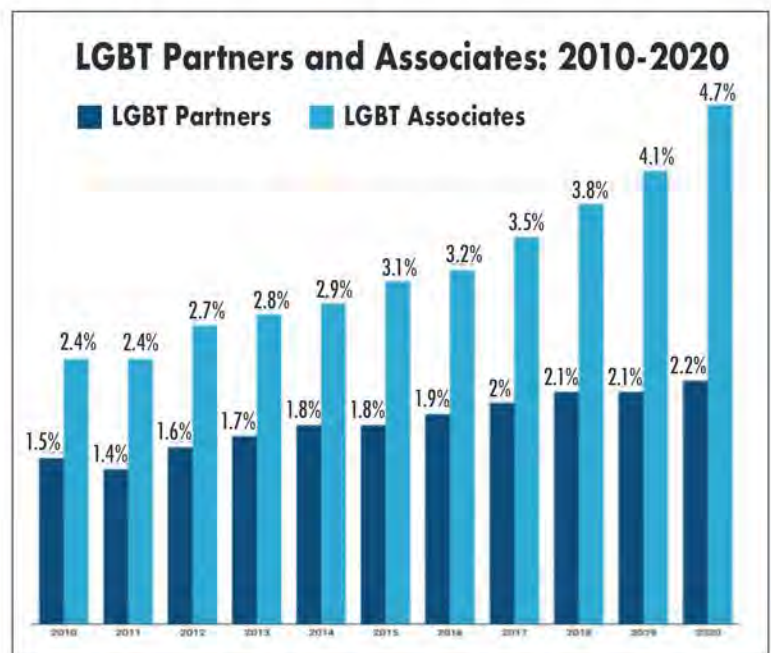
Fast fact:

- Law students are more likely to be openly LGBT than law firm lawyers: 7.7% of law firm summer associates describe themselves as LGBT – more than double the percentage of all law firm lawyers who describe themselves as LGBT (3.3%).

The same trend is evident among law firm associates. In 2010, 2.4% of all associates reported they were LGBT. In 2020, the figure was 4.7%.

The percentage of law firm summer associates who report they are LGBT is substantially higher. In 2020, 7.7% of all summer associates said they were LGBT, according to the survey.

No reliable statistics are available on the total number of LGBT lawyers in all parts of the legal profession.



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Lawyers with Disabilities

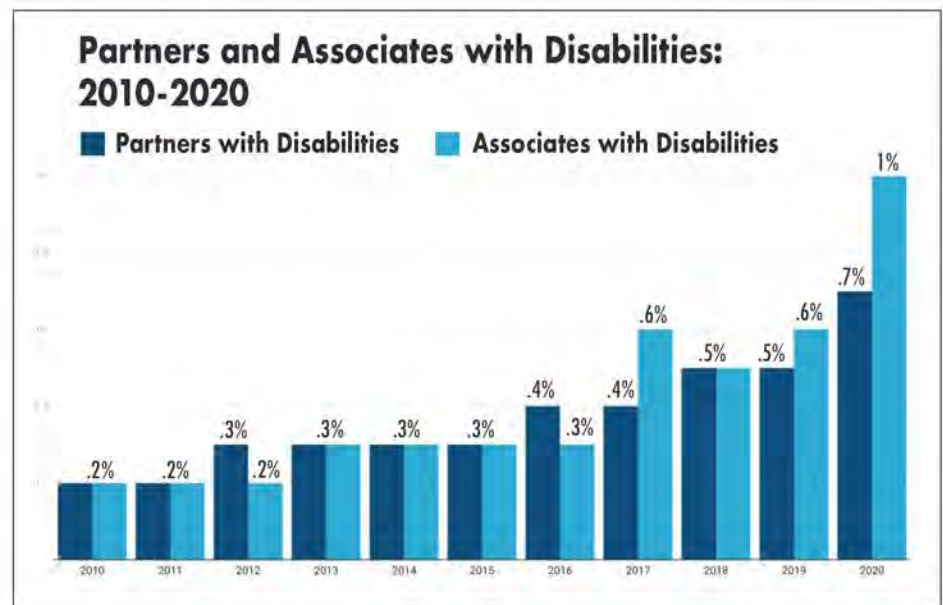
The number of lawyers at American law firms who report having disabilities remains small – slightly less than 1% of all lawyers. Because the number is so small, it is difficult to draw any conclusions about trends, according to a 2020 survey by the National Association for Law Placement.

The survey found 602 lawyers who say they have disabilities at 658 law offices across the country. That represents 0.88% of the 68,136 lawyers in those offices.

The percentage of law firm partners who say they have disabilities is slightly lower – 0.69% – according to the 2020 survey. That is more than double the percentage for most of the past decade, when it fluctuated between 0.2% and 0.3%.

The same trend of more lawyers reporting that they have disabilities is true at the associate level. In 2020, just under 1% of all law firm associates reported having a disability. This is nearly double the percentage of associates who reported having a disability one year earlier (0.59%).

No reliable statistics exist on the total number of lawyers with disabilities in all parts of the legal profession.



Source: National Association for Law Placement 2020 Report on Diversity in U.S. Law Firms

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Age

Lawyers are older than most American workers, on average, according to the U.S. Bureau of Labor Statistics. The median age for lawyers in 2020 was 47.1 years old, which means half are younger and half are older. By comparison, the median age of all U.S. workers was 42.5 – roughly 4½ years younger.

There are two reasons. First, very few lawyers are younger than 25, but roughly 12% of all American workers are younger than 25. Second, many lawyers work past age 65. Roughly 14% of all lawyers – that's 1 in 7 – are 65 or older. Only 7% of all U.S. workers – about 1 in 14 – are 65 or older.

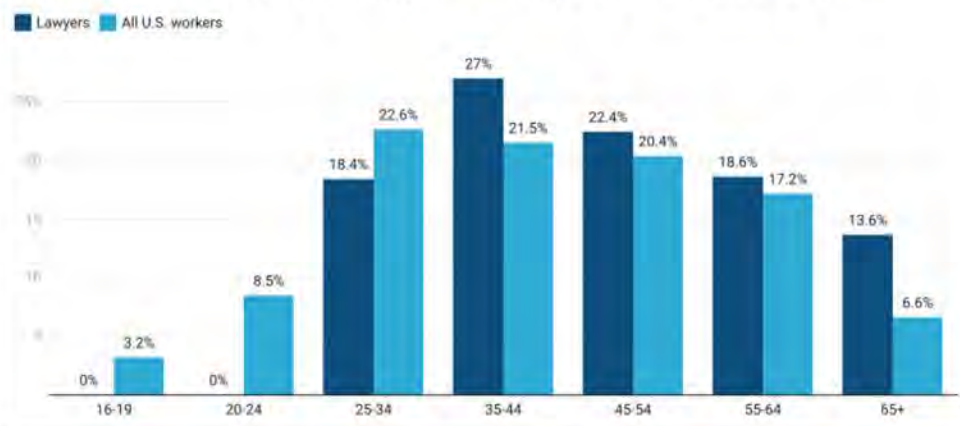
The age of a typical lawyer rose steadily from 2003 to 2012, then dropped for a few years, bottoming out in 2016, then rose again. Now it has plateaued around 47. That roughly coincides with the rise and fall and rise again of law school enrollment. As more young lawyers graduated from law school, the median age of all lawyers fell. When law school enrollment and graduations declined, the median age of all lawyers rose.

Going back in time even further, the typical lawyer was younger than today. In 1980, the median age of all U.S. lawyers was 39. That's nearly a decade younger the median age of 47 in 2020.

Median Age of Lawyers: 2003-2020



Age 2020: Lawyers Compared with All U.S. Workers



Source: Current Population Survey, U.S. Bureau of Labor Statistics

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Legal Demand in Metro Areas

The demand for lawyers is high in Washington, D.C., and New York City. But did you know legal demand is also high in Tallahassee, Florida.; Charleston, West Virginia.; and Santa Fe, New Mexico? Those are the five metropolitan areas with the highest demand for legal services in the United States, according to the U.S. Bureau of Labor Statistics.

The bureau measures employment and wages for more than 800 occupations in more than 380 metropolitan areas. One thing the bureau measures is demand for each occupation in each metro area. It's called the "location quotient" – a single number that shows demand for an occupation in one area compared to the nation as a whole.*

For 2020 – as in all previous years – the Washington, D.C., area had the highest demand for lawyers of all metro areas. In fact, the location quotient for lawyers in the D.C. area was 3.08 – more than triple the national average. The demand for lawyers in the New York City area was 1.95 – nearly double the national average.

Surprisingly, most of the other top 10 metro areas for lawyer demand in 2019 were not huge cities, but many were state capitals. They were, in order: Tallahassee (2.68), Charleston (2.19), Santa Fe (2.03), Trenton, New Jersey (1.70); New Orleans, Louisiana (1.69); Montgomery, Alabama (1.65); Albany, New York (1.61) and Denver, Colorado (1.60).

Many other state capitals have high demand for lawyers. Oklahoma City, Oklahoma; Cheyenne, Wyoming; Topeka, Kansas; Hartford, Connecticut, and Boston, Massachusetts, are all in the top 20 metro areas nationally for lawyer demand.

But not all state capitals have high location quotients for lawyers. Sixteen state capitals are actually below the national average for lawyer demand, including such large cities as Phoenix, Arizona; Nashville, Tennessee; Honolulu, Hawaii; and Indianapolis, Indiana.

Fast fact:

- The four metro areas with the lowest location quotients for lawyers? They are Johnson City, Tennessee (0.14); Dover, New Hampshire (0.17); Morristown, Tennessee and Cleveland, Tennessee (both 0.19).

* For example, if an occupation is 10% of all employment in one metro area compared with 2% in the nation, it has a location quotient of 5.0 for that metro area – demand is five times higher than the national average.

PROFILE OF THE LEGAL PROFESSION

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DEMOGRAPHICS

Legal Demand in Metro Areas **continued**

▲ Metropolitan Areas with HIGHEST Demand for Lawyers (Location Quotient) *

1. Washington, DC.....	3.08
2. Tallahassee, FL.....	2.68
3. Charleston, WV.....	2.19
4. Santa Fe, NM.....	2.03
5. New York, NY.....	1.95
6. Trenton, NJ.....	1.70
7. New Orleans, LA.....	1.69
8. Montgomery, AL.....	1.65
9. Albany, NY.....	1.61
10. Denver, CO.....	1.60

▼ Metropolitan Areas with LOWEST Demand for Lawyers (Location Quotient) *

10. Visalia, CA.....	0.23
9. Auburn, AL.....	0.21
8. Chambersburg, PA.....	0.21
7. Vallejo, CA.....	0.21
6. Elkhart, IN.....	0.20
5. Lebanon, PA.....	0.20
4. Cleveland, TN.....	0.19
3. Morristown, TN.....	0.19
2. Dover, NH.....	0.17
1. Johnson City, TN.....	0.14



* For example, if an occupation is 10% of all employment in one metro area compared with 2% in the nation, it has a location quotient of 5.0 for that metro area – demand is five times higher than the national average.

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

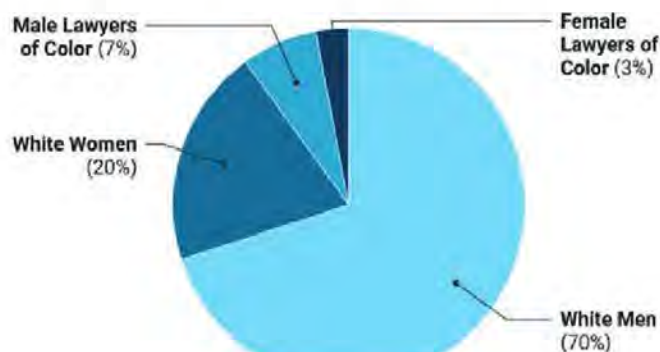
DEMOGRAPHICS

Law Firm Leadership and Promotion

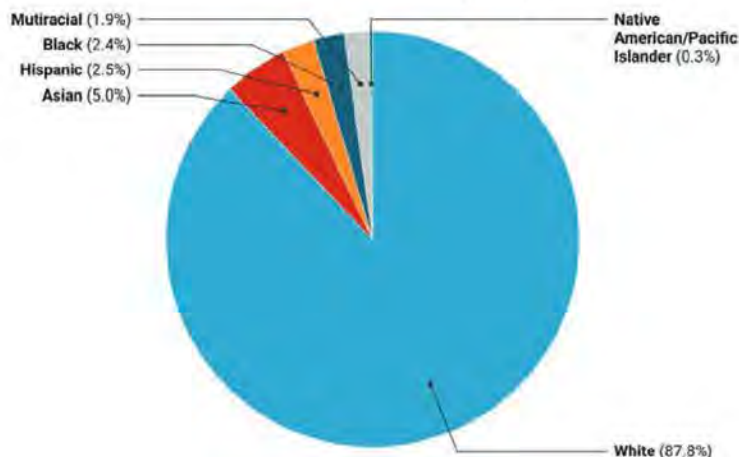
The leadership of most U.S. law firms is overwhelmingly white and male, according to the 2020 ABA Model Diversity Survey.

Approximately 70% of law firm leaders were white men in 2020, according to the report. In addition, 20% were white women, 7% were male lawyers of color and 3% were female lawyers of color. Small firms of 20 lawyers or fewer were more likely to have leaders who were men of color or women.

Law Firm Leadership Positions



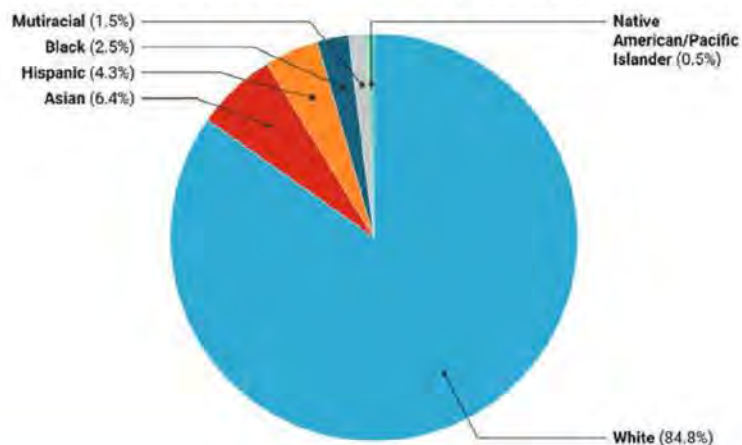
Promotions from Associate to Equity Partner



The survey defines law firm leadership as hiring partners, lead officers or members of firmwide compensation committees, partner review committees, highest governance committees, lead firmwide committees or groups, or lead local groups.

The survey also found that white associates are more likely to be promoted to equity partnerships than non-equity partnerships, whereas the opposite is true of associates of color. Similarly, male associates were more likely to be promoted to equity partnerships than non-equity partnerships, but the reverse is true of female associates.

Promotions from Associate to Non-Equity Partner



Source: 2020 ABA Model Diversity Survey Report

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Law Firm Attrition

Lawyers of color are twice as likely to leave U.S. law firms during a typical year as white lawyers, according to the 2020 ABA Model Diversity Survey. Also, female lawyers are slightly more likely to leave law firms than male lawyers.

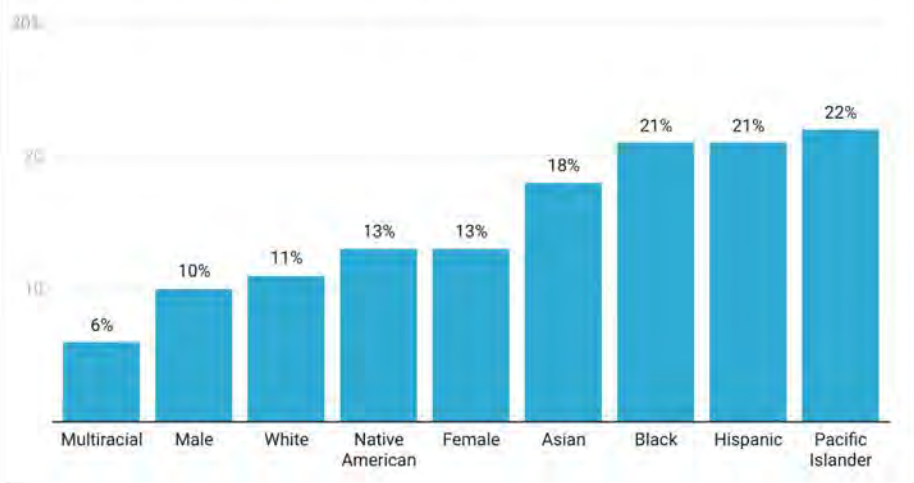
The survey of 276 law firms in 2019 showed that achieving diversity in U.S. law firms is not simply a matter of attracting women and lawyers of color. Keeping them in the law firm is also important.

According to the survey, approximately 11% of white lawyers – roughly 1 in 9 – left law firms in 2019. That is much lower than the attrition of Black lawyers (21%), Hispanic lawyers (21%) and Asian lawyers (18%). At the same time, approximately 10% of male lawyers left their law firms, compared with 13% of female lawyers.

The difference in attrition rates is biggest among law firms that have 101 to 400 lawyers, according to the survey. Among those firms, the average attrition for white lawyers is 13%, but it is 33% for Hispanic lawyers, 31% for Black lawyers and 19% for Asian lawyers. The gender difference in attrition rates is not as great. For law firms of 101 to 400 lawyers, male lawyer attrition is 13% while female lawyer attrition is 17%.

The attrition rates in firms with more than 400 lawyers is not quite as significant, but the attrition rate for lawyers of color still exceeds the attrition rates of white males.

Overall Attrition Rate: 2019



PROFILE OF THE LEGAL PROFESSION

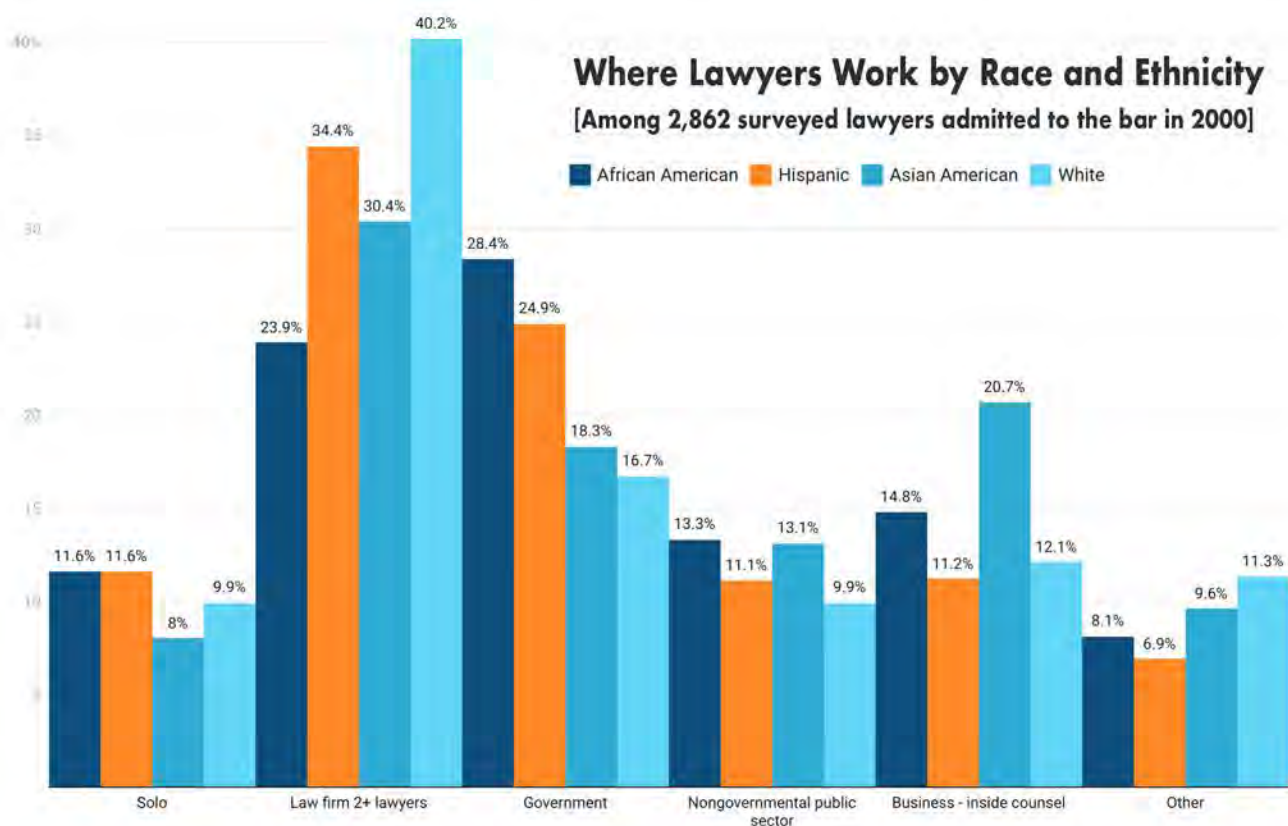
ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Where Lawyers Work by Race and Ethnicity

Lawyers of color are less likely to work at law firms and more likely to work for governments than lawyers who are white. That's one conclusion of a longitudinal study of lawyers admitted to the bar in 2000, conducted by the American Bar Foundation and the NALP Foundation for Law Career Research and Education.

The study, called "After the JD," followed lawyers from the Class of 2000 as they began their legal careers and then entered mid-career status. The study reported results in 2004, 2009 and 2014. It categorized results for lawyers who are white, Black, Asian American and Hispanic. A separate 2015 study conducted by the National Native American Bar Association did the same for Native American lawyers.



Sources: American Bar Foundation and NALP Foundation *After the JD III*

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Where Lawyers Work by Race and Ethnicity **continued**

Some conclusions from the studies:*

White lawyers are more likely to be found in law firms (40%) than lawyers who are Hispanic (34%), Asian American (30%), Black (24%) or Native American (20%).

Black and Hispanic lawyers are more likely to work for government (28% and 25%, respectively) than lawyers who are Asian American (18%), white (17%) or Native American (11%).

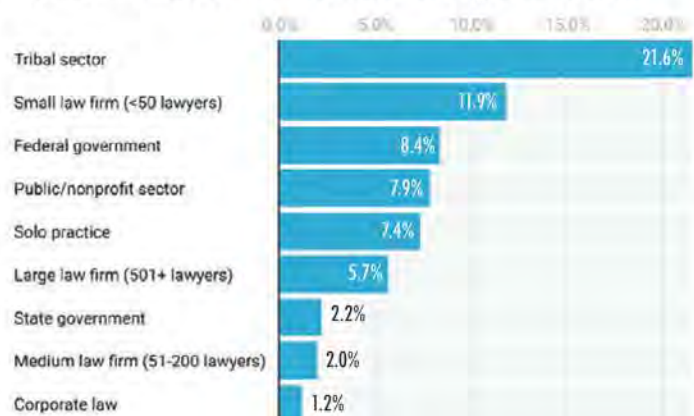
Asian American lawyers are more likely to be found as house counsels in businesses (21%) than lawyers who are Black (15%), Hispanic (11%), White (12%) or Native American (1%).

A plurality of Native American lawyers (22%) work in the tribal sector, followed by law firms (20%), government (11%) and the nonprofit sector (8%).

Black and Hispanic lawyers are most likely to be solo practitioners (12% of each), followed by lawyers who are white (10%), Asian American (8%) and Native American (7%).

* Statistics are for mid-career lawyers for White, Black, Hispanic and Asian American lawyers, and for all Native American lawyers.

Where Native American Lawyers Work



Source: National Native American Bar Association: *The Pursuit of Inclusion*, American Bar Foundation and NALP Foundation After the JD III

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

LEGAL DESERTS Lawyers by County

There are more than 1.3 million lawyers in the United States, but they are not evenly distributed among the 50 states, or even within the states. That makes sense. Where there are more people, there are also more lawyers.

In 2020, the ABA sought to find all the legal deserts in the United States – and all the places where lawyers are extremely concentrated. We counted every lawyer in every county in America, then mapped where they are and, equally important, where they aren't. This is the result. The numbers are valid as of Jan. 1, 2020.

Naturally, big cities attract lawyers. The five boroughs of New York City have a huge number of lawyers – about 117,000 for more than 8 million residents. Manhattan has the vast majority: 95,000. Brooklyn has more than 10,000. And the New York suburbs of Long Island, Westchester and Rockland counties have another 36,000 lawyers.

But large swaths of the United States have few lawyers or no lawyers. There are more than 3,100 counties and county equivalents in the U.S., and 52 of them had no lawyers as of Jan. 1, 2020. Another 182 had only one or two lawyers. Many are parts of legal deserts – large areas where residents have to travel far to find a lawyer for routine matters like drawing up a will, handling a divorce or disputing a traffic ticket.

Nationwide, there are roughly four lawyers for every 1,000 residents, but that number is misleading. New York City, for example, has much more than that – 14 lawyers for every 1,000 residents. Many state capitals also have unusually large lawyer populations. For example, Leon County, Fla., home of Tallahassee, the state capital, has 11 lawyers for every 1,000 residents.

Yet nearly 1,300 counties in the U.S. had less than one lawyer per 1,000 residents as of Jan. 1, 2020. Almost every state has counties with few lawyers. For example:

New York State has more lawyers than any state in the country (185,000), but it also has Orleans County – on Lake Ontario between Buffalo and Rochester – with 31 lawyers for 40,000 residents, or fewer than one lawyer per 1,000 residents.

California, with 167,000 lawyers – the second-most of any state – also has seven counties with less than one lawyer per 1,000 residents. That includes Merced County, between San Jose and Fresno, with 0.74 lawyers for every 1,000 residents. At the other extreme, San Francisco County has 23 lawyers for every 1,000 residents.

Texas, with 93,000 lawyers – third-most of any state – has 254 counties. Nearly half (122) have less than one lawyer per 1,000 residents, including six counties with no lawyers at all. At the other extreme, Travis County, home of Austin, the state capital, has more than eight lawyers per 1,000 residents.

Many states with large, rural expanses have lots of counties with few lawyers. In Arizona, for example, two-thirds of all counties (10 of 15) have less than one lawyer per 1,000 residents. In Idaho also, two-thirds of counties (29 of 44) have less than one lawyer per 1,000 residents, including three counties with no lawyers at all and two counties with only one lawyer.

Overall, 40% of all counties and county-equivalents in the United States – 1,272 of 3,141 – have less than one lawyer per 1,000 residents.



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

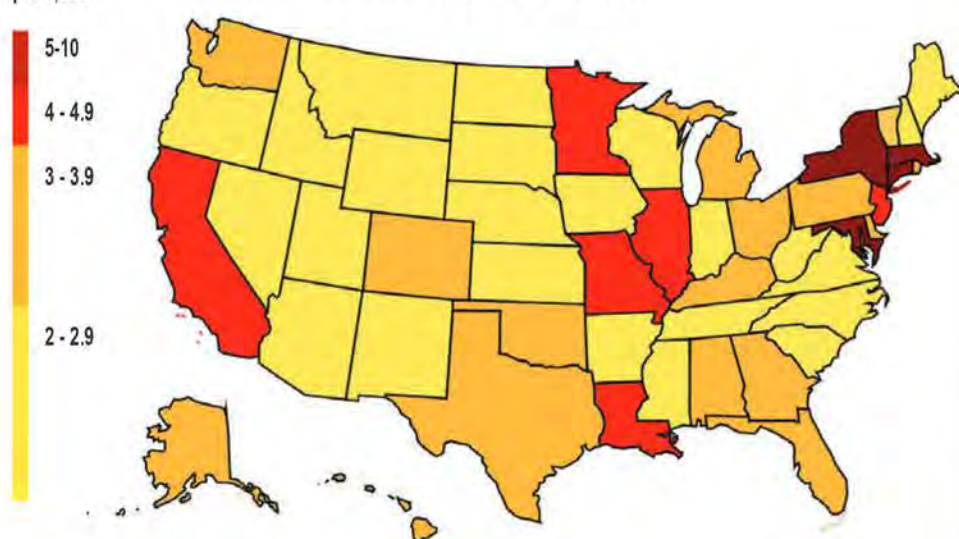
LEGAL DESERTS
Lawyers by County

In general, bigger states have more lawyers per capita, but that's not always the case. For example, North Carolina is the ninth-biggest state by population, but it is near the bottom in lawyers per 1,000 residents. Conversely, Connecticut is in the middle of the pack in terms of population, but near the top in lawyers per capita.

Then again, simply having lawyers in a county doesn't guarantee they are available to the public. Many lawyers work for the government – prosecutors, public defenders, city and county attorneys – and many others work for corporations or nonprofits. Numbers alone don't always tell the full story, but they are a starting place for discussion.

Lawyers
per 1,000

LAWYERS PER 1,000 RESIDENTS IN EACH STATE: 2021



STATE	LAWYERS	2020 POP.	LAWYERS PER 1,000
New York	185,076	20,215,751	9.2
Maryland	40,800	6,185,278	6.6
Massachusetts	42,720	7,033,469	6.1
Connecticut	21,036	3,608,298	5.8
Illinois	62,720	12,822,739	4.9
Louisiana	21,414	4,661,468	4.6
Minnesota	26,065	5,709,752	4.6
New Jersey	40,137	9,294,493	4.3
California	167,709	39,576,757	4.2
Missouri	24,369	6,160,281	4.0
Colorado	22,802	5,782,171	3.9
Pennsylvania	49,087	13,011,844	3.8
Rhode Island	4,071	1,098,163	3.7
Florida	77,223	21,570,527	3.6
Michigan	35,453	10,084,442	3.5
Washington	26,701	7,715,946	3.5
Oklahoma	13,713	3,963,516	3.5
Vermont	2,198	643,503	3.4
Ohio	38,189	11,808,848	3.2
Texas	93,821	29,183,290	3.2
Alaska	2,340	736,081	3.2
Georgia	33,158	10,725,274	3.1
Delaware	3,058	990,837	3.1
Kentucky	13,570	4,509,342	3.0
Alabama	14,897	5,030,053	3.0
Montana	3,183	1,085,407	2.9
Wyoming	1,692	577,719	2.9
Maine	3,985	1,363,582	2.9
Oregon	12,158	4,241,500	2.9
Hawaii	4,184	1,460,137	2.9
Nebraska	5,546	1,963,333	2.8
Virginia	24,020	8,654,542	2.8
Tennessee	18,818	6,916,897	2.7
Kansas	7,932	2,940,865	2.7
West Virginia	4,770	1,795,045	2.7
New Mexico	5,612	2,120,220	2.6
Wisconsin	15,488	5,897,473	2.6
Utah	8,581	3,275,252	2.6
New Hampshire	3,495	1,379,089	2.5
Nevada	7,482	3,108,462	2.4
Iowa	7,452	3,192,406	2.3
Indiana	15,802	6,790,280	2.3
North Carolina	24,253	10,453,948	2.3
Mississippi	6,845	2,963,914	2.3
Arkansas	6,808	3,013,756	2.3
South Dakota	1,985	887,770	2.2
Arizona	15,688	7,158,923	2.2
Idaho	4,029	1,841,377	2.2
North Dakota	1,696	779,702	2.2
South Carolina	10,853	5,124,712	2.1

Methodology

In early 2020, staff with ABA Media Relations & Strategic Communications contacted each state's attorney licensing body, and all 50 states responded. Most maintain lists of active lawyers by county. Some do not differentiate between active and inactive lawyers. Wherever possible, ABA staff tried to get lawyers by work address, not home address, but that was not always possible. Several states supplied lists of lawyers with addresses or lawyers by city. In those cases, ABA staff looked up the counties.

All counts are as of Jan. 1, 2020. On the state maps, each dot represents 10 lawyers. The computer mapping program randomly assigns the dots within each county. The dots do not represent where the lawyers are physically located, but visually depict the relative density of lawyers in every county.

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

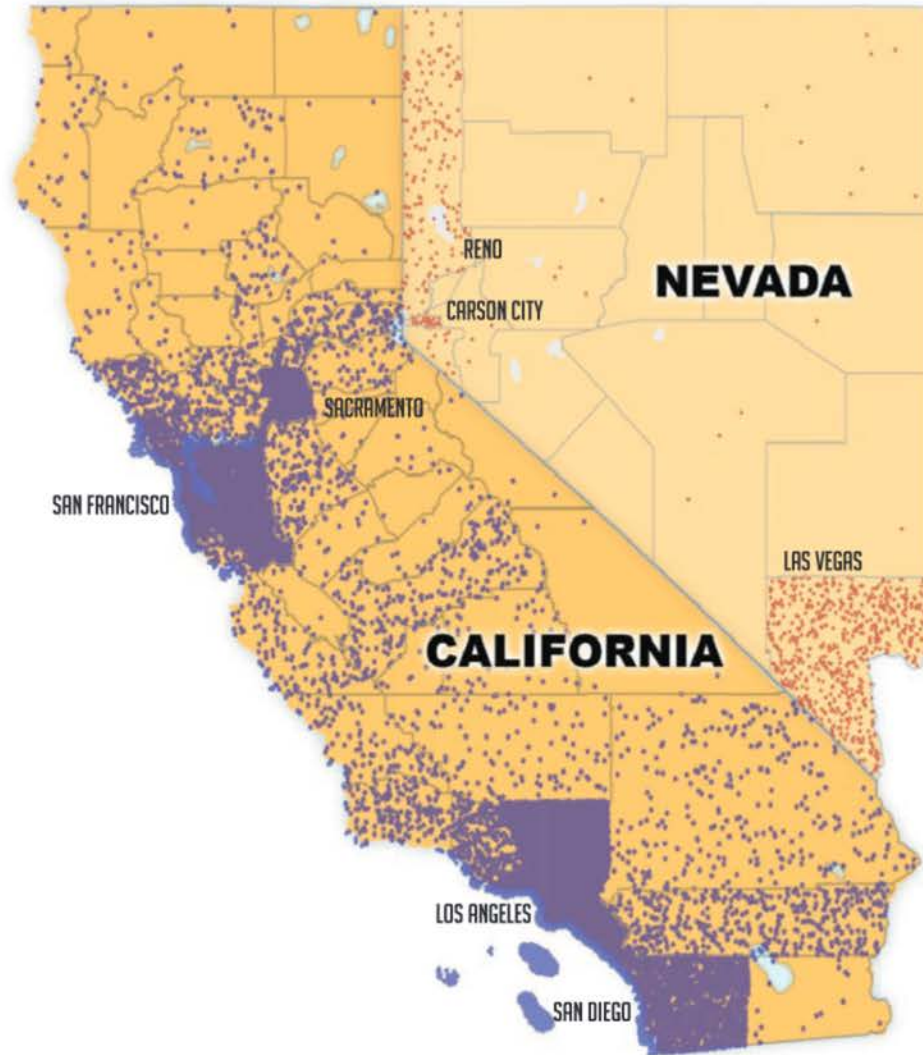
1 dot = 10 lawyers

CALIFORNIA	
County	Lawyers
Alameda	9,879
Alpine	5
Amador	99
Butte	463
Calaveras	86
Colusa	28
Contra Costa	5,685
Del Norte	52
El Dorado	553
Fresno	2,328
Glenn	26
Humboldt	331
Imperial	164
Inyo	50
Kern	1,040
Kings	115
Lake	114
Lassen	30
Los Angeles	65,045
Madera	141
Mann	3,370
Mariposa	26
Mendocino	288
Merced	205
Modoc	9
Mono	50
Monterey	1,243
Napa	635
Nevada	442
Orange	20,081
Placer	1,596
Plumas	57
Riverside	4,148
Sacramento	10,033
San Benito	63
San Bernardino	2,785
San Diego	19,416
San Francisco	20,708
San Joaquin	979
San Luis Obispo	1,079
San Mateo	6,029
Santa Barbara	1,945
Santa Clara	11,682
Santa Cruz	1,052
Shasta	458
Sierra	6
Siskiyou	95
Solano	742

Sonoma	2,315
Stanislaus	670
Sutter	135
Tehama	73
Trinity	26
Tulare	448
Tuolumne	109
Ventura	3,607
Yolo	894
Yuba	89

NEVADA	
County	Lawyers
Carson City	346
Churchill	27
Clark	6,084
Douglas	101
Elko	92
Esmeralda	1
Eureka	2
Humboldt	23
Lander	4
Lincoln	6
Lyon	32
Mineral	3
Nye	31
Pershing	8
Storey	4
Washoe	1,654
White Pine	17

Sources: State Bar of California,
State Bar of Nevada



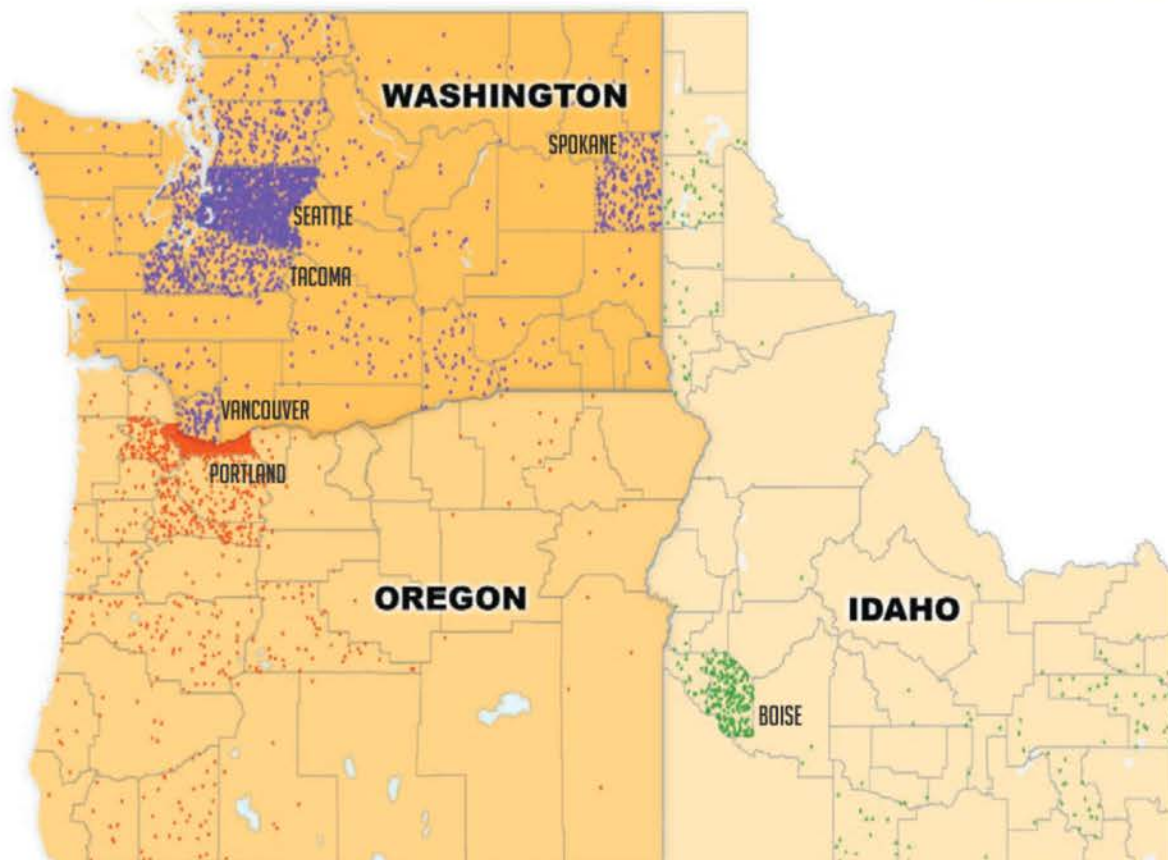
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



Sources: Washington State Bar Association,
Oregon State Bar, Idaho State Bar

WASHINGTON

County	Lawyers
Adams	14
Asotin	24
Benton	394
Chelan	256
Clallam	163
Clark	875
Columbia	6
Cowlitz	145
Douglas	32
Ferry	12
Franklin	58
Garfield	2
Grant	121
Grays Harbor	111
Island	154
Jefferson	110
King	16,552
Kitsap	802
Kittitas	90
Klickitat	23
Lewis	108
Lincoln	13
Mason	102
Okanogan	88
Pacific	30
Pend Oreille	16
Pierce	2,264
San Juan	77
Skagit	290
Skamania	19
Snohomish	1,586
Spokane	1,925
Stevens	50
Thurston	1,569
Wahkiakum	11
Walla Walla	112
Whatcom	589
Whitman	75
Yakima	456

OREGON

County	Lawyers
Baker	19
Benton	125
Clackamas	1,042
Clatsop	56
Columbia	59
Coos	80
Crook	26
Curry	23
Deschutes	466
Douglas	96
Gilliam	1
Grant	9
Harney	6
Hood River	61
Jackson	324
Jefferson	22
Josephine	76
Klamath	66

Lake	7
Lane	855
Lincoln	101
Linn	101
Malheur	41
Marion	1,260
Morrow	2
Multnomah	5,655
Polk	85
Sherman	1
Tillamook	32
Umatilla	101
Union	31
Wallowa	13
Wasco	43
Washington	1,309
Wheeler	1
Yamhill	140

IDAHO

County	Lawyers
Ada	2,104
Adams	3
Bannock	153
Bear Lake	2
Benewah	10
Bingham	37
Blaine	74
Boise	1
Bonner	71
Bonneville	262
Boundary	10
Butte	1
Camas	0
Canyon	213
Caribou	4
Cassia	28
Clark	0
Clearwater	7
Custer	2
Elmore	17
Franklin	10
Fremont	10
Gem	14

Gooding	10
Idaho	17
Jefferson	7
Jerome	16
Kootenai	313
Latah	94
Lemhi	7
Lewis	3
Lincoln	0
Madison	37
Minidoka	1
Minidoka	15
Nez Perce	83
Oneida	3
Owyhee	4
Payette	16
Power	7
Shoshone	6
Teton	20
Twin Falls	148
Valley	20
Washington	11

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

MONTANA

County	Lawyers
Beaverhead	17
Big Horn	14
Blaine	3
Broadwater	3
Carbon	18
Carter	2
Cascade	211
Chouteau	3
Custer	14
Daniels	2
Dawson	9
Deer Lodge	19
Fallon	2
Fergus	15
Flathead	249
Gallatin	362
Garfield	1
Glacier	9
Golden Valley	0
Granite	6
Hill	23
Jefferson	9
Judith Basin	5
Lake	61
Lewis and Clark	566
Liberty	2
Lincoln	16
Madison	8
McCone	1
Meagher	0
Mineral	5
Missoula	665
Musselshell	1
Park	35
Petroleum	0
Phillips	2
Pondera	7
Powder River	1
Powell	5
Prairie	2
Ravalli	56
Richland	13
Roosevelt	8
Rosebud	2
Sanders	7
Sheridan	4
Silver Bow	67
Stillwater	6
Sweet Grass	4
Teton	8
Toole	5
Treasure	1
Valley	10
Wheatland	3
Wibaux	1
Yellowstone	537



WYOMING

County	Lawyers
Albany	144
Big Horn	11
Campbell	76
Carbon	26
Converse	18
Crook	6
Fremont	78
Goshen	14
Hot Springs	5
Johnson	24
Laramie	542
Lincoln	23
Natrona	218
Niobrara	4
Park	63
Platte	13
Sheridan	102
Sublette	18
Sweetwater	68
Teton	190
Uinta	25
Washakie	13
Weston	8

Sources: State Bar of Montana,
Wyoming State Bar

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

UTAH

County	Lawyers
Beaver	2
Box Elder	27
Cache	159
Carbon	24
Daggett	2
Davis	580
Duchesne	15
Emery	5
Garfield	3
Grand	17
Iron	54
Juab	9
Kane	6
Millard	15
Morgan	10
Piute	1
Rich	2
Salt Lake	5,298
San Juan	6
Sanpete	12
Sevier	19
Summit	198
Tooele	46
Uintah	30
Utah	1,165
Wasatch	63
Washington	300
Wayne	2
Weber	316

COLORADO

County	Lawyers
Adams	326
Alamosa	28
Arapahoe	1,585
Archuleta	9
Baca	2
Bent	1
Boulder	1,153
Broomfield	73
Chaffee	50
Cheyenne	0
Clear Creek	8
Conejos	1
Costilla	1
Crowley	0
Custer	2
Delta	25
Denver	7,404
Dolores	1
Douglas	331
Eagle	131
El Paso	909
Elbert	15
Fremont	21
Garfield	134
Gilpin	1
Grand	21
Gunnison	42
Hinsdale	0
Huerfano	5
Jackson	1
Jefferson	1,097
Kiowa	1
Kit Carson	5
La Plata	168
Lake	8
Larimer	519
Las Animas	16
Lincoln	3
Logan	26

Mesa	229
Mineral	2
Moffat	10
Montezuma	24
Montrose	50
Morgan	19
Otero	24
Ouray	7
Park	6
Phillips	2
Pitkin	89
Prowers	11
Pueblo	150
Rio Blanco	2
Rio Grande	13
Routt	82
Saguache	2
San Juan	2
San Miguel	28
Sedgwick	1
Summit	67
Teller	16
Washington	2
Weld	242
Yuma	5

ARIZONA

County	Lawyers
Apache	35
Cochise	95
Coconino	218
Gila	54
Graham	18
Greenlee	4
La Paz	13
Maricopa	12,180
Mohave	139
Navajo	71
Pima	2,203
Pinal	203
Santa Cruz	42
Yavapai	291
Yuma	138

NEW MEXICO

County	Lawyers
Bernalillo	3,137
Catron	3
Chaves	105
Cibola	25
Colfax	12
Curry	59
De Baca	0
Dona Ana	324
Eddy	54
Grant	34
Guadalupe	1
Harding	0
Hidalgo	0
Lea	70
Lincoln	30

Los Alamos	42
Luna	17
McKinley	57
Mora	3
Otero	64
Quay	14
Rio Arriba	17
Roosevelt	11
San Juan	108
San Miguel	43
Sandoval	155
Santa Fe	1,086
Sierra	10
Socorro	23
Taos	84
Torrance	7
Union	4
Valencia	58

Sources: Utah State Bar,
Colorado Supreme Court, State Bar of
Arizona, State Bar of New Mexico

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

TEXAS

County	Lawyers
Anderson	49
Andrews	9
Angelina	133
Aransas	40
Archer	4
Armstrong	1
Atascosa	36
Austin	52
Bailey	3
Bandera	31
Bastrop	109
Baylor	5
Bee	31
Bell	350
Bexar	6,238
Blanco	33
Borden	1
Bosque	23
Bowie	208
Brazoria	744
Brazos	421
Brewster	37
Briscoe	1
Brooks	2
Brown	49
Burleson	17
Burnet	95
Caldwell	37
Calhoun	18
Callahan	7
Cameron	570
Camp	12
Carson	4
Cass	20
Castro	5
Chambers	36
Cherokee	56
Childress	8
Clay	7
Cochran	1
Coke	1
Coleman	6
Collin	3,076
Collingsworth	3
Colorado	18
Cornal	341
Comanche	12
Concho	2
Cooke	52
Coryell	38
Cottle	1
Crane	4
Crockett	10
Crosby	3
Culberson	1
Dallam	9
Dallas	16,702
Dawson	7
Deaf Smith	13
Delta	21
Denton	1,533
DeWitt	3
Dickens	3
Dimmit	14
Donley	7
Duval	7
Eastland	34
Ector	176
Edwards	2
El Paso	1,292
Ellis	231
Erath	61
Falls	15
Fannin	23
Fayette	50
Fisher	1
Floyd	6
Foard	2
Fort Bend	1,892
Franklin	8

Freestone	25
Frio	11
Gaines	7
Galveston	801
Garza	3
Gillespie	80
Glasscock	0
Goliad	5
Gonzales	20
Gray	23
Grayson	195
Gregg	286
Grimes	31
Guadalupe	159
Hale	30
Hall	1
Hamilton	20
Hansford	6
Hardeman	4
Hardin	50
Harris	23,937
Harrison	89
Hartley	0
Haskell	6
Hays	526
Hemphill	5
Henderson	106
Hidalgo	1,082
Hill	36
Hockley	19
Hood	109
Hopkins	39
Houston	22
Howard	21
Hudspeth	0
Hunt	72
Hutchinson	17
Irion	2
Jack	8
Jackson	14
Jasper	29
Jeff Davis	9
Jefferson	631
Jim Hogg	2
Jim Wells	47
Johnson	180
Jones	12
Karnes	16
Kaufman	169
Kendall	190
Kenedy	1
Kent	1
Kerr	141
Kimble	10
King	1
Kinney	3
Kieberg	26
Knox	1
La Salle	2
Lamar	62
Lamb	7
Lampasas	24
Lavaca	26
Lee	21
Leon	15
Liberty	72
Limestone	32
Lipscomb	5
Live Oak	12
Llano	63
Loving	0
Lubbock	801
Lynn	7
Madison	12
Marion	39
Martin	2
Mason	51
Matagorda	9
Maverick	2
McCulloch	18

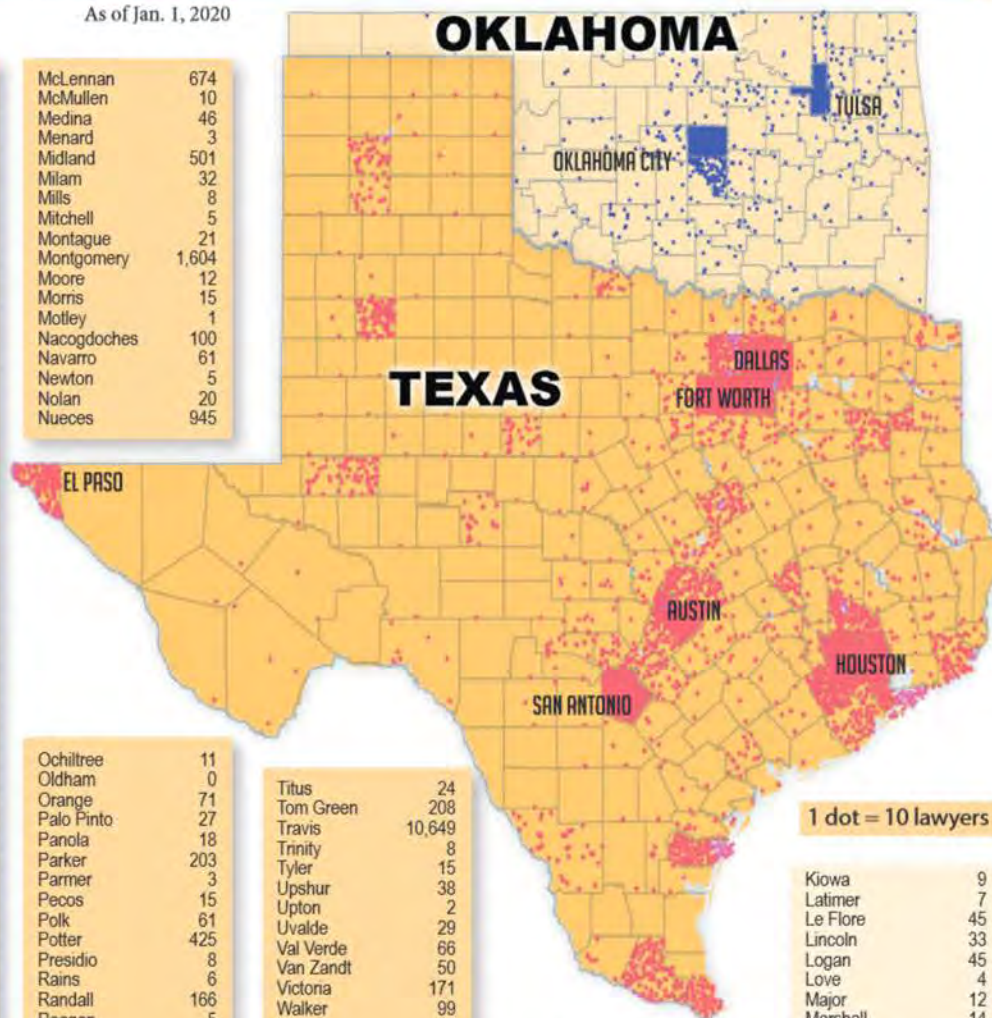
McLennan	674
McMullen	10
Medina	46
Menard	3
Midland	501
Milam	32
Mills	8
Mitchell	5
Montague	21
Montgomery	1,604
Moore	12
Morris	15
Motley	1
Nacogdoches	100
Navarro	61
Newton	5
Nolan	20
Nueces	945

Ochiltree	11
Oldham	0
Orange	71
Palo Pinto	27
Panola	18
Parker	203
Parmer	3
Pecos	15
Polk	61
Potter	425
Presidio	8
Rains	6
Randall	166
Reagan	5
Real	5
Red River	5
Reeves	11
Refugio	6
Roberts	1
Robertson	20
Rockwall	269
Runnels	9
Rusk	27
Sabine	8
San Augustine	6
San Jacinto	15
San Patricio	71
San Saba	11
Schleicher	4
Scurry	8
Shackelford	5
Shelby	24
Sherman	0
Smith	623
Somervell	8
Starr	47
Stephens	4
Sterling	1
Stonewall	1
Sutton	8
Swisher	4
Tarrant	5,417
Taylor	266
Terrell	2
Terry	8
Throckmorton	2

Titus	24
Tom Green	208
Travis	10,649
Trinity	8
Tyler	15
Upshur	38
Upton	2
Uvalde	29
Val Verde	66
Van Zandt	50
Victoria	171
Walker	99
Waller	55
Ward	6
Washington	80
Webb	345
Wharton	45
Wheeler	3
Wichita	205
Wilbarger	11
Willacy	8
Williamson	1,165
Wilson	36
Winkler	2
Wise	65
Wood	46
Yoakum	3
Young	25
Zapata	2
Zavala	4

County	Lawyers
Adair	14
Alfalfa	9
Atoka	10
Beaver	8
Beckham	20
Blaine	9
Bryan	54
Caddo	25
Canadian	202
Carter	94

OKLAHOMA



Sources: Oklahoma Bar Association, State Bar of Texas

Cherokee	94
Choctaw	13
Cimarron	4
Cleveland	1,065
Coal	8
Comanche	127
Cotton	4
Craig	31
Creek	106
Custer	60
Delaware	48
Dewey	4
Ellis	4
Garfield	138
Garvin	40
Grady	78
Grant	8
Greer	7
Harmon	3
Harper	4
Haskell	11
Hughes	19
Jackson	39
Jefferson	4
Johnston	4
Kay	74
Kingfisher	38

Kiowa	9
Latimer	7
Le Flore	45
Lincoln	33
Logan	45
Love	4
Major	12
Marshall	14
Mayes	46
McClain	64
McCurtain	33
McIntosh	24
Murray	19
Muskogee	119
Noble	12
Nowata	6
Okfuskee	7
Oklahoma	5,610
Okmulgee	58
Osage	45
Ottawa	38
Pawnee	18
Payne	158
Pittsburg	70
Pontotoc	95
Pottawatomie	106
Pushmataha	13
Roger Mills	5
Rogers	151
Seminole	34
Sequoyah	42
Stephens	76
Texas	19
Tillman	7
Tulsa	3,739
Wagoner	79
Washington	100
Washita	8
Woods	15
Woodward	42

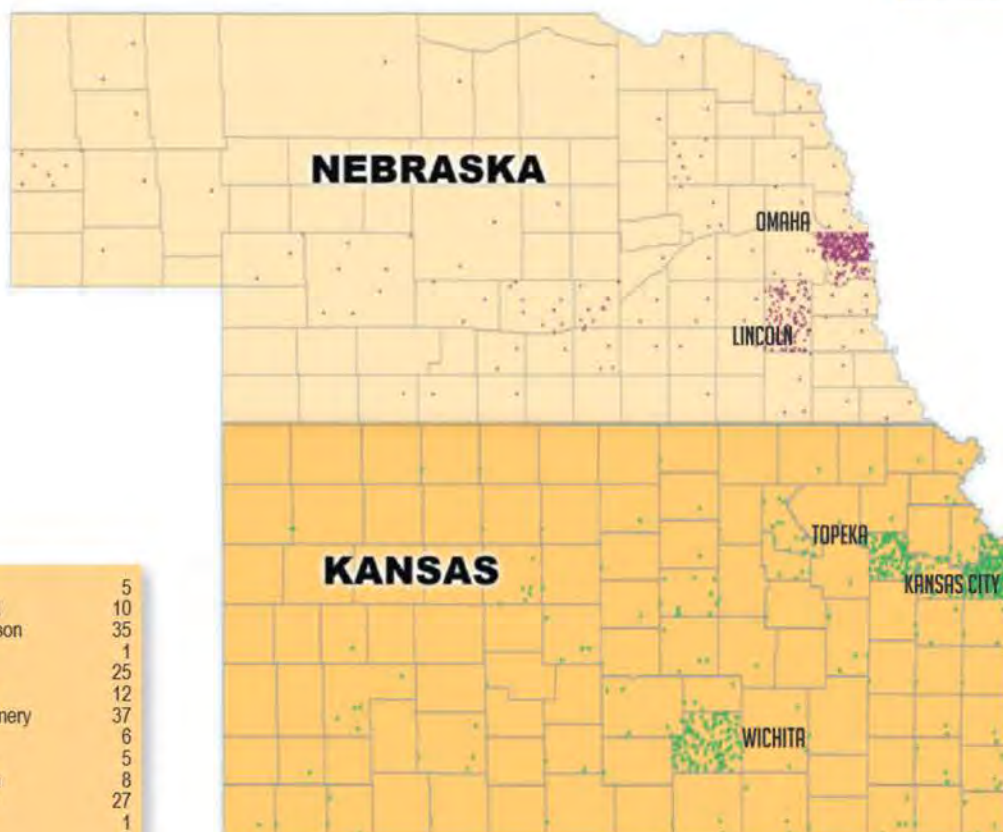
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



KANSAS

County	Lawyers
Allen	15
Anderson	7
Atchison	19
Barber	5
Barton	40
Bourbon	16
Brown	11
Butler	42
Chase	3
Chautauqua	5
Cherokee	29
Cheyenne	3
Clark	5
Clay	8
Cloud	8
Coffey	10
Comanche	2
Cowley	31
Crawford	55
Decatur	3
Dickinson	14
Doniphan	10
Douglas	301
Edwards	1
Elk	4
Ellis	56
Ellsworth	11
Finney	54
Ford	37
Franklin	28
Geary	50
Gove	1
Graham	3
Grant	6
Gray	4
Greeley	3
Greenwood	5
Hamilton	2
Harper	7
Harvey	40
Haskell	4
Hodgeman	1
Jackson	12
Jefferson	10
Jewell	2
Johnson	2,246
Kearny	1
Kingman	7
Kiowa	1
Labette	12
Lane	1
Leavenworth	63
Lincoln	5
Linn	7
Logan	3
Lyon	39

Marion	5
Marshall	10
McPherson	35
Meade	1
Miami	25
Mitchell	12
Montgomery	37
Morris	6
Morton	5
Nemaha	8
Neosho	27
Ness	1
Norton	8
Osage	13
Osborne	6
Ottawa	6
Pawnee	8
Phillips	5
Pottawatomie	14
Pratt	17
Rawlins	2
Reno	83
Republic	6
Rice	9
Riley	131
Rooks	5
Rush	2
Russell	7
Saline	104
Scott	7
Sedgwick	1,307
Seward	25
Shawnee	1,071
Sheridan	3
Sherman	8
Smith	4
Stafford	1
Stanton	2
Stevens	7
Sumner	23
Thomas	12
Trego	4
Wabaunsee	5
Wallace	2
Washington	3
Wichita	2
Wilson	4
Woodson	3
Wyandotte	326

NEBRASKA

County	Lawyers
Adams	44
Antelope	5
Arthur	0
Banner	2
Blaine	0
Boone	4
Box Butte	5
Boyd	0
Brown	6
Buffalo	91
Burt	5
Butler	5
Cass	52
Cedar	4
Chase	4
Cherry	13
Cheyenne	13
Clay	5
Colfax	3
Cuming	8
Custer	16
Dakota	16
Dawes	15
Dawson	33
Deuel	2
Dixon	7
Dodge	42
Douglas	2,746
Dundy	4
Fillmore	6
Franklin	1

Frontier	3
Furnas	9
Gage	40
Garden	5
Garfield	2
Gosper	3
Grant	0
Greeley	1
Hall	97
Hamilton	19
Harlan	8
Hayes	0
Hitchcock	2
Holt	11
Hooker	1
Howard	4
Jefferson	4
Johnson	14
Kearney	6
Keith	26
Keya Paha	0
Kimball	1
Knox	9
Lancaster	1,228
Lincoln	67
Logan	0
Loup	0
Madison	67
McPherson	0
Merrick	10
Morrill	5

Nance	4
Nemaha	3
Nuckolls	2
Otoe	27
Pawnee	5
Perkins	2
Phelps	17
Pierce	6
Platte	43
Polk	5
Red Willow	12
Richardson	15
Rock	1
Saline	14
Sarpy	392
Saunders	48
Scotts Bluff	66
Seward	22
Sheridan	3
Sherman	4
Sioux	3
Stanton	4
Thayer	5
Thomas	0
Thurston	5
Valley	8
Washington	39
Wayne	4
Webster	3
Wheeler	0
York	22

Sources: Nebraska Judicial Branch,
Kansas Office of Judicial Administration

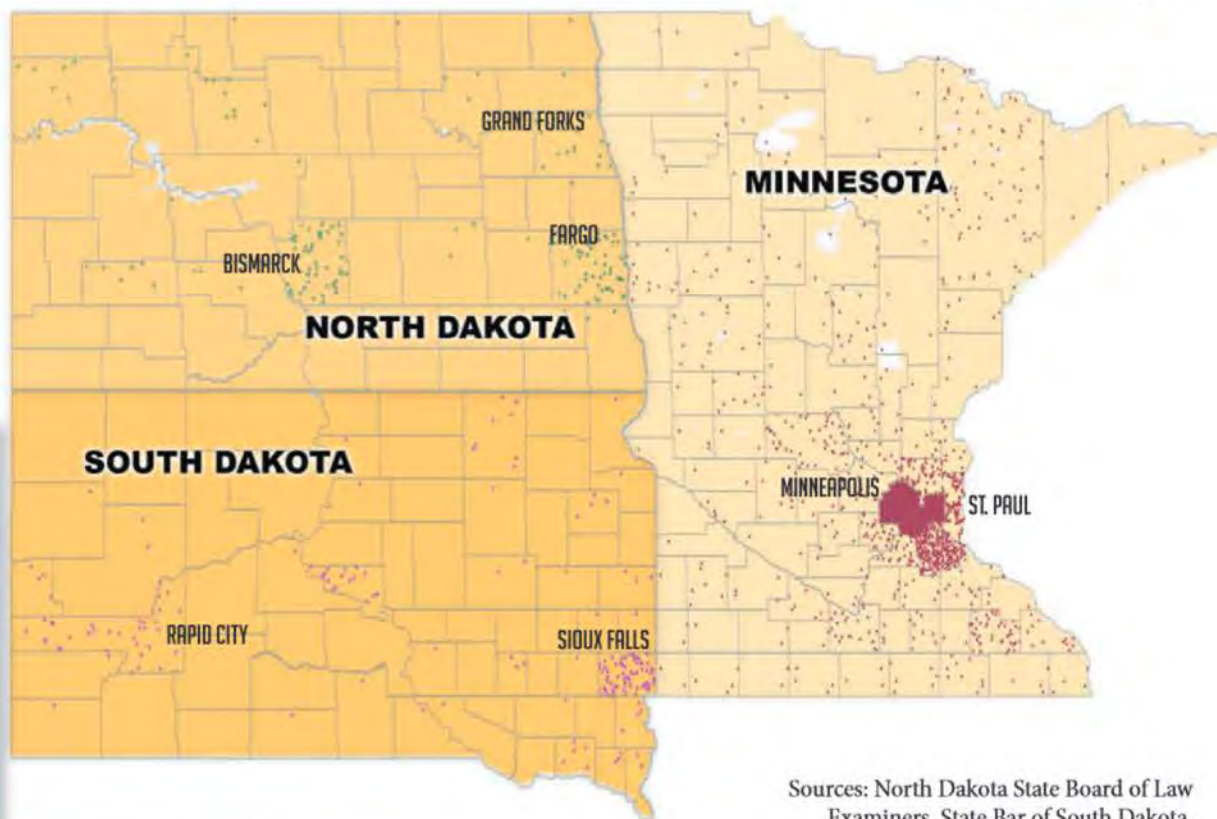
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



Sources: North Dakota State Board of Law
Examiners, State Bar of South Dakota,
Minnesota Supreme Court

NORTH DAKOTA

County	Lawyers
Adams	2
Barnes	10
Benson	2
Billings	2
Bottineau	5
Bowman	3
Burke	1
Burleigh	483
Cass	518
Cavalier	4
Dickey	4
Divide	2
Dunn	1
Eddy	4
Emmons	3
Foster	4
Golden Valley	0
Grand Forks	191
Grant	1
Griggs	1
Hettinger	3
Kidder	1
LaMoure	3
Logan	1
McHenry	1
McIntosh	4
McKenzie	14
McLean	5
Mercer	7
Morton	50
Mountrail	8
Nelson	3
Oliver	2
Pembina	8
Pierce	4
Ramsey	25
Ransom	5
Renville	1
Richland	21
Rolette	3
Sargent	3
Sheridan	1
Sioux	2
Slope	0
Stark	55
Steele	0
Stutsman	26
Towner	6
Trail	9
Walsh	13
Ward	109
Wells	1
Williams	59

SOUTH DAKOTA

County	Lawyers
Aurora	3
Beadle	17
Bennett	1
Bon Homme	4
Brookings	28
Brown	78
Brule	8
Buffalo	1
Butte	10
Campbell	1
Charles Mix	7
Clark	2
Clay	31
Codington	35
Corson	0
Custer	11
Davison	28
Day	4
Deuel	4
Dewey	4
Douglas	4
Edmunds	2
Fall River	9
Faulk	0
Grant	5
Gregory	11
Haakon	2
Hamlin	0
Hand	3
Hanson	1
Harding	1
Hughes	165
Hutchinson	11
Hyde	0

Jackson	1
Jerauld	4
Jones	1
Kingsbury	5
Lake	14
Lawrence	43
Lincoln	37
Lyman	2
Marshall	4
McCook	5
McPherson	2
Meade	22
Mellette	1
Miner	3
Minnehaha	743
Moody	7
Oglala Lakota	3
Pennington	364
Perkins	4
Potter	5
Roberts	12
Sanborn	1
Spink	5
Stanley	5
Sully	3
Todd	6
Tripp	8
Turner	2
Union	22
Walworth	7
Yankton	49
Ziebach	1

MINNESOTA

County	Lawyers
Aitkin	40
Anoka	695
Becker	79
Beltrami	131
Benton	51
Big Stone	9
Blue Earth	223
Brown	73
Carlton	57
Carver	328
Cass	75
Chippewa	27
Chisago	106
Clay	128
Clearwater	10
Cook	40
Cottonwood	18
Crow Wing	161
Dakota	2,407
Dodge	23
Douglas	112
Fairbault	27
Fillmore	38
Freeborn	59
Goodhue	116
Grant	12
Hennepin	17,284
Houston	41
Hubbard	46

Isanti	63	Pipestone	16
Itasca	92	Polk	59
Jackson	17	Pope	23
Kanabec	13	Ramsey	5,998
Kandiyohi	95	Red Lake	2
Kittson	10	Redwood	28
Koochiching	28	Renville	23
Lac qui Parle	7	Rice	170
Lake of the Woods	5	Rock	18
Lake	31	Roseau	19
Le Sueur	60	St. Louis	686
Lincoln	11	Scott	301
Lyon	73	Sherburne	102
Mahnomen	7	Sibley	19
Marshall	8	Stearns	509
Martin	38	Steele	93
McLeod	66	Stevens	30
Meeker	44	Swift	16
Mille Lacs	54	Todd	28
Morrison	35	Traverse	4
Mower	84	Wabasha	42
Murray	6	Wadena	34
Nicollet	53	Waseca	32
Nobles	39	Washington	1,163
Norman	7	Watsonwan	20
Olmsted	477	Wilkin	5
Otter Tail	140	Winona	122
Pennington	25	Wright	226
Pine	37	Yellow Medicine	23

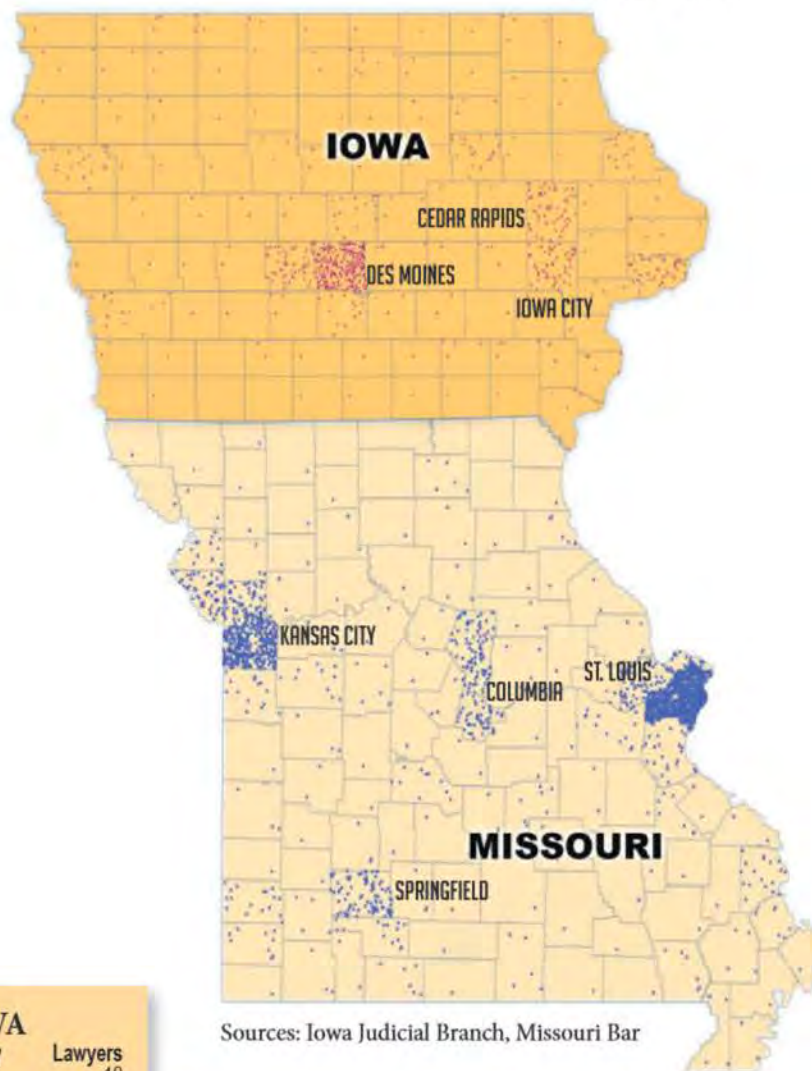
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



Sources: Iowa Judicial Branch, Missouri Bar

IOWA

County	Lawyers
Adair	10
Adams	2
Allamakee	13
Appanoose	12
Audubon	5
Benton	21
Black Hawk	186
Boone	33
Bremer	35
Buchanan	15
Buena Vista	29
Butler	16
Calhoun	7
Carroll	22
Cass	11
Cedar	24
Cerro Gordo	69
Cherokee	17
Chickasaw	12
Clarke	11
Clay	18
Clayton	17
Clinton	45
Crawford	17
Dallas	520
Davis	8
Decatur	8

Delaware	12	Jones	18
Des Moines	53	Keokuk	7
Dickinson	53	Kossuth	27
Dubuque	159	Lee	35
Emmet	6	Linn	529
Fayette	20	Louisa	8
Floyd	18	Lucas	12
Franklin	13	Lyon	12
Fremont	4	Madison	33
Greene	18	Mahaska	18
Grundy	10	Marion	43
Guthrie	21	Marshall	51
Hamilton	16	Mills	23
Hancock	15	Mitchell	8
Hardin	13	Monona	7
Harrison	6	Monroe	7
Henry	24	Montgomery	12
Howard	6	Muscatine	56
Humboldt	8	O'Brien	15
Ida	7	Osceola	8
Iowa	40	Page	9
Jackson	17	Palo Alto	5
Jasper	49	Plymouth	30
Jefferson	38	Pocahontas	7
Johnson	510	Polk	2,574

Pottawattamie	141
Poweshiek	24
Ringgold	2
Sac	13
Scott	381
Shelby	11
Sioux	31
Story	145
Tama	16
Taylor	1
Union	15
Van Buren	5
Wapello	42
Warren	154
Washington	32
Wayne	6
Webster	38
Winnebago	9
Winneshiek	35
Woodbury	205
Worth	6
Wright	13

MISSOURI

County	Lawyers		
Adair	45	Linn	11
Andrew	20	Livingston	24
Atchison	7	Macon	17
Audrain	34	Madison	9
Barry	25	Manes	7
Barton	11	Marion	48
Bates	11	McDonald	14
Benton	12	Mercer	3
Bollinger	6	Miller	19
Boone	873	Mississippi	10
Buchanan	135	Moniteau	26
Butler	64	Monroe	8
Caldwell	6	Montgomery	9
Callaway	53	Morgan	9
Camden	102	New Madrid	13
Cape Girardeau	196	Newton	90
Carroll	11	Nodaway	13
Carter	6	Oregon	10
Cass	139	Osage	13
Cedar	12	Ozark	11
Chariton	6	Pemiscot	17
Christian	135	Perry	15
Clark	4	Pettis	47
Clay	743	Phelps	74
Clinton	29	Pike	21
Cole	503	Platte	554
Cooper	21	Polk	30
Crawford	22	Pulaski	32
Dade	8	Putnam	4
Dallas	11	Ralls	8
Davies	10	Randolph	27
DeKalb	10	Ray	20
Dent	18	Reynolds	5
Douglas	10	Ripley	10
Dunklin	39	Saline	17
Franklin	143	Schuyler	4
Gasconade	14	Scotland	4
Gentry	5	Scott	60
Greene	887	Shannon	5
Grundy	7	Shelby	7
Harrison	6	St. Charles	828
Henry	25	St. Clair	21
Hickory	6	St. Francois	67
Holt	5	St. Louis City	2,055
Howard	16	St. Louis	7,229
Howell	52	Ste. Genevieve	19
Iron	6	Stoddard	36
Jackson	3,307	Stone	24
Jasper	166	Sullivan	4
Jefferson	249	Taney	60
Johnson	96	Texas	14
Knox	3	Vernon	26
Laclede	32	Warren	29
Lafayette	30	Washington	7
Lawrence	36	Wayne	10
Lewis	9	Webster	27
Lincoln	36	Worth	6
		Wright	8

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

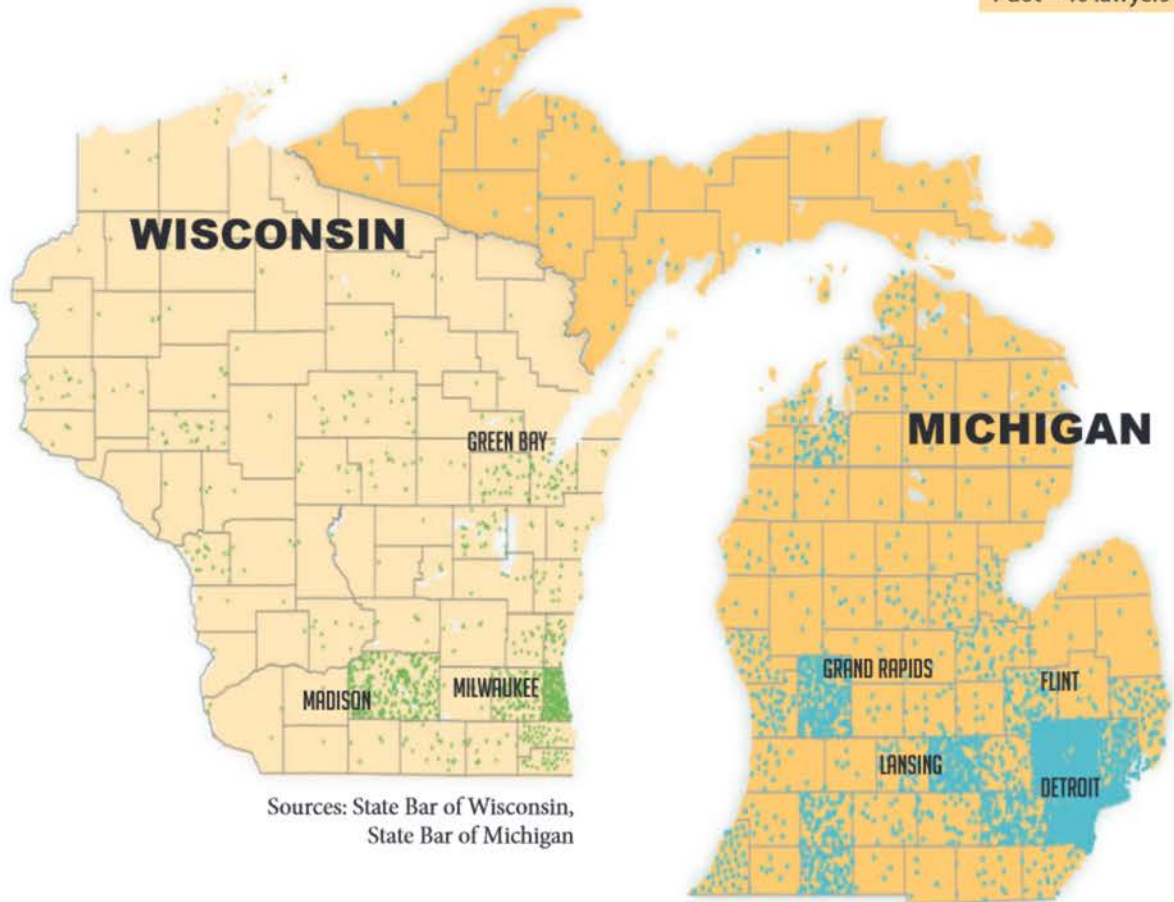
LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

WISCONSIN

County	Lawyers
Adams	8
Ashland	23
Barron	32
Bayfield	16
Brown	380
Buffalo	1
Burnett	9
Calumet	15
Chippewa	36
Clark	13
Columbia	48
Crawford	10
Dane	2,696
Dodge	67
Door	33
Douglas	44
Dunn	28
Eau Claire	208
Florence	4
Fond du Lac	63
Forest	7
Grant	41
Green	40
Green Lake	21
Iowa	18
Iron	6
Jackson	31
Jefferson	73
Juneau	14
Kenosha	161
Kewaunee	17
La Crosse	179
Lafayette	5
Langlade	10
Lincoln	30
Manitowoc	83
Marathon	216
Marquette	21
Marquette	6
Menominee	10
Milwaukee	4,045
Monroe	41
Oconto	8
Oneida	52
Outagamie	313
Ozaukee	204
Pepin	3
Pierce	41
Polk	29
Portage	95
Price	12
Racine	240
Richland	10
Rock	165
Rusk	5
St. Croix	123
Sauk	91
Sawyer	18
Shawano	28
Sheboygan	131
Taylor	12
Trempealeau	18
Vernon	27
Vilas	25
Walworth	107
Washburn	14
Washington	144
Waukesha	1,121
Waupaca	31
Waushara	9
Winnebago	265
Wood	59



Sources: State Bar of Wisconsin,
State Bar of Michigan

MICHIGAN

County	Lawyers
Alcona	18
Alger	17
Allegan	152
Alpena	60
Antrim	64
Arenac	15
Baraga	6
Barry	61
Bay	196
Benzie	41
Berrien	317
Branch	45
Calhoun	222
Cass	61
Charlevoix	70
Cheboygan	61
Chippewa	63
Clare	41
Clinton	162
Crawford	29
Delta	60
Dickinson	42
Eaton	367
Emmet	158
Genesee	758
Gladwin	25
Gogebic	27
Grand Traverse	587

Gratiot	38
Hillsdale	35
Houghton	37
Huron	56
Ingham	2,529
Ionia	54
Iosco	44
Iron	27
Isabella	115
Jackson	322
Kalamazoo	823
Kalkaska	13
Kent	2,909
Keweenaw	6
Lake	101
Lapeer	121
Leelanau	114
Lenawee	118
Livingston	504
Luce	9
Mackinac	18
Macomb	1,931
Manistee	47
Marquette	144
Mason	51
Mecosta	59
Menominee	25
Midland	207

Missaukee	10
Monroe	223
Montcalm	47
Montmorency	5
Muskegon	277
Newaygo	39
Oakland	11,815
Oceana	34
Ogemaw	27
Ontonagon	7
Osceola	22
Oscoda	7
Otsego	56
Ottawa	465
Presque Isle	36
Roscommon	31
Saginaw	436
Sanilac	52
Schoolcraft	8
Shiawassee	96
St. Clair	688
St. Joseph	1,144
Tuscola	46
Van Buren	114
Washtenaw	1,959
Wayne	6,862
Wexford	51

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

ILLINOIS

County	Lawyers
Adams	111
Alexander	7
Bond	14
Boone	45
Brown	11
Bureau	28
Calhoun	5
Carroll	13
Cass	9
Champaign	539
Christian	35
Clark	13
Clay	11
Clinton	23
Coles	84
Cook	46,345
Crawford	19
Cumberland	7
DeKalb	168
De Witt	17
Douglas	19
DuPage	4,312
Edgar	20
Edwards	4
Effingham	56
Fayette	22
Ford	13
Franklin	49
Fulton	29
Gallatin	7
Greene	17
Grundy	73
Hamilton	10
Hancock	13
Hardin	3
Henderson	9
Henry	45
Iroquois	21
Jackson	189
Jasper	9
Jefferson	109
Jersey	17
Jo Daviess	34
Johnson	11
Kane	1,139
Kankakee	111
Kendall	100
Knox	51
Lake	3,023
LaSalle	205
Lawrence	13
Lee	37
Livingston	43
Logan	22
Macon	210
Macoupin	34
Madison	725
Marion	42
Marshall	9
Mason	10
Massac	15
McDonough	38
McHenry	568
McLean	543
Menard	10
Mercer	6
Monroe	34
Montgomery	22
Morgan	39
Moultrie	13
Ogle	52
Peoria	722
Perry	23
Piatt	23



Sources: Supreme Court of Illinois, Indiana
Supreme Court, Supreme Court of Ohio

Pike	11
Pope	5
Pulaski	3
Putnam	9
Randolph	27
Richland	22
Rock Island	330
Saline	43
Sangamon	1,137
Schuyler	9
Scott	5
Shelby	16
St. Clair	694
Stark	6
Stephenson	53
Tazewell	112
Union	29
Vermilion	101
Wabash	14
Warren	19
Washington	21
Wayne	12
White	12
Whiteside	79
Will	981
Williamson	137
Winnebago	718
Woodford	25

INDIANA

County	Lawyers
Adams	30
Allen	793
Bartholomew	103
Benton	10
Blackford	10
Boone	159
Brown	19
Carroll	20
Cass	45
Clark	131
Clay	18
Clinton	27
Crawford	7

Daviess	21
Dearborn	54
Decatur	32
DeKalb	41
Delaware	149
Dubois	57
Elkhart	256
Fayette	18
Floyd	161
Fountain	22
Franklin	17
Fulton	16
Gibson	25
Grant	68
Greene	24
Hamilton	1,174
Hancock	114
Harrison	28
Hendricks	193
Henry	35
Howard	87
Huntington	38
Jackson	46
Jasper	28
Jay	16
Jefferson	36
Jennings	19
Johnson	239
Knox	42
Kosciusko	97
LaGrange	21
Lake	1,049
LaPorte	136
Lawrence	42
Madison	155
Marion	6,534
Marshall	45
Martin	8

Miami	30
Monroe	404
Montgomery	42
Morgan	73
Newton	19
Noble	38
Ohio	9
Orange	17
Owen	17
Parke	10
Perry	16
Pike	11
Porter	358
Posey	17
Pulaski	17
Putnam	29
Randolph	19
Ripley	35
Rush	20
Scott	25
Shelby	72
Spencer	15
St. Joseph	587
Starke	18
Steuben	39
Sullivan	16
Switzerland	9
Tippecanoe	307
Tipton	11
Union	6
Vanderburgh	474
Vermillion	11
Vigo	197
Wabash	26
Warren	9
Warrick	63
Washington	24
Wayne	66
Wells	22
White	28
Whitley	32

OHIO

County	Lawyers
Adams	25
Allen	156
Ashland	46
Ashtabula	100
Athens	102
Auglaize	54
Belmont	67
Brown	32
Butler	485
Carroll	16
Champaign	36
Clark	163
Clermont	258
Clinton	53
Columbiana	75
Coshocton	24
Crawford	41
Cuyahoga	8,723
Darke	42
Defiance	50
Delaware	394
Erie	162
Fairfield	171
Fayette	26
Franklin	7,859
Fulton	39
Gallia	23
Geauga	203
Greene	226
Guernsey	37
Hamilton	4,679
Hancock	164
Hardin	45
Harrison	14
Henry	24
Highland	31
Hocking	28
Holmes	37
Huron	47
Jackson	32
Jefferson	76

Knox	62
Lake	475
Lawrence	45
Licking	213
Logan	59
Lorain	475
Lucas	1,584
Madison	39
Mahoning	554
Marion	77
Medina	330
Meigs	18
Mercer	38
Miami	113
Monroe	19
Montgomery	1,497
Morgan	10
Morrow	20
Muskingum	107
Noble	8
Ottawa	66
Paulding	14
Perry	19
Pickaway	49
Pike	21
Portage	207
Preble	34
Putnam	25
Richland	172
Ross	75
Sandusky	70
Scioto	94
Seneca	57
Shelby	52
Stark	800
Summit	1,903
Trumbull	277
Tuscarawas	119
Union	112
Van Wert	31
Vinton	8
Warren	347
Washington	76
Wayne	160
Williams	33
Wood	217
Wyandot	30

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



Sources: Kentucky Bar Association,
Supreme Court of Tennessee

KENTUCKY

County	Lawyers
Adair	21
Allen	11
Anderson	35
Ballard	8
Barren	58
Bath	14
Bell	40
Boone	266
Bourbon	39
Boyd	118
Boyle	75
Bracken	11
Breathitt	18
Breckinridge	11
Bullitt	81
Butler	7
Caldwell	16
Calloway	52
Campbell	277
Carlisle	2
Carroll	16
Carter	23
Casey	9
Christian	79
Clark	52
Clay	31
Clinton	14
Crittenden	11
Cumberland	8
Daviess	212

Edmonson	6
Elliott	5
Estill	9
Fayette	2,291
Fleming	14
Floyd	93
Franklin	610
Fulton	11
Gallatin	6
Garrard	18
Grant	26
Graves	39
Grayson	29
Green	10
Greenup	47
Hancock	10
Hardin	154
Harlan	33
Harrison	28
Hart	13
Henderson	92
Henry	23
Hickman	7
Hopkins	72
Jackson	7
Jefferson	4,940
Jessamine	98
Johnson	51
Kenton	790
Knott	24

Knox	38
Larue	17
Laurel	124
Lawrence	16
Lee	3
Leslie	16
Letcher	28
Lewis	7
Lincoln	17
Livingston	9
Logan	25
Lyon	15
Madison	157
Magoffin	20
Marion	31
Marshall	31
Martin	13
Mason	32
McCracken	240
McCreary	8
McLean	4
Meade	19
Menifee	3
Mercer	36
Metcalfe	8
Monroe	8
Montgomery	38
Morgan	11
Muhlenberg	26
Nelson	63

Nicholas	5
Ohio	21
Oldham	243
Owen	14
Owsley	3
Pendleton	12
Perry	71
Pike	165
Powell	16
Pulaski	104
Robertson	2
Rockcastle	16
Rowan	50
Russell	19
Scott	105
Shelby	104
Simpson	17
Spencer	24
Taylor	38
Todd	9
Trigg	12
Trimble	5
Union	10
Warren	316
Washington	14
Wayne	20
Webster	11
Whitley	77
Wolfe	10
Woodford	110

TENNESSEE

County	Lawyers
Anderson	147
Bedford	58
Benton	18
Bledsoe	6
Blount	172
Bradley	130
Campbell	36
Cannon	8
Carroll	28
Carter	53
Cheatham	55
Chester	8
Claiborne	28
Clay	2
Cocke	33
Coffee	86
Crockett	12
Cumberland	48
Davidson	5,663
Decatur	10
DeKalb	23
Dickson	73
Dyer	62
Fayette	41
Fentress	18
Franklin	39
Gibson	48
Giles	28
Grainger	9
Greene	83
Grundy	6
Hamblen	78
Hamilton	1,234
Hancock	2
Hardeman	11
Hardin	27
Hawkins	31
Haywood	17
Henderson	21
Henry	37
Hickman	16
Houston	6
Humphreys	18

Jackson	9
Jefferson	46
Johnson	13
Knox	1,962
Lake	4
Lauderdale	10
Lawrence	45
Lewis	6
Lincoln	30
Loudon	30
Macon	14
Madison	256
Marion	34
Marshall	27
Maury	140
McMinn	41
McNairy	17
Meigs	4
Monroe	24
Montgomery	236
Moore	4
Morgan	12
Obion	26
Overton	25
Perry	4
Pickett	5
Polk	3
Putnam	164
Rhea	15
Roane	58
Robertson	73
Rutherford	420
Scott	29
Sequatchie	10
Sevier	120
Shelby	3,445
Smith	23
Stewart	7
Sullivan	302
Sumner	283
Tipton	52
Trousdale	10
Unicoi	18
Union	8
Van Buren	1
Warren	49
Washington	228
Wayne	6
Weakley	32
White	24
Williamson	1,229
Wilson	211

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

ARKANSAS

County	Lawyers
Arkansas	27
Ashley	20
Baxter	56
Benton	637
Boone	49
Bradley	7
Calhoun	2
Carroll	32
Chicot	15
Clark	46
Clay	10
Cleburne	41
Cleveland	0
Columbia	23
Conway	27
Craighead	252
Crawford	63
Crittenden	50
Cross	19
Dallas	7
Desha	18
Drew	32
Faulkner	232
Franklin	15
Fulton	4
Garland	226
Grant	19
Greene	35
Hempstead	22
Hot Spring	32
Howard	8
Independence	55
Izard	14
Jackson	18
Jefferson	118
Johnson	15
Lafayette	2
Lawrence	9
Lee	12
Lincoln	11
Little River	9
Logan	16
Lonoke	78
Madison	10
Marion	11
Miller	44
Mississippi	33
Monroe	8
Montgomery	3
Nevada	9
Newton	4
Ouachita	22
Perry	9
Phillips	33
Pike	4
Poinsett	17
Polk	21
Pope	91
Prairie	9
Pulaski	3,415
Randolph	16
St. Francis	25
Saline	189
Scott	4
Searcy	6
Sebastian	351
Sevier	8
Sharp	17
Stone	11
Union	80
Van Buren	25
Washington	1,034
White	103
Woodruff	6
Yell	14

As of Jan. 1, 2020

1 dot = 10 lawyers



Sources: Arkansas Judiciary,
Louisiana State Bar Association

LOUISIANA

Parish	Lawyers
Acadia	61
Allen	29
Ascension	242
Assumption	19
Avoyelles	61
Beauregard	31
Bienville	11
Bossier	142
Caddo	851
Calcasieu	548
Caldwell	19
Cameron	5
Catahoula	8
Claiborne	8
Concordia	31
De Soto	26
East Baton Rouge	3,538
East Carroll	4
East Feliciana	31
Evangeline	42
Franklin	17
Grant	9
Iberia	124
Iberville	81
Jackson	11
Jefferson	2,444
Jefferson Davis	31
La Salle	15
Lafayette	1,267
Lafourche	153
Lincoln	78
Livingston	148
Madison	10
Morehouse	17
Natchitoches	82
Orleans	5,805
Ouachita	435
Plaquemines	56
Pointe Coupee	41
Rapides	390
Red River	10
Richland	19
Sabine	13
St. Bernard	79
St. Charles	98
St. Helena	7
St. James	24
St. Landry	162
St. Martin	56
St. Mary	56
St. Tammany	1,206
St. John the Baptist	66
Tangipahoa	207
Tensas	8
Terrebonne	199
Union	13
Vermilion	61
Vernon	38
Washington	45
Webster	30
West Baton Rouge	57
West Carroll	6
West Feliciana	33
Winn	14

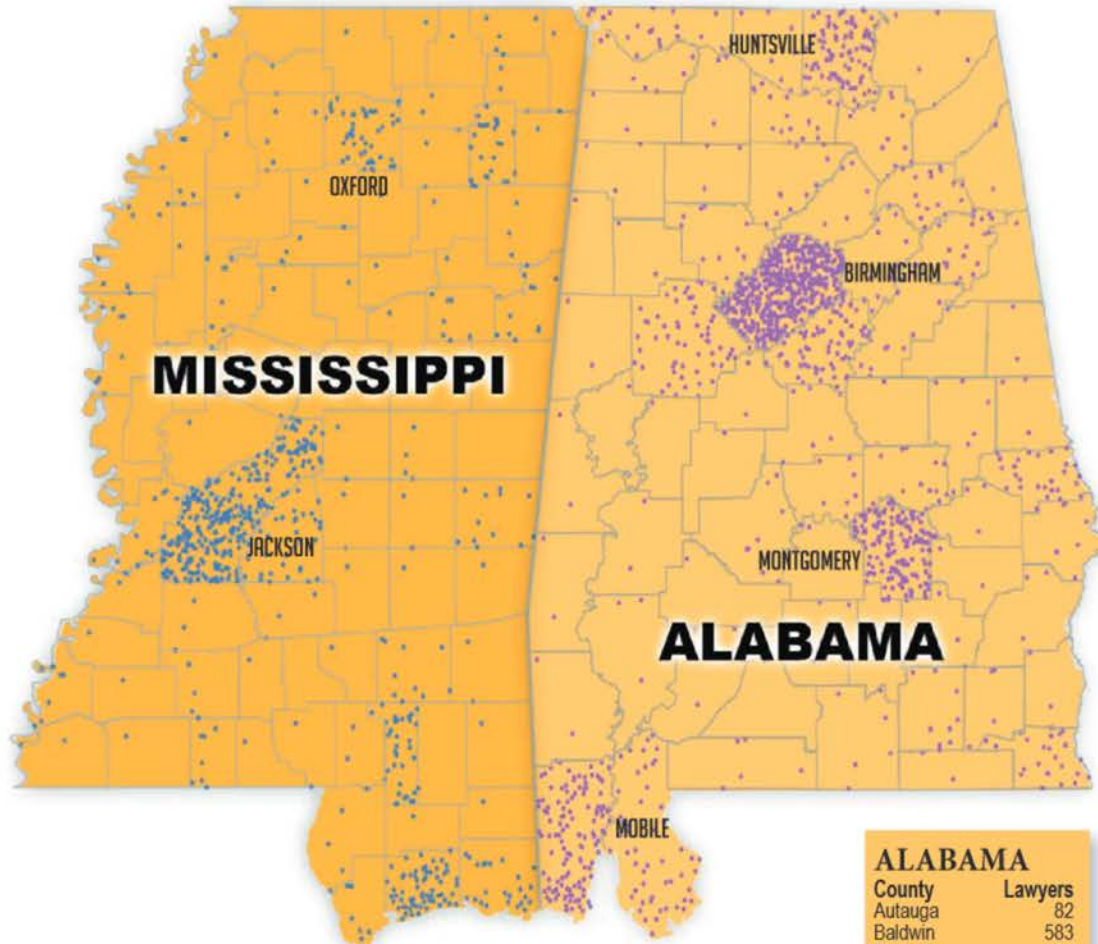
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



Sources: Mississippi Bar,
Alabama State Bar

MISSISSIPPI

County	Lawyers
Adams	81
Alcorn	47
Amite	8
Attala	20
Benton	7
Bolivar	75
Calhoun	10
Carroll	5
Chickasaw	14
Choctaw	5
Claiborne	8
Clarke	6
Clay	24
Coahoma	58
Copiah	32
Covington	14
Desoto	184
Forrest	354
Franklin	11
George	11
Greene	6
Grenada	44

Hancock	60
Harrison	661
Hinds	2,132
Holmes	19
Humphreys	4
Issaquena	0
Itawamba	8
Jackson	232
Jasper	14
Jefferson	5
Jefferson Davis	4
Jones	96
Kemper	3
Lafayette	435
Lamar	25
Lauderdale	123
Lawrence	10
Leake	17
Lee	262
Lefflore	66
Lincoln	42
Lowndes	96

Madison	971
Marion	22
Marshall	22
Monroe	37
Montgomery	13
Neshoba	41
Newton	15
Noxubee	4
Oktibbeha	67
Panola	52
Pearl River	41
Perry	3
Pike	67
Pontotoc	19
Prentiss	30
Quitman	5
Rankin	342
Scott	16
Sharkey	3
Simpson	32
Smith	13
Stone	14

Sunflower	21
Tallahatchie	15
Tate	19
Tippah	13
Tishomingo	17
Tunica	11
Union	26
Walshall	9
Warren	110
Washington	88
Wayne	15
Webster	10
Wilkinson	7
Winston	14
Yalobusha	15
Yazoo	15

ALABAMA

County	Lawyers
Autauga	82
Baldwin	583
Barbour	34
Bibb	16
Blount	58
Bullock	18
Butler	27
Calhoun	199
Chambers	33
Cherokee	16
Chilton	49
Choctaw	18
Clarke	31
Clay	14
Cleburne	9
Coffee	85
Colbert	70
Conecuh	11
Coosa	9
Covington	58
Crenshaw	12
Cullman	103
Dale	40
Dallas	77
DeKalb	63
Elmore	126
Escambia	54
Etowah	169
Fayette	15
Franklin	24
Geneva	22
Greene	8
Hale	12
Henry	17

Houston	242
Jackson	53
Jefferson	5,588
Lamar	11
Lauderdale	210
Lawrence	33
Lee	271
Limestone	74
Lowndes	7
Macon	27
Madison	991
Marengo	21
Marion	33
Marshall	124
Mobile	1,292
Monroe	31
Montgomery	1,643
Morgan	158
Perry	9
Pickens	19
Pike	53
Randolph	17
Russell	60
Shelby	729
St. Clair	106
Sumter	17
Talladega	96
Tallapoosa	60
Tuscaloosa	579
Walker	122
Washington	16
Wilcox	12
Winston	28

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

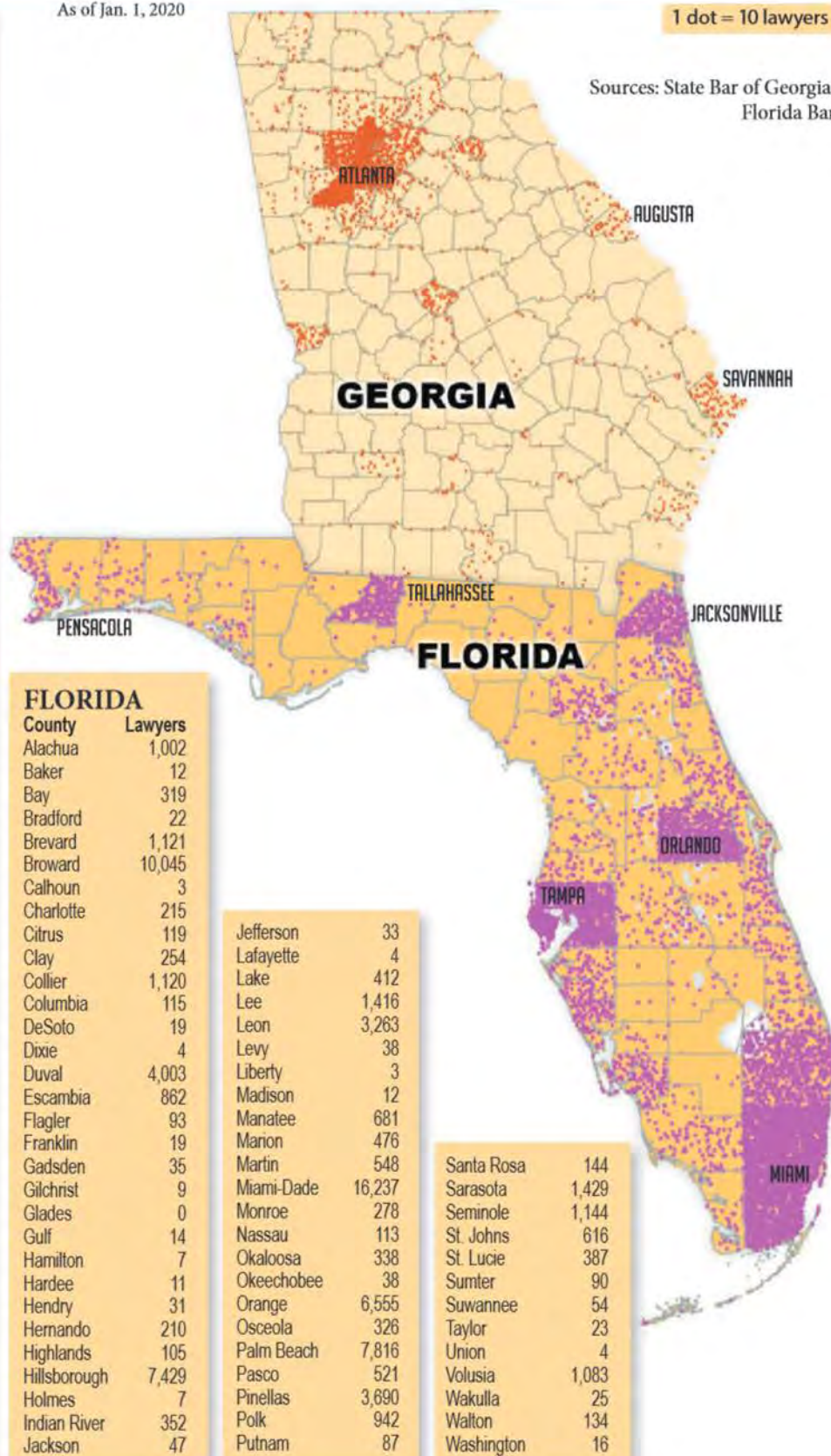
LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

GEORGIA

County	Lawyers		
Appling	9	Jasper	11
Atkinson	3	Jeff Davis	10
Bacon	6	Jefferson	8
Baker	0	Jenkins	5
Baldwin	61	Johnson	1
Banks	5	Jones	21
Barrow	63	Lamar	10
Bartow	126	Landrum	3
Ben Hill	14	Laurens	69
Berrien	15	Lee	9
Bibb	689	Liberty	57
Bleckley	12	Lincoln	4
Brantley	2	Long	1
Brooks	5	Lowndes	215
Bryan	37	Lumpkin	45
Bulloch	102	Macon	2
Burke	5	Madison	14
Butts	24	Marion	2
Calhoun	1	McDuffie	28
Camden	37	McIntosh	25
Candler	12	Meriwether	16
Carroll	155	Miller	5
Catoosa	43	Mitchell	16
Charlton	4	Monroe	51
Chatham	951	Montgomery	1
Chattahoochee	1	Morgan	36
Chattooga	25	Murray	7
Cherokee	348	Muscogee	445
Clarke	411	Newton	98
Clay	0	Oconee	106
Clayton	288	Oglethorpe	7
Clinch	8	Paulding	104
Cobb	3,147	Peach	22
Coffee	46	Pickens	58
Colquitt	46	Pierce	8
Columbia	143	Pike	21
Cook	19	Polk	41
Coweta	172	Pulaski	9
Crawford	4	Putnam	18
Crisp	34	Quitman	2
Dade	9	Rabun	39
Dawson	29	Randolph	8
Decatur	27	Richmond	460
DeKalb	3,350	Rockdale	168
Dodge	20	Schley	1
Dooly	7	Screven	6
Dougherty	215	Seminole	8
Douglas	204	Spalding	88
Early	13	Stephens	32
Echols	0	Stewart	6
Effingham	29	Sumter	43
Elbert	23	Talbot	3
Emanuel	26	Taliaferro	2
Evans	8	Tattnall	7
Fannin	47	Taylor	4
Fayette	293	Telfair	5
Floyd	180	Terrell	9
Forsyth	373	Thomas	70
Franklin	28	Tift	77
Fulton	14,418	Toombs	37
Gilmer	38	Towns	17
Glascock	1	Treuten	3
Glynn	273	Troup	74
Gordon	41	Turner	7
Grady	13	Twiggs	1
Greene	36	Union	32
Gwinnett	1,871	Upson	29
Habersham	60	Walker	71
Hall	353	Walton	98
Hancock	5	Ware	66
Haralson	21	Warren	5
Harris	19	Washington	9
Hart	20	Wayne	25
Heard	5	Webster	0
Henry	280	Wheeler	1
Houston	167	White	31
Irwin	7	Whitfield	154
Jackson	57	Wilcox	1
		Wilkes	8
		Wilkinson	5
		Worth	5



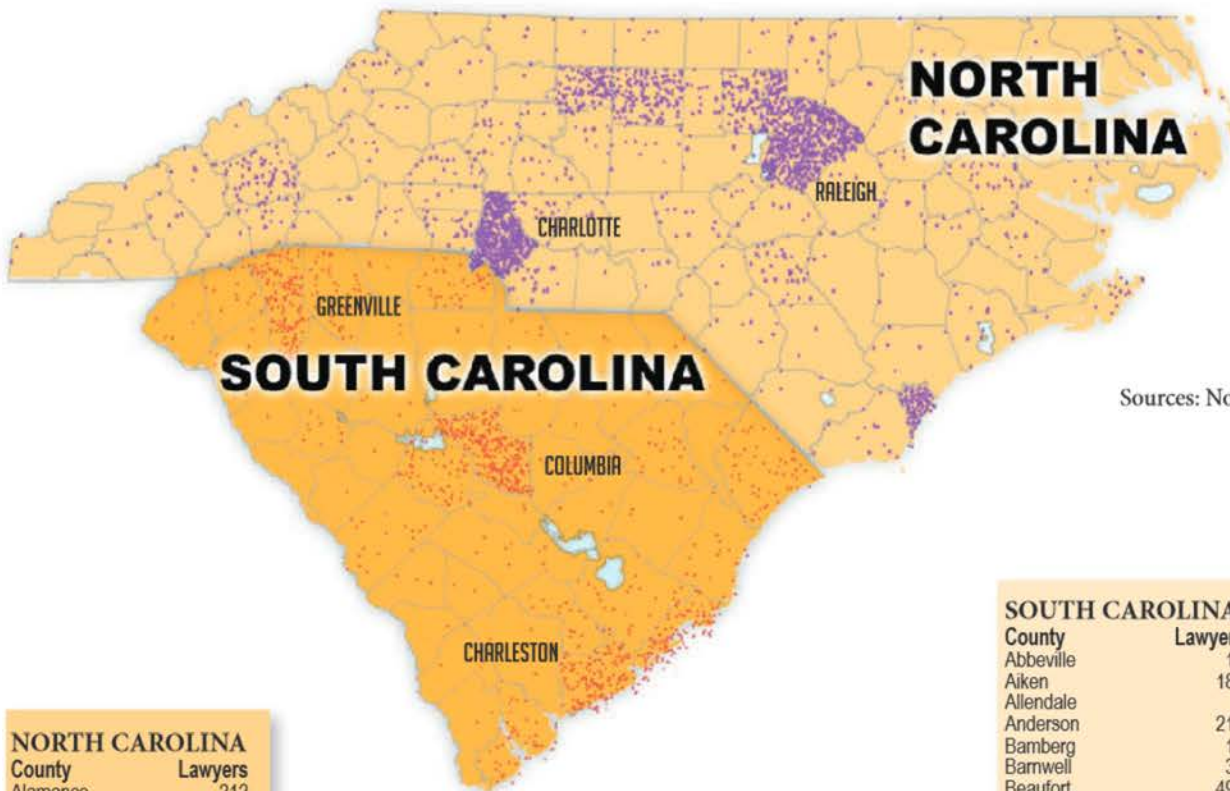
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



Sources: North Carolina State Bar,
South Carolina Bar

NORTH CAROLINA

County	Lawyers
Alamance	212
Alexander	19
Alleghany	9
Anson	17
Ashe	21
Avery	19
Beaufort	66
Bertie	10
Bladen	29
Brunswick	151
Buncombe	745
Burke	76
Cabarrus	237
Caldwell	47
Camden	2
Carteret	124
Caswell	14
Catawba	197
Chatham	94
Cherokee	31
Chowan	17
Clay	12
Cleveland	84
Columbus	62
Craven	188
Cumberland	385
Currituck	16
Dare	88
Davidson	112
Davie	45
Duplin	30
Durham	1,411
Edgecombe	53
Forsyth	1,223
Franklin	51
Gaston	287
Gates	2
Graham	6
Granville	161
Greene	6

Guilford	1,326
Guilford-High Pt.	175
Halifax	42
Harnett	100
Haywood	91
Henderson	140
Hertford	30
Hoke	33
Hyde	5
Iredell	249
Jackson	72
Johnston	182
Jones	5
Lee	73
Lenoir	59
Lincoln	70
Macon	37
Madison	17
Martin	14
McDowell	43
Mecklenburg	5,634
Mitchell	13
Montgomery	14
Moore	165
Nash	126
New Hanover	812
Northampton	11
Onslow	146
Orange	869
Pamlico	11
Pasquotank	59
Pender	55
Perquimans	7

Person	40
Pitt	286
Polk	23
Randolph	108
Richmond	47
Robeson	119
Rockingham	69
Rowan	148
Rutherford	45
Sampson	43
Scotland	24
Stanly	56
Stokes	30
Surry	74
Swain	19
Transylvania	40
Tyrrell	2
Union	246
Vance	38
Wake	5,947
Warren	11
Washington	4
Watauga	103
Wayne	105
Wilkes	65
Wilson	104
Yadkin	28
Yancey	18

SOUTH CAROLINA

County	Lawyers
Abbeville	10
Aiken	180
Allendale	8
Anderson	219
Bamberg	16
Barnwell	31
Beaufort	499
Berkeley	231
Calhoun	15
Charleston	2,876
Cherokee	34
Chester	30
Chesterfield	30
Clarendon	29
Colleton	59
Darlington	61
Dillon	21
Dorchester	169
Edgefield	13
Fairfield	30
Florence	260
Georgetown	165
Greenville	1,810
Greenwood	119
Hampton	35
Horry	588
Jasper	15
Kershaw	83
Lancaster	59
Laurens	41
Lee	11
Lexington	625
Marion	21
Marlboro	17
McCormick	2
Newberry	49
Oconee	74
Orangeburg	91
Pickens	108
Richland	3,184
Saluda	6
Spartanburg	483
Sumter	127
Union	18
Williamsburg	30
York	395

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

VIRGINIA

County	Lawyers
Accomack	28
Albemarle	57
Alexandria	1,675
Alleghany	3
Amelia	14
Amherst	19
Appomattox	14
Arlington	1,659
Augusta	25
Bath	8
Bedford	79
Bland	2
Botetourt	25
Bristol	55
Brunswick	10
Buchanan	35
Buckingham	7
Buena Vista	3
Campbell	29
Caroline	18
Carroll	19
Charles City	3
Charlotte	6
Charlottesville	601
Chesapeake	319
Chesterfield	520
Clarke	23
Colonial Heights	34
Covington	12
Craig	2
Culpeper	55
Cumberland	3
Danville	74
Dickenson	15
Dinwiddie	8
Emporia	11
Essex	13
Fairfax City and County	5,198
Falls Church	546
Fauquier	132
Floyd	9
Fluvanna	22
Franklin City	10
Franklin County	29
Frederick	17
Fredericksburg	264
Galax	9
Giles	15
Gloucester	36
Goochland	43
Grayson	7
Greene	9
Greensville	1
Halifax	31
Hampton	164
Hanover	148
Harrisonburg	181
Henrico	594
Henry	5
Highland	2
Hopewell	31
Isle of Wight	32
James City	8
King and Queen	2
King George	12
King William	10
Lancaster	43
Lee	20
Lexington	51
Loudoun	749
Louisa	25
Lunenburg	6
Lynchburg	217

Madison	20
Manassas	306
Manassas Park	5
Martinsville	44
Mathews	9
Mecklenburg	22
Middlesex	18
Montgomery	116
Nelson	24
New Kent	20
Newport News	305
Norfolk	854
Northampton	12
Northumberland	21

Norton	17
Nottoway	9
Orange	52
Page	18
Patrick	11
Petersburg	50
Pittsylvania	19
Poquoson	7
Portsmouth	127
Powhatan	25
Prince Edward	28
Prince George	15
Prince William	341
Pulaski	35
Radford	23
Rappahannock	17
Richmond City	3,707
Richmond County	4
Roanoke City	604
Roanoke County	12
Rockbridge	2
Rockingham	24
Russell	30
Salem	66
Scott	19
Shenandoah	34
Smyth	25
Southampton	14
Spotsylvania	43
Stafford	85
Staunton	76
Suffolk	99
Surry	4
Sussex	7
Tazewell	65
Virginia Beach	1,097
Warren	48
Washington	105
Waynesboro	26
Westmoreland	19
Williamsburg	241
Winchester	149
Wise	57
Wythe	29
York	63

WEST VIRGINIA

County	Lawyers
Barbour	11
Berkeley	174
Boone	32
Braxton	8
Brooke	26
Cabell	377
Calhoun	4
Clay	7
Doddridge	5
Fayette	40
Gilmer	8
Grant	7
Greenbrier	69
Hampshire	17
Hancock	73
Hardy	18
Harrison	231
Jackson	34
Jefferson	72
Kanawha	1,657
Lewis	21
Lincoln	15
Logan	29
McDowell	13
Marion	97
Marshall	39
Mason	21

Mercer	92
Mineral	21
Mingo	39
Monongalia	519
Monroe	10
Morgan	13
Nicholas	20
Ohio	274
Pendleton	9
Pleasants	8
Pocahontas	7
Preston	36
Putnam	103
Raleigh	115
Randolph	38
Ritchie	8
Roane	13
Summers	14
Taylor	10
Tucker	6
Tyler	4
Upshur	32
Wayne	15
Webster	5
Wetzel	11
Wirt	2
Wood	140
Wyoming	12

MARYLAND

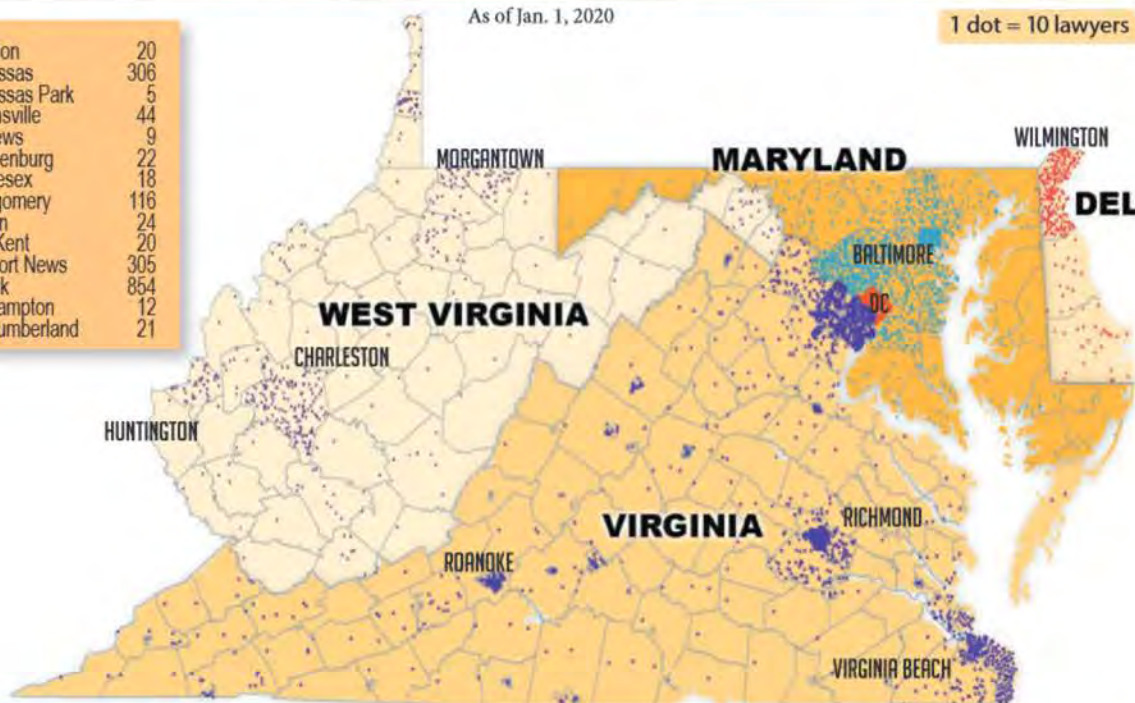
County	Lawyers
Allegany	94
Anne Arundel	1,587
Baltimore City	4,927
Baltimore County	2,232
Calvert	140
Caroline	29
Carroll	256
Cecil	81
Charles	149
Dorchester	35
Frederick	381
Garrett	26
Harford	333
Howard	1,110
Kent	42
Montgomery	4,685
Prince George's	1,494
Queen Anne's	78
Somerset	15
St. Mary's	92
Talbot	124
Washington	144
Wicomico	161
Worcester	97

DISTRICT OF COLUMBIA

District	Lawyers
	27,743

DELAWARE

County	Lawyers
New Castle	2,068
Kent	164
Sussex	255



Sources: Virginia State Bar, West Virginia State Bar, Maryland Judiciary, Delaware Supreme Court

PROFILE OF THE LEGAL PROFESSION

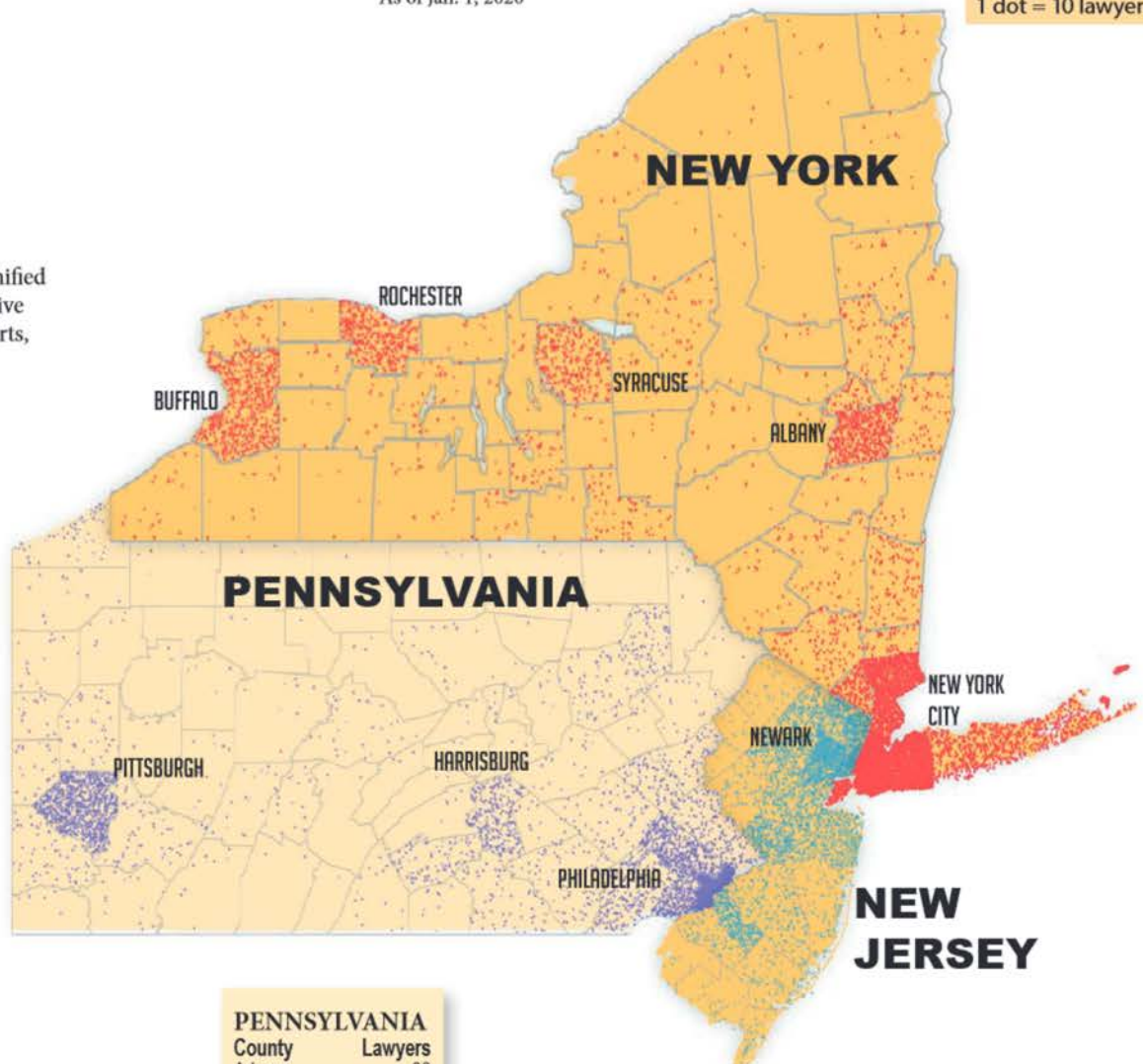
ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

Sources: New York State Unified Court System, Administrative Office of Pennsylvania Courts, New Jersey Courts



NEW YORK

County	Lawyers
Albany	4,939
Allegany	54
Bronx	3,201
Broome	607
Cattaraugus	136
Cayuga	142
Chautauqua	263
Chemung	170
Chenango	73
Clinton	149
Columbia	262
Cortland	87
Delaware	92
Dutchess	1,127
Erie	5,669
Essex	102
Franklin	96
Fulton	76
Genesee	114
Greene	131
Hamilton	22
Herkimer	73
Jefferson	157
Kings	10,266
Lewis	27
Livingston	108
Madison	129
Monroe	3,657
Montgomery	81
Nassau	14,866
New York	95,005
Niagara	398
Oneida	614
Onondaga	2,562
Ontario	286
Orange	1,136
Orleans	31
Oswego	135
Otsego	154
Putnam	406
Queens	7,176
Rensselaer	591
Richmond	1,538
Rockland	1,608
Saratoga	816
Schenectady	602

PENNSYLVANIA

County	Lawyers
Adams	88
Allegheny	9,171
Armstrong	44
Beaver	213
Bedford	22
Berks	670
Blair	163
Bradford	60
Bucks	1,708
Butler	405
Cambria	180
Cameron	5
Carbon	64
Centre	296
Chester	2,445
Clarion	34
Clearfield	82
Columbia	61
Crawford	112
Cumberland	841
Dauphin	2,506
Delaware	2,310
Elk	24
Erie	510
Fayette	128
Forest	2

Schoharie	55
Schuyler	35
Seneca	39
St. Lawrence	147
Steuben	200
Suffolk	8,265
Sullivan	225
Tioga	52
Tompkins	455
Ulster	613
Warren	274
Washington	85
Wayne	119
Westchester	11,709
Wyoming	52
Yates	37

Franklin	153
Fulton	5
Greene	46
Huntingdon	24
Indiana	96
Jefferson	49
Juniata	15
Lackawanna	739
Lancaster	888
Lawrence	132
Lebanon	135
Lehigh	810
Luzerne	715
Lycorning	215
McKean	40
Mercer	140
Mifflin	28
Monroe	197
Montgomery	5,122
Montour	33

Northampton	499
Northumberland	82
Perry	46
Philadelphia	14,382
Pike	61
Potter	12
Schuylkill	171
Snyder	22
Somerset	78
Sullivan	6
Susquehanna	33
Tioga	42
Union	44
Venango	55
Warren	48
Washington	612
Wayne	59
Westmoreland	629
Wyoming	27
York	599

NEW JERSEY

County	Lawyers
Atlantic	818
Bergen	5,156
Burlington	1,980
Camden	3,061
Cape May	240
Cumberland	218
Essex	5,758
Gloucester	629
Hudson	2,161
Hunterdon	611
Mercer	2,795
Middlesex	2,583
Monmouth	3,139
Morris	4,410
Ocean	1,084
Passaic	1,203
Salem	90
Somerset	1,816
Sussex	325
Union	2,511
Warren	206

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers

MAINE

County	Lawyers
Androscoggin	208
Aroostook	72
Cumberland	2,061
Franklin	25
Hancock	104
Kennebec	493
Knox	100
Lincoln	67
Oxford	45
Penobscot	325
Piscataquis	7
Sagadahoc	89
Somerset	33
Waldo	41
Washington	28
York	310

VERMONT

County	Lawyers
Addison	86
Bennington	78
Caledonia	63
Chittenden	791
Essex	5
Franklin	48
Grand Isle	14
Lamoille	59
Orleans	28
Orange	43
Rutland	183
Washington	513
Windham	103
Windsor	181

NEW HAMPSHIRE

County	Lawyers
Belknap	126
Carroll	79
Cheshire	93
Coos	22
Grafton	182
Hillsborough	1,195
Merrimack	937
Rockingham	660
Strafford	161
Sullivan	44

MASSACHUSETTS

County	Lawyers
Barnstable	952
Berkshire	354
Bristol	1,420
Dukes	94
Essex	3,334
Franklin	143
Hampden	1,507
Hampshire	497
Middlesex	9,112
Nantucket	49
Norfolk	4,395
Plymouth	1,723
Suffolk	17,735
Worcester	2,372

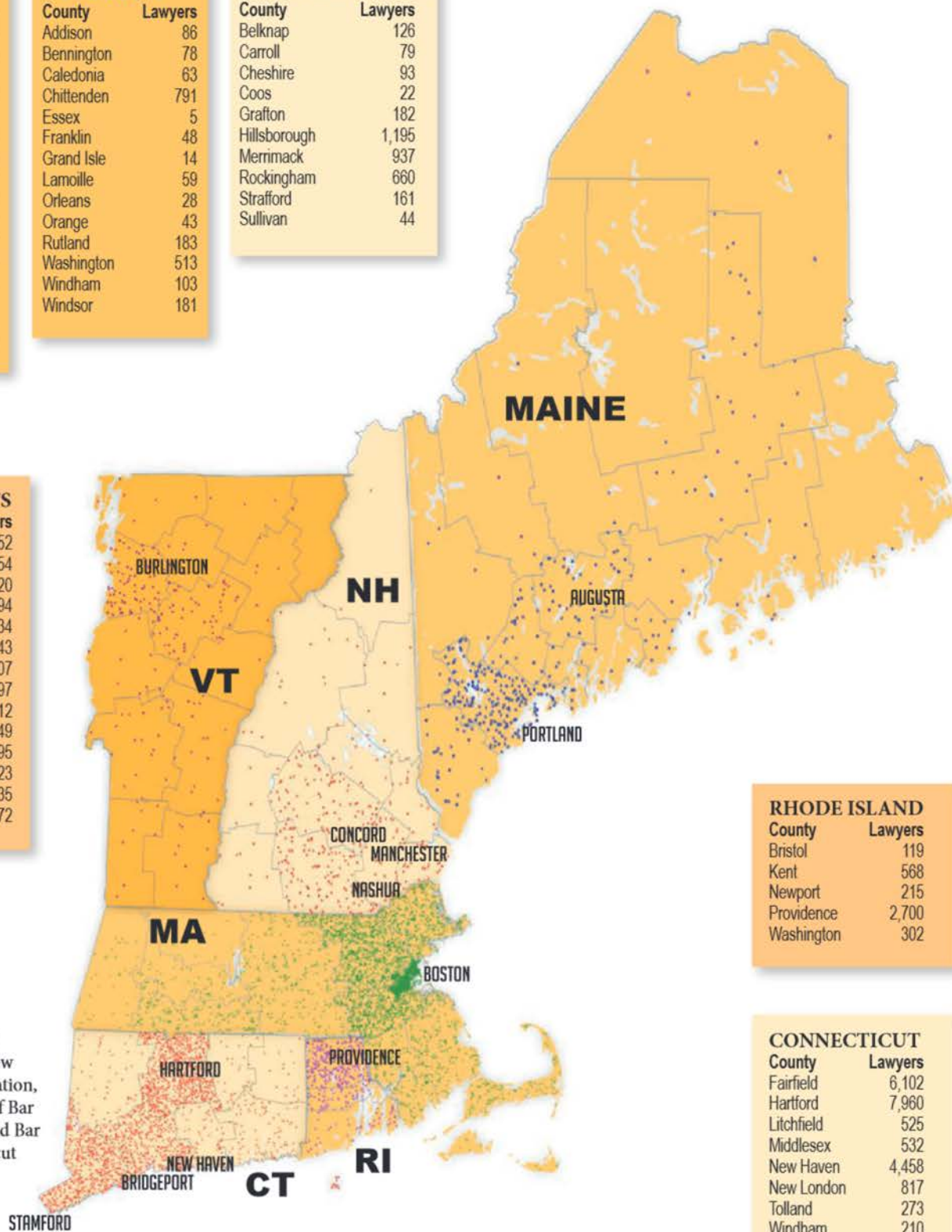
RHODE ISLAND

County	Lawyers
Bristol	119
Kent	568
Newport	215
Providence	2,700
Washington	302

CONNECTICUT

County	Lawyers
Fairfield	6,102
Hartford	7,960
Litchfield	525
Middlesex	532
New Haven	4,458
New London	817
Tolland	273
Windham	210

Sources: Maine Board of Overseers of the Bar, Vermont Office of Attorney Licensing, New Hampshire Bar Association, Massachusetts Board of Bar Overseers, Rhode Island Bar Association, Connecticut Judicial Branch



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

As of Jan. 1, 2020

1 dot = 10 lawyers



HAWAII

HAWAII

County	Lawyers
Hawaii	390
Honolulu	4,643
Kalawao	0
Kauai	139
Maui	340



Sources: Hawaii State Bar Association,
Alaska Bar Association

ALASKA

Borough/Census Area	Lawyers
Aleutians East	0
Aleutians West	0
Anchorage	1,540
Bethel	24
Bristol Bay	0
Chugach	0
Copper River	0
Denali	0
Dillingham	5
Fairbanks North Star	188
Haines	2
Hoonah-Angoon	0
Juneau	204
Kenai Peninsula	93
Ketchikan Gateway	30
Kodiak Island	20

Kusilvak	0
Lake and Peninsula	0
Matanuska-Susitna	120
Nome	13
North Slope	8
Northwest Arctic	6
Petersburg	3
Prince of Wales-Hyder	1
Sitka	22
Skagway	1
Southeast Fairbanks	2
Valdez-Cordova	5
Wrangell	0
Yakutat	0
Yukon-Koyukuk	0

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN **BAR** ASSOCIATION

WAGES

- Wage Trends Over 20 Years
- Average Lawyer Wages by Metropolitan Area
- Law Firm Associates
- Public Service Lawyers



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WAGES

Wage Trends Over 20 Years

The average lawyer's salary in 2020 was \$148,910, according to the U.S. Bureau of Labor Statistics. It rose 2.5% percent from 2019 to 2020, exactly equal to the inflation rate for that same period. (Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)



Over the past 20 years, the average lawyer's salary has grown faster than inflation. Since 2000, the average lawyer's salary has increased 63%. Over the same period, the inflation rate was 53%.

Fast facts:

- Over the past 20 years, from 2000 to 2020, lawyer salaries increased faster than the rate of inflation. Lawyer salaries rose 63% while the inflation rate was 53%.
- The biggest jump in lawyer salaries came in 1997 to 2002 – up 45%.
- Which workers earn roughly half as much as lawyers? Credit counselors and loan officers – \$74,490.

But in recent years, the increase in lawyers' wages has slowed down, particularly after the recession of 2008-09. The fastest growth over the past two decades was from 1997-2002, when the average lawyer wage rose 45% – from \$72,840 in 1997 to \$105,890 in 2002, not adjusted for inflation. By comparison, in the most recent five-year period, the average wage rose 9.3% – from \$136,260 in 2015 to \$148,910 in 2020.

Lawyers, on average, continue to earn less than many medical professionals, according to the BLS. The average wage for family medicine physicians is \$214,370, compared to \$148,910 for lawyers. Closer to the average for lawyers are financial managers at \$151,510, marketing and sales managers at \$150,400 and podiatrists at \$151,110.

In related fields, the average wage for judges, magistrate judges and magistrates is \$131,850, according to the BLS. For paralegals and legal assistants, it is \$56,610.

Average Industry Wage Based on Occupation: 2020



Source: U.S. Bureau of Labor Statistics

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WAGES

Average Lawyer Wages by Metropolitan Area

The average wage for lawyers is highly dependent on geography – where the lawyer practices. Half of the 10 metropolitan statistical areas with the highest average wages for lawyers are in California: San Jose, San Francisco, Los Angeles, Santa Rosa and Napa, according to the U.S. Bureau of Labor Statistics.

On the flip side, three of the ten areas with the lowest average wages for lawyers are in Puerto Rico: Arecibo, Ponce and San Juan. Most of the other lowest-paid areas are in the Midwest and South: Daphne, Alabama; Danville, Illinois; Homosassa Springs, Florida; Valdosta, Georgia; Grants Pass, Oregon; Pine Bluff, Arkansas; and Kokomo, Indiana.

The disparity between some areas is huge. The average lawyer wage in the highest-paid area (San Jose, California, at \$231,610) is more than four times greater than the average wage in the lowest-paid area (Arecibo, Puerto Rico, at \$51,750).

Where's the midpoint among all 353 metropolitan areas measured by the BLS? That's Huntington, West Virginia, where the average lawyer wage is \$112,780. Other metro areas near the midpoint include Columbus, Ohio; Syracuse, New York; Carson City, Nevada; and Fargo, North Dakota.

Fast facts:

- Eight of the 20 highest-paid metro areas in the U.S. for lawyers are in California: San Jose, San Francisco, Los Angeles, Santa Rosa, Napa, Santa Cruz, Riverside and Sacramento.
- The lowest average lawyer salary in the continental U.S. is in Daphne, Alabama.

Metropolitan Areas with HIGHEST Average Wage for Lawyers

1. San Jose, CA	\$231,610
2. San Francisco, CA	\$201,920
3. Washington, DC	\$186,070
4. Los Angeles, CA	\$180,220
5. New York, NY	\$180,160
6. Boston, MA	\$175,570
7. Santa Rosa, CA	\$174,810
8. Bridgeport, CT	\$172,490
9. Napa, CA	\$170,850
10. Miami, FL	\$169,480

Metropolitan Areas with LOWEST Average Wage for Lawyers

10. San Juan, PR	\$70,150
9. Kokomo, IN	\$69,330
8. Pine Bluff, AR	\$69,080
7. Grants Pass, OR	\$68,090
6. Valdosta, GA	\$66,050
5. Homosassa Springs, FL	\$65,340
4. Danville, IL	\$62,930
3. Ponce, PR	\$61,990
2. Daphne, AL	\$59,590
1. Arecibo, PR	\$51,750



(Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

Source: U.S. Bureau of Labor Statistics

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WAGES

Law Firm Associates

The median salary for first-year law firm associates rose \$10,000 (or 6.5%) from 2019 to 2021, from \$155,000 to \$165,000, according to a survey by the National Association for Law Placement. Associates' salaries vary widely depending on the size of the law firm and where it is located.

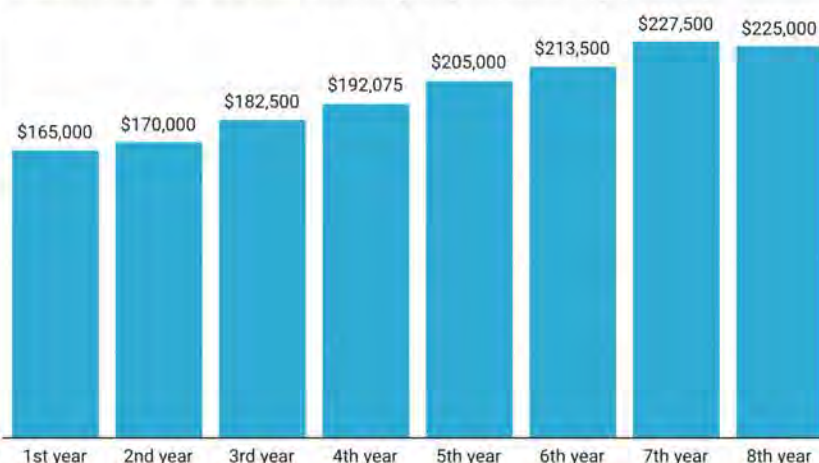
Starting first-year salaries of \$190,000 were announced at some firms in 2018, but the median salary across the country was still \$25,000 below that level in 2021. At big law firms with 700 attorneys or more, the median first-year salary reached \$190,000 for the first time in 2021. Nearly 40% of all first-year associates are paid \$190,000 a year, according to the survey.

The median salary of \$165,000 for first-year associates at private law firms was roughly triple the median salary for a first-year lawyer in a public service job (\$48,000 to \$58,300 for lawyers at legal aid offices, public interest groups, local prosecutor's offices and public defender's offices in 2018).

Law firm size was a major determining factor in the salaries of first-year associates. Larger firms generally paid more than smaller firms. The highest median salary for first-year associates (\$190,000) was at firms with more than 700 lawyers. At the lower end, firms of 50 lawyers or fewer paid a median salary of \$85,000 to first-year associates.

By comparison, the average salary for all lawyers nationwide in 2020 – whether they work in law firms, corporations, government, nonprofits or elsewhere – was \$148,910, according to the U.S. Bureau of Labor Statistics. That includes only wages and does not include profits for law firm partners and shareholders.

Associates Median Salary by Seniority: 2021



Median Salaries for Law Firm Associates by Firm Size: 2021



Fast facts:

- The median salary for first-year summer associates was \$3,075 a week – the equivalent of \$159,900 a year.
- The highest-paid summer associates, in their third year, earned around \$3,650 a week – the equivalent of \$189,800 a year.

Source: National Association for Law Placement 2021 Associate Salary Survey

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WAGES

Public Service Lawyers

Wages for lawyers in public service jobs – local prosecutors, public defenders, legal aid attorneys and lawyers for nonprofit groups – have risen modestly since 2004, according to a survey by the National Association for Law Placement. For entry-level lawyers, the median salary increase over the 14-year period of 2004 to 2018 was between 37% and 49% – just ahead of the 34% rise in inflation for the same period.

In general, public service lawyers are paid far less than lawyers in other settings. For example, the median salary for a first-year lawyer working at a private law firm with 50 or fewer attorneys was about \$85,000 in 2021. The median salary for a first-year public service lawyer was \$48,000 to \$58,300 in 2018.

The gap is even wider between first-year public service lawyers and first-year lawyers at large law firms in big cities. Starting salaries for new associates at large law firms can be \$190,000 – double what even the most experienced public service lawyers earn.

Median Salary Increases for Entry-Level Public Service Lawyers: 2004 - 2018



Fast facts:

- Entry-level salaries at civil legal services organizations are higher in the Northeast, with a median of more than \$58,000 in 2018.
- Public defenders earn more than local prosecutors, on average: \$96,400 for a defender with 11-15 years' experience versus \$84,400 for a prosecutor with the same experience.

Source: National Association for Law Placement 2018 Public Service Attorney Salary Survey

PROFILE OF THE LEGAL PROFESSION

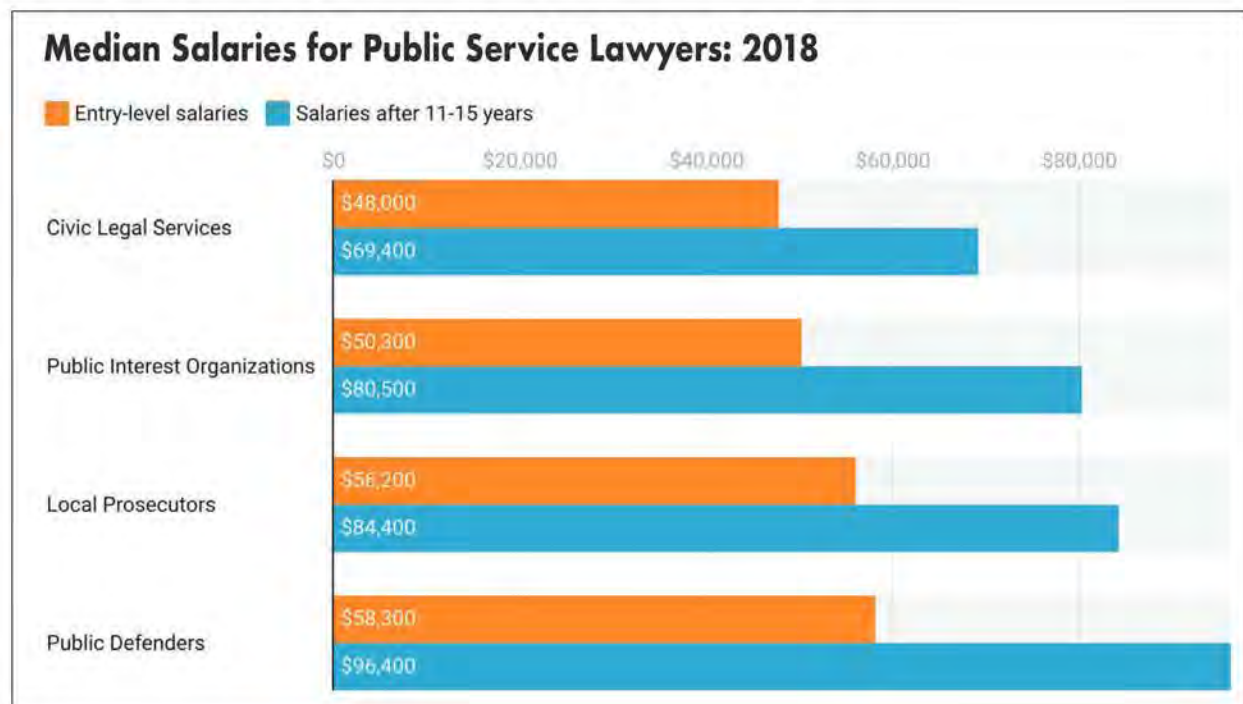
ABA AMERICAN BAR ASSOCIATION

WAGES

Public Service Lawyers **continued**

Of all the categories of public service lawyers, those who work in civil legal aid offices, on average, are the lowest paid – both at the entry level and at the most-experienced level. For example, entry-level legal aid lawyers were paid, on average, \$48,000 in 2018, but entry-level local prosecutors earned \$56,200 and entry-level public defenders earned \$58,300.

The same holds true at the more-experienced levels. Legal aid lawyers with 11 to 15 years of experience were paid, on average, \$69,400 in 2018. Local prosecutors with similar experience earned \$84,400 and public defenders with similar experience earned \$96,400.



Source: National Association for Law Placement 2018 Public Service Attorney Salary Survey

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL EDUCATION

- Law School Applicants and Enrollees
- Why Law School?
- Law School Demographics
- Employment After Graduation
- Bar Passage Rates
- Law School Debt



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL EDUCATION

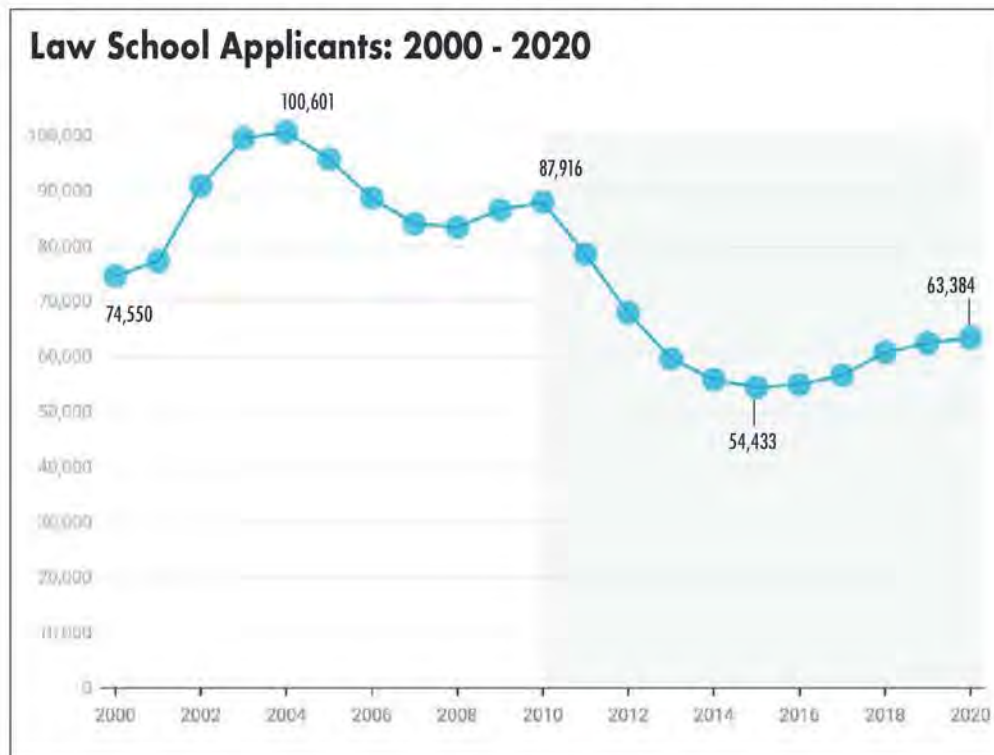
Law School Applicants and Enrollees

After several years of declining enrollment in legal education, the number of students enrolled at law schools accredited by the American Bar Association increased in 2018, 2019 and 2020.

In 2020, the number of students pursuing a juris doctor degree hit 114,520 – the highest number since 2014. This represented an increase of 1,638 students (or 1.5%) over the previous year. Still, it was far below the high of 147,525 enrolled law school students in 2010.

Enrollment is growing faster for students in non-JD legal programs in law schools – for example, those seeking master of law degrees and certificates. In 2020, there were 21,292 students in these non-JD programs – a 78% increase from 11,973 non-JD students in 2014.

For 2020, there were 63,384 law school applicants, 44,115 of whom were accepted to at least one school, according to the Law School Admission Council.



Source: Law School Admission Council, ABA Section of Legal Education and Admissions to the Bar

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL EDUCATION

Law School Applicants and Enrollees **continued**

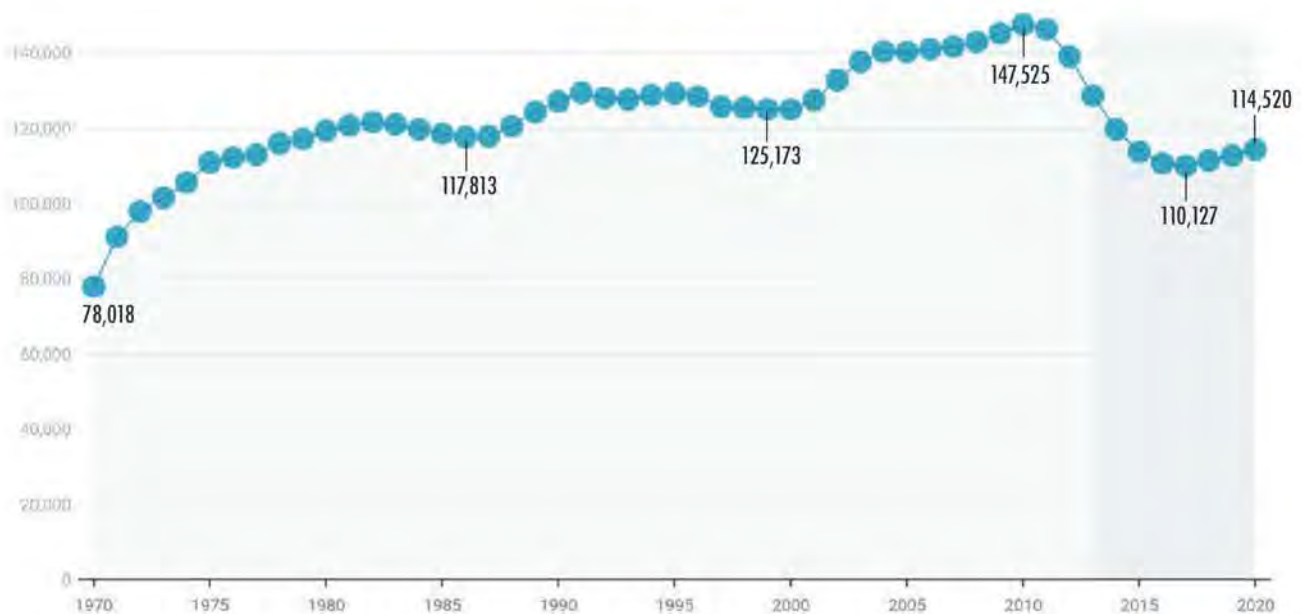
The number of applicants was up 1.5% from 2019, when there were 62,434 applicants. The 2020 numbers are far below the peak year of 2004, when more than 100,000 people applied to ABA-accredited law schools. The acceptance rate – the number of applicants accepted to at least one law school – declined slightly in the past year, from 70.2% in 2019 to 69.6% in 2020.

Fast fact:

- The average law school applicant applies to six law schools. In 2020, there were 382,174 law school applications submitted by 63,384 applicants – an average of slightly more than six per student.

Total Enrollment

Enrollment for 1970-2013 includes all students, but for 2014 to present only JD students



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL EDUCATION

Why Law School?

More students pursue law degrees because of their interest in public service than for high salaries, according to a 2018 national survey, "Before the JD," conducted by the Association of American Law Schools and co-sponsored by the ABA Section on Legal Education and Admissions to the Bar.

The survey evaluated responses from 22,189 undergraduates at 25 four-year institutions and from 2,727 first-year law students at 44 law schools.

The most commonly cited reasons for attending law school were as a path to careers in politics, government or public service (44%); a passion for that type of work (42%); an opportunity to be helpful (35%), and to advocate for social change (32%). About 1 in 3 students (31%) said they were motivated by access to high-paying jobs.

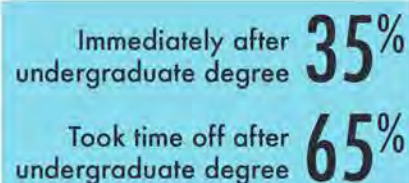
Most students did not enter law school immediately after college. Two-thirds (65%) delayed law school for a year or more, compared to 1 in 3 (35%) who enrolled directly after college. Of those who postponed law school, just over half (53%) waited three years or more after getting their undergraduate degree.

More than half (55%) of the law students reported that they first considered going to law school before their first year of college. Roughly one-third (35%) first considered pursuing law school before high school.

Fast facts:

- Students with higher LSAT scores were more likely to delay law school (74%) than students with lower scores (58%).
- Asian and Black students were more likely to delay law school (73% and 71%) than Hispanic and white students (69% and 64%).

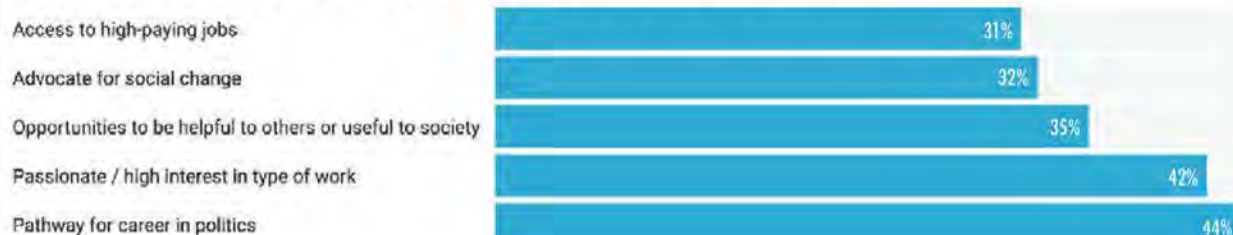
When Did Students Enroll in Law School?



For Students Who Delayed Law School, How Many Years?



Why Do Undergraduates Aspire to Go to Law School?



Source: Association of American Law Schools "Before the JD" report

PROFILE OF THE LEGAL PROFESSION

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Law School Demographics

Most students at ABA-accredited law schools in 2020 were women -- and the gap between the number of male and female law students grew wider for the fourth straight year.

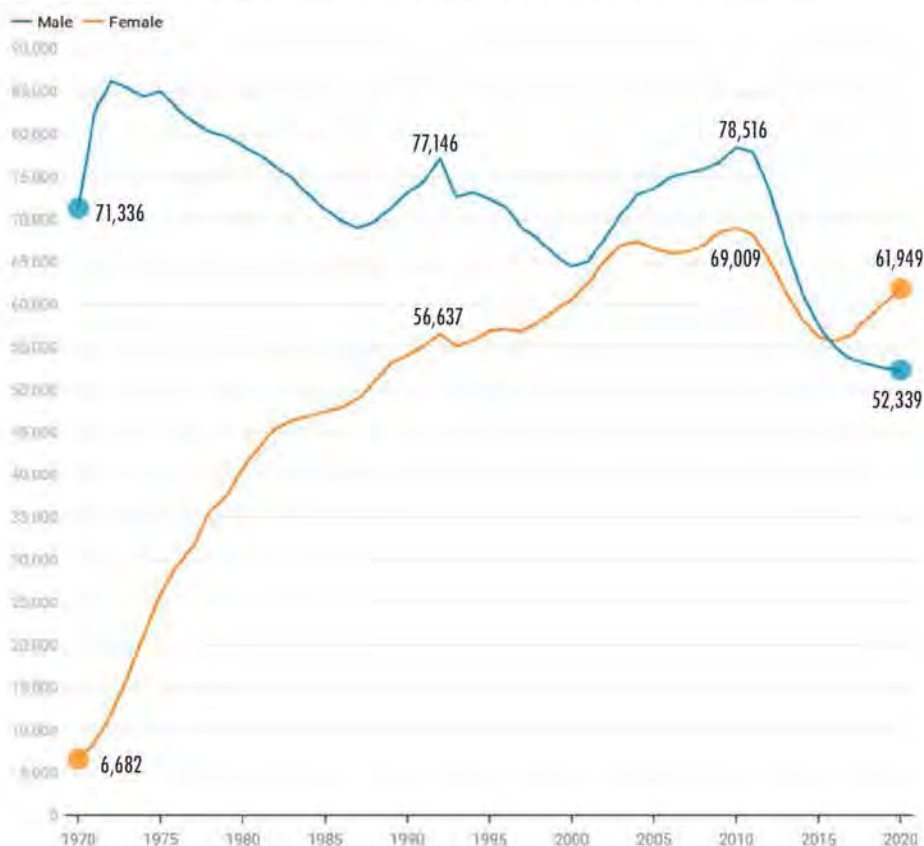
For decades, most law school students were white and male, but the gender gap began to narrow markedly after 1970. That year, 91% of all law students were men. The gap came close to vanishing in 2001 and 2002, when women were 49% of all law students, but then widened again.

In 2014, for the first time, there were more first-year female students than male students. Two years later, in 2016, women made up a majority of all law students at ABA-accredited schools for the first time. That year, 50.3% of all students pursuing JD degrees were female.

In 2020, 54.1% of all students at ABA-accredited law schools were women. In raw numbers, for the 2020-21 academic year, there were 9,610 more female JD students than male -- 61,949 women and 52,339 men.

In fact, men are increasingly turning away from law schools while women are increasingly drawn to them. The number of men in ABA-accredited law schools has declined every year in the past decade -- from 78,516 in 2010 to 52,339 in 2020. Meanwhile, the number of women has increased each of the past four years -- from 55,766 in 2016 to 61,949 in 2020.

Law School Enrollment by Gender: 1970-2020



25 Number of law schools where women are 60%+ of the student body

0 Number of law schools where men are 60%+ of the student body

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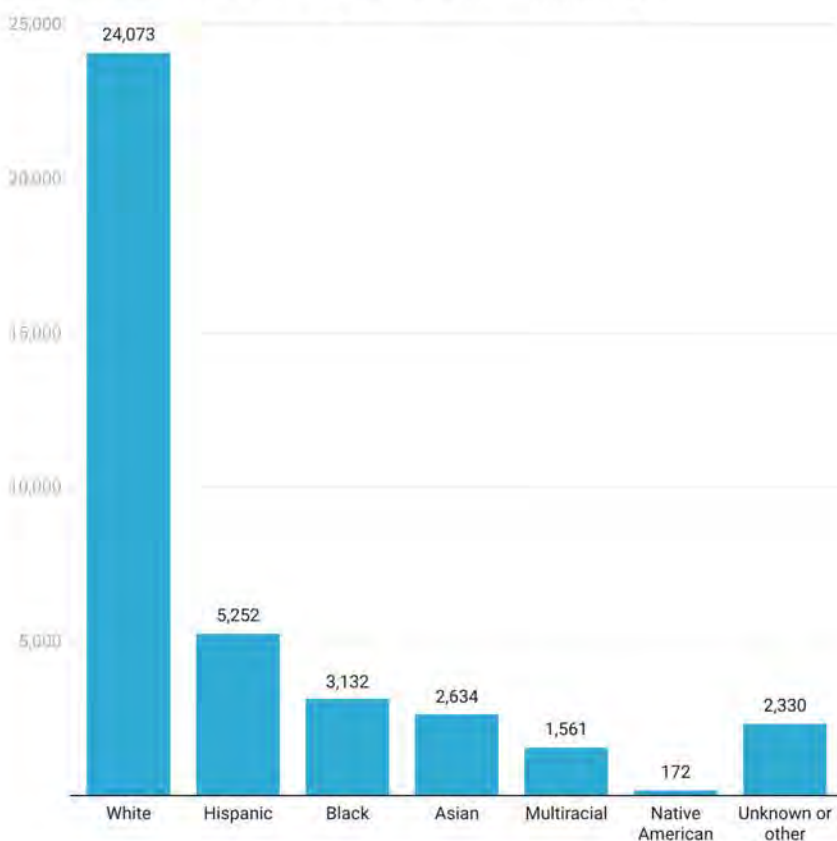
Law School Demographics **continued**

Law school classes have become gradually more diverse in recent years. In 2011, 25% of law students were minorities. In 2020, nearly one-third of all students pursuing a JD degree (32%) were students of color. Similarly, more than 40 years ago, in 1978, students of color occupied just 9% of first-year law school seats. In 2020, 61% of first-year law students were white, 13% Hispanic, 8% Black, 7% Asian, 4% multiracial and 6% were classified as race unknown or other.

Fast facts:

- Which law school has the highest ratio of men to women? Liberty University -- 57% male.
- Outside of Puerto Rico, which law schools awarded the greatest proportion of their juris doctor degrees in 2020 to students of color? Howard (99%), Texas Southern (93%) and St. Thomas of Florida (81%).
- 232 law students in 2020 identified as neither male nor female. The largest number (17) were at Mitchell Hamline.

First-Year Students by Race and Ethnicity



Source: ABA Section on Legal Education and Admissions to the Bar

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Employment After Graduation

Unemployment among new law school graduates ticked up nearly two percentage points during the pandemic, according to data compiled by the ABA Section of Legal Education and Admissions to the Bar.

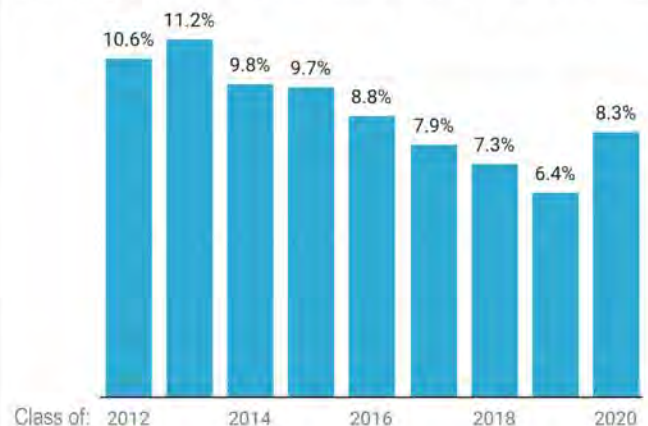
For the law school Class of 2020, unemployment 10 months after graduation was 8.3%. A year earlier, unemployment 10 months after graduation for the Class of 2019 was 6.4%.

In the Class of 2020, more law school graduates took jobs in public interest law and fewer took jobs in government, business and clerkships than a year earlier.

Despite these changes, nearly half of all law school graduates (48%) were working in law firms 10 months after graduation. That number has been relatively steady. It was 48.1% a year earlier. But it is up significantly from eight years ago, when 39.3% of the graduates in the Class of 2012 found work at law firms.

Roughly 1 in 10 graduates (10.2%) took government jobs. That is down from 11.5% for a year earlier. Another 9.3% of 2020 graduates took jobs in business and industry – down from 14.9% for graduates eight years earlier.

Law School Graduates Unemployed 10 Months After Graduation



Fast fact:

- Fewer new lawyers got jobs requiring bar passage within 10 months of graduation in 2020. It was 73.7% for the Class of 2019, but 71.8% for the Class of 2020 – a drop of nearly two percentage points in the past year.

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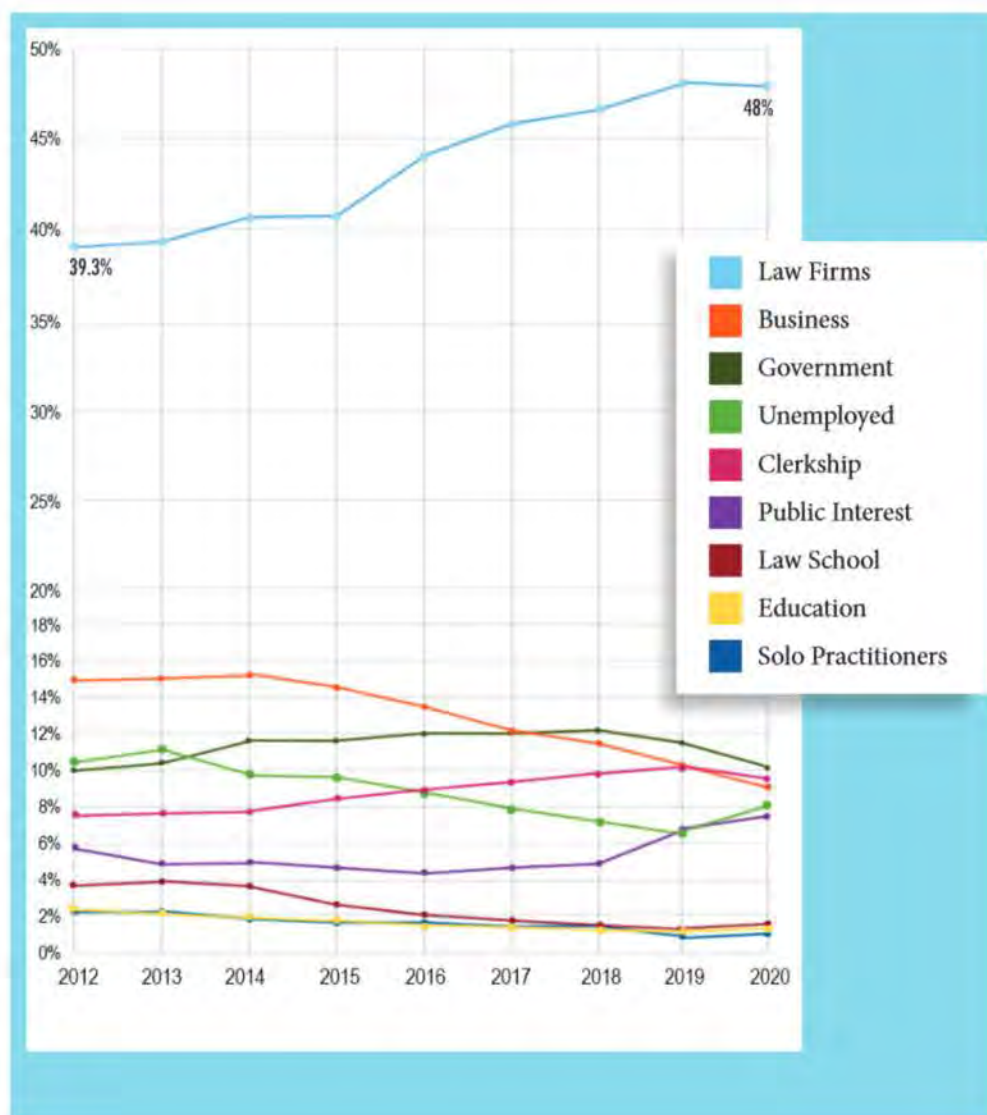
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Employment After Graduation **continued**

For several years, judicial clerkships have grown more popular as first jobs out of law school, but that number declined in the past year. Nearly 1 out of every 10 graduates in the Class of 2020 (9.5%) took a clerkship after graduation. Eight years earlier, that was 7.3%.

Meanwhile, the number of graduates who went into solo practice straight out of law school remains small. Less than 1% of all 2020 grads (0.9%) took the solo route – roughly the same as a year earlier, when it was 0.8%.

Where Law School Graduates Work 10 Months After Graduation: Class of 2012-2020



Source: ABA Section on Legal Education and Admissions to the Bar

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Bar Passage Rates

Despite the turmoil of the COVID-19 pandemic, passage rates for the bar exam rose for the second straight year in 2020, according to data from the National Conference of Bar Examiners, which develops the test and collects data from states.

Among first-time test-takers, more than 3 out of 4 (76%) passed the bar exam in 2020. That's the highest passage rate since 2013, when 78% of all first-time test-takers passed. It also marks a significant rebound from 2018, when 69% passed, but is still below the peak of 2008, when 82% of first-time test-takers passed.

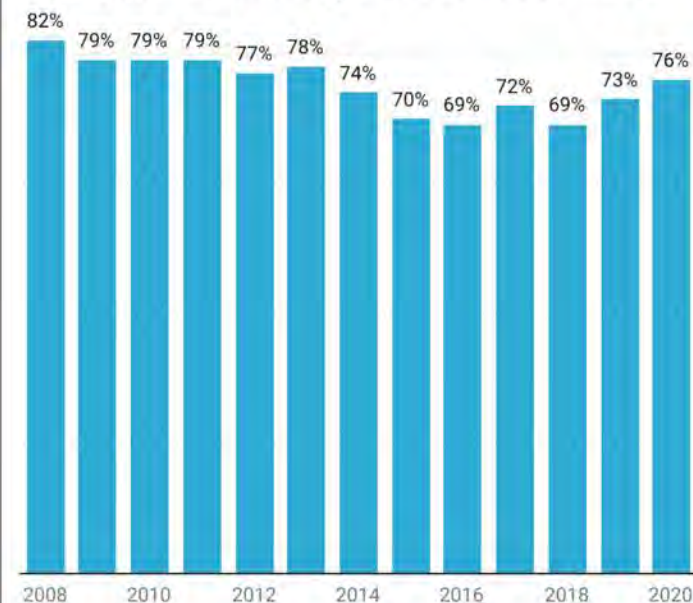
The pandemic may have affected participation in the bar exam. The number of people who took the exam for the first time dropped 10% in 2020 – from 44,367 in 2019 to 39,968 in 2020.

There was a significant difference in passage rates between first-time test-takers and repeat test-takers. Among first-timers, 76% passed the bar exam in 2020. Among repeaters, only 33% passed. Also, nearly twice as many took the exam for the first time compared to those repeating the test in 2020 (39,968 versus 20,816).

Bar Passage Rates for First-Time Test-Takers and Repeaters: 2020



First-Time Bar Passage Rates: 2008 - 2020



Number of People Taking the Bar Exam for the First time: 2019 & 2020



Source: National Conference of Bar Examiners

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Bar Passage Rates **continued**

Passage rates varied widely based on where test-takers learned the law. The passage rate for all test-takers from ABA-accredited schools – both first-timers and repeaters – was 66% in 2020. Just 24% of students who attended non-accredited law schools passed the bar.

There was also a significant difference in passage rates among the 50 states. In 2020, Kansas had the highest passage rate among first-time test-takers at 89%. Rhode Island and Louisiana had the lowest passage rates at 60%.

State size did not relate to bar passage rates. New York, with more than 6,300 first-time bar exam takers, the most in the country, had a passage rate of 80% -- slightly higher than the national 76% rate. But California, second in the nation with nearly 6,200 first-time test-takers, had one of the lowest passage rates at 67%.

Fast facts:

- The vast majority of test-takers in 2020 (87%) went to ABA-accredited law schools.
- 45 people who took the bar exam in 2020 skipped law school and studied at law offices, which is allowed in a few states. About half (22) were from Washington state. Nationwide, just 36% of those who studied in law offices passed the exam. (California did not report its data in this category.)

Bar Passage Rates by Type of Legal Education: 2020



States with the HIGHEST Passing Rates: 2020

Kansas	89%
Oklahoma	87%
New Mexico.....	86%
Oregon	86%
Missouri	85%
Nebraska	85%

States with the LOWEST Passing Rates: 2020

Florida.....	69%
Alabama.....	69%
California.....	67%
Washington	64%
Louisiana	60%
Rhode Island	60%



Source: National Conference of Bar Examiners

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Bar Passage Rates - Race, Ethnicity and Gender

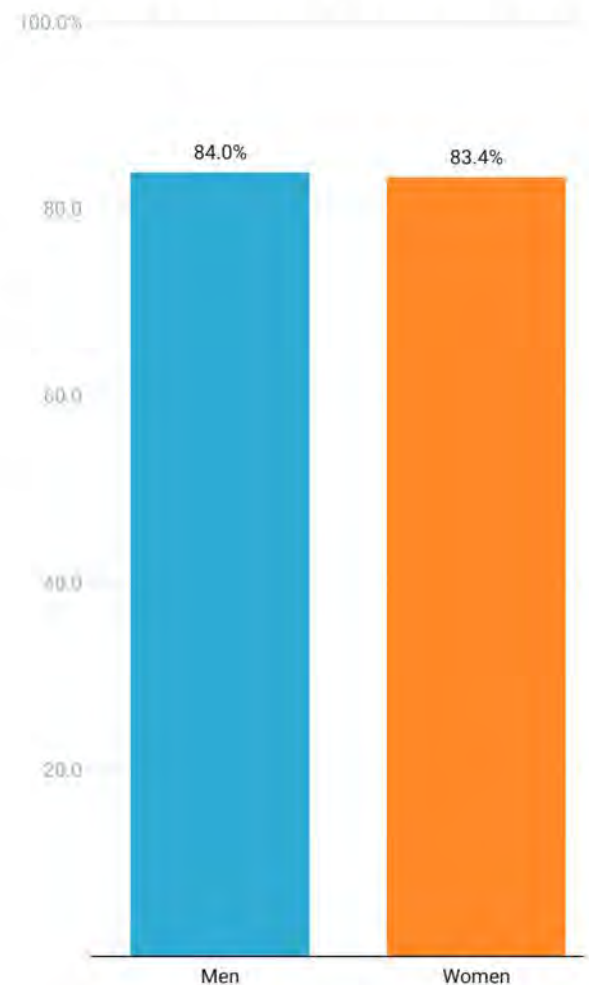
White test-takers were more likely to pass the bar exam in 2020 than test-takers of other races and ethnicities, according to statistics released by the ABA Section of Legal Education and Admissions to the Bar.

Among white men and women taking the bar exam for the first time, 88% passed. By comparison, 66% of Black first-time test-takers passed, 76% of Hispanics, 78% of Hawaiians, 78% of Native Americans and 80% of Asians. Among all test-takers of color, the passage rate was 75%.

The gap narrows somewhat over time, including people taking the exam more than once. For example, for the Class of 2018, 93% of white test-takers ultimately passed the exam two years after graduation, as did 71% of Hawaiians, 79% of Blacks, 84% of Hispanics, 86% of Native Americans and 88% of Asians.

There was little difference in bar passage rates between men and women: 84% of men passed the exam on the first try in 2020, as did 83% of women.

Bar Passage Rates by Gender: 2020



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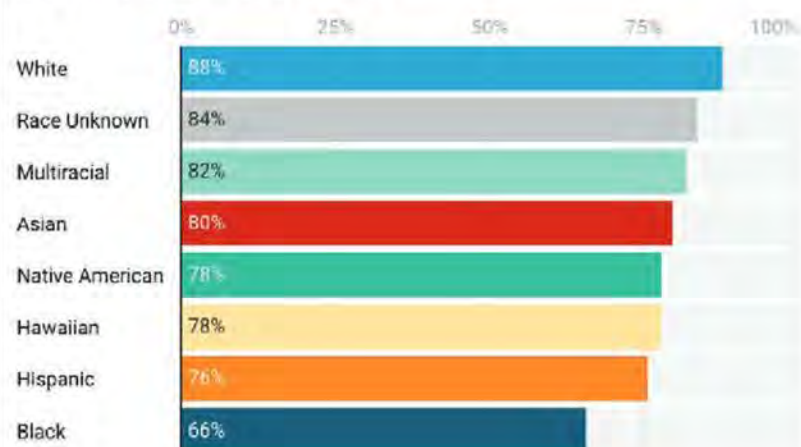
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Bar Passage Rates - Race, Ethnicity and Gender **continued**

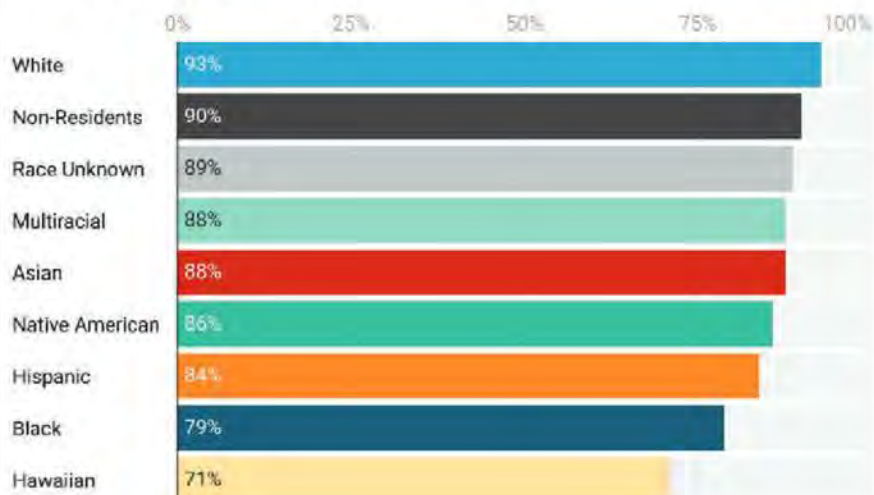
This was the first time the ABA released bar exam results by race, ethnicity and gender.

The data was requested by many lawyers during debate in 2019, when the ABA changed bar exam standards. Under the new standard, ABA-approved law schools must have 75% of their graduates who take the bar exam pass within two years of graduation or face the potential of being found out of compliance.

2020 Bar Passage Rates by Race and Ethnicity for First-Time Test-Takers



Ultimate Bar Passage Rate by Race and Ethnicity Class of 2018



Source: ABA Section of Legal Education and Admissions to the Bar, Summary Bar Pass Data by Race, Ethnicity and Gender

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Law School Debt

Many new lawyers postpone major life decisions like marriage, having children and buying houses, or reject them outright, because they carry huge student loan debts. Those debts make many young lawyers anxious, depressed and regretful.

Those are the conclusion of a 2021 survey by the ABA Young Lawyers Division and AccessLex. Expanding on a 2020 survey on the same subject, the new survey of more than 1,300 new lawyers – most in their 20s and 30s – showed that student loan debt forces the newest generation of lawyers to make major financial, personal and career sacrifices.

The report will be released in August 2021 at ambar.org/debt.

How Law School Debt Affected Major Life Decisions



Nearly all law school graduates are affected. More than 90% of the lawyers surveyed took out law school loans. Their average total education debt upon graduation – money owed from law school, undergraduate school and other education expenses – was \$120,000.

For many young lawyers, student debt actually increases over time. More than a quarter (27%) said they have more debt now than when they graduated from law school. The median current debt at the time of the survey was \$100,000.

Participants said heavy student loan debt affected virtually every aspect of their lives, including:

Having children: More than one-third (39%) said they postponed or decided not to have children because of their debts. That was especially true for Asian lawyers (48%) and white lawyers (42%).

Getting married: More than 1 in 4 (27%) said they postponed or decided not to get married because of their debts. That was especially true for white and Asian lawyers (both 39%).

Housing: More than half (52%) said they postponed or decided not to buy a house because of their debts. That was especially true for Asian lawyers (64%) and Black lawyers (60%).

Transportation: Nearly one-third (31%) said they postponed or decided not to buy a car because of their debt. That was especially true for Hispanic lawyers (35%).

Career: More than half (55%) said salary factored more heavily in their job selection than they anticipated when they began law school. One-third (33%) said they took a job that is less focused on public service or doing good than they intended when they began law school because of debt.

How Law School Debt Affected Career Decisions

Salary factored more heavily in my job selection than I anticipated when I began law school.

55%

Took a job that is less focused on public service or doing good than I intended when I began law school.

33%

Qualifying for loan forgiveness factored more heavily in my job selection than I anticipated when I began law school.

25%

Source: ABA Young Lawyers Division and AccessLex, 2021 Student Loan Debt Survey

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

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Law School Debt **continued**

The survey also found that student loan debt is hurting the mental health of young lawyers. Among the survey's findings:

Nearly two-thirds (65%) said student loan debts made them feel anxious or stressed in the last month.

More than half (53%) felt regretful or guilty.

Nearly half (44%) felt depressed or hopeless.

Nearly two-thirds (65%) said they felt overwhelming or high stress about their personal finances in general.

In spite of the findings, a strong majority (61%) said they would still get a J.D. degree knowing what they know now, and most (55%) said they would attend the same law school. However, less than half (47%) agreed with the statement "My law school education was worth the cost." And only 1 in 5 (22%) said they were happy with the loan counseling they received before graduation.

How Stressed Do You Feel About Your Personal Finances in General?

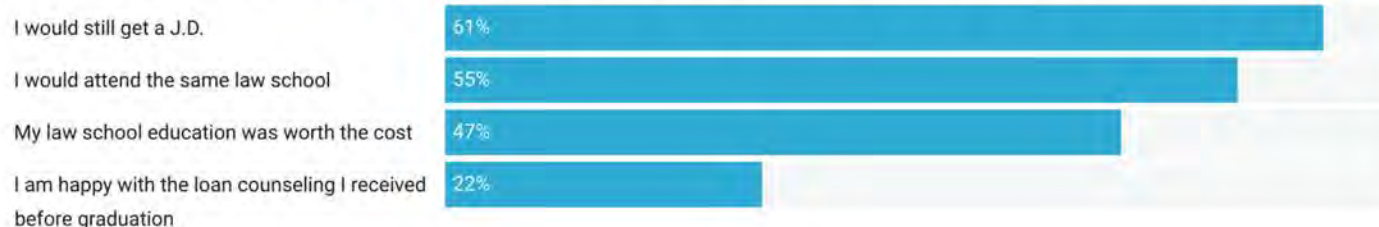
Overwhelming stress High stress Low stress No stress



In the Last Month, My Student Loan Debt Has Caused Me to Feel:



Knowing What I Know Now About Debt, Law School and the Legal Profession:



Source: ABA Young Lawyers Division and AccessLex, 2021 Student Loan Debt Survey

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Law School Debt - National Averages

The average law school graduate had \$145,500 in cumulative student loan debt in 2016, according to the U.S. Department of Education's National Center for Education Statistics. The average was down slightly from \$149,700 in 2012.

This is the most recent nationwide data available. The Education Department compiles data on graduate student debt every four years. The next report will be released in 2022.

Among all doctoral graduates in 2016, average cumulative debt for law students was in the middle of the pack. Average debt was higher for medical students (\$246,000) and doctoral students in health science professional practices (\$202,400). Average debt was lower for Ph.D.s in education, (\$111,900), Ph.D.s in fields other than education (\$98,800) and doctorates that are not Ph.D.s (\$132,200).

**Average Cumulative Student Debt
Among Law School Graduates: 2000-2016**



Fast facts:

- 71% of all law school graduates borrowed money for law school in 2016. That was down from 92% in 2008.
- 57% of all law school students worked while they were in law school in 2016.

Source: U.S. Department of Education, National Center for Education Statistics

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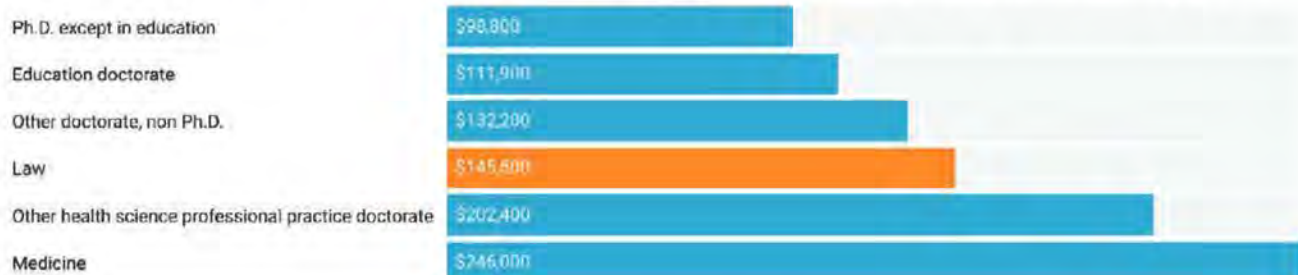
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Law School Debt - National Averages **continued**

From 2000 to 2016, average law student debt rose 77% – from \$82,400 to \$145,500. The average debt increase over the same period for medical students was 97%, and for Ph.D. students in fields other than education it rose 104%. The average debt increase was higher for law students than the increase for education doctoral students (66%) and nearly equal to the debt increase for doctoral students in other health science professional practices (75%).

Average Cumulative Law Student Debt Compared with Other Graduate Students: 2016



Average Cumulative Student Law School Debt by Race and Ethnicity: 2016



Source: U.S. Department of Education, National Center for Education Statistics

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

JUDGES

- Diversity on the Federal Bench
- New Federal Appointments
- Diversity on State Supreme Courts



PROFILE OF THE LEGAL PROFESSION

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JUDGES

Diversity on the Federal Bench

The federal judiciary is overwhelmingly dominated by judges who are white and male, and that has changed very little in the past four years, according to statistics from the Federal Judicial Center, the research and educational arm of the U.S. court system.

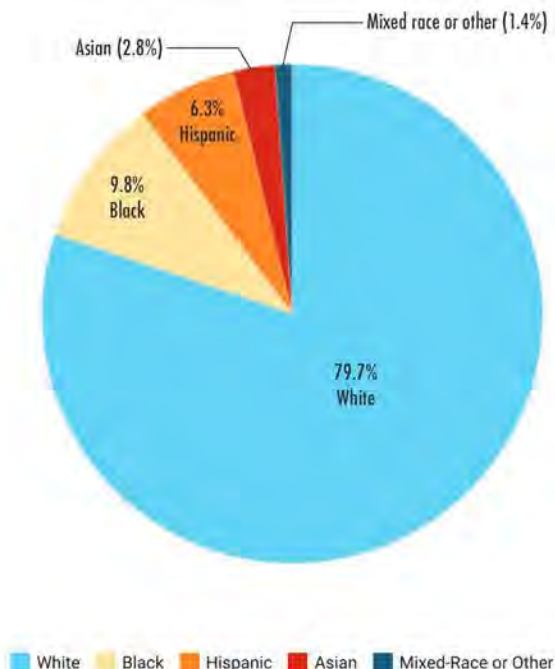
As of July 1, 2021, there were 1,381 sitting federal judges nationwide. Nearly four out of five of those judges (79.7%) were white. That's a slight decrease from 79.9% in 2016. Overall, 1,101 federal judges identified as white and seven others identified themselves as partially white. As recently as 1992, more than 90% of federal judges were white.

Meanwhile, the percentage of Blacks on the federal bench has dropped slightly – from 10.8% in 2016 to 9.8% in 2021. Overall, 136 federal judges identified as Black and seven identified as partially Black. The first African American federal judge took office in 1945.

The percentage of Asian Americans in the federal judiciary rose slightly – from 2% in 2016 to 2.8% in 2021. Thirty-eight federal judges nationwide identified as Asian American and four others identified as partially Asian. One identified as Chaldean and one as Pakistani. The first Asian American federal judge was appointed in 1971.

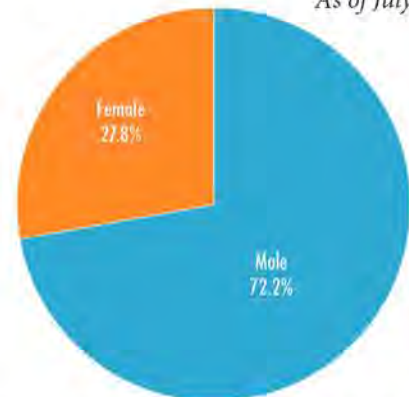
Federal Judges by Race & Ethnicity: 2021

As of July 1, 2021



Federal Judges by Gender: 2021

As of July 1, 2021



The percentage of federal judges who are Hispanic was 6.3% in 2021 – a slight decrease from 6.6% in 2016. Eighty-seven federal judges identified as Hispanic and nine others identified as partially Hispanic, as of July 1, 2021. The first Hispanic federal judge took office in 1961.

Two federal judges are Native American. That is just one-tenth of 1% of all federal judges and the number has not changed since 2014. Nationally, 1.3% of the U.S. population is Native American. The first Native American federal judge took office in 1979.

Meanwhile, the percentage of female federal judges grew slightly, from 25.9% in 2016 to 27.8% in 2021. The first female federal judge was appointed in 1928.

Fast facts:

- The racial composition of the federal bench has changed slowly in the past four decades. In 1980, 91% of all federal judges were white. In 2021, that percentage is 79.7%.
- The gender of the federal bench has changed more substantially. In 1980, 5% of all federal judges were women. In 2021, that percentage was 27.8%.

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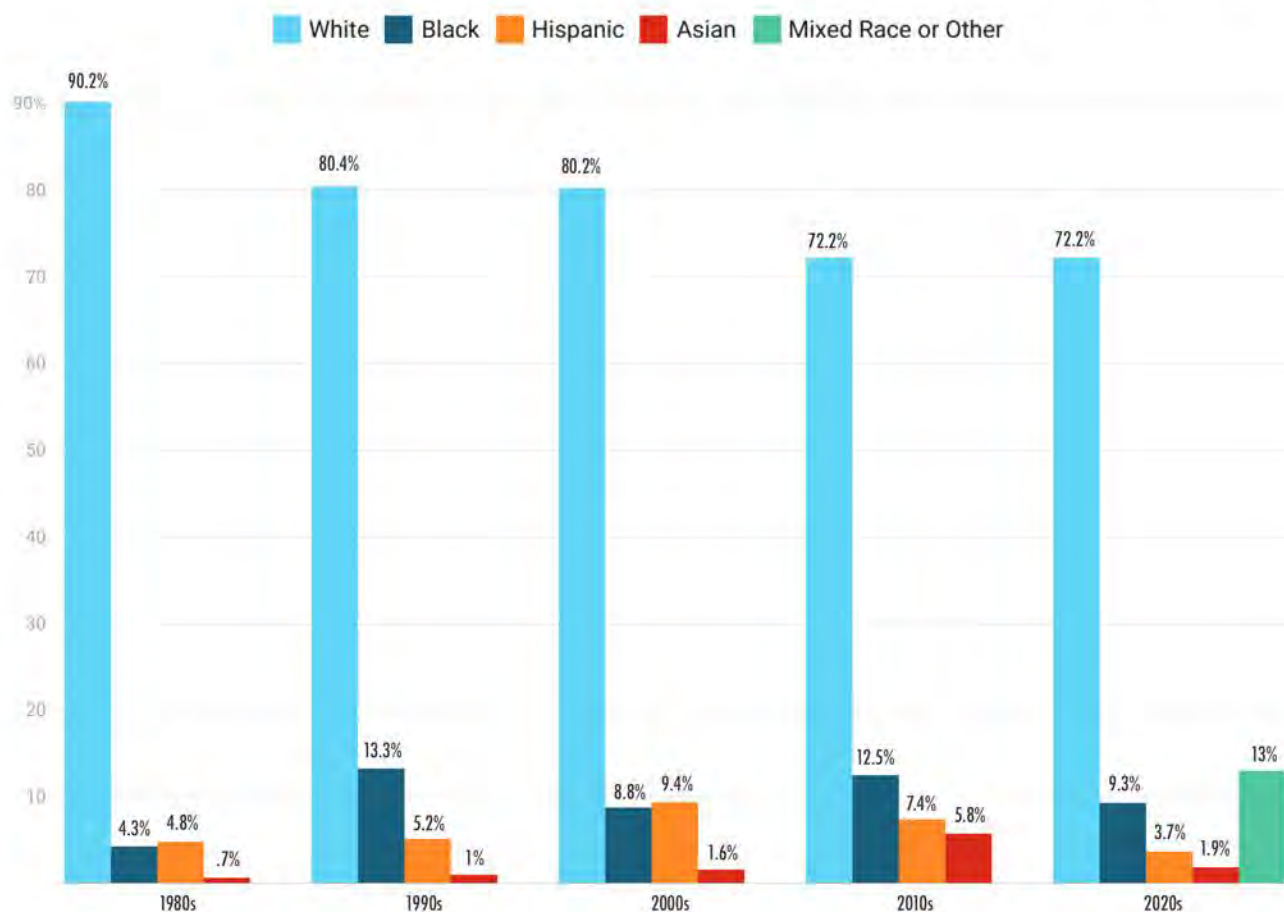
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JUDGES

Diversity on the Federal Bench **continued**

Federal Judges by Race & Ethnicity by Decade Confirmed: 1980s – 2020s

As of July 1, 2021



Source: Federal Judicial Center

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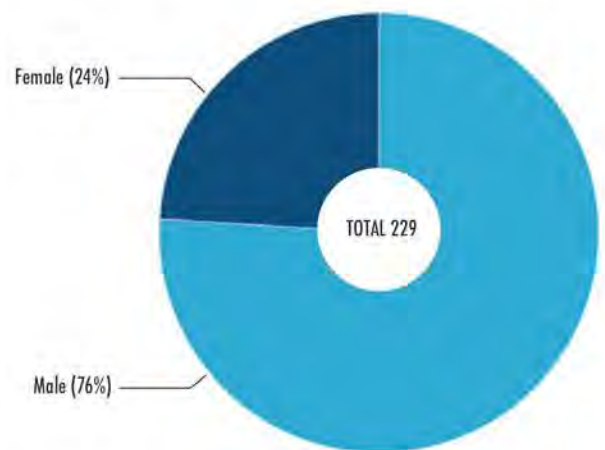
JUDGES

New Federal Appointments

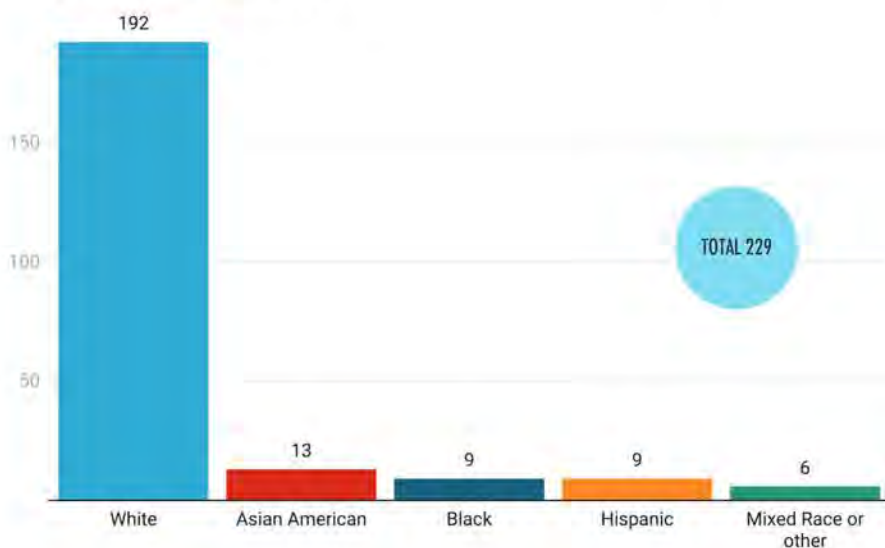
During the past four years, from 2017 through 2020, the U.S. Senate confirmed 229 federal judges. Of those, 192 (84%) were white, 13 (6%) were Asian American, nine (4%) were Black and nine (4%) were Hispanic, according to the Federal Judicial Center, the research and educational arm of the U.S. court system. None were Native American. Over the same four years, 174 of the people confirmed to federal judgeships (76%) were men and 55 (24%) were women.

Historically, very few women were confirmed to the federal bench before the 1970s. For example, only four of the 332 federal judges confirmed in the 1960s were women. The number of confirmed female judges grew steadily after that. By the 1990s, 25% of all federal judges confirmed in that decade were women.

Federal Judges Confirmed in 2017 - 2020 (Gender)



Federal Judges Confirmed in 2017 - 2020 (Race & Ethnicity)



Source: Federal Judicial Center

PROFILE OF THE LEGAL PROFESSION

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JUDGES

New Federal Appointments **continued**

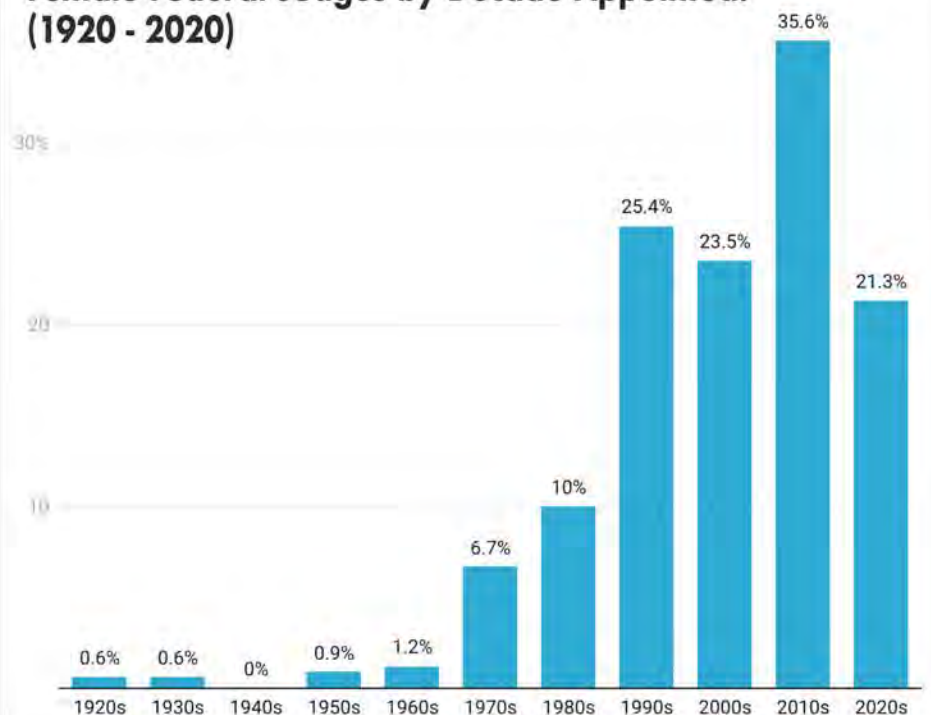
Similarly, the number of judges of color confirmed as federal judges has grown substantially since the 1940s. In the 1940s and '50s, only three federal judges confirmed by the Senate were Black. Since Jan. 1, 2010, 12% of all judges confirmed have been Black, while 73% were white, 7% Hispanic and 6% Asian American. One judge was Native American.

The Federal Judicial Center also began tracking judges of mixed race and ethnicity in recent years. For example, among the 541 federal judges confirmed since Jan. 1, 2010, eight were of mixed race or ethnicity.

Fast facts:

- 1994 was the year when the most Black judges were confirmed: 24.
- 2014 was the year when the most female judges were confirmed: 34.
- 2011 was the year when the most Hispanic judges were confirmed: 9.

**Female Federal Judges by Decade Appointed:
(1920 - 2020)**



Source: Federal Judicial Center

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

JUDGES

Diversity on State Supreme Courts

White men are more heavily represented among justices of the 50 top state courts than they are in the population overall, according to a 2021 study by the Brennan Center for Justice at New York University.

Across all state high courts, 17% percent of justices are Black, Latino, Asian American or Native American. By contrast, people of color make up 40% of the U.S. population.

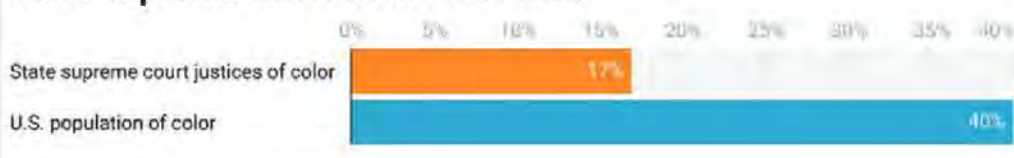
Also, 62% of all state supreme court justices are male, compared with 49% of the U.S. population.

The study found 22 states that have no justices that publicly identify as a person of color on their highest courts. In one state – Nevada – a majority of the population (51%) is of color, but all seven justices are white.

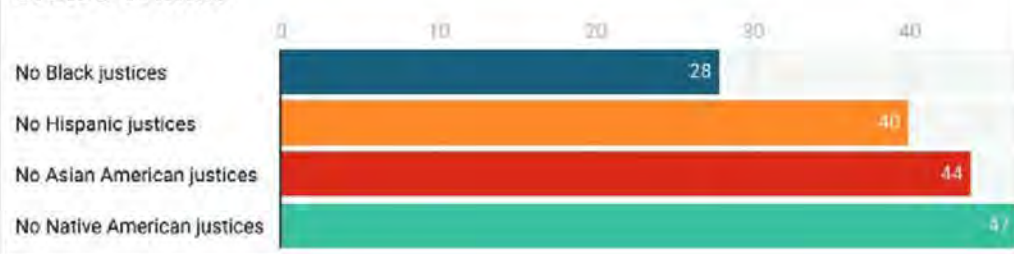
Female State Supreme Court Justices



State Supreme Court Justices of Color



States With...



Fast facts:

- Eleven states have never had a person of color on their highest courts.

In March 2020, Carla Wong McMillan became the first Asian American to serve on a state supreme court in the South. She was appointed by Georgia Gov. Brian Kemp.

Source: Brennan Center for Justice, State Supreme Court Diversity report, April 2021

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

JUDGES

Diversity on State Supreme Courts **continued**

There are no Black justices in 28 states, no Hispanic justices in 40 states, no Asian American justices in 44 states and no Native American justices in 47 states.

The study found that three of the four states with the largest Native American populations do not have a Native American justice (Arizona, California and Texas). And three of the five states with the largest Asian American populations do not have any Asian American justices (New Jersey, New York and Texas).

Over the past 14 months (February 2020 to April 2021), 41 new justices took office, but there was little change in overall demographics. Thirty of the 41 new justices (73%) were white, including in 17 states where people of color are at least 20% of the population.



States With All-White Supreme Courts

(Percentage of Residents of Color)

Maine	7%
Vermont	8%
West Virginia	8%
New Hampshire	10%
Montana	14%
Kentucky	16%
North Dakota	16%
Wyoming	16%
Idaho	18%
South Dakota	19%
Wisconsin	19%
Indiana	21%
Nebraska	21%
Utah	22%
Kansas	24%
Pennsylvania	24%
Michigan	25%
Tennessee	26%
Arkansas	28%
Alabama	35%
Alaska	40%
Nevada	51%

Source: Brennan Center for Justice, State Supreme Court Diversity report, April 2021

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN **BAR** ASSOCIATION

PRO BONO

- Hours Worked
- Type of Help
- Top States
- ABA Free Legal Answers
- Law Students

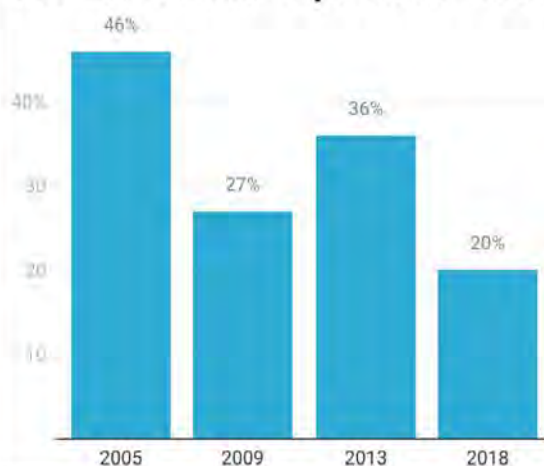


PROFILE OF THE LEGAL PROFESSION

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PRO BONO Hours Worked

Met the 50-hour Aspirational Goal



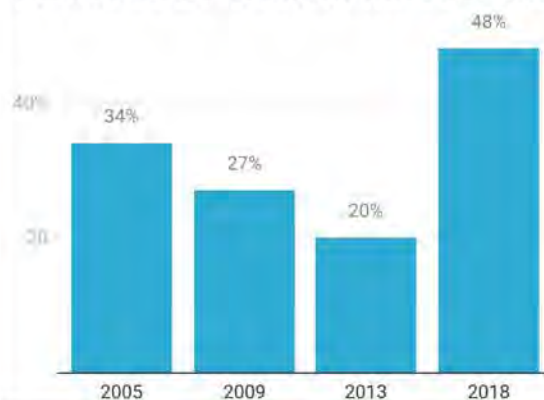
More than half of all American lawyers perform free pro bono services for clients who cannot afford to hire an attorney, according to a nationwide ABA survey released in 2018.

The survey of 47,000 lawyers in 24 states revealed that 52% provided pro bono services in the previous year, with the average lawyer working 37 hours. Some lawyers provide much more pro bono work. According to the survey, 9% provided 50 to 79 hours of pro bono work, and 11% provided more than 80 hours.

The ABA recommends that all lawyers perform at least 50 hours a year of pro bono services “to those unable to pay.” Approximately 20% of all lawyers meet this aspirational goal, according to the survey. This is down from 36% in the last survey, released in 2013.

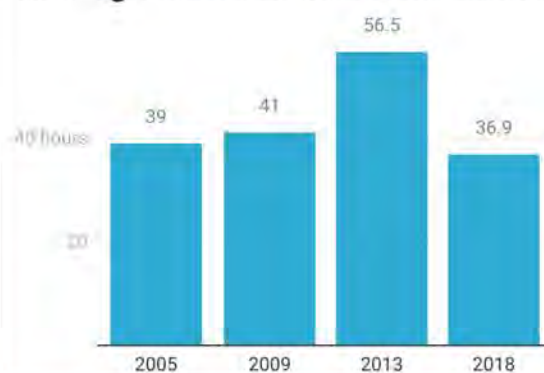
The survey shows that 48% of lawyers did no pro bono work in the previous year, and 19% said they have never done pro bono work.

No Pro Bono Work in the Past Year



The average hours worked fluctuates year by year, with no apparent trend. It was 39 hours in 2005, 41 hours in 2009, 56 hours in 2013 and 37 hours in 2018. Older lawyers – age 70 to 74 – perform the most hours (58 per year). Solo practitioners and lawyers from large firms and very large firms provide the most pro bono hours (45 hours, 48 hours and 73 hours, respectively).

Average Hours of Pro Bono Service



Fast facts:

- Lawyers generally do more pro bono work later in life. On average, lawyers in their 60s did 41 to 42 hours of pro bono work per year.
- 81% of attorneys believe pro bono work is somewhat or very important.

Source: “Supporting Justice: A Report on the Pro Bono Work of America’s Lawyers,” ABA Standing Committee on Pro Bono & Public Service, 2018, 2013, 2008 and 2004.

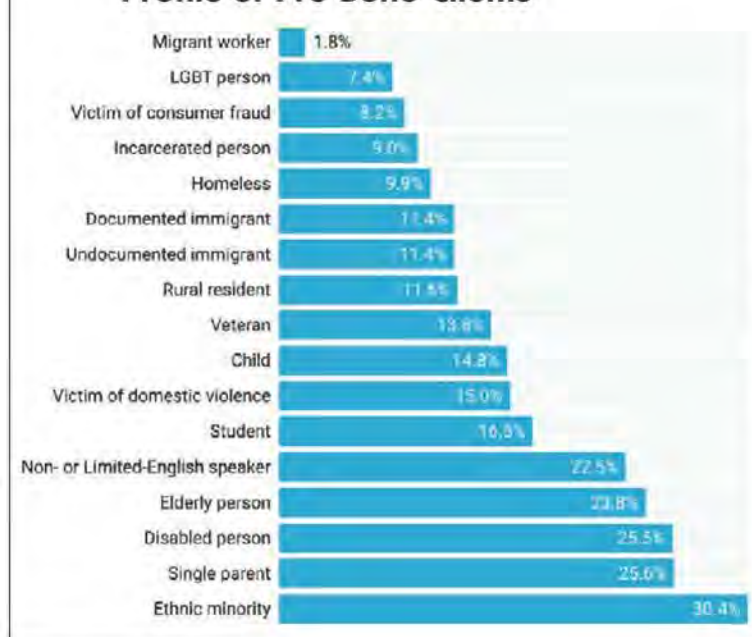
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

PRO BONO

Type of Help

Profile of Pro Bono Clients



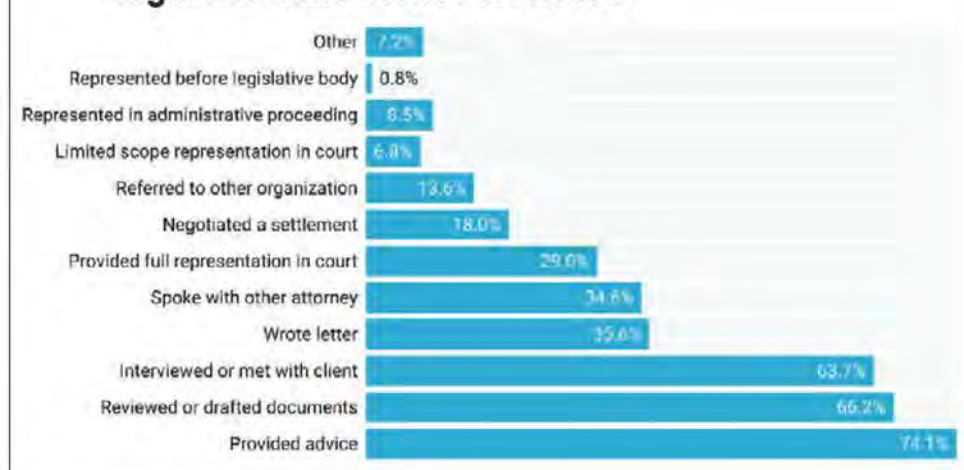
Most lawyers who provide pro bono services do so for individuals in need – 85%. Others help classes of individuals – such as a group of seniors or tenants – or organizations. For those who help individuals, the average hours worked were relatively high – 57 hours a year.

Lawyers who performed pro bono work were asked if they had represented specific types of vulnerable clients. The most common clients receiving pro bono help were ethnic minorities (30%), single parents (26%), disabled individuals (26%), elderly individuals (24%), clients with limited English abilities (23%), students (17%) and victims of domestic violence (15%).

The type of pro bono legal work performed varies widely, depending on the client and type of case. The most common tasks performed were providing advice (74%), reviewing or drafting documents (66%), interviewing clients (64%), writing letters (36%), working with other attorneys (35%), providing full representation in court (29%) and negotiating a settlement with other parties (18%).

Family law was the most common legal area of service for pro bono services, followed by criminal law, litigation, estate planning or probate, immigration and real estate law. Most lawyers tend to accept pro bono cases in their areas of expertise.

Legal Pro Bono Tasks Performed



Source: "Supporting Justice: A Report on the Pro Bono Work of America's Lawyers," ABA Standing Committee on Pro Bono & Public Service, 2018, 2013, 2008 and 2004.

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

PRO BONO Top States

In the 24 states where lawyers were surveyed about their pro bono work, results in several states were notable.

Washington state:

An average of 57 hours of pro bono service per lawyer for all lawyers – the highest among all states surveyed. Two-thirds of all lawyers in Washington (68%) reported doing at least some pro bono work. Among those, the average amount of pro bono work performed was 77 hours. Washington also had the lowest percentage of lawyers who have never performed pro bono work – 10%.

Tennessee:

Lawyers reported working an average of 53 hours of pro bono service – the second-highest among the states surveyed. Tennessee was tops among states in percentage of lawyers who provided more than 80 hours of pro bono service – 20%.

Vermont:

Three-quarters of all lawyers (78%) reported providing some type of public service – the highest among all the states surveyed.

Wyoming:

Lawyers reported working an average of 49 hours of pro bono service – the third-highest among the states surveyed.



The 24 states surveyed in the "Supporting Justice" pro bono 2018 report are Alabama, Arkansas, Arizona, California, Illinois, Kansas, Louisiana, Maryland, Maine, Minnesota, Mississippi, New Mexico, New York, Ohio, Oregon, Rhode Island, Tennessee, Texas, Utah, Vermont, Washington, West Virginia, Wisconsin, Wyoming.

Source: "Supporting Justice: A Report on the Pro Bono Work of America's Lawyers," ABA Standing Committee on Pro Bono & Public Service, 2018, 2013, 2008 and 2004.

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

PRO BONO

ABA Free Legal Answers

During the COVID-19 pandemic, ABA Free Legal Answers saw a big jump in the number of questions posed by people with legal problems, along with a dramatic increase in the number of lawyers volunteering to answer those questions.

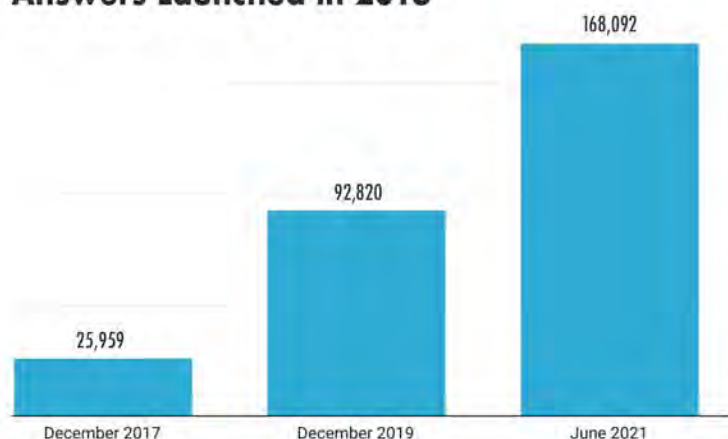
Sponsored by the ABA Standing Committee on Pro Bono and Public Service, ABA Free Legal Answers – www.abafreelegalanswers.org – is a virtual legal clinic through which income-eligible clients can post civil legal questions, which are then answered by pro bono attorneys. Currently, lawyers in 40 states and U.S. territories are available to answer questions. Another five jurisdictions have committed to participate.

Since Free Legal Answers launched in 2106, it has received more than 168,000 questions and more than 9,500 volunteer attorneys have registered to answer those questions. The most common questions concern legal issues related to family and children (40%), housing and homelessness (14%) and finance (11%).

Since March 2020, when the pandemic began, Free Legal Answers has received more 66,531 questions – an increase of 43% over the previous year. In June 2021 alone, the program received 4,640 questions, many related to the pandemic. Also since March 2020, 2,606 volunteer lawyers have registered to answer questions – an increase of 21% over the previous year.

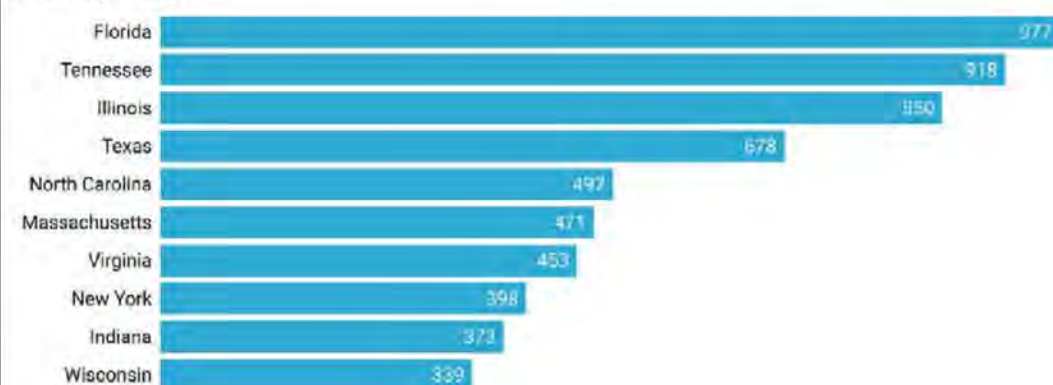
In early 2021, ABA Free Legal Answers expanded to accept questions on immigration and veterans issues. The website for that service is at <https://abafederal.freelegalanswers.org>.

Questions Submitted Since ABA Free Legal Answers Launched in 2016



Top 10 States for Volunteer Attorneys with ABA Free Legal Answers

As of July 1, 2021



Source: ABA Free Legal Answers

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

PRO BONO Law Students

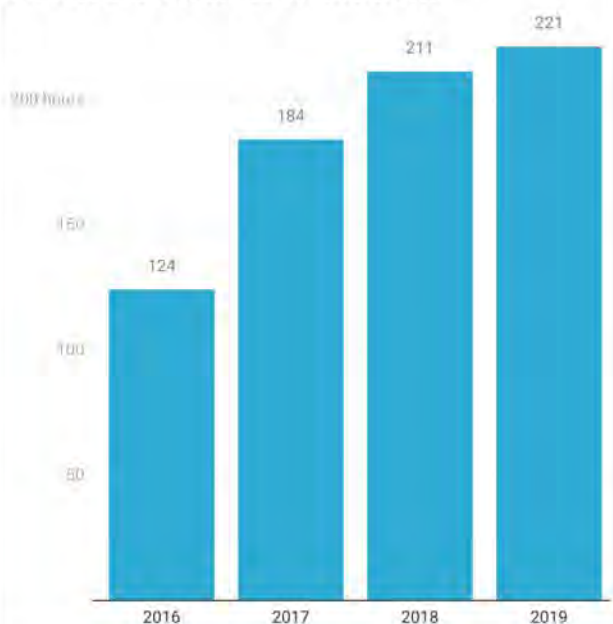
The typical third-year law student performs 221 hours of pro bono legal work through clinics, other experiential courses and pro bono activities, according to the 2019 Law Student Pro Bono Hours Survey conducted by the Association of American Law Schools.

That figure is an average of the 4.38 million hours of pro bono service performed by 19,885 law students in the Class of 2019 at 105 law schools across the country. The schools represent more than half of all students in the Class of 2019 at ABA-accredited law schools.

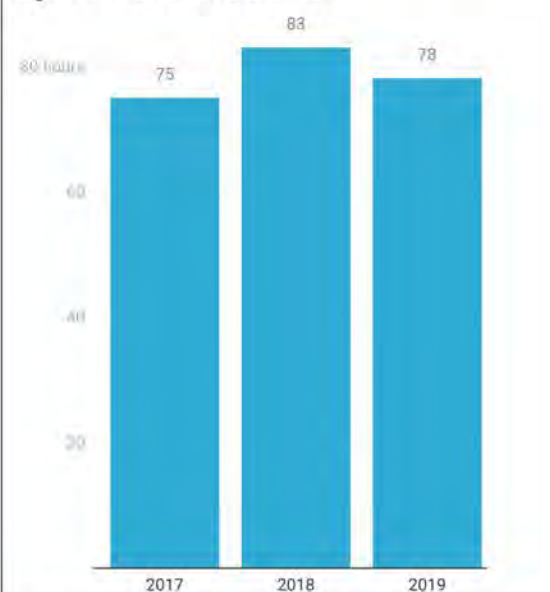
The hours worked is rising over time. AALS has conducted the survey since 2016. The 2016 survey found each graduating law student performed an average of 124 hours of pro bono work. In 2017, that figure rose to 184 hours, and in 2018 it was 211. AALS estimated that pro bono work by third-year law students in 2019 was worth \$112 million.

For all students surveyed in all years of law school – not just third-year students – the number of pro bono hours worked in 2019 was 4.69 million. That's an average of about 78 hours per student.

**Average Hours of Pro Bono Work
Per Third-Year Law Student**



**Average Hours of Pro Bono Work
by All Law Students**



Source: Association of American Law Schools' Law Student Pro Bono Survey 2019

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN **BAR** ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

- Demographics
- Women in Law Firms
- Women in Law Schools
- Walking Out the Door



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

Demographics

The percentage of female lawyers has slowly inched up over the past decade, according to the ABA National Lawyer Population Survey, a tally of lawyers by every licensing agency in every state. In 2010, fewer than one-third of all lawyers (31%) were women. Eleven years later, in 2021, the percentage stood at 37%.

The long-term trend is easier to see when viewed over the course of decades. The biggest growth in female lawyers came in the 1980s and '90s. From 1950 to 1970, only 3% of all lawyers were women. The percentage increased to 8% in 1980, 20% in 1991 and 29% in 2000.

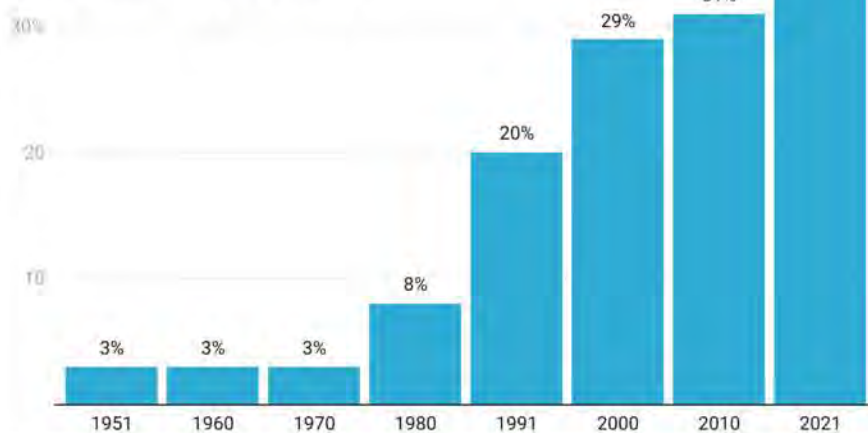
The trend is also apparent at law schools. Since 2010, the number of male students has declined every year – from 78,516 in 2010 to 52,339 in 2020. Meanwhile, the number of female law school students has increased every year since 2015 – from 55,766 in 2016 to 61,949 in 2020. Women now significantly outnumber men in U.S. law schools, and the gap is widening. In 2020, there were 9,610 more female students than male students.

The number of female federal judges has increased dramatically. The first woman was appointed to the federal judiciary in 1928, when 217 men held that position. By 1950, there were still only three female federal judges.

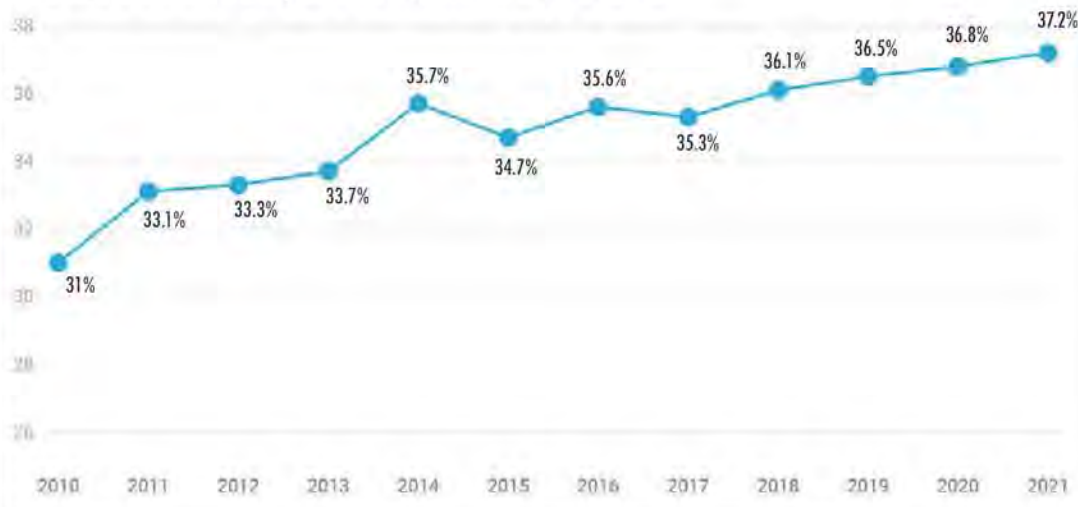
That rose to 46 in 1980. And by July 1, 2021, 384 women were on the federal bench – roughly 1 in 4 (28%) of all federal judges.

Women fare better in state Supreme Courts, where they make up 39% of all high-court justices, according to a 2021 survey by the Brennan Center for Justice at New York University. That's roughly the same as the share of all lawyers who are women nationally: 37%.

Women in the Legal Profession by Decade: 1951-2021



Women in the Legal Profession: 2010-2021



Sources: ABA National Lawyer Population Survey; American Bar Foundation Lawyer Statistical Reports; Federal Judicial Center; Brennan Center for Justice

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

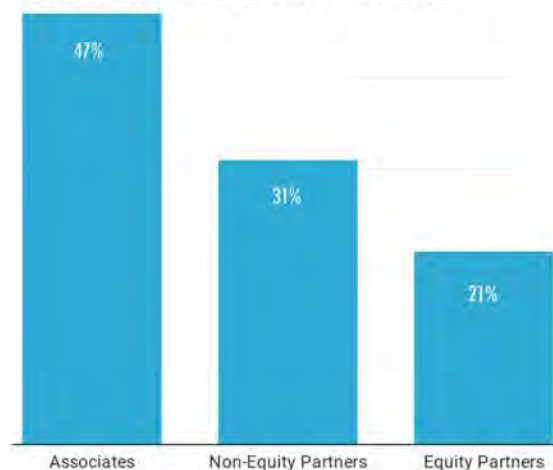
WOMEN IN THE LEGAL PROFESSION

Women in Law Firms

Although roughly half of all law school graduates have been female since 2000, the number of women in senior leadership roles at U.S. law firms is far less than half. However, the numbers have slowly edged up in recent years.

About 21% of all equity partners were female in 2020, according to the National Association of Women Lawyers. That's unchanged from 2019, but up from 15% in 2012. Also, about 31% of all non-equity partners were female in 2020, also unchanged from 2019, but up from 25% in 2011.

Women in Law Firms: 2020



Women of Color in Law Firms: 2020



Fast facts:

- 19% of firmwide managing partners are women.
- The average male equity partner bills more than the average female equity partner -- \$2,058,254 versus \$1,653,463.

Female Equity Partners: 2006-2020



No reports done in 2016 and 2013

Source: National Association of Women Lawyers 2020 Survey Report

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

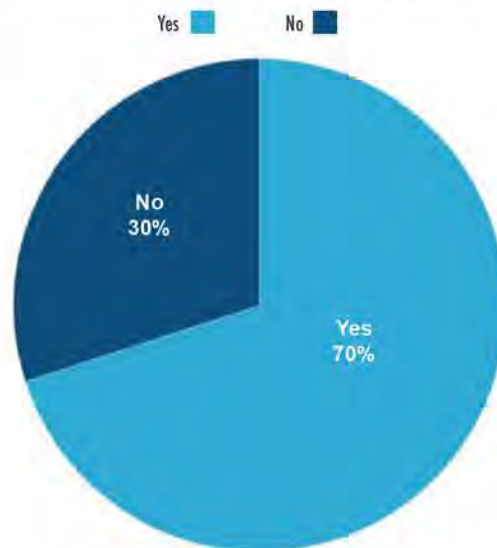
Women in Law Firms **continued**

Women of color also are not well-represented among law firm leaders. While 14% of law firm associates were women of color in 2020, they made up only 4% of non-equity partners and 3% of equity partners. Among 103 female lawyers of color surveyed in 2019, 70% reported leaving or considering leaving the legal profession, according to the recently published ABA report “Left Out and Left Behind.”

Pay for women at U.S. law firms continues to lag behind pay for men in similar positions. The gap is wider among equity partners than among associates and non-equity partners, according to the National Association of Women Lawyers:

- Among associates, average pay for women was 91% of average pay for men in 2020: \$198,687 versus \$217,898.
- Among non-equity partners, average compensation for women was 93% of average compensation for men: \$340,643 versus \$366,805.
- Among equity partners, average compensation for women was 85% of average compensation for men: \$728,923 versus \$861,349.

Female Lawyers of Color Who Have Left or Considered Leaving the Profession



Gender Pay: 2020



Sources: National Association of Women Lawyers 2020 Survey Report, Left Out and Left Behind: The Hurdles, Hassle and Heartaches of Achieving Long-Term Legal Careers for Women of Color, ABA 2020

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

Women in Law Schools

A majority of law school students in the United States are women: 54.1% in 2020. That's up from 48.4% in 2000.

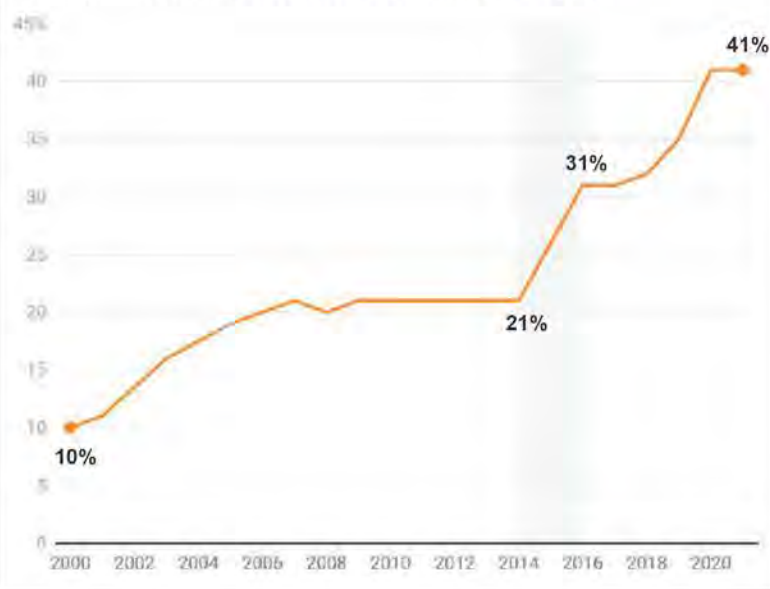
Women achieved majority status in ABA-accredited law schools only recently. The first time there were more first-year female students than first-year male students was in 2014. Two years later, in 2016, women made up a majority of all students in law schools for the first time.

Here's another way of looking at the gender trend in law schools: In 2020, nearly three times as many law schools had female majorities (143 law schools) as schools with male majorities (50 law schools). And at two law schools in 2020 (North Carolina Central and Northeastern), women outnumbered men by a 2-to-1 ratio.

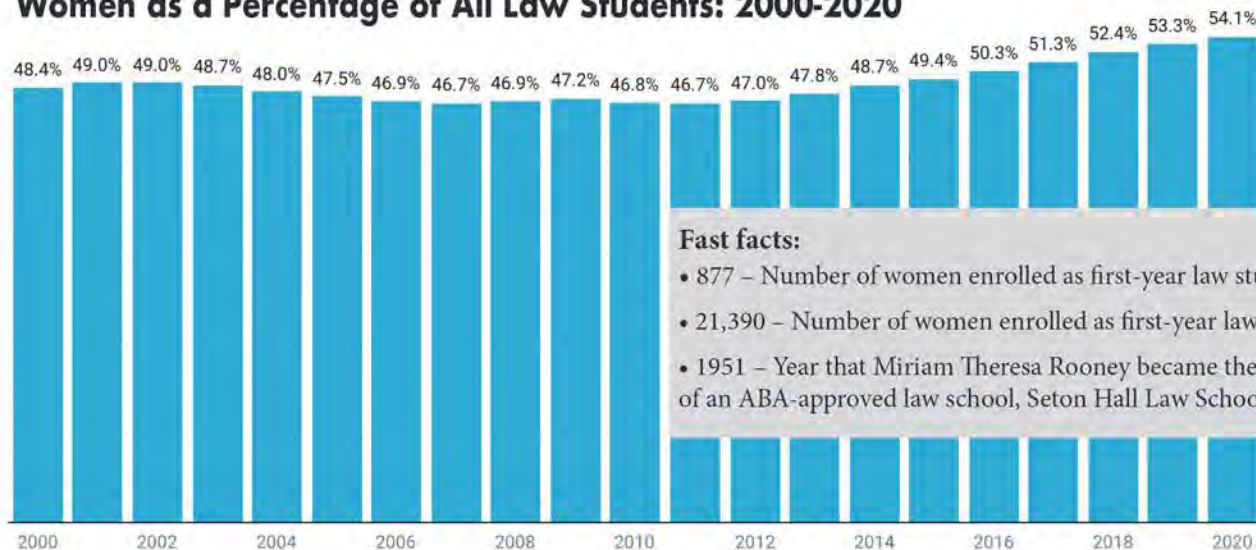
The change came slowly over several decades. In 1963, only 8.3% of first-year law students were female, rising to 16% in 1973, 38% in 1983 and 43% by 1993.

More women than ever are also leading U.S. law schools. In 2000, only 10% of law school deans were women. By 2009, the percentage of female deans rose to 21%. And as of May 1, 2021, 41% of all law school deans were women, according to Rosenblatt's Deans Database at the Mississippi College School of Law.

Female Law School Deans: 2000-2021



Women as a Percentage of All Law Students: 2000-2020



Fast facts:

- 877 – Number of women enrolled as first-year law students in 1964
- 21,390 – Number of women enrolled as first-year law students in 2020.
- 1951 – Year that Miriam Theresa Rooney became the first female dean of an ABA-approved law school, Seton Hall Law School.

Sources: ABA Section of Legal Education and Admissions to the Bar and Rosenblatt's Deans Database

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

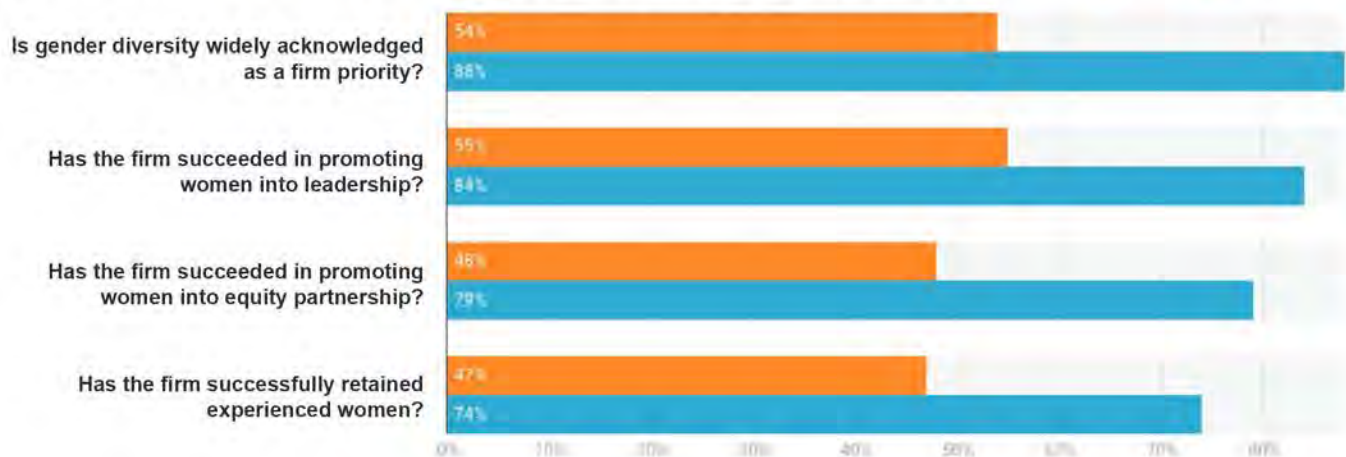
Walking Out the Door

Male and female lawyers strongly disagree on how well their law firms foster long-term careers for women. That is one conclusion from a study published in October 2019 by the ABA and ALM Intelligence, which explored why experienced female lawyers are leaving law firms. The report, “Walking Out the Door,” includes results from a survey of more than 1,200 senior lawyers at the nation’s biggest private law firms.

Generally, men thought their law firms treated women fairly, but women disagreed. For example, the vast majority of men (88%) said gender diversity is widely acknowledged as a firm priority. Barely half of women (54%) agreed. Also, nearly 3 out of 4 men (74%) said their law firms successfully retained experienced women. Less than half of women (47%) agreed.

How Men and Women View Law Firm Policies (% who said yes)

Women Men



PROFILE OF THE LEGAL PROFESSION

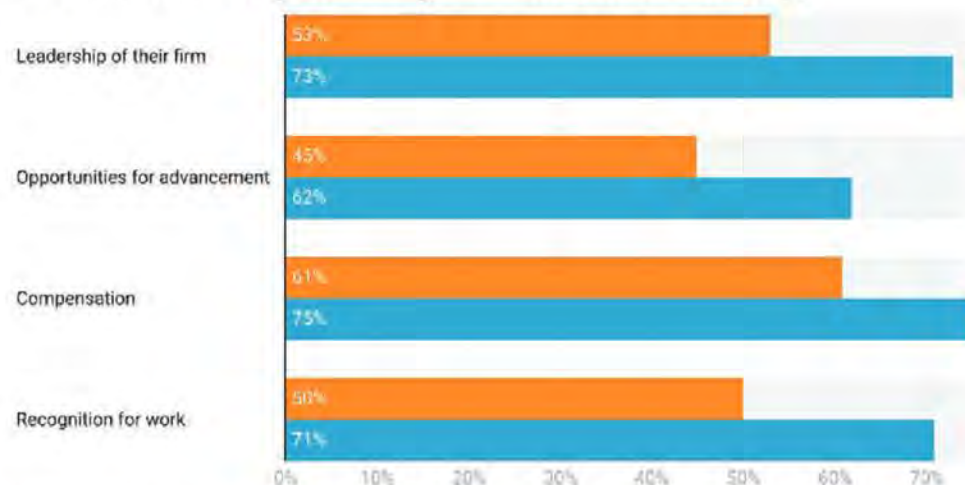
ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

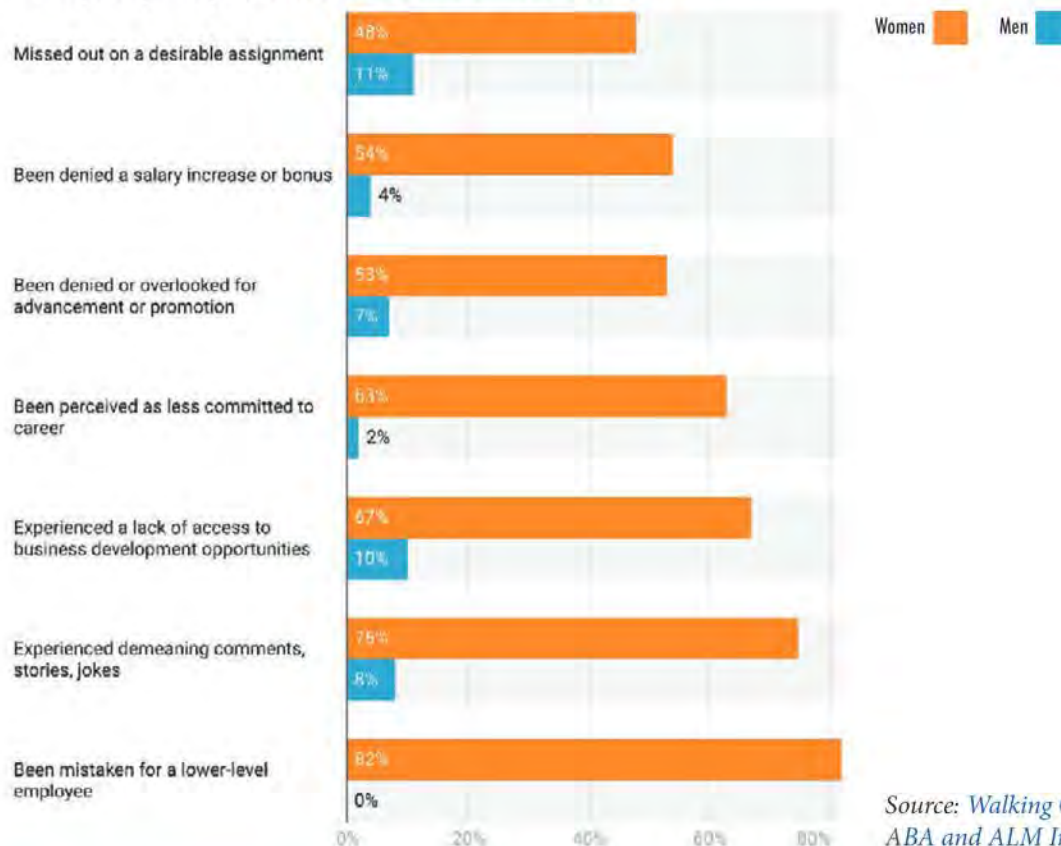
Walking Out the Door **continued**

Female lawyers also reported significantly less job satisfaction than men in several important areas. For example, 71% of men said they were satisfied with the recognition they received at work, but only 50% of women said the same. Likewise, 62% of men said they were satisfied with opportunities for advancement at their law firms, but only 45% of women felt the same.

Job Satisfaction (extremely or somewhat satisfied)



Everyday Experiences Because of Gender



Source: *Walking Out the Door*, 2019, ABA and ALM Intelligence

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

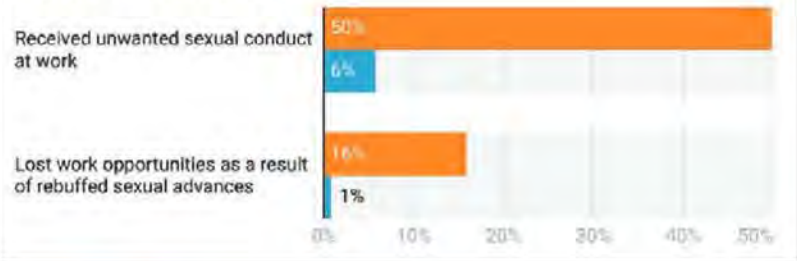
WOMEN IN THE LEGAL PROFESSION

Walking Out the Door **continued**

The survey also revealed that half of all female lawyers (50%) said they experienced unwanted sexual conduct at work, and 1 in 4 women said they avoided reporting sexual harassment due to fear of retaliation. One in six female lawyers (16%) said they lost work opportunities as a result of rebuffing sexual advances.

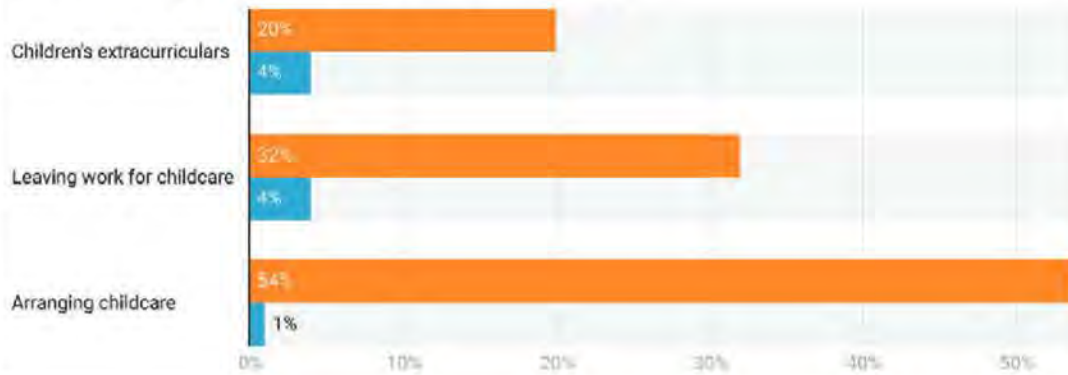
Finally, the women surveyed said caretaking commitments are the No. 1 reason (58%) why experienced female lawyers leave their law firms, followed by stress at work (54%) and emphasis on marketing or originating business (51%).

Sexual Harassment



Women Men

Child Care Responsibilities (% who say it is their full responsibility)



Fast facts:

- 63% of female lawyers said they had been perceived as less committed to their careers.
- 75% of female lawyers said they experienced demeaning comments, stories or jokes.

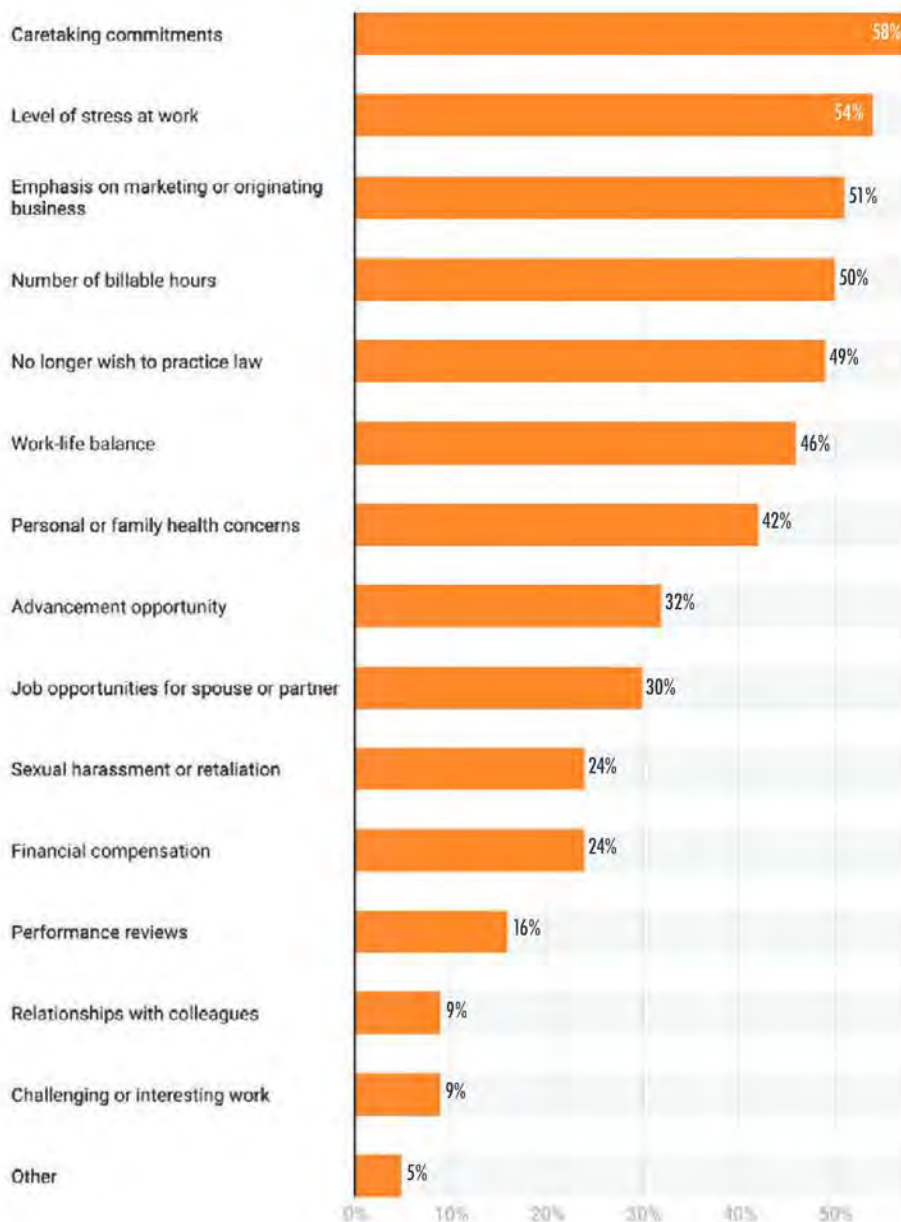
PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

Walking Out the Door **continued**

Why Do Experienced Women Lawyers Leave Their Jobs? (very or somewhat important)



Source: *Walking Out the Door*, 2019, ABA and ALM Intelligence

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN **BAR** ASSOCIATION

LEGAL TECHNOLOGY

- Security
- Online Research
- Social Media
- Hardware and Software



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Security

The number of computer security breaches reported by lawyers surveyed has doubled in the past four years, according to the American Bar Association's 2020 Legal Technology Survey Report.

Overall, 29% of lawyers said their firms experienced a security breach in 2020 (for example, lost or stolen computer or smartphone, hack, break-in or exploited website), compared with 14% in 2016. That number has gone up every year since 2016.

Two-thirds of lawyers who reported a security breach (67%) said their firms suffered no significant business disruption or loss. Even so, 34% said the breach caused some down time or a loss of billable hours.

Viruses, spyware and malware were reported as common problems, but that threat is slowly dwindling. In 2020, 36% of lawyers said their law firm technology had been infected at some point in the past. That's down from 40% in 2018 and 43% in 2017.

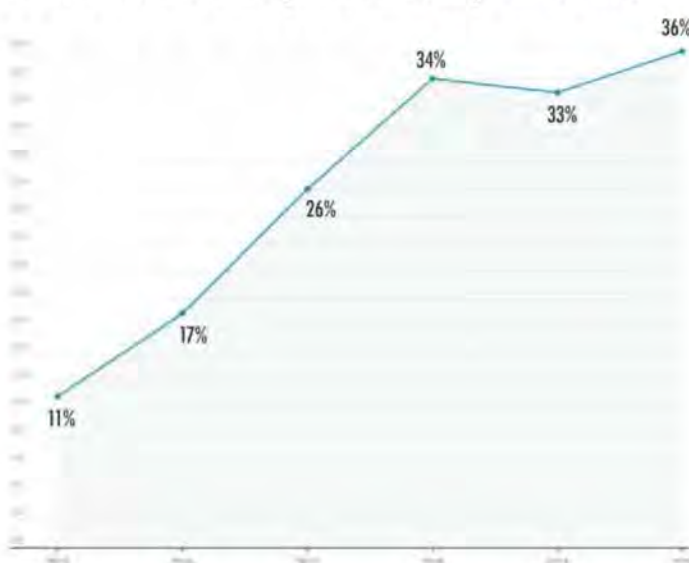
Most law firms use spam filters (81%), anti-spyware (76%), a firewall (74%) and popup blockers (72%). Less than half (43%) say they encrypt their files.

To protect from losses caused by cyber breaches, about a third of lawyers (36%) said their firms have cyber liability insurance. That number has tripled in the past five years. It was just 11% in 2015.

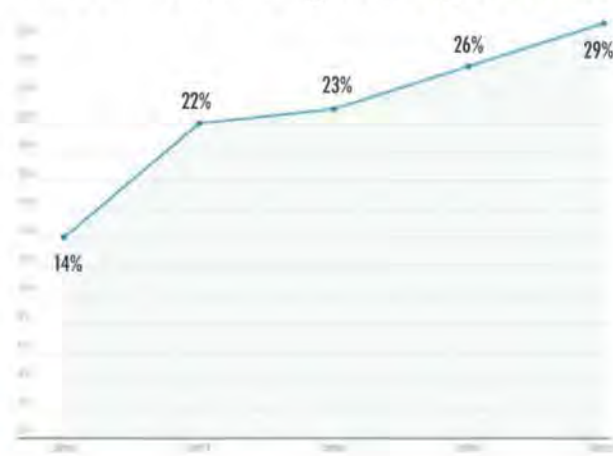
Fast fact:

- On average, solo practitioners suffer fewer security breaches than law firms with two or more lawyers. Only 19% of solos said they had suffered a breach compared with 42% of lawyers in firms with 10 to 49 lawyers.

Law Firms With Cyber Liability Insurance



Law Firms Suffering Security Breaches



Law Firms Using Cyber Security Tools



Sources: 2019 and 2020 ABA Legal Technology Survey Reports

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Online Research

The typical lawyer spends, on average, 18% of his or her time conducting legal research, according to the ABA's 2020 Legal Technology Survey Report. That's roughly the same as in 2019 (17%), 2018 (18%) and 2017 (16%).

When lawyers begin a research project, roughly one-third (38%) say they start with a general search engine like Google. Roughly another third (30%) start with a paid online resource and 12% start with a free state bar-sponsored legal research service.

Most lawyers (59%) say they regularly use free online resources to conduct legal research, and nearly as many (56%) regularly use fee-based online resources for research. When asked which paid online legal research service they use most often, more than half of all lawyers (53%) say Westlaw. One-fourth (25%) say Lexis Advance.

Asked which one free website they use most often for legal research, the most popular answer was government websites (21%), followed by Cornell's Legal Information Institute and FindLaw (each 19%), Fastcase (15%) and Google Scholar (10%).

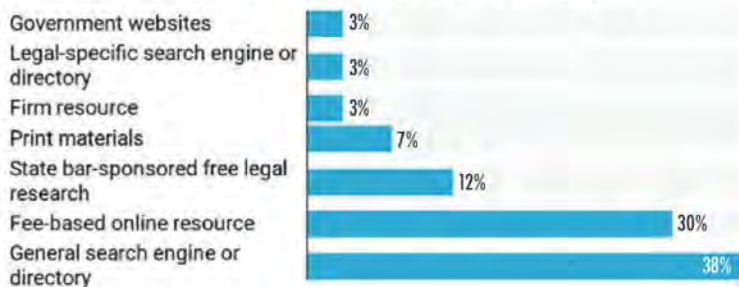
Despite the popularity of online sources, many lawyers (40%) say they still regularly use print materials for legal research. Seven percent say they never use print materials during research.

When it comes to getting legal news, the most preferred paid online legal news source is Law360 (41%), followed by the Wall Street Journal (22%).

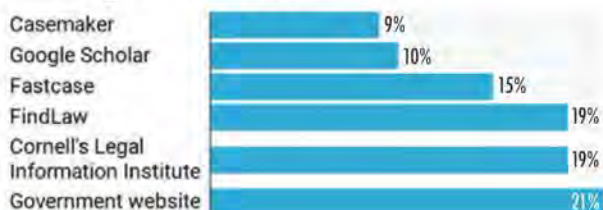
Fast facts:

- Only 7% of lawyers say their firms use artificial intelligence-based technology tools. That figure is substantially higher at large law firms with 500 lawyers or more (28%).
- 22% think artificial intelligence tools will become mainstream in the legal profession in the next three years. Six percent say they are already mainstream.

Where Lawyers Start a Research Project

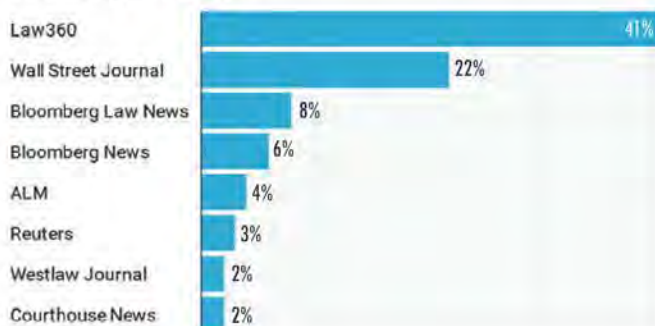


Free Websites Used Most Often for Legal Research



Sources: 2019 and 2020 ABA Legal Technology Survey Reports

Paid Online Service Most Preferred for Legal News



Time Spent on Legal Research



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

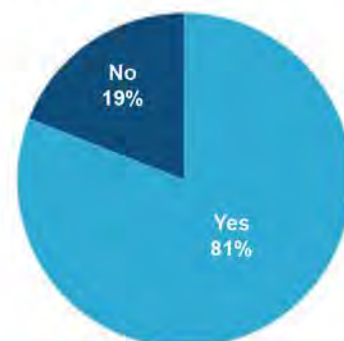
LEGAL TECHNOLOGY

Social Media

Law firms and lawyers maintain a significant presence on social media, according to the ABA's 2020 Legal Technology Survey Report. Four out of five lawyers (81%) say their firms are on social networks.

Four out of 10 lawyers (42%) say their firms use LinkedIn for marketing. Other common marketing tools and websites include event sponsorships (48%), email (41%), Facebook (33%), print (21%), Twitter (16%), direct mail (14%), Avvo (13%), Lawyers.com (13%), Yellow Pages (12%) and FindLaw (8%).

Law Firms That Maintain a Presence on Social Networks



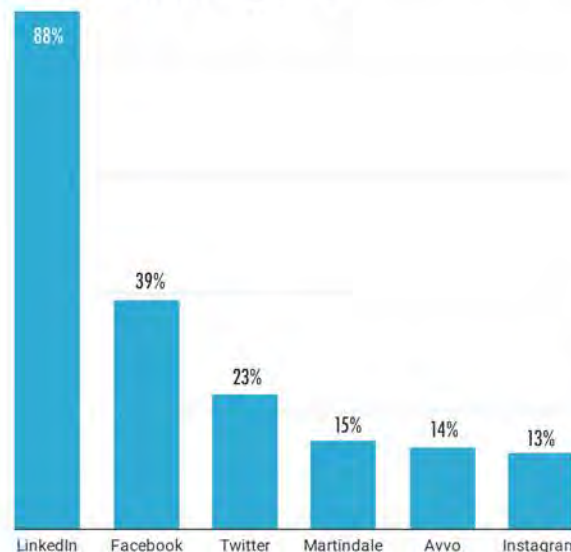
Sources: 2019 and 2020
ABA Legal Technology Survey Reports

Top Social Network Sites Used by Law Firms:

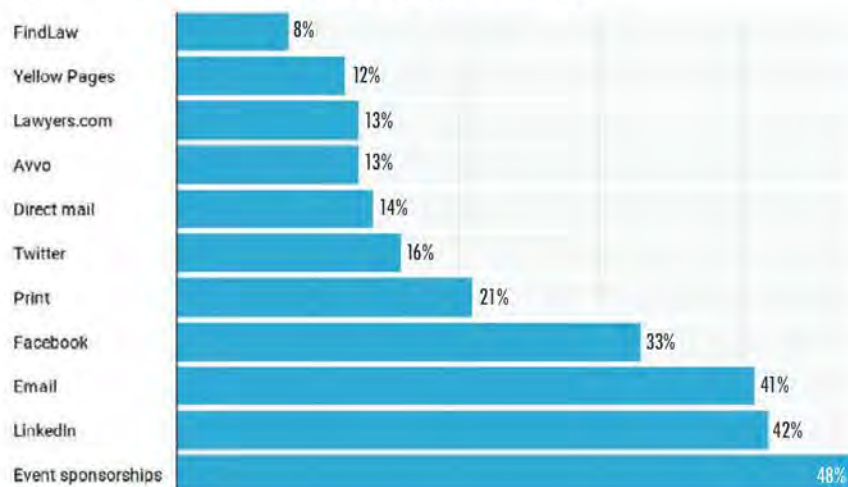
(Among the 81% of law firms that maintain a presence on social networks)



Social Networks Individual Lawyers Use for Professional Purposes



Where Law Firms Market Themselves



Fast facts:

- Nearly half of all lawyers (47%) say their firms have a social media policy. That increases to 90% for large firms of 500 lawyers or more.
- The bigger the law firm, the more likely it has a blog. 64% of firms with 100 lawyers or more have a blog. Only 6% of solo practitioners do.

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Social Media **continued**

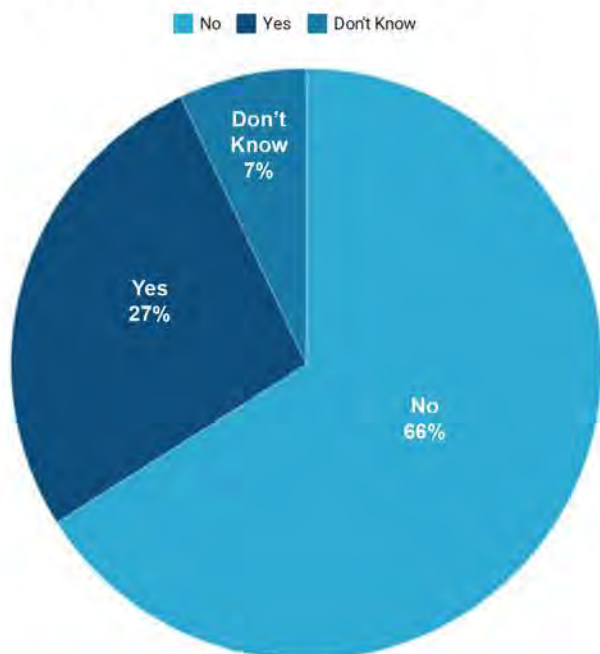
The great majority of lawyers (77%) personally use or maintain a presence on social media for professional purposes. The most popular networks are LinkedIn (88%), Facebook (39%), Twitter (23%), Martindale (15%), Avvo (14%) and Instagram (13%). One in four lawyers (29%) said a client retained their legal services as a result of social media use.

Few law firms blog. Only 27% of lawyers said their firms have blogs. Even fewer lawyers personally blog. Only 5% of lawyers personally maintain a legal-topic blog. Of those, 8% post daily, 24% weekly, 40% monthly and 16% said they've stopped updating. Nearly half of all bloggers (46%) said a client retained their services because of their blog.

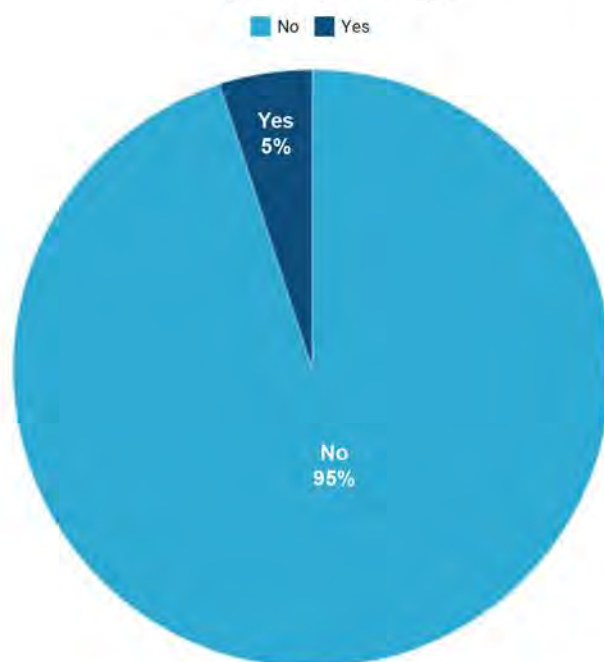
Why Do You Blog?



Does Your Law Firm Have a Blog?



Do You Personally Maintain a Legal Topic Blog?



Sources: 2019 and 2020 ABA Legal Technology Survey Reports

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

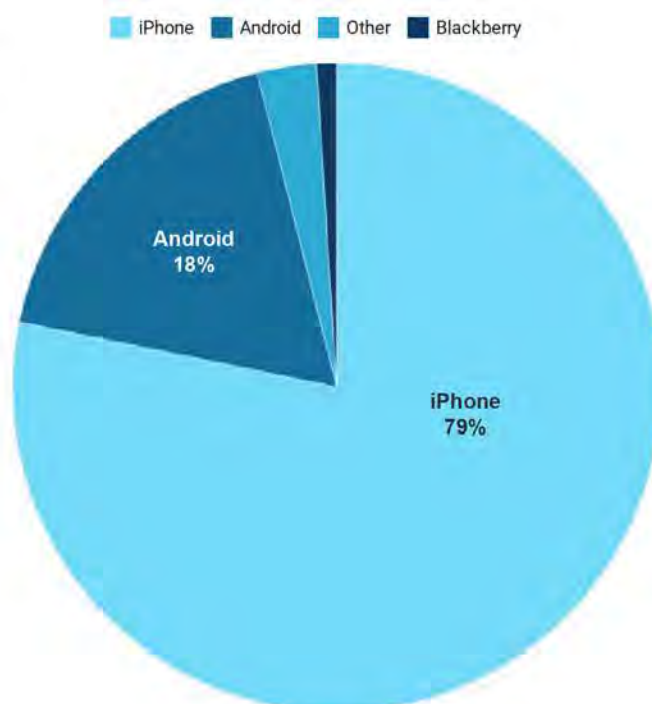
Hardware and Software

By far, the most common smartphone for lawyers is the iPhone (79%). Only 18% use an Android phone and just 1% still use a Blackberry.

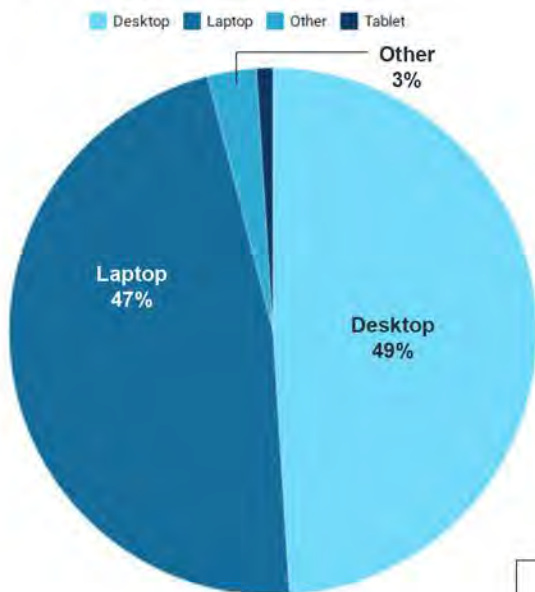
The use of laptops continues to rise: 47% said a laptop is their primary work computer, up from 39% three years ago. Just under half (49%) say their main work computer is a desktop, down from 60% three years ago. Only 1% said a tablet is their main computer.

When it comes to legal-specific software available at law firms, software used for conflict checking (63%) and case/practice management (52%) are common, but specialized practice software (37%) and docket/calendar rule-based software (38%) are not.

Which Smartphones Do Lawyers Use for Work?



Primary Work Computer



Types of Legal-Specific Software Available For Use at Law Firms



Sources: 2019 and 2020 ABA Legal Technology Survey Reports

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

- Substance Abuse and Mental Health
- Women and Men
- Law Students
- Life and Practice
- Judges



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

Substance Abuse and Mental Health

In 2018, the American Bar Association launched a campaign to address the troubling rates of alcohol use, substance use and mental health issues among lawyers. Recent studies show that lawyers struggle with these problems at levels substantially higher than the general population and other highly educated professionals.

As part of that campaign, the ABA asked many legal employers to sign a pledge of support and to adopt the project's framework for improved well-being among lawyers. As of June 1, 2021, 212 legal employers – including law firms, corporations and universities – have signed the pledge.

In 2016, the ABA partnered with the Hazelden Betty Ford Foundation on a comprehensive study of the issue.

Among nearly 13,000 lawyers surveyed, it found:

- 21% qualify as problem drinkers. That's more than triple the rate for the general population (6%) and nearly double the rate for other highly educated professionals (12%).
- 28% struggle with depression.
- 19% have symptoms of anxiety.

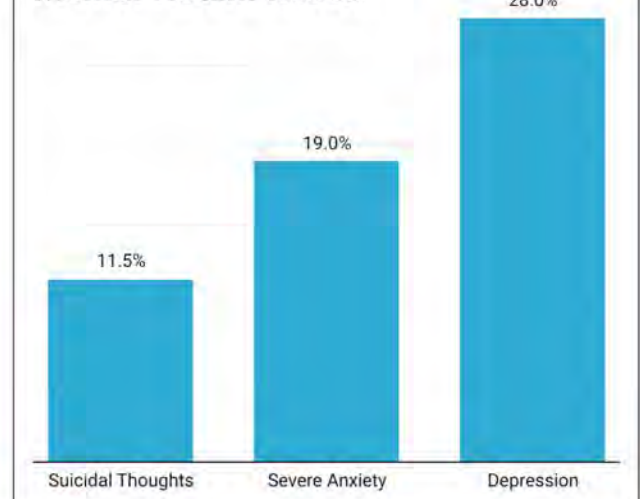
These issues can have major consequences. Studies show that 25% to 30% of lawyers facing disciplinary charges suffer from some type of addiction or mental illness.

Problematic Drinking



"Problematic drinking" is defined as Zones II, III and IV on the Alcohol Use Disorders Identification Test (AUDIT)

Mental Health Issues



Mental health issues are defined under the Depression Anxiety Stress Scales (DASS-21)

Source: "The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys," *Journal of Addiction Medicine*, January-February 2016

LAWYER WELL-BEING

Women and Men

Female lawyers were more likely to experience stress, anxiety and depression in 2020 than male lawyers and were more likely to engage in hazardous drinking, according to a survey of nearly 3,000 attorneys sponsored by the California Lawyers Association and the D.C. Bar.

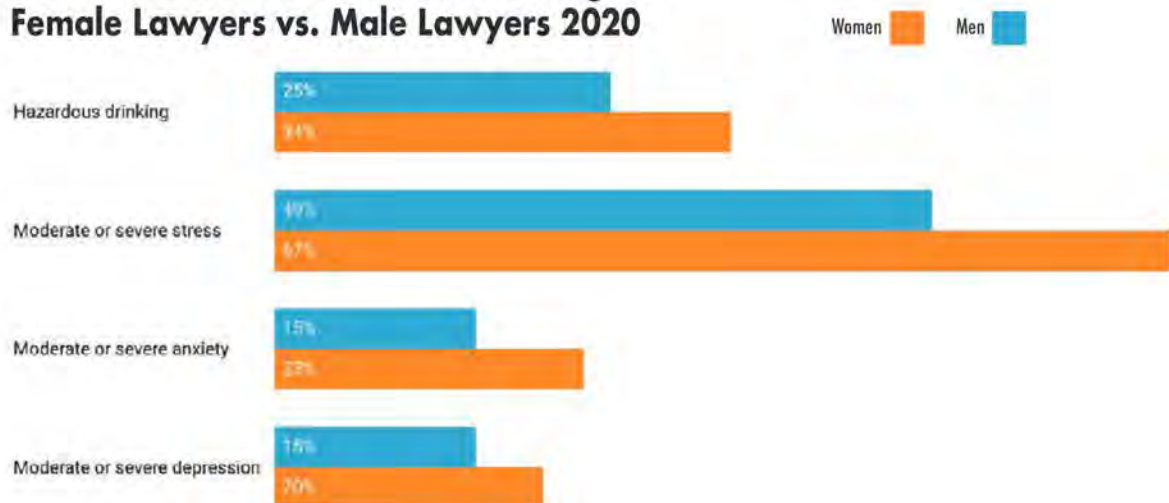
The survey also found that more women than men (24% versus 17%) considered leaving the legal profession due to mental health problems, burnout or stress.

According to the survey:

- Two-thirds of women (67%) reported moderate or severe stress compared with less than half of men (49%).
- Nearly one-quarter of women (23%) reported moderate or severe anxiety compared with 15% of men.
- One in five women (20%) reported moderate or severe depression compared with 15% of men.
- One-third of women (34%) reported hazardous drinking compared with 25% of men. Hazardous drinking is measured on a scale that depends on how often one drinks, how many drinks one has when one drinks and how often one has six or more drinks on one occasion.

The survey concluded that women who experienced more conflicts between work and family were four times more likely to leave the legal profession, or consider leaving, due to mental health issues, burnout and stress. Work-family conflict was also a significant factor for men, but less so, the study found.

Mental Health Problems and Drinking: Female Lawyers vs. Male Lawyers 2020



Source: *Stress, drink, leave: An examination of gender-specific risk factors for mental health problems and attrition among licensed attorneys*, May 2021

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

Law Students

For many lawyers, substance use and mental health issues start early. In 2014, academics surveyed 3,300 students at 15 American law schools to determine the extent of these issues. The results were reported in 2016. The survey found 53% of law students got drunk in the prior 30 days, 43% binge drank at least once in the prior two weeks and 22% binge drank at least twice in the prior two weeks.

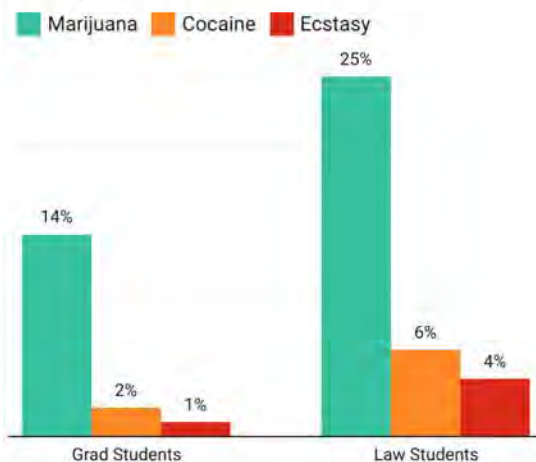
In each case, male students were more likely to binge drink than female students (47% versus 40%) and such drinking was worse among third-year students than first-year students (45% versus 40%).

One-quarter of law students (25%) reported using marijuana in the previous year, 6% used cocaine and 4% used ecstasy. Also, 14% reported using prescription drugs without a prescription. Stimulants were the prescription drug most commonly used without a prescription (9%).

The survey also found some mental health concerns: 17% of students reported suffering from depression, 14% from severe anxiety, 23% from mild or moderate anxiety, and 6% reported suicidal thoughts in the previous year.

Law students told surveyors they were reluctant to seek help because they thought it would be a threat to their job or academic status, a potential threat to bar admission or because of the social stigma of seeking assistance.

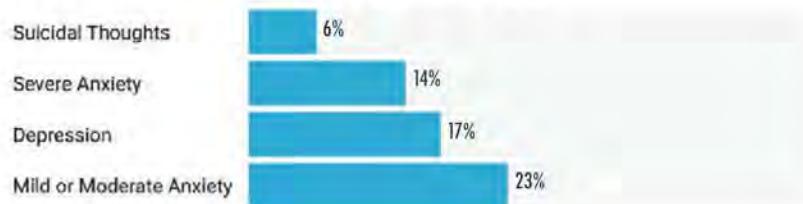
Drug Use in Past Year



Binge Drank at Least Once in the Past 2 Weeks



Law Student Mental Health Issues



Source: "Suffering in Silence: The Survey of Law Student Well-Being and the Reluctance of Law Students to Seek Help for Substance Use and Mental Health Concerns," *Journal of Legal Education*, Autumn 2016

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

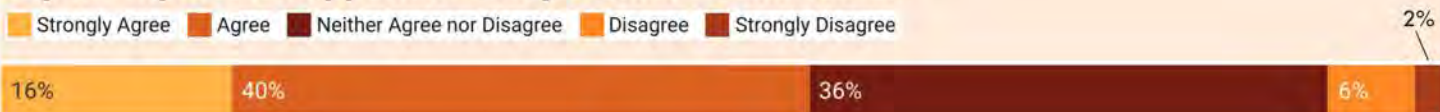
Life and Practice

Most lawyers said their law firms support their mental health and family needs, with some caveats, according to the 2019 ABA Legal Technology Survey Report.

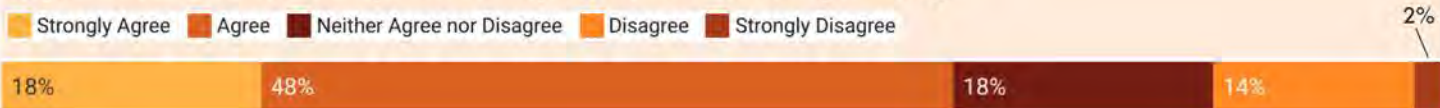
More than half (56%) of the 647 lawyers surveyed agreed with the statement “My workplace is supportive of my mental health needs.” Only 8% disagreed. On the other hand, only 1 in 4 lawyers (26%) said their law firm provides information on 12-step programs or other mental health resources.

Nearly three-fourths of all lawyers (72%) said their firm’s support for working parents is good or very good. Only 4% said it is poor or very poor. Likewise, two-thirds of lawyers (66%) said they agree with the statement “My job allows me to spend adequate time with my family.” One out of six lawyers (17%) disagreed.

My Workplace is Supportive of My Mental Health Needs



My Job Allows Me to Spend Adequate Time with My Family



Law Firm Provides Information on Mental Health Resources



Describe Your Firm's Support for Working Parents



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

Life and Practice **continued**

Attitudes are more ambiguous when it comes to time spent at work, breaks during the day and vacations. Asked to “generally describe your work week,” one-third of the lawyers surveyed (38%) said they often work long hours and another 9% said they “never stop working.” A majority (54%) said they “take adequate breaks during the workday,” while a quarter (25%) said they do not. And nearly one-third of lawyers surveyed (32%) said they feel pressure to not take vacation time.

Despite that, the great majority of lawyers (68%) said they agree with the statement “I make time for myself.”

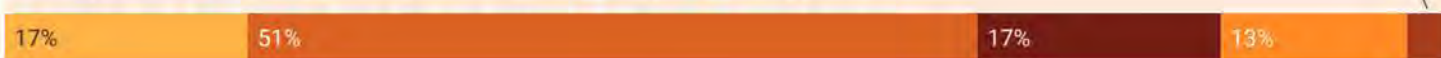
I Take Adequate Breaks During the Workday

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree



I Make Time for Myself

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree



I Feel Pressure to Not Take Vacation Time

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree



Generally Describe Your Work Week

I never stop working I often work long hours I sometimes work long hours I rarely work long hours I work a consistent standard schedule



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

Judges

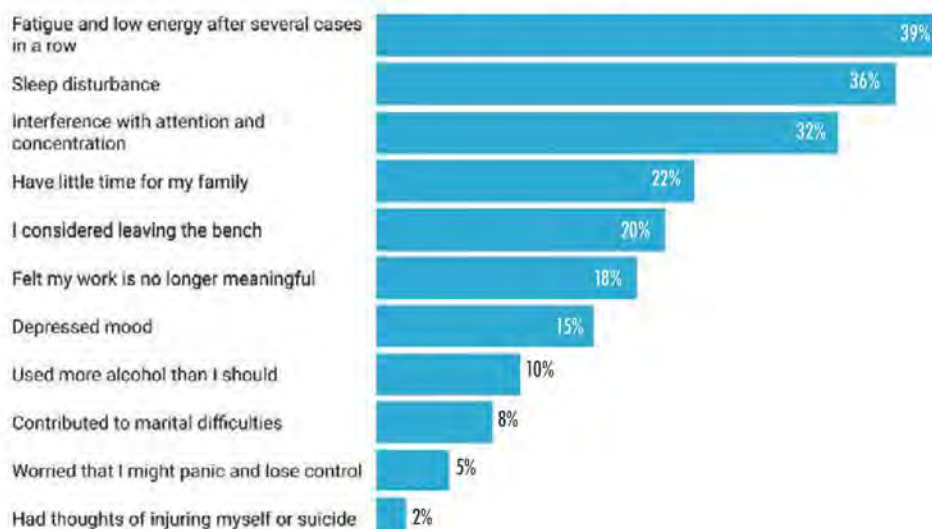
Nearly one-quarter of all judges (23%) meet the criteria for experiencing stress at a level that could be debilitating, according to the National Judicial Stress and Resiliency Survey, a groundbreaking study released in December 2020 by the ABA Center for Professional Responsibility. Female judges are more likely than male judges to report one or more symptoms of stress (73% versus 54%), according to the survey.

The survey of 1,034 judges – mostly in state courts – found that 1 in 5 meet at least one criterion for depressive disorder, such as depressed mood, not having initiative, preoccupation with negative thoughts, feelings that work is no longer meaningful and feelings that they can't wait for the day's work to end.

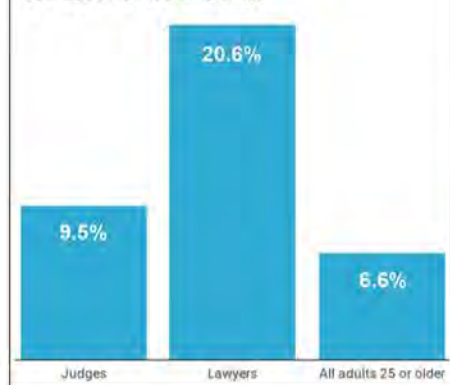
Nearly 1 in 10 judges (9.5%) reported problematic alcohol use in the past year. That's half the rate of lawyers overall who reported problematic drinking in a previous study (20.6%) and one-third the rate of young lawyers age 30 or less (32%).

Twenty-two judges who participated in the survey (2%) said they had experienced thoughts of suicide or self-injury in the previous year. The study concluded that this "is very troubling" and that "judges would benefit from increased suicide awareness." Among lawyers overall in a previous study, 11.5% reported suicidal thoughts over their entire careers.

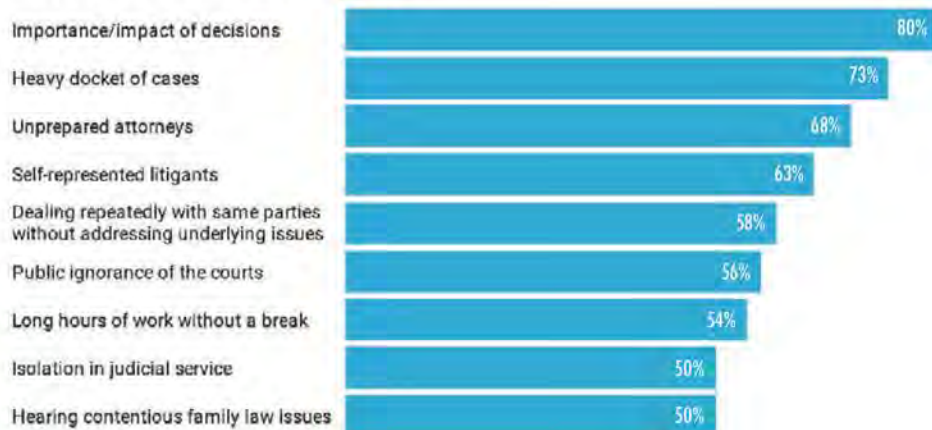
Effects of Stress Felt by Judges in the Previous Year



Problematic Alcohol Use in the Past Year



Sources of Judicial Stress



Source: National Judicial Stress and Resiliency Survey, 2020 ABA Journal of the Professional Lawyer

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN **BAR** ASSOCIATION

DISCIPLINE

- Public Discipline and Disbarment
- Public Discipline by State



PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DISCIPLINE

Public Discipline and Disbarment

In 2018, 2,872 lawyers were publicly disciplined for misconduct in 45 states and the District of Columbia, according to the 2018 Survey on Lawyer Discipline Systems conducted by the American Bar Association Center for Professional Responsibility. That represents roughly one-quarter of 1% (0.23 percent) of all practicing lawyers with active licenses in those states.

The most common form of public discipline was a suspension. Of the 2,872 lawyers who received public discipline in 2018, nearly half (48%) – 1,374 – were suspended. An additional 631 were disbarred, 339 were placed on probation and 1,007 received admonishments, reprimands or censures.

The ABA Center for Professional Responsibility is the only organization that collects, analyzes and compiles statistics about lawyer regulatory systems on a national basis. The numbers are collected from 56 lawyer disciplinary agencies, representing every state and the District of Columbia. However, comparisons over time can be difficult to make because not every agency participates in the survey every year. For the 2018 survey, all states participated except California, Connecticut, Mississippi, South Dakota, West Virginia and part of New York.

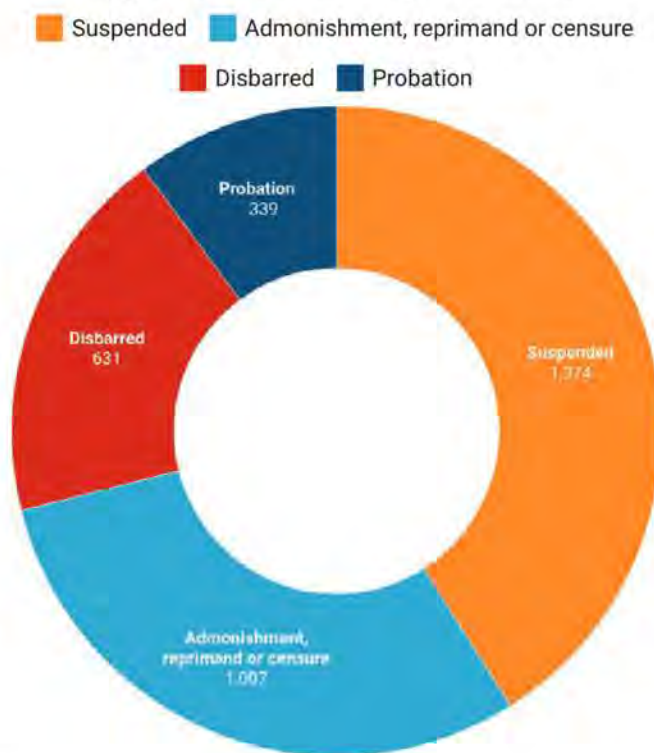
Based on the 42-50 states that have participated each year since 1998 – the percentage of lawyers disciplined has remained relatively constant, fluctuating between 0.22% and 0.38% of all lawyers.

The percentage of lawyers disbarred is generally trending downward. From 1998 to 2004, roughly 0.07% to 0.08% of all active lawyers were disbarred each year. That was down in 2012 to 2018, when 0.05% to 0.06% of all lawyers were disbarred each year.

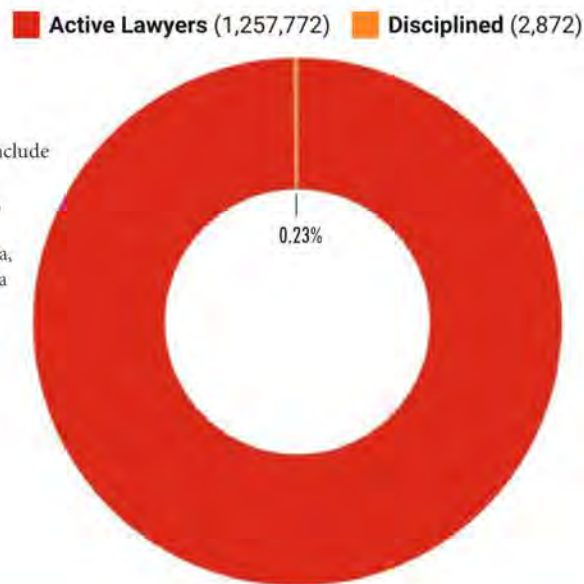
Fast facts:

- Lawyer discipline is a state function, usually handled by the state Supreme Court or state licensing agency. The ABA does not handle lawyer discipline.
- In 2018, state disciplinary agencies received 83,073 complaints in 45 states and the District of Columbia.

Types of Public Discipline: 2018



Public Discipline: 2018*



* Does not include California, Connecticut, Mississippi, South Dakota, West Virginia and part of New York.

PROFILE OF THE LEGAL PROFESSION

ABA AMERICAN BAR ASSOCIATION

DISCIPLINE

Public Discipline by State

Lawyer discipline rates vary significantly from state to state. In 2018, Nevada and Iowa had the highest rates of public disciplinary actions against lawyers. In those states, nearly 1% of all active lawyers received some form of public discipline (0.78% and 0.73%, respectively). States with the lowest rates of public disciplinary actions against lawyers in 2018 were Delaware and Oklahoma, where fewer than 1 in 1,000 active lawyers received public discipline.

▲ States with HIGHEST Percentage of Public Discipline: 2018

Nevada	0.78%
Iowa	0.73%
Kansas	0.71%
Tennessee	0.65%
Oregon	0.65%

▼ States with LOWEST Percentage of Public Discipline: 2018

Rhode Island	0.11%
New York (partial)	0.11%
Illinois	0.11%
District of Columbia	0.10%
Oklahoma	0.09%
Delaware	0.09%



Source: 2018 ABA Survey on Lawyer Discipline Systems



APPENDIX

DEMOGRAPHICS

National Lawyer Population: 1878-2021			National Lawyer Population: 1878-2021		
Year	Lawyers	Change from previous year	Year	Lawyers	Change from previous year
1878	64,137	N/A	1982	617,320	0.8%
1880	64,137	0.0%	1983	622,625	0.9%
1890	89,630	39.7%	1984	647,575	4.0%
1900	114,460	27.7%	1985	653,686	0.9%
1905	118,000	3.1%	1986	676,584	3.5%
1910	122,149	3.5%	1987	695,020	2.7%
1915	122,000	-0.1%	1988	713,456	2.7%
1920	122,519	0.4%	1989	725,579	1.7%
1925	131,000	6.9%	1990	755,694	4.2%
1930	139,059	6.2%	1991	777,119	2.8%
1935	160,000	15.1%	1992	799,760	2.9%
1940	181,220	13.3%	1993	846,036	5.8%
1945	200,000	10.4%	1994	865,614	2.3%
1950	221,605	10.8%	1995	896,140	3.5%
1955	250,000	12.8%	1996	946,499	5.6%
1956	257,186	2.9%	1997	953,260	0.7%
1957	264,373	2.8%	1998	985,921	3.4%
1958	271,560	2.7%	1999	1,000,440	1.5%
1959	278,746	2.6%	2000	1,022,462	2.2%
1960	285,933	2.6%	2001	1,048,903	2.6%
1961	288,746	1.0%	2002	1,049,751	0.1%
1962	291,559	1.0%	2003	1,058,662	0.8%
1963	294,372	1.0%	2004	1,084,504	2.4%
1964	297,186	1.0%	2005	1,104,766	1.9%
1965	300,000	0.9%	2006	1,116,967	1.1%
1966	305,368	1.8%	2007	1,143,358	2.4%
1967	310,736	1.8%	2008	1,162,124	1.6%
1968	316,104	1.7%	2009	1,180,386	1.6%
1969	321,473	1.7%	2010	1,203,097	1.9%
1970	326,842	1.7%	2011	1,225,452	1.9%
1971	342,980	4.9%	2012	1,245,205	1.6%
1972	358,520	4.5%	2013	1,268,011	1.8%
1973	365,875	2.1%	2014	1,281,432	1.1%
1974	385,515	5.4%	2015	1,300,705	1.5%
1975	404,772	5.0%	2016	1,312,869	0.9%
1976	424,980	5.0%	2017	1,335,963	1.8%
1977	431,918	1.6%	2018	1,342,335	0.5%
1978	464,851	7.6%	2019	1,352,027	0.7%
1979	498,249	7.2%	2020	1,328,692	-1.7%
1980	574,810	15.4%	2021	1,327,866	-0.1%
1981	612,593	6.6%			

Data Source: 1998 forward - American Bar Association's National Lawyer Population Survey, prior to 1998 - ABA Archives, specific source unknown.

Notes: In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported. In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count. In 2020, the District of Columbia changed how it reports residency status, causing a decrease of more than 28,000 reported resident active attorneys in DC. In 2021, Vermont began tracking residency, causing a decrease of more than 1,400 reported resident active attorneys in VT.

DEMOGRAPHICS

Resident Lawyers by State: 2011-2021

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	% Change from 2011
Alabama (1,24)	13,876	14,135	14,303	14,531	14,630	14,666	14,717	14,822	14,821	14,897	14,897	7.4%
Alaska (22)	2,451	2,418	2,442	2,469	2,456	2,439	2,402	2,311	2,324	2,324	2,340	-4.5%
American Samoa (13,22,24)	47	44	64	102	102	98	59	59	55	55	55	17.0%
Arizona (4,22)	14,471	14,471	16,208	15,993	16,155	15,926	14,960	15,601	15,081	15,081	15,688	8.4%
Arkansas (7,11,18)	5,545	5,928	5,953	5,970	5,970	7,320	6,851	7,080	6,693	6,299	6,808	22.8%
California	157,388	159,824	163,163	163,327	165,952	167,690	168,746	170,044	170,117	168,569	167,709	6.6%
Colorado (22,24)	20,211	20,768	21,094	21,545	21,761	21,781	22,164	21,099	22,802	22,802	22,802	12.8%
Connecticut (7,11,22,24)	20,585	20,842	21,150	18,655	18,655	21,517	21,341	21,111	21,036	21,036	21,036	2.2%
Delaware (22,24)	2,820	2,853	2,888	2,881	2,921	2,952	2,978	2,978	3,058	3,058	3,058	8.4%
Dist. of Columbia (6,20)	50,440	51,271	51,928	51,928	52,089	52,711	54,692	53,778	56,135	27,743	28,011	-44.5%
Florida (6)	64,715	66,556	68,464	68,464	74,258	75,697	77,008	78,244	78,448	79,328	77,223	19.3%
Georgia	28,871	28,520	28,974	30,463	31,340	31,499	31,672	32,802	32,409	32,584	33,158	14.8%
Guam (2,4,5,22,24)	256	256	256	313	313	266	266	270	262	262	262	2.3%
Hawaii (22)	4,054	4,107	4,132	4,260	4,193	4,224	4,236	4,261	4,270	4,270	4,184	3.2%
Idaho	3,553	3,627	3,725	3,705	3,736	3,714	3,836	3,882	3,911	3,967	4,029	13.4%
Illinois (2,4,22,24)	60,069	60,069	62,496	61,871	63,211	63,060	62,782	63,422	62,720	62,720	62,720	4.4%
Indiana (3,7,11,13)	14,016	15,512	15,646	15,883	15,883	15,854	15,826	15,826	15,845	15,761	15,802	12.7%
Iowa (22)	7,200	7,308	7,383	7,183	7,526	7,560	7,523	7,454	7,306	7,306	7,452	3.5%
Kansas (7,22)	8,129	8,156	8,199	8,261	8,266	8,234	8,218	8,131	8,045	8,045	7,932	-2.4%
Kentucky (22,24)	12,579	12,891	13,061	13,328	13,448	13,451	13,509	13,540	13,570	13,570	13,570	7.9%
Louisiana (7,18,22)	17,974	18,327	18,528	18,532	18,775	19,099	19,307	18,918	20,568	20,568	21,414	19.1%
Maine (6,22)	3,718	3,865	3,863	3,863	3,944	3,931	3,940	3,988	3,995	3,995	3,985	7.2%
Maryland (12,17,22,24)	22,172	22,477	23,068	23,508	23,902	24,142	38,800	40,309	40,800	40,800	40,800	84.0%
Massachusetts	41,920	42,483	43,008	44,257	43,974	43,221	43,442	42,926	42,788	42,908	42,720	1.9%
Michigan (7,22,24)	33,370	33,692	33,995	34,739	34,739	35,087	35,236	35,362	35,453	35,453	35,453	6.2%
Minnesota (7,18,22)	23,363	23,774	24,091	25,272	24,522	24,952	25,483	25,252	25,823	25,823	26,065	11.6%
Mississippi (6,22)	6,886	6,955	6,955	6,955	7,059	7,094	7,067	7,007	6,886	6,886	6,845	-0.6%
Missouri (7,22,24)	23,933	24,276	24,423	25,337	25,337	24,922	24,787	24,754	24,369	24,369	24,369	1.8%
Montana	2,980	3,008	3,046	3,084	3,126	3,140	3,159	3,179	3,184	3,167	3,183	6.8%
Nebraska (6,24)	5,238	4,983	5,028	5,028	5,361	5,506	5,545	5,565	5,555	5,546	5,546	5.9%
Nevada (6,17)	6,732	6,850	7,080	7,080	6,858	7,219	7,281	7,333	7,030	7,509	7,482	11.1%
New Hampshire (19,24)	3,423	3,449	3,507	3,515	3,521	3,506	3,507	3,523	3,523	3,495	3,495	2.1%
New Jersey (10,22)	40,754	40,997	40,993	41,250	41,569	41,569	41,168	41,021	41,152	41,152	40,137	-1.5%
New Mexico (6,22,24)	5,318	5,513	5,468	5,468	5,547	5,581	5,524	5,428	5,612	5,612	5,612	5.5%
New York (17)	161,031	163,798	166,317	169,756	172,630	175,195	177,035	179,600	182,296	184,662	185,076	14.9%
North Carolina (7,22,24)	20,706	21,280	21,855	23,136	23,136	23,325	23,694	24,087	24,253	24,253	24,253	17.1%
North Dakota	1,448	1,546	1,560	1,599	1,665	1,669	1,698	1,694	1,687	1,697	1,696	17.1%
North Mariana Islands (22,24)	130	135	135	210	210	126	123	128	134	134	134	3.1%
Ohio (22,24)	38,118	37,745	38,541	38,234	38,849	38,237	38,623	37,873	38,189	38,189	38,189	0.2%

(continued on next page)

DEMOGRAPHICS

Resident Lawyers by State: 2011-2021 (continued)

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	% Change from 2011
Oklahoma (9,16,21)	11,704	12,978	11,970	13,465	13,465	13,431	13,470	11,695	11,768	13,549	13,713	17.2%
Oregon (5,6)	12,065	12,276	12,276	12,276	12,464	12,475	12,227	12,427	12,274	12,196	12,158	0.8%
Pennsylvania	48,492	48,947	49,697	50,072	48,992	49,644	49,406	50,112	50,039	49,249	49,087	1.2%
Puerto Rico (2,4,6,11,22,24)	13,282	13,282	14,193	14,193	15,318	13,673	14,293	14,008	13,944	13,944	13,944	5.0%
Rhode Island (7,22,24)	4,114	4,060	4,173	4,179	4,224	4,219	4,167	4,154	4,071	4,071	4,071	-1.0%
South Carolina	9,384	9,537	9,587	9,874	10,031	10,208	10,316	10,445	10,568	10,798	10,853	15.7%
South Dakota (19)	1,880	1,865	1,905	1,934	1,939	1,960	1,933	1,995	1,995	1,907	1,985	5.6%
Tennessee (6,24)	16,630	16,947	17,203	17,203	17,965	18,288	18,461	18,695	18,702	18,818	18,818	13.2%
Texas	78,844	80,657	82,607	84,800	86,494	87,957	89,361	90,485	91,244	92,833	93,821	19.0%
Utah (6)	6,552	7,309	7,840	7,840	8,413	8,468	8,204	8,285	8,362	8,473	8,581	31.0%
Vermont (6,14,18,22,23)	2,263	2,270	2,300	2,300	2,272	2,326	2,326	2,227	3,612	3,612	2,198	-2.9%
Virgin Islands (4,5,8,13,15,19,22,24)	650	650	650	456	456	561	372	776	776	776	776	19.4%
Virginia (7,22,24)	23,936	24,091	24,468	24,064	24,062	24,193	24,249	24,208	24,230	24,230	24,020	0.4%
Washington	23,503	23,741	24,032	24,620	24,844	25,577	25,786	26,057	26,182	26,316	26,701	13.6%
West Virginia (7,22,24)	4,753	4,854	4,901	4,942	4,918	4,922	4,862	4,849	4,770	4,770	4,770	0.4%
Wisconsin (7)	15,252	15,364	15,538	15,481	15,481	15,072	15,549	15,539	15,512	15,482	15,488	1.5%
Wyoming (7,22,24)	1,658	1,668	1,681	1,778	1,778	1,715	1,776	1,716	1,773	1,773	1,692	2.1%
TOTAL	1,225,452	1,245,205	1,268,011	1,281,432	1,300,705	1,312,869	1,335,963	1,342,335	1,352,027	1,328,692	1,327,866	8.4%

Source: ABA National Lawyer Population Survey

(1) The Alabama number reflects all resident attorneys regardless of whether they were active or not.

(2) Illinois, Guam, and Puerto Rico did not provide current data for 2011 so prior year's stats were used.

(3) During 2011, Indiana began using a new system for attorney registration leading to greater accuracy in reporting in 2012.

(4) Arizona, Illinois, Guam, Puerto Rico, and the Virgin Islands did not provide current data for 2012 so prior year's stats were used.

(5) Oregon, Guam, and the Virgin Islands did not provide current data for 2013 so prior year's stats were used.

(6) Dist. of Columbia, Florida, Maine, Mississippi, Nebraska, Nevada, New Mexico, Oregon, Puerto Rico, Tennessee, Utah, and Vermont did not provide current data for 2014 so the data from the most recent submission were used.

(7) Due to timing of the survey in 2014, the following states submitted data from Fall 2014 rather than as of December 31, 2013: Arkansas, Connecticut, Indiana, Kansas, Louisiana, Michigan, Minnesota, Missouri, North Carolina, Rhode Island, Virginia, Wisconsin, West Virginia, and Wyoming. All but Kansas, Louisiana, Minnesota, Rhode Island, Virginia, and West Virginia chose not to submit updated data for the 2015 survey.

(8) Prior to the 2014 survey, the Virgin Islands did not report on active/inactive status. The decrease in 2014 is a more accurate representation of Resident Active lawyers.

(9) Prior to the 2014 survey, Oklahoma excluded lawyers categorized as "Over 70" from their Resident Active submission. The 2014 results include this group.

(10) In 2016, New Jersey was in the process of a system conversion and was not able to provide information in time to be included in the survey. As a result, the most recent prior submission was used.

(11) In 2016, four agencies had changes in the availability of Active/Inactive status data. Arkansas, Connecticut, and Indiana were not able to provide a breakout of Active/Inactive status for Resident attorneys as they had in prior years. Puerto Rico had not provided Active/Inactive status details in prior years, but was able to provide it for the 2016 survey. In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported.

(12) In 2017, the source of the Maryland data changed from the voluntary Maryland State Bar to the Maryland Supreme Court. The Maryland Supreme Court does not track residency status, leading to larger results than prior years.

(13) In 2017, three agencies had changes in the availability of Active/Inactive status data. Indiana was not able to provide a breakout of Active/Inactive status for Resident attorneys in 2016, but was able to for 2017. American Samoa had not provided Residency or Active status details in recent years, but was able to provide it for the 2017 survey. Virgin Islands changed its classifications for the Active/Inactive status for the 2017 survey.

(14) Vermont was not able to provide current data for 2017 so the data from the most recent submission were used.

(15) Virgin Islands was not able to provide residency in 2018 due to Hurricanes Irma and Maria.

(16) In 2018, Oklahoma removed senior members from the Resident Active count (they can still practice but are over the age of 70).

(17) In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count.

(18) In 2019, four agencies had changes in the availability of residency data. Arkansas adopted a new software system and cleaned up data; the decrease in 2019 is a more accurate representation of Resident Active Lawyers. Louisiana changed how it reports residency status, causing an increase in the reported lawyer count. Minnesota and Vermont no longer track resident/non-resident status; the counts now reflect all active lawyers.

(19) New Hampshire, South Dakota, and Virgin Islands did not provide current data for 2019, so prior year's stats were used.

(20) In 2020, the District of Columbia changed how it reports residency status to report DC addresses only and not the DC metro area.

(21) In 2020, Oklahoma returned senior members to the Resident Active count after excluding them in 2018 and 2019.

(22) Due to the COVID-19 pandemic and other reasons, not all states and territories participated in 2020; prior year responses were used for the following: Alaska, American Samoa, Arizona, Colorado, Connecticut, Delaware, Guam, Hawaii, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, New Jersey, New Mexico, North Carolina, North Mariana Islands, Ohio, Puerto Rico, Rhode Island, Vermont, Virgin Islands, Virginia, West Virginia, Wyoming.

(23) In 2021, Vermont returned to tracking resident/non-resident status; the count now reflects resident active attorneys.

(24) Due to the COVID-19 pandemic and other reasons, not all states and territories participated in 2021; prior year responses (2019 or 2020) were used for the following: Alabama, American Samoa, Colorado, Connecticut, Delaware, Guam, Illinois, Kentucky, Maryland, Michigan, Missouri, Nebraska, New Hampshire, New Mexico, North Carolina, Northern Mariana Islands, Ohio, Puerto Rico, Rhode Island, Tennessee, West Virginia. Responses from 2018 were used for Virgin Islands.

DEMOGRAPHICS

Lawyers by Gender: 2011-2021

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change from 2011
Gender												
Male	67%	67%	66%	64%	65%	64%	65%	64%	64%	63%	63%	-4.2 pp
Female	33%	33%	34%	36%	35%	36%	35%	36%	36%	37%	37%	4.1 pp
Other	N/A	N/A	N/A	N/A	N/A	0%	0%	0%	0%	0%	0%	0.0 pp
Count of States Reporting Statistic	42	44	43	43	43	45	46	45	44	43	44	2
% of Lawyers with Reported Statistic	57%	59%	59%	61%	63%	66%	61%	63%	61%	60%	62%	4.4 pp

Source: 2021 ABA National Lawyer Population Survey

Lawyers by Race and Ethnicity: 2011-2021

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change from 2011
Race/Ethnicity												
African-American	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	-0.2 pp
Asian	2%	2%	2%	2%	2%	3%	2%	3%	2%	2%	2%	0.8 pp
Caucasian/White	88%	88%	89%	88%	86%	85%	85%	85%	85%	86%	85%	-2.9 pp
Hawaiian/Pacific Islander	0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0.0 pp
Hispanic	4%	3%	4%	4%	5%	5%	5%	5%	5%	5%	5%	0.9 pp
Multiracial	N/A	N/A	N/A	0%	0%	1%	2%	1%	2%	2%	2%	2.0 pp
Native American	1%	1%	1%	1%	1%	0%	1%	1%	1%	0%	0%	-0.6 pp
Count of States Reporting Statistic	17	16	16	17	18	19	22	20	20	21	25	8
% of Lawyers with Reported Statistic	21%	21%	21%	21%	25%	30%	29%	28%	35%	31%	36%	15.0 pp

Source: 2021 ABA National Lawyer Population Survey

DEMOGRAPHICS

Women and Lawyers of Color in Law Firms by Metro Area: 2020

	Partners				Associates				
	Total	% Women	% People of color	% Women of color	Total	% Women	% People of color	% Women of color	No. of offices
Atlanta	807	22.06	8.55	3.1	734	47.41	22.75	13.22	18
Austin	220	28.18	14.09	4.09	209	44.5	25.84	10.53	16
Boston	1,005	25.07	6.67	2.89	1,377	45.39	19.68	10.97	33
Charlotte	383	18.02	4.7	1.31	322	40.99	15.53	8.39	11
Chicago	2,655	24.93	9.11	3.43	2,220	45.95	22.07	12.39	42
Cincinnati	242	26.45	4.13	1.65	147	38.1	16.33	6.8	5
Cleveland	411	21.41	3.16	0.97	286	38.81	8.04	4.2	6
Columbus	430	23.95	9.07	3.02	236	44.49	16.1	8.9	11
Dallas	840	20.83	11.31	3.57	773	42.56	22.38	10.61	32
Denver	527	29.41	8.35	2.47	462	47.19	18.61	10.61	20
Detroit	427	27.87	8.2	3.28	175	43.43	15.43	8.57	8
Grand Rapids	297	24.24	4.04	1.01	84	46.43	15.48	9.52	5
Houston	859	20.72	15.72	5.12	1,028	43.68	28.02	14.2	33
Indianapolis	484	25.41	3.93	1.86	225	49.33	20	12	7
Kansas City	474	24.68	5.06	2.11	255	45.49	13.73	7.06	6
Los Angeles	1,412	26.84	18.84	7.29	1,815	50.96	34.71	20.61	63
Miami	278	24.46	32.37	9.71	251	54.18	49.4	30.28	15
Milwaukee	513	25.15	4.68	2.14	286	44.41	11.19	6.29	5
Minneapolis	1,008	29.17	4.46	1.98	584	46.75	15.41	8.73	17
New York City	5,552	22.46	11.56	4.2	11,193	47.08	30.33	17.73	82
Northern New Jersey/ Newark	299	22.07	6.02	2.34	212	47.17	18.4	10.85	7
Northern Virginia	133	18.05	11.28	3.76	111	45.95	21.62	11.71	7
Orange County, CA	478	19.67	12.97	5.02	383	43.08	38.9	19.58	15
Philadelphia	632	24.53	5.22	1.58	562	48.93	18.51	11.74	14
Phoenix	372	22.58	9.68	2.69	194	42.27	21.13	10.82	10
Pittsburgh	313	23	2.88	1.6	222	43.24	10.81	6.76	8
Portland, Oregon	313	24.92	6.71	1.92	145	40	16.55	5.52	9
Salt Lake City	140	18.57	6.43	2.14	110	31.82	8.18	2.73	5
San Diego	135	26.67	27.41	9.63	223	41.7	31.39	15.25	9
San Francisco	1,136	30.99	17.69	7.13	1,371	53.83	36.62	22.03	45
Seattle	571	30.47	13.84	4.9	460	46.52	30.43	16.96	17
Silicon Valley	642	25.86	19.47	7.01	1,005	50.35	46.97	26.77	36
Southern/Central New Jersey	106	29.25	8.49	2.83	89	52.81	24.72	14.61	6
St. Louis	729	26.89	6.58	2.19	363	43.8	13.22	5.51	11
Washington, DC	3,829	26.09	11.44	4.49	4,302	48.84	26.73	15.39	77
Wilmington, Delaware	300	24	5.33	2.33	309	40.13	11.65	6.15	16

Source: National Association for Law Placement, 2020 Report on Diversity in U.S. Law Firms

DEMOGRAPHICS

Partner and Associate Demographics: 2009-2020

	Partners						Associates					
	Asian American		Black		Hispanic		Asian American		Black		Hispanic	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2020	4.08%	1.62%	2.10%	0.80%	2.80%	0.90%	12.12%	7.18%	5.10%	3.04%	5.64%	2.99%
2019	3.89	1.46	1.97	0.75	2.52	0.8	12.17	7.17	4.76	2.8	5.17	2.7
2018	3.63	1.38	1.83	0.68	2.49	0.77	11.69	6.64	4.48	2.55	4.71	2.45
2017	3.31	1.23	1.83	0.66	2.4	0.73	11.4	6.52	4.28	2.42	4.57	2.23
2016	3.13	1.17	1.81	0.64	2.31	0.68	11.25	6.35	4.11	2.32	4.42	2.15
2015	2.89	1.07	1.77	0.64	2.19	0.63	10.93	6	3.95	2.25	4.28	2.03
2014	2.74	0.99	1.72	0.63	2.16	0.6	10.8	5.81	4.01	2.31	3.95	1.89
2013	2.67	0.91	1.78	0.6	1.99	0.54	10.48	5.64	4.1	2.43	3.82	1.89
2012	2.48	0.89	1.73	0.6	1.91	0.48	10.01	5.4	4.19	2.55	3.9	1.95
2011	2.36	0.82	1.71	0.58	1.92	0.48	9.65	5.31	4.29	2.61	3.83	1.92
2010	2.3	0.81	1.7	0.56	1.7	0.44	9.39	5.15	4.36	2.75	3.81	1.94
2009	2.2	0.76	1.71	0.57	1.65	0.41	9.28	5.12	4.66	2.93	3.89	2

Source: National Association for Law Placement, 2020 Report on Diversity in U.S. Law Firms

Lawyers With Disabilities in Law Firms: 2020

	All firms		Firms of 250 Lawyers or Fewer		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Partners	207	0.69%	42	0.68%	39	0.60%	19	0.59%	107	0.76%
Associates	276	0.99	24	0.71	34	0.72	16	0.57	202	1.19
Other Lawyers	119	1.17	15	0.93	14	0.7	14	1.17	76	1.41
All Lawyers	602	0.88	81	0.72	87	0.66	49	0.68	385	1.05

Source: National Association for Law Placement, 2020 Report on Diversity in U.S. Law Firms

DEMOGRAPHICS

LGBT Lawyers in Law Firms: 2004-2020

	All Lawyers		Partners		Associates		Summer Associates	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
2020	3,187	3.31%	878	2.19%	1,936	4.66%	456	7.68%
2019	3,028	2.99	892	2.07	1,796	4.14	415	6.86
2018	2,827	2.86	900	2.11	1,581	3.8	333	5.73
2017	2,664	2.64	880	1.99	1,438	3.45	287	4.66
2016	2,431	2.48	825	1.89	1,304	3.24	291	4.86
2015	2,297	2.34	785	1.8	1,244	3.08	248	4.43
2014	2,182	2.3	748	1.77	1,172	2.93	210	3.98
2013	2,085	2.19	695	1.65	1,146	2.83	202	3.76
2012	2,105	2.07	718	1.58	1,169	2.69	182	3.47
2011	2,087	1.88	724	1.44	1,166	2.43	128	2.75
2010	2,137	1.88	752	1.47	1,182	2.35	122	2.83
2009	2,200	1.82	723	1.36	1,280	2.29	172	2.21
2008	2,050	1.71	670	1.27	1,209	2.19	184	1.85
2007	1,884	1.52	666	1.19	1,056	1.89	197	1.75
2006	1,733	1.42	618	1.11	979	1.78	129	1.27
2005	1,458	1.18	504	0.91	869	1.44	93	0.89
2004	1,316	1.07	429	0.79	815	1.33	61	0.61

Source: National Association for Law Placement, 2020 Report on Diversity in U.S. Law Firms

LGBT Lawyers in Law Firms: 2020

	All firms		Firms of 100 Lawyers or Fewer		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Partners	878	2.19%	35	2.50%	99	2.06%	143	1.75%	95	2.65%	506	2.29%
Associates	1,936	4.66	39	4.76	90	3.22	206	3.57	158	4.76	1,443	5
Other Lawyers	373	2.57	6	1.38	19	1.5	56	2.12	37	2.64	255	2.91
All Lawyers	3,187	3.31	80	3.01	208	2.34	405	2.44	290	3.49	2,204	3.69
Summer Associates	456	7.68	5	2.96	18	5.61	43	5.51	40	9.5	350	8.25

Source: National Association for Law Placement, 2020 Report on Diversity in U.S. Law Firms

DEMOGRAPHICS

Legal Demand by Metro Area: 2020

Metro area	Location quotient*	Metro area	Location quotient*	Metro area	Location quotient*	Metro area	Location quotient*
Washington-Arlington-Alexandria, DC-VA-MD-WV	3.08	Salt Lake City, UT	1.12	Bend-Redmond, OR	0.85	Panama City, FL	0.66
Tallahassee, FL	2.68	Buffalo-Cheektowaga-Niagara Falls, NY	1.11	Hilton Head Island-Bluffton-Beaufort, SC	0.85	Toledo, OH	0.66
Charleston, WV	2.19	Great Falls, MT	1.09	Portland-Vancouver-Hillsboro, OR-WA	0.85	Fairbanks, AK	0.65
Santa Fe, NM	2.03	Jefferson City, MO	1.08	Las Vegas-Henderson-Paradise, NV	0.83	New Bern, NC	0.65
New York-Newark-Jersey City, NY-NJ-PA	1.95	Seattle-Tacoma-Bellevue, WA	1.08	Urban Honolulu, HI	0.83	Peoria, IL	0.65
Trenton, NJ	1.70	Jacksonville, FL	1.07	Nashville-Davidson--Murfreesboro--Franklin, TN	0.82	Reno, NV	0.65
New Orleans-Metairie, LA	1.69	Detroit-Warren-Dearborn, MI	1.06	Colorado Springs, CO	0.81	Midland, MI	0.64
Montgomery, AL	1.65	Bismarck, ND	1.05	Grand Junction, CO	0.81	Midland, TX	0.64
Albany-Schenectady-Troy, NY	1.61	Brunswick, GA	1.05	Louisville/Jefferson County, KY-IN	0.81	Omaha-Council Bluffs, NE-IA	0.64
Denver-Aurora-Lakewood, CO	1.60	Birmingham-Hoover, AL	1.04	Tucson, AZ	0.81	Pocatello, ID	0.64
Miami-Fort Lauderdale-West Palm Beach, FL	1.58	Boulder, CO	1.04	New Haven, CT	0.80	Beaumont-Port Arthur, TX	0.63
San Francisco-Oakland-Hayward, CA	1.52	Portland-South Portland, ME	1.04	Providence-Warwick, RI-MA	0.80	El Paso, TX	0.63
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	1.48	Cleveland-Elyria, OH	1.03	Mobile, AL	0.79	Knoxville, TN	0.63
Oklahoma City, OK	1.45	Milwaukee-Waukesha-West Allis, WI	1.03	Rochester, NY	0.78	Waterbury, CT	0.63
Cheyenne, WY	1.43	Pittsburgh, PA	1.03	Phoenix-Mesa-Scottsdale, AZ	0.77	Gulfport-Biloxi-Pascagoula, MS	0.62
Missoula, MT	1.42	San Jose-Sunnyvale-Santa Clara, CA	1.03	Portsmouth, NH-ME	0.77	Lubbock, TX	0.62
Los Angeles-Long Beach-Anaheim, CA	1.39	North Port-Sarasota-Bradenton, FL	1.00	Lafayette, LA	0.76	Springfield, MO	0.62
Topeka, KS	1.38	Burlington-South Burlington, VT	0.99	Cincinnati, OH-KY-IN	0.75	Bowling Green, KY	0.61
Hartford-West Hartford-East Hartford, CT	1.38	Columbus, OH	0.98	Dover, DE	0.75	Crestview-Fort Walton Beach-Destin, FL	0.61
Boston-Cambridge-Nashua, MA-NH	1.36	Madison, WI	0.98	Wilmington, NC	0.75	Enid, OK	0.61
Austin-Round Rock, TX	1.35	St. Louis, MO-IL	0.98	Bloomington, IL	0.74	Lake Charles, LA	0.61
Sacramento--Roseville--Arden-Arcade, CA	1.34	Cape Coral-Fort Myers, FL	0.97	Lincoln, NE	0.74	Parkersburg-Vienna, WV	0.61
Bridgeport-Stamford-Norwalk, CT	1.34	Jackson, MS	0.97	St. George, UT	0.74	Binghamton, NY	0.60
Chicago-Naperville-Elgin, IL-IN-WI	1.32	Little Rock-North Little Rock-Conway, AR	0.97	Akron, OH	0.73	Flagstaff, AZ	0.60
Naples-Immokalee-Marco Island, FL	1.32	Wheeling, WV-OH	0.97	Bloomington, IN	0.73	Idaho Falls, ID	0.60
Carson City, NV	1.30	Houston-The Woodlands-Sugar Land, TX	0.95	Tyler, TX	0.73	Laredo, TX	0.60
Manchester, NH	1.29	Kansas City, MO-KS	0.95	Athens-Clarke County, GA	0.72	Rapid City, SD	0.60
Albuquerque, NM	1.28	Morgantown, WV	0.94	San Antonio-New Braunfels, TX	0.72	Terre Haute, IN	0.60
Atlanta-Sandy Springs-Roswell, GA	1.25	San Juan-Carolina-Caguas, PR	0.94	Savannah, GA	0.72	Duluth, MN-WI	0.59
Baltimore-Columbia-Towson, MD	1.23	Anchorage, AK	0.92	Gainesville, FL	0.71	Elizabethtown-Fort Knox, KY	0.59
Richmond, VA	1.21	Des Moines-West Des Moines, IA	0.92	Las Cruces, NM	0.71	Fresno, CA	0.59
San Diego-Carlsbad, CA	1.21	Orlando-Kissimmee-Sanford, FL	0.92	Myrtle Beach-Conway-North Myrtle Beach, SC-NC	0.71	Huntington-Ashland, WV-KY-OH	0.59
Harrisburg-Carlisle, PA	1.19	Salem, OR	0.92	Syracuse, NY	0.71	Vineland-Bridgeton, NJ	0.59
Tampa-St. Petersburg-Clearwater, FL	1.19	Dallas-Fort Worth-Arlington, TX	0.91	Billings, MT	0.70	Waco, TX	0.59
Raleigh, NC	1.17	Olympia-Tumwater, WA	0.90	Macon, GA	0.70	Winston-Salem, NC	0.59
Columbia, SC	1.15	Indianapolis-Carmel-Anderson, IN	0.89	Ocala, FL	0.70	Asheville, NC	0.58
Pensacola-Ferry Pass-Brent, FL	1.14	Punta Gorda, FL	0.89	Coeur d'Alene, ID	0.69	Chattanooga, TN-GA	0.58
Charleston-North Charleston, SC	1.13	Spokane-Spokane Valley, WA	0.89	Hammond, LA	0.69	Eugene, OR	0.58
Lansing-East Lansing, MI	1.13	Durham-Chapel Hill, NC	0.88	Tulsa, OK	0.69	Hattiesburg, MS	0.58
Minneapolis-St. Paul-Bloomington, MN-WI	1.12	Sebastian-Vero Beach, FL	0.88	Albany, GA	0.68	Lake Havasu City-Kingman, AZ	0.58
		Atlantic City-Hammonton, NJ	0.87	Palm Bay-Melbourne-Titusville, FL	0.68	Santa Maria-Santa Barbara, CA	0.58
		Boise City, ID	0.87	Virginia Beach-Norfolk-Newport News, VA-NC	0.68	Ann Arbor, MI	0.57
		Charlotte-Concord-Gastonia, NC-SC	0.87	Fargo, ND-MN	0.67	Fayetteville-Springdale-Rogers, AR-MO	0.57
		Kingston, NY	0.87	Muncie, IN	0.67	Glens Falls, NY	0.57
		Baton Rouge, LA	0.86	Barnstable Town, MA	0.67	Provo-Orem, UT	0.57
		Charlottesville, VA	0.86	Deltona-Daytona Beach-Ormond Beach, FL	0.66	Alexandria, LA	0.56
		Port St. Lucie, FL	0.86	Monroe, LA	0.66	Cumberland, MD-WV	0.56
		Springfield, IL	0.86	Oxnard-Thousand Oaks-Ventura, CA	0.66	Jacksonville, NC	0.56
						St. Cloud, MN	0.56
						Kingsport-Bristol-Bristol, TN-VA	0.55
						Mankato-North Mankato, MN	0.55
						Twin Falls, ID	0.55

(continued on next page)

DEMOGRAPHICS

Legal Demand by Metro Area: 2020

Metro area	Location quotient*	Metro area	Location quotient*	Metro area	Location quotient*	Metro area	Location quotient*
Huntsville, AL	0.54	Kokomo, IN	0.47	Riverside-San Bernardino-Ortario, CA	0.40	Stockton-Lodi, CA	0.33
Prescott, AZ	0.54	Roanoke, VA	0.47	Wichita, KS	0.40	Sumter, SC	0.33
Scranton-Wilkes-Barre-Hazleton, PA	0.54	The Villages, FL	0.47	Youngstown-Warren-Boardman, OH-PA	0.40	Decatur, AL	0.32
Amarillo, TX	0.53	Brownsville-Harlingen, TX	0.46	Allentown-Bethlehem-Easton, PA-NJ	0.39	Fond du Lac, WI	0.32
Carbondale-Marion, IL	0.53	California-Lexington Park, MD	0.46	Arecibo, PR	0.39	Fort Smith, AR-OK	0.32
Columbus, GA-AL	0.53	Erie, PA	0.46	Bremerton-Silverdale, WA	0.39	Goldensboro, NC	0.32
Dayton, OH	0.53	Fort Collins, CO	0.46	Lancaster, PA	0.39	Kennewick-Richland, WA	0.32
Greenville-Anderson-Mauldin, SC	0.53	Medford, OR	0.46	Napa, CA	0.39	Springfield, OH	0.32
Homosassa Springs, FL	0.53	Oshkosh-Neenah, WI	0.46	Pueblo, CO	0.39	Warner Robins, GA	0.32
Ithaca, NY	0.53	New Bedford, MA	0.46	Sherman-Denison, TX	0.39	Janesville-Beloit, WI	0.31
Lawrence, KS	0.53	Appleton, WI	0.45	South Bend-Mishawaka, IN-MI	0.39	Modesto, CA	0.31
Sioux Falls, SD	0.53	Columbia, MO	0.45	Leominster-Gardner, MA	0.39	Odessa, TX	0.31
Springfield, MA-CT	0.53	Daphne-Fairhope-Foley, AL	0.45	Elmira, NY	0.38	Ogden-Clearfield, UT	0.31
Worcester, MA-CT	0.53	Florence, SC	0.45	Greenville, NC	0.38	Yuba City, CA	0.31
Bay City, MI	0.52	Racine, WI	0.45	Iowa City, IA	0.38	Albany, OR	0.30
Davenport-Moline-Rock Island, IA-IL	0.52	Sebring, FL	0.45	Lafayette-West Lafayette, IN	0.38	Danville, IL	0.30
Grand Rapids-Wyoming, MI	0.52	Sioux City, IA-NE-SD	0.45	Salinas, CA	0.38	St. Joseph, MO-KS	0.30
Memphis, TN-MS-AR	0.52	Yakima, WA	0.45	Texarkana, TX-AR	0.38	Clarksville, TN-KY	0.29
Redding, CA	0.52	East Stroudsburg, PA	0.44	Blacksburg-Christiansburg-Radford, VA	0.37	Columbus, IN	0.29
Rome, GA	0.52	Greensboro-High Point, NC	0.44	Eau Claire, WI	0.37	Greeley, CO	0.29
Wausau, WI	0.52	Hanford-Corcoran, CA	0.44	Owensboro, KY	0.37	Hickory-Lenoir-Morganton, NC	0.29
Augusta-Richmond County, GA-SC	0.51	Jackson, TN	0.44	Valdosta, GA	0.37	Kahului-Wailuku-Lahaina, HI	0.29
Casper, WY	0.51	Weirton-Stebensburg, WV-OH	0.44	Wichita Falls, TX	0.37	Ames, IA	0.28
Champaign-Urbana, IL	0.51	Flint, MI	0.43	Yuma, AZ	0.37	Kankakee, IL	0.28
Grand Forks, ND-MN	0.51	Pine Bluff, AR	0.43	Bloomsburg-Berwick, PA	0.36	Rocky Mount, NC	0.28
Manhattan, KS	0.51	State College, PA	0.43	Killeen-Temple, TX	0.36	Jackson, MI	0.27
Santa Rosa, CA	0.51	Victoria, TX	0.43	Longview, TX	0.36	La Crosse-Onalaska, WI-MN	0.27
Utica-Rome, NY	0.51	Watertown-Fort Drum, NY	0.43	Santa Cruz-Watsonville, CA	0.36	Altoona, PA	0.25
Wenatchee, WA	0.51	Grand Island, NE	0.42	Staunton-Waynesboro, VA	0.36	Gettysburg, PA	0.25
Norwich-New London-Westerly, CT-RI	0.51	Hinesville, GA	0.42	Bellingham, WA	0.35	Michigan City-La Porte, IN	0.25
Fayetteville, NC	0.50	Joplin, MO	0.42	El Centro, CA	0.35	Niles-Benton Harbor, MI	0.25
Houma-Thibodaux, LA	0.50	Lewiston, ID-WA	0.42	Longview, WA	0.35	Ponce, PR	0.25
Logan, UT-ID	0.50	Merced, CA	0.42	York-Hanover, PA	0.35	Waterloo-Cedar Falls, IA	0.25
Salisbury, MD-DE	0.50	San Luis Obispo-Paso Robles-Arroyo Grande, CA	0.42	Corvallis, OR	0.34	Burlington, NC	0.23
Williamsport, PA	0.50	Shreveport-Bossier City, LA	0.42	Decatur, IL	0.34	Chico, CA	0.23
Bangor, ME	0.50	Tuscaloosa, AL	0.42	Johnstown, PA	0.34	Lima, OH	0.23
Danbury, CT	0.50	Bakersfield, CA	0.41	Lawton, OK	0.34	Sheboygan, WI	0.23
Pittsfield, MA	0.50	Battle Creek, MI	0.41	Monroe, MI	0.34	Visalia-Porterville, CA	0.23
Dothan, AL	0.49	Cape Girardeau, MO-IL	0.41	Mount Vernon-Anacortes, WA	0.34	Auburn-Opelika, AL	0.21
Evansville, IN-KY	0.49	College Station-Bryan, TX	0.41	Rochester, MN	0.34	Chambersburg-Waynesboro, PA	0.21
Florence-Muscle Shoals, AL	0.49	Hagerstown-Martinsburg, MD-WV	0.41	Spartanburg, SC	0.34	Vallejo-Fairfield, CA	0.21
Gainesville, GA	0.49	Mansfield, OH	0.41	Dubuque, IA	0.33	Elkhart-Goshen, IN	0.20
Green Bay, WI	0.49	McAllen-Edinburg-Mission, TX	0.41	Jonesboro, AR	0.33	Lebanon, PA	0.20
Kalamazoo-Portage, MI	0.49	San Angelo, TX	0.41	Muskegon, MI	0.33	Cleveland, TN	0.19
Lynchburg, VA	0.49	Walla Walla, WA	0.41	Saginaw, MI	0.33	Morristown, TN	0.19
Reading, PA	0.49	Winchester, VA-WV	0.41			Dover-Durham, NH-ME	0.17
Rockford, IL	0.49	Lewiston-Auburn, ME	0.41			Johnson City, TN	0.14
Sierra Vista-Douglas, AZ	0.49	Anniston-Oxford-Jacksonville, AL	0.40				
Abilene, TX	0.48	Beckley, WV	0.40				
Farmington, NM	0.48	Cedar Rapids, IA	0.40				
Canton-Massillon, OH	0.47						
Fort Wayne, IN	0.47						

*The location quotient represents the ratio of an occupation's share of employment in a given area to that occupation's share of employment in the U.S. as a whole. For example, an occupation that makes up 10% of employment in a metro area compared with 2% of U.S. employment would have a location quotient of 5 for that area.

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics

Average Annual Salary for U.S. Lawyers: 2000-2020

	Average annual pay	% increase
2000	\$91,320	
2001	\$91,920	0.7%
2002	\$105,890	15.2%
2003	\$107,250	1.3%
2004	\$108,790	1.4%
2005	\$110,520	1.6%
2006	\$113,660	2.8%
2007	\$118,280	4.1%
2008	\$124,750	5.5%
2009	\$129,020	3.4%
2010	\$129,440	0.3%
2011	\$130,490	0.8%
2012	\$130,880	0.3%
2013	\$131,990	0.8%
2014	\$133,470	1.1%
2015	\$136,260	2.1%
2016	\$139,880	2.7%
2017	\$141,890	1.4%
2018	\$144,230	1.6%
2019	\$145,300	0.7%
2020	\$148,910	2.5%

Source: U.S. Bureau of Labor Statistics

Average Lawyer Wages by Metro Area: 2020

Metro area	Average lawyer pay	Metro area	Average lawyer pay	Metro area	Average lawyer pay
San Jose-Sunnyvale-Santa Clara, CA	\$231,610	Baltimore-Columbia-Towson, MD	\$140,130	Oklahoma City, OK	\$125,560
San Francisco-Oakland-Hayward, CA	\$201,920	Longview, TX	\$139,950	Dalton, GA	\$125,330
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$186,070	Albany, GA	\$139,880	Pittsburgh, PA	\$125,220
Los Angeles-Long Beach-Anaheim, CA	\$180,220	Milwaukee-Waukesha-West Allis, WI	\$139,710	Savannah, GA	\$125,030
New York-Newark-Jersey City, NY-NJ-PA	\$180,160	Chico, CA	\$139,220	Port St. Lucie, FL	\$124,980
Boston-Cambridge-Nashua, MA-NH	\$175,570	Manchester, NH	\$139,170	Atlantic City-Hamilton, NJ	\$124,500
Santa Rosa, CA	\$174,810	Seattle-Tacoma-Bellevue, WA	\$138,750	St. George, UT	\$124,120
Bridgeport-Stamford-Norwalk, CT	\$172,490	Salem, OR	\$138,690	Chattanooga, TN-GA	\$124,080
Napa, CA	\$170,850	Salisbury, MD-DE	\$137,530	Reno, NV	\$124,060
Miami-Fort Lauderdale-West Palm Beach, FL	\$169,480	Santa Maria-Santa Barbara, CA	\$137,400	Fayetteville, NC	\$123,950
Santa Cruz-Watsonville, CA	\$165,600	Raleigh, NC	\$137,290	Greensboro-High Point, NC	\$123,610
Midland, TX	\$165,320	Minneapolis-St. Paul-Bloomington, MN-WI	\$136,070	Columbus, GA-AL	\$123,570
Riverside-San Bernardino-Ontario, CA	\$165,100	New Bern, NC	\$135,610	Durham-Chapel Hill, NC	\$123,420
Beaumont-Port Arthur, TX	\$162,690	Hagerstown-Martinsburg, MD-WV	\$134,450	New Orleans-Metairie, LA	\$123,070
Chicago-Naperville-Elgin, IL-IN-WI	\$159,010	Reading, PA	\$134,000	Fort Wayne, IN	\$122,980
Hartford-West Hartford-East Hartford, CT	\$154,660	San Luis Obispo-Paso Robles-Arroyo Grande, CA	\$133,330	Detroit-Warren-Dearborn, MI	\$122,810
Sacramento--Roseville--Arden-Arcade, CA	\$153,020	Waco, TX	\$132,760	Beckley, WV	\$122,560
Provo-Orem, UT	\$152,910	Birmingham-Hoover, AL	\$131,990	Canton-Massillon, OH	\$122,120
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	\$152,130	Las Vegas-Henderson-Paradise, NV	\$131,940	Orlando-Kissimmee-Sanford, FL	\$122,100
Denver-Aurora-Lakewood, CO	\$152,060	Peoria, IL	\$131,860	Abilene, TX	\$122,050
Cape Girardeau, MO-IL	\$151,930	Odessa, TX	\$131,650	Dover-Durham, NH-ME	\$121,410
New Haven, CT	\$151,780	Houma-Thibodaux, LA	\$131,430	Roanoke, VA	\$121,330
Salt Lake City, UT	\$151,190	Des Moines-West Des Moines, IA	\$131,210	Decatur, IL	\$121,260
Dallas-Fort Worth-Arlington, TX	\$150,230	Flagstaff, AZ	\$131,040	El Centro, CA	\$121,230
Oxnard-Thousand Oaks-Ventura, CA	\$149,400	Virginia Beach-Norfolk-Newport News, VA-NC	\$130,810	Sherman-Denison, TX	\$120,960
Atlanta-Sandy Springs-Roswell, GA	\$149,240	Greenville-Anderson-Mauldin, SC	\$130,770	Columbia, SC	\$120,310
Cleveland-Elyria, OH	\$148,840	Akron, OH	\$129,530	Colorado Springs, CO	\$120,080
San Diego-Carlsbad, CA	\$147,300	Sioux Falls, SD	\$129,350	Wenatchee, WA	\$120,070
Tucson, AZ	\$147,280	Kansas City, MO-KS	\$129,340	Burlington, NC	\$120,020
Davenport-Moline-Rock Island, IA-IL	\$146,840	Nashville-Davidson--Murfreesboro--Franklin, TN	\$129,290	Tampa-St. Petersburg-Clearwater, FL	\$119,990
Danbury, CT	\$145,720	San Antonio-New Braunfels, TX	\$128,530	Madison, WI	\$119,970
Houston-The Woodlands-Sugar Land, TX	\$145,600	Providence-Warwick, RI-MA	\$128,460	Sioux City, IA-NE-SD	\$119,870
Fort Collins, CO	\$145,050	College Station-Bryan, TX	\$127,980	Amarillo, TX	\$119,780
Bakersfield, CA	\$144,970	Jacksonville, FL	\$127,380	Spartanburg, SC	\$119,730
Portsmouth, NH-ME	\$144,950	Morgantown, WV	\$127,180	Battle Creek, MI	\$119,030
Vallejo-Fairfield, CA	\$144,840	Corvallis, OR	\$127,010	Lansing-East Lansing, MI	\$118,980
Charlotte-Concord-Gastonia, NC-SC	\$144,660	Waterbury, CT	\$126,960	Grand Rapids-Wyoming, MI	\$118,660
Dubuque, IA	\$144,320	Erie, PA	\$126,910	Redding, CA	\$118,650
Austin-Round Rock, TX	\$144,280	Billings, MT	\$126,570	Louisville/Jefferson County, KY-IN	\$118,580
Phoenix-Mesa-Scottsdale, AZ	\$143,300	Omaha-Council Bluffs, NE-IA	\$126,550	Iowa City, IA	\$118,520
Tulsa, OK	\$142,840	El Paso, TX	\$126,420	California-Lexington Park, MD	\$118,300
Allentown-Bethlehem-Easton, PA-NJ	\$142,810	Bismarck, ND	\$126,100	Grand Forks, ND-MN	\$118,100
Stockton-Lodi, CA	\$142,750	Fayetteville-Springdale-Rogers, AR-MO	\$126,090	New Bedford, MA	\$117,730
Portland-Vancouver-Hillsboro, OR-WA	\$142,110	Visalia-Porterville, CA	\$126,030	Wheeling, WV-OH	\$117,690
Richmond, VA	\$141,270	Jackson, TN	\$125,970	Utica-Rome, NY	\$117,610
San Angelo, TX	\$141,080	Toledo, OH	\$125,930	Huntsville, AL	\$117,370
Greenville, NC	\$140,640	Appleton, WI	\$125,830	Rochester, MN	\$116,960
Norwich-New London-Westerly, CT-RI	\$140,640	Winston-Salem, NC	\$125,710	Blacksburg-Christiansburg-Radford, VA	\$116,940
Fresno, CA	\$140,580	Indianapolis-Carmel-Anderson, IN	\$125,650	Urban Honolulu, HI	\$116,730
Cincinnati, OH-KY-IN	\$140,250	Springfield, MA-CT	\$125,620	Auburn-Opelika, AL	\$116,680
				Lincoln, NE	\$116,540
				Modesto, CA	\$116,190

WAGES

Average Lawyer Wages by Metro Area: 2020

Metro area	Average lawyer pay	Metro area	Average lawyer pay	Metro area	Average lawyer pay
Pensacola-Ferry Pass-Brent, FL	\$115,950	Lubbock, TX	\$107,930	Wichita, KS	\$97,910
Springfield, MO	\$115,830	Dayton, OH	\$107,840	Monroe, LA	\$97,680
Kingsport-Bristol-Bristol, TN-VA	\$115,800	Olympia-Tumwater, WA	\$107,440	Crestview-Fort Walton Beach-Destin, FL	\$97,210
Niles-Benton Harbor, MI	\$115,720	Williamsport, PA	\$107,320	Watertown-Fort Drum, NY	\$96,740
Fairbanks, AK	\$115,400	Hickory-Lenoir-Morganon, NC	\$107,240	Staunton-Waynesboro, VA	\$96,730
Lawrence, KS	\$115,270	Green Bay, WI	\$107,230	Goldsboro, NC	\$96,720
Knoxville, TN	\$115,260	Killeen-Temple, TX	\$107,110	Oshkosh-Neenah, WI	\$96,670
Harrisburg-Carlisle, PA	\$115,250	Greeley, CO	\$107,030	Spokane-Spokane Valley, WA	\$96,580
Ann Arbor, MI	\$115,210	Bloomington, IN	\$106,980	Shreveport-Bossier City, LA	\$96,390
Brunswick, GA	\$115,190	Jackson, MS	\$106,880	Ames, IA	\$96,370
Cedar Rapids, IA	\$115,090	Montgomery, AL	\$106,810	Owensboro, KY	\$96,330
Albuquerque, NM	\$115,020	Youngstown-Warren-Boardman, OH-PA	\$106,720	Longview, WA	\$96,010
Duluth, MN-WI	\$114,820	Wausau, WI	\$106,600	Scranton-Wilkes-Barre-Hazleton, PA	\$95,990
Anchorage, AK	\$114,770	Sheboygan, WI	\$106,550	Topeka, KS	\$95,880
Tuscaloosa, AL	\$114,370	Cheyenne, WY	\$106,540	Elkhart-Goshen, IN	\$95,750
Altoona, PA	\$114,230	Memphis, TN-MS-AR	\$106,530	Farmington, NM	\$95,620
Albany-Schenectady-Troy, NY	\$114,170	Naples-Immokalee-Marco Island, FL	\$105,570	Cumberland, MD-WV	\$95,570
Yuba City, CA	\$114,150	Laredo, TX	\$105,350	Glens Falls, NY	\$95,060
Racine, WI	\$113,770	Jacksonville, NC	\$105,200	McAllen-Edinburg-Mission, TX	\$95,050
Baton Rouge, LA	\$113,330	Jefferson City, MO	\$104,980	Bowling Green, KY	\$94,990
Boise City, ID	\$113,320	Kahului-Wailuku-Lahaina, HI	\$104,710	Barnstable Town, MA	\$94,880
Columbus, OH	\$113,180	York-Hanover, PA	\$104,590	Punta Gorda, FL	\$94,760
Syracuse, NY	\$113,020	Fond du Lac, WI	\$104,580	Santa Fe, NM	\$94,740
Huntington-Ashland, WV-KY-OH	\$112,780	Johnson City, TN	\$104,550	Lafayette, LA	\$94,430
Ithaca, NY	\$112,600	Burlington-South Burlington, VT	\$104,520	Janesville-Beloit, WI	\$94,170
Carson City, NV	\$112,530	Springfield, IL	\$104,470	Eau Claire, WI	\$94,120
Fargo, ND-MN	\$112,460	Florence, SC	\$104,300	East Stroudsburg, PA	\$94,030
Asheville, NC	\$112,440	Rapid City, SD	\$103,880	Idaho Falls, ID	\$94,030
Yuma, AZ	\$112,310	Madera, CA	\$103,790	Kankakee, IL	\$93,930
Kalamazoo-Portage, MI	\$112,300	Hattiesburg, MS	\$103,650	Binghamton, NY	\$93,900
Palm Bay-Melbourne-Titusville, FL	\$112,170	Bloomington, IL	\$103,500	Morristown, TN	\$93,480
Pocatello, ID	\$111,970	St. Cloud, MN	\$103,220	Joplin, MO	\$93,220
Panama City, FL	\$111,960	Kennewick-Richland, WA	\$103,110	Lakeland-Winter Haven, FL	\$93,200
St. Louis, MO-IL	\$111,670	Rochester, NY	\$103,040	La Crosse-Onalaska, WI-MN	\$93,130
Lewiston-Auburn, ME	\$111,520	Bangor, ME	\$102,830	Florence-Muscle Shoals, AL	\$93,070
Yakima, WA	\$111,140	Parkersburg-Vienna, WV	\$102,140	Dothan, AL	\$93,030
Walla Walla, WA	\$111,100	Tallahassee, FL	\$101,840	Anniston-Oxford-Jacksonville, AL	\$92,670
Flint, MI	\$111,070	Portland-South Portland, ME	\$101,460	Bellingham, WA	\$92,420
Lynchburg, VA	\$110,910	Winchester, VA-WV	\$100,990	Manhattan, KS	\$92,240
Casper, WY	\$110,630	Hinesville, GA	\$100,950	Springfield, OH	\$92,240
Hilton Head Island-Bluffton-Beaufort, SC	\$110,630	Myrtle Beach-Conway-North Myrtle Beach, SC-NC	\$100,500	Gainesville, FL	\$91,880
Worcester, MA-CT	\$110,310	Gettysburg, PA	\$100,140	State College, PA	\$91,810
Charleston, WV	\$109,660	Lake Charles, LA	\$99,610	Terre Haute, IN	\$91,620
Champaign-Urbana, IL	\$109,320	Cleveland, TN	\$99,100	Carbondale-Marion, IL	\$91,430
Las Cruces, NM	\$108,840	Bremerton-Silverdale, WA	\$98,970	Columbia, MO	\$90,710
Lewiston, ID-WA	\$108,520	Sierra Vista-Douglas, AZ	\$98,920	Eugene, OR	\$90,460
Vineland-Bridgeton, NJ	\$108,460	Bay City, MI	\$98,900	Rockford, IL	\$90,430
Deltona-Daytona Beach-Ormond Beach, FL	\$108,380	Buffalo-Cheektowaga-Niagara Falls, NY	\$97,980	Wichita Falls, TX	\$90,230
Charleston-North Charleston, SC	\$108,360	Columbus, IN	\$97,960	Grand Island, NE	\$90,020
Lexington-Fayette, KY	\$108,030	Grand Junction, CO	\$97,940	Evansville, IN-KY	\$89,610
				Warner Robins, GA	\$89,450
				Little Rock-North Little Rock-Conway, AR	\$89,220

WAGES

Average Lawyer Wages by Metro Area: 2020

Metro area	Average lawyer pay
Lafayette-West Lafayette, IN	\$88,910
Johnstown, PA	\$88,750
Monroe, MI	\$88,570
Bend-Redmond, OR	\$88,300
Wilmington, NC	\$88,100
Macon, GA	\$87,940
Augusta-Richmond County, GA-SC	\$87,250
Sumter, SC	\$86,950
Brownsville-Harlingen, TX	\$86,760
Rocky Mount, NC	\$86,480
Medford, OR	\$86,260
Alexandria, LA	\$85,630
Texarkana, TX-AR	\$84,790
Michigan City-La Porte, IN	\$84,470
Prescott, AZ	\$83,330
Lancaster, PA	\$81,730
Lebanon, PA	\$81,330
Ogden-Clearfield, UT	\$81,130
Twin Falls, ID	\$81,120
Clarksville, TN-KY	\$80,940
Mankato-North Mankato, MN	\$79,560
Gainesville, GA	\$79,050
St. Joseph, MO-KS	\$78,810
Missoula, MT	\$78,690
Athens-Clarke County, GA	\$78,620
Pueblo, CO	\$78,400
Albany, OR	\$77,660
Ocala, FL	\$77,480
Weirton-Steubenville, WV-OH	\$77,290
Muskegon, MI	\$76,570
Waterloo-Cedar Falls, IA	\$76,420
Fort Smith, AR-OK	\$75,910
Elizabethtown-Fort Knox, KY	\$75,300
Hammond, LA	\$74,940
Gadsden, AL	\$74,740
Lima, OH	\$74,630
Enid, OK	\$73,770
Lawton, OK	\$73,380
Mansfield, OH	\$71,860
San Juan-Carolina-Caguas, PR	\$70,150
Kokomo, IN	\$69,330
Pine Bluff, AR	\$69,080
Grants Pass, OR	\$68,090
Valdosta, GA	\$66,050
Homosassa Springs, FL	\$65,340
Danville, IL	\$62,930
Ponce, PR	\$61,990
Daphne-Fairhope-Foley, AL	\$59,590
Arecibo, PR	\$51,750

Source: U.S. Bureau of Labor Statistics

WAGES

Law Firm Associates Pay by Associate Year and Firm Size: 2021

	Number of Lawyers in Law Firm													
	50 or fewer		51-100		101-250		251-500		501-700		701+		All sizes	
Associate Year	Median	Number reporting	Median	Number reporting	Median	Number reporting	Median	Number reporting	Median	Number reporting	Median	Number reporting	Median	Number reporting
First	\$85,000	15	\$127,500	18	\$130,000	68	\$170,000	63	\$155,000	56	\$190,000*	184	\$165,000	404
Second	126,250	11	127,000	17	127,250	66	162,500	70	160,000	56	197,925	208	170,000	428
Third	137,500	8	124,500	16	135,250	66	165,000	71	163,200	59	209,575	206	182,500	426
Fourth	142,500	10	140,000	17	150,000	65	173,000	73	166,150	54	221,275	217	192,075	436
Fifth	142,500	9	143,500	16	155,000	67	185,000	73	181,550	58	236,850	210	205,000	433
Sixth	173,000	5	151,000	18	165,000	67	192,000	74	192,825	54	250,000	217	213,500	435
Seventh	160,000	8	153,200	18	185,000	59	200,000	72	200,000	55	263,750	210	227,500	422
Eighth	160,000	9	130,000	12	175,000	59	210,000	59	218,175	58	260,000	202	225,000	399

Summer Associates Weekly Pay by Associate Year and Firm Size: 2021

1st	—	—	\$2,200	7	\$2,500	41	\$2,975	60	\$2,875	40	\$3,175	220	\$3,075	370
2nd	2,825	8	1,850	16	2,650	47	2,975	67	2,800	45	3,175	226	3,075	409
3rd	2,300	5	—	—	3,650	9	3,650	22	—	—	3,175	83	3,650	130

Source: National Association for Law Placement, 2021 Associate Salary Survey

Public Service Lawyer Salaries by Type, Year and Seniority 2004-2018

Years of Experience	2004	2006	2008	2010	2012	2014	2018
Civil Legal Services							
Entry-level	\$34,000	\$36,000	\$40,000	\$42,000	\$42,800	\$44,600	\$48,000
5 years	\$40,000	\$43,300	\$48,000	\$49,400	\$50,200	\$51,000	\$54,800
11-15 years	\$51,900	\$55,000	\$60,000	\$62,500	\$64,900	\$65,000	\$69,400
Public Defenders							
Entry-level	\$39,000	\$43,300	\$47,400	\$47,500	\$50,500	\$50,400	\$58,300
5 years	\$50,000	\$54,700	\$60,000	\$60,300	\$62,800	\$63,000	\$68,000
11-15 years	\$65,000	\$65,500	\$75,000	\$76,200	\$78,600	\$84,500	\$96,400
Local Prosecuting Attorneys							
Entry-Level	\$40,000	\$43,900	\$45,700	\$50,000	\$50,000	\$51,100	\$56,200
5 years	\$52,000	\$54,500	\$60,000	\$62,300	\$61,400	\$63,600	\$66,300
11-15 years	\$69,300	\$73,000	\$77,500	\$81,500	\$76,700	\$80,000	\$84,400
Public Interest Organizations							
Entry-level	\$36,700	\$40,000	\$41,000	\$45,000	\$45,000	\$46,000	\$50,300
5 years	\$46,300	\$52,000	\$53,800	\$53,600	\$56,300	\$59,000	\$65,000
11-15 years	\$64,000	\$65,000	\$69,200	\$70,900	\$75,000	\$75,000	\$80,500

Source: National Association for Law Placement, 2018 Public Service Attorney Salary Survey

LEGAL EDUCATION

Law School Applicants and Admissions: 2000-2020

Year	Applicants	% Change from Previous Year	Applicants Admitted	% Change from Previous Year	Applications	% Change from Previous Year
2020	63,384	1.5%	44,115	0.7%	382,174	0.3%
2019	62,434	2.7%	43,824	-0.4%	380,900	-1.6%
2018	60,770	7.4%	43,991	3.8%	387,034	8.5%
2017	56,583	-0.1%	42,369	-1.0%	356,762	1.6%
2016	54,897	0.9%	42,176	-0.3%	345,666	1.8%
2015	54,433	-2.5%	42,316	-2.9%	339,426	-4.2%
2014	55,808	-6.4%	43,565	-5.2%	354,368	-8.0%
2013	59,602	-12.2%	45,936	-9.3%	385,032	-17.8%
2012	67,897	-13.5%	50,645	-9.2%	468,128	-12.6%
2011	78,478	-10.7%	55,784	-7.7%	535,505	-11.4%
2010	87,916	1.5%	60,437	3.5%	604,313	6.8%
2009	86,576	3.8%	58,374	5.0%	565,656	6.2%
2008	83,371	-0.8%	55,595	-0.0%	532,580	3.0%
2007	84,021	-5.2%	55,607	-0.8%	517,110	-2.5%
2006	88,662	-7.4%	56,035	-0.2%	530,433	-3.3%
2005	95,760	-4.8%	56,135	0.4%	548,407	-1.3%
2004	100,601	1.1%	55,902	-1.7%	555,420	5.5%
2003	99,503	9.5%	56,868	0.7%	526,647	17.2%
2002	90,852	17.7%	56,475	9.1%	449,240	25.5%
2001	77,221	3.6%	51,761	3.0%	358,021	6.9%
2000	74,550		50,273		334,829	

Source: Law School Admission Council

LEGAL EDUCATION

Law School Enrollment, Total and by Gender: 1970-2020

	Male	Female	Total
1970	71,336	6,682	78,018
1971	82,658	8,567	91,225
1972	86,164	11,878	98,042
1973	85,372	16,303	101,675
1974	84,425	21,283	105,708
1975	85,027	26,020	111,047
1976	83,058	29,343	112,401
1977	81,430	31,650	113,080
1978	80,375	35,775	116,150
1979	79,763	37,534	117,297
1980	78,667	40,834	119,501
1981	77,634	43,245	120,879
1982	76,252	45,539	121,791
1983	74,840	46,361	121,201
1984	72,950	46,897	119,847
1985	71,214	47,486	118,700
1986	69,893	47,920	117,813
1987	69,077	48,920	117,997
1988	69,762	50,932	120,694
1989	71,358	53,113	124,471
1990	73,164	54,097	127,261
1991	74,470	55,110	129,580
1992	77,146	56,637	133,783
1993	72,668	55,134	127,802
1994	73,181	55,808	128,989
1995	72,436	56,961	129,397
1996	71,500	57,123	128,623
1997	68,971	56,915	125,886
1998	67,675	57,952	125,627
1999	65,822	59,362	125,184
2000	64,540	60,633	125,173
2001	65,134	62,476	127,610
2002	67,706	65,179	132,885
2003	70,649	67,027	137,676
2004	72,938	67,438	140,376
2005	73,685	66,613	140,298
2006	74,946	66,085	141,031
2007	75,523	66,196	141,719
2008	75,954	66,968	142,922
2009	76,737	68,502	145,239
2010	78,516	69,009	147,525
2011	78,026	68,262	146,288
2012	73,668	65,387	139,055
2013	67,230	61,569	128,799
2014	61,458	58,360	119,818
2015	57,603	56,273	113,876
2016	55,058	55,766	110,824
2017	53,641	56,486	110,127
2018	53,010	58,462	111,472
2019	52,555	60,175	112,730
2020	52,339	61,949	114,288

Source: ABA Section of Legal Education and Admissions to the Bar

First-Year Law Students by Race, Ethnicity and Gender: 2020

	Number	% of Total
Hispanic Men	2,175	5.6%
Hispanic Women	3,062	7.8%
Hispanic Other	12	0.0%
TOTAL HISPANIC	5,249	13.4%
Native American Men	74	0.2%
Native American Women	97	0.2%
Native American Other	0	0.0%
TOTAL NATIVE AMERICAN	171	0.4%
Asian Men	998	2.5%
Asian Women	1,629	4.2%
Asian Other	7	0.0%
TOTAL ASIAN	2,634	6.7%
Black Men	1,069	2.7%
Black Women	2,055	5.2%
Black Other	7	0.0%
TOTAL BLACK	3,131	8.0%
Native Hawaiian or Pacific Islander Men	19	0.0%
Native Hawaiian or Pacific Islander Women	31	0.1%
Native Hawaiian or Pacific Islander Other	0	0.0%
TOTAL	50	0.1%
White Men	11,598	29.6%
White Women	12,414	31.7%
White Other	61	0.2%
TOTAL WHITE	24,073	61.5%
Unknown Race Men	685	1.7%
Unknown Race Women	577	1.5%
Unknown Race Other	23	0.1%
Total Men	17,635	45.0%
Total Women	21,391	54.6%
Total Other	130	0.3%
TOTAL	39,156	

Source: ABA Section of Legal Education and Admissions to the Bar

LEGAL EDUCATION

Student Gender at Individual Law Schools: 2020

School	Men	% Men	Women	% Women	Other	% Other	Total
AKRON, UNIVERSITY OF	235	54.9%	193	45.1%	0	0.0%	428
ALABAMA, UNIVERSITY OF	187	49.5%	189	50.0%	2	0.5%	378
ALBANY LAW SCHOOL OF UNION UNIVERSITY	241	46.3%	280	53.7%	0	0.0%	521
AMERICAN UNIVERSITY	415	36.5%	723	63.5%	0	0.0%	1,138
APPALACHIAN SCHOOL OF LAW	92	54.1%	78	45.9%	0	0.0%	170
ARIZONA STATE UNIVERSITY	418	52.4%	378	47.4%	2	0.3%	798
ARIZONA, UNIVERSITY OF	212	54.1%	180	45.9%	0	0.0%	392
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	191	53.8%	164	46.2%	0	0.0%	355
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	234	48.2%	251	51.8%	0	0.0%	485
ATLANTA'S JOHN MARSHALL LAW SCHOOL	124	42.0%	171	58.0%	0	0.0%	295
AVE MARIA SCHOOL OF LAW	133	46.5%	153	53.5%	0	0.0%	286
BALTIMORE, UNIVERSITY OF	303	43.2%	396	56.4%	3	0.4%	702
BARRY UNIVERSITY	269	40.1%	401	59.9%	0	0.0%	670
BAYLOR UNIVERSITY	222	49.7%	225	50.3%	0	0.0%	447
BELMONT UNIVERSITY	124	35.5%	224	64.2%	1	0.3%	349
BOSTON COLLEGE	359	48.6%	379	51.4%	0	0.0%	738
BOSTON UNIVERSITY	334	43.3%	437	56.7%	0	0.0%	771
BRIGHAM YOUNG UNIVERSITY	189	54.6%	157	45.4%	0	0.0%	346
BROOKLYN LAW SCHOOL	472	41.2%	672	58.6%	2	0.2%	1,146
CALIFORNIA WESTERN SCHOOL OF LAW	278	40.8%	404	59.2%	0	0.0%	682
CALIFORNIA-BERKELEY, UNIVERSITY OF	409	39.1%	632	60.5%	4	0.4%	1,045
CALIFORNIA-DAVIS, UNIVERSITY OF	233	37.5%	388	62.4%	1	0.2%	622
CALIFORNIA-HASTINGS, UNIVERSITY OF	386	39.0%	599	60.6%	4	0.4%	989
CALIFORNIA-IRVINE, UNIVERSITY OF	209	41.8%	287	57.4%	4	0.8%	500
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	453	45.2%	545	54.4%	4	0.4%	1,002
CAMPBELL UNIVERSITY	211	41.1%	302	58.9%	0	0.0%	513
CAPITAL UNIVERSITY	231	50.1%	230	49.9%	0	0.0%	461
CARDOZO SCHOOL OF LAW	423	44.2%	530	55.3%	5	0.5%	958
CASE WESTERN RESERVE UNIVERSITY	188	47.1%	211	52.9%	0	0.0%	399
CATHOLIC UNIVERSITY OF AMERICA	158	39.8%	239	60.2%	0	0.0%	397
CHAPMAN UNIVERSITY	206	44.4%	258	55.6%	0	0.0%	464
CHARLESTON SCHOOL OF LAW	242	43.4%	316	56.6%	0	0.0%	558
CHICAGO, UNIVERSITY OF	323	51.9%	296	47.6%	3	0.5%	622
CHICAGO-KENT COLLEGE OF LAW-IT	339	46.6%	384	52.8%	4	0.6%	727
CINCINNATI, UNIVERSITY OF	176	44.7%	217	55.1%	1	0.3%	394
CITY UNIVERSITY OF NEW YORK	236	35.1%	427	63.5%	9	1.3%	672
CLEVELAND STATE UNIVERSITY	218	50.6%	213	49.4%	0	0.0%	431
COLORADO, UNIVERSITY OF	254	48.7%	266	51.0%	2	0.4%	522
COLUMBIA UNIVERSITY	650	51.5%	611	48.4%	2	0.2%	1,263
CONNECTICUT, UNIVERSITY OF	225	46.1%	263	53.9%	0	0.0%	488
CORNELL UNIVERSITY	303	52.4%	274	47.4%	1	0.2%	578
CREIGHTON UNIVERSITY	194	55.4%	156	44.6%	0	0.0%	350
DAYTON, UNIVERSITY OF	151	46.0%	174	53.0%	3	0.9%	328
DENVER, UNIVERSITY OF	356	44.2%	449	55.8%	0	0.0%	805
DEPAUL UNIVERSITY	263	45.4%	314	54.2%	2	0.3%	579
DETROIT MERCY, UNIVERSITY OF	269	45.8%	318	54.2%	0	0.0%	587
DISTRICT OF COLUMBIA	77	36.7%	133	63.3%	0	0.0%	210
DRAKE UNIVERSITY	168	51.9%	156	48.1%	0	0.0%	324

LEGAL EDUCATION

Student Gender at Individual Law Schools: 2020 (continued)

School	Men	% Men	Women	% Women	Other	% Other	Total
DREXEL UNIVERSITY	195	40.1%	287	59.1%	4	0.8%	486
DUKE UNIVERSITY	310	43.7%	388	54.7%	11	1.6%	709
DUQUESNE UNIVERSITY	229	47.6%	250	52.0%	2	0.4%	481
ELON UNIVERSITY	159	38.6%	252	61.2%	1	0.2%	412
EMORY UNIVERSITY	339	44.6%	421	55.4%	0	0.0%	760
FAULKNER UNIVERSITY	86	48.6%	91	51.4%	0	0.0%	177
FLORIDA A&M UNIVERSITY	176	37.3%	296	62.7%	0	0.0%	472
FLORIDA COASTAL SCHOOL OF LAW	82	42.3%	112	57.7%	0	0.0%	194
FLORIDA INTERNATIONAL UNIVERSITY	226	44.4%	283	55.6%	0	0.0%	509
FLORIDA STATE UNIVERSITY	272	44.4%	340	55.6%	0	0.0%	612
FLORIDA, UNIVERSITY OF	376	52.1%	346	47.9%	0	0.0%	722
FORDHAM UNIVERSITY	611	47.7%	670	52.3%	0	0.0%	1,281
GEORGE MASON UNIVERSITY	269	55.6%	215	44.4%	0	0.0%	484
GEORGE WASHINGTON UNIVERSITY	791	45.7%	938	54.2%	2	0.1%	1,731
GEORGETOWN UNIVERSITY	907	44.9%	1,103	54.6%	11	0.5%	2,021
GEORGIA STATE UNIVERSITY	309	45.5%	370	54.5%	0	0.0%	679
GEORGIA, UNIVERSITY OF	299	51.7%	279	48.3%	0	0.0%	578
GOLDEN GATE UNIVERSITY	199	41.1%	285	58.9%	0	0.0%	484
GONZAGA UNIVERSITY	207	50.0%	203	49.0%	4	1.0%	414
HARVARD UNIVERSITY	849	49.5%	857	50.0%	9	0.5%	1,715
HAWAII, UNIVERSITY OF	159	46.9%	180	53.1%	0	0.0%	339
HOFSTRA UNIVERSITY	391	47.5%	432	52.5%	0	0.0%	823
HOUSTON, UNIVERSITY OF	330	48.2%	355	51.8%	0	0.0%	685
HOWARD UNIVERSITY	157	34.4%	300	65.6%	0	0.0%	457
IDAHO, UNIVERSITY OF	256	55.4%	206	44.6%	0	0.0%	462
ILLINOIS, UNIVERSITY OF	212	52.0%	196	48.0%	0	0.0%	408
INDIANA UNIVERSITY - BLOOMINGTON	259	48.5%	273	51.1%	2	0.4%	534
INDIANA UNIVERSITY - INDIANAPOLIS	390	49.7%	395	50.3%	0	0.0%	785
INTER AMERICAN UNIVERSITY OF PUERTO RICO	249	37.4%	415	62.3%	2	0.3%	666
IOWA, UNIVERSITY OF	248	52.4%	224	47.4%	1	0.2%	473
JOHN MARSHALL LAW SCHOOL	407	41.3%	573	58.2%	5	0.5%	985
KANSAS, UNIVERSITY OF	144	47.2%	161	52.8%	0	0.0%	305
KENTUCKY, UNIVERSITY OF	190	52.1%	175	47.9%	0	0.0%	365
LEWIS AND CLARK COLLEGE	231	40.1%	345	59.9%	0	0.0%	576
LIBERTY UNIVERSITY	139	56.7%	106	43.3%	0	0.0%	245
LINCOLN MEMORIAL	142	47.5%	157	52.5%	0	0.0%	299
LOUISIANA STATE UNIVERSITY	300	50.5%	294	49.5%	0	0.0%	594
LOUISVILLE, UNIVERSITY OF	143	44.0%	182	56.0%	0	0.0%	325
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	440	43.1%	579	56.7%	2	0.2%	1,021
LOYOLA UNIVERSITY-CHICAGO	316	40.3%	466	59.4%	2	0.3%	784
LOYOLA UNIVERSITY-NEW ORLEANS	221	41.1%	312	58.0%	5	0.9%	538
MAINE, UNIVERSITY OF	126	49.6%	128	50.4%	0	0.0%	254
MARQUETTE UNIVERSITY	297	50.6%	290	49.4%	0	0.0%	587
MARYLAND, UNIVERSITY OF	247	37.7%	404	61.6%	5	0.8%	656
MCGEORGE SCHOOL OF LAW	232	42.4%	313	57.2%	2	0.4%	547
MEMPHIS, UNIVERSITY OF	164	45.4%	196	54.3%	1	0.3%	361
MERCER UNIVERSITY	181	46.8%	206	53.2%	0	0.0%	387
MIAMI, UNIVERSITY OF	570	49.7%	576	50.3%	0	0.0%	1,146
MICHIGAN STATE UNIVERSITY	310	49.1%	322	50.9%	0	0.0%	632
MICHIGAN, UNIVERSITY OF	484	47.8%	529	52.2%	0	0.0%	1,013
MINNESOTA, UNIVERSITY OF	315	46.7%	359	53.3%	0	0.0%	674
MISSISSIPPI COLLEGE	180	50.0%	180	50.0%	0	0.0%	360
MISSISSIPPI, UNIVERSITY OF	240	51.7%	224	48.3%	0	0.0%	464
MISSOURI, UNIVERSITY OF	165	55.2%	133	44.5%	1	0.3%	299

LEGAL EDUCATION

Student Gender at Individual Law Schools: 2020 (continued)

School	Men	% Men	Women	% Women	Other	% Other	Total
MISSOURI-KANSAS CITY, UNIVERSITY OF	185	46.5%	213	53.5%	0	0.0%	398
MITCHELL HAMLINE	556	45.4%	653	53.3%	17	1.4%	1,226
MONTANA, UNIVERSITY OF	127	49.4%	130	50.6%	0	0.0%	257
NEBRASKA, UNIVERSITY OF	189	47.5%	209	52.5%	0	0.0%	398
NEW ENGLAND LAW BOSTON	320	35.0%	593	65.0%	0	0.0%	913
NEW HAMPSHIRE UNIVERSITY OF	227	55.8%	180	44.2%	0	0.0%	407
NEW MEXICO, UNIVERSITY OF	130	45.0%	158	54.7%	1	0.3%	289
NEW YORK LAW SCHOOL	438	41.4%	619	58.6%	0	0.0%	1,057
NEW YORK UNIVERSITY	659	48.1%	706	51.5%	5	0.4%	1,370
NORTH CAROLINA CENTRAL UNIVERSITY	124	30.6%	281	69.4%	0	0.0%	405
NORTH CAROLINA, UNIVERSITY OF	280	47.5%	308	52.3%	1	0.2%	589
NORTH DAKOTA, UNIVERSITY OF	112	51.4%	106	48.6%	0	0.0%	218
NORTHEASTERN UNIVERSITY	182	29.9%	421	69.1%	6	1.0%	609
NORTHERN ILLINOIS UNIVERSITY	156	50.8%	151	49.2%	0	0.0%	307
NORTHERN KENTUCKY UNIVERSITY	200	51.5%	188	48.5%	0	0.0%	388
NORTHWESTERN UNIVERSITY	360	46.2%	409	52.5%	10	1.3%	779
NOTRE DAME, UNIVERSITY OF	277	50.2%	275	49.8%	0	0.0%	552
NOVA SOUTHEASTERN UNIVERSITY	270	45.3%	325	54.5%	1	0.2%	596
OHIO NORTHERN UNIVERSITY	82	55.4%	66	44.6%	0	0.0%	148
OHIO STATE UNIVERSITY	249	45.2%	302	54.8%	0	0.0%	551
OKLAHOMA CITY UNIVERSITY	209	44.6%	260	55.4%	0	0.0%	469
OKLAHOMA, UNIVERSITY OF	248	48.4%	262	51.2%	2	0.4%	512
OREGON, UNIVERSITY OF	212	48.7%	222	51.0%	1	0.2%	435
PACE UNIVERSITY	265	37.6%	439	62.4%	0	0.0%	704
PENNSYLVANIA STATE - DICKINSON LAW	124	51.0%	118	48.6%	1	0.4%	243
PENNSYLVANIA STATE - PENN STATE LAW	161	42.6%	217	57.4%	0	0.0%	378
PENNSYLVANIA, UNIVERSITY OF	376	49.0%	390	50.8%	1	0.1%	767
PEPPERDINE UNIVERSITY	247	47.8%	270	52.2%	0	0.0%	517
PITTSBURGH, UNIVERSITY OF	194	50.1%	193	49.9%	0	0.0%	387
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	161	41.4%	228	58.6%	0	0.0%	389
PUERTO RICO, UNIVERSITY OF	211	39.7%	321	60.3%	0	0.0%	532
QUINNIPIAC UNIVERSITY	152	39.6%	232	60.4%	0	0.0%	384
REGENT UNIVERSITY	128	44.6%	159	55.4%	0	0.0%	287
RICHMOND, UNIVERSITY OF	192	45.8%	225	53.7%	2	0.5%	419
ROGER WILLIAMS UNIVERSITY	215	41.6%	301	58.2%	1	0.2%	517
RUTGERS UNIVERSITY	632	50.1%	623	49.4%	7	0.6%	1,262
SAINT LOUIS UNIVERSITY	254	44.4%	313	54.7%	5	0.9%	572
SAMFORD UNIVERSITY	196	45.4%	236	54.6%	0	0.0%	432
SAN DIEGO, UNIVERSITY OF	318	42.7%	427	57.3%	0	0.0%	745
SAN FRANCISCO, UNIVERSITY OF	152	41.4%	214	58.3%	1	0.3%	367
SANTA CLARA UNIVERSITY	339	46.6%	388	53.3%	1	0.1%	728
SEATTLE UNIVERSITY	247	37.0%	420	63.0%	0	0.0%	667
SETON HALL UNIVERSITY	376	51.3%	357	48.7%	0	0.0%	733
SOUTH CAROLINA, UNIVERSITY OF	330	52.0%	304	47.9%	1	0.2%	635
SOUTH DAKOTA, UNIVERSITY OF	121	56.3%	91	42.3%	3	1.4%	215
SOUTH TEXAS COLLEGE OF LAW HOUSTON	452	45.2%	547	54.8%	0	0.0%	999
SOUTHERN CALIFORNIA, UNIVERSITY OF	260	43.4%	339	56.6%	0	0.0%	599
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	118	49.8%	119	50.2%	0	0.0%	237
SOUTHERN METHODIST UNIVERSITY	318	45.7%	377	54.2%	1	0.1%	696
SOUTHERN UNIVERSITY	322	38.7%	509	61.2%	1	0.1%	832
SOUTHWESTERN LAW SCHOOL	357	40.6%	522	59.4%	0	0.0%	879
ST. JOHN'S UNIVERSITY	349	47.0%	394	53.0%	0	0.0%	743
ST. MARY'S UNIVERSITY	348	47.3%	388	52.7%	0	0.0%	736
ST. THOMAS UNIVERSITY (FLORIDA)	231	36.6%	400	63.4%	0	0.0%	631

LEGAL EDUCATION

Student Gender at Individual Law Schools: 2020 (continued)

School	Men	% Men	Women	% Women	Other	% Other	Total
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	197	41.6%	277	58.4%	0	0.0%	474
STANFORD UNIVERSITY	274	48.5%	291	51.5%	0	0.0%	565
STETSON UNIVERSITY	417	46.0%	489	54.0%	0	0.0%	906
SUFFOLK UNIVERSITY	482	42.7%	648	57.3%	0	0.0%	1,130
SYRACUSE UNIVERSITY	298	47.1%	335	52.9%	0	0.0%	633
TEMPLE UNIVERSITY	370	50.3%	362	49.2%	4	0.5%	736
TENNESSEE, UNIVERSITY OF	198	54.2%	166	45.5%	1	0.3%	365
TEXAS A&M UNIVERSITY	214	41.6%	300	58.3%	1	0.2%	515
TEXAS AT AUSTIN, UNIVERSITY OF	510	52.8%	455	47.2%	0	0.0%	965
TEXAS SOUTHERN UNIVERSITY	204	38.1%	332	61.9%	0	0.0%	536
TEXAS TECH UNIVERSITY	222	53.4%	194	46.6%	0	0.0%	416
TOLEDO, UNIVERSITY OF	126	41.7%	176	58.3%	0	0.0%	302
TOURO COLLEGE	280	51.9%	260	48.1%	0	0.0%	540
TULANE UNIVERSITY	271	44.9%	333	55.1%	0	0.0%	604
TULSA, UNIVERSITY OF	165	49.8%	166	50.2%	0	0.0%	331
UNIVERSITY OF BUFFALO-SUNY	207	46.6%	237	53.4%	0	0.0%	444
UNIVERSITY OF MASSACHUSETTS DARTMOUTH	161	45.0%	197	55.0%	0	0.0%	358
UNIVERSITY OF NEVADA - LAS VEGAS	218	49.0%	227	51.0%	0	0.0%	445
UNT DALLAS COLLEGE OF LAW	177	45.4%	213	54.6%	0	0.0%	390
UTAH, UNIVERSITY OF	149	51.4%	139	47.9%	2	0.7%	290
VANDERBILT UNIVERSITY	261	46.4%	301	53.6%	0	0.0%	562
VERMONT LAW SCHOOL	182	41.3%	256	58.0%	3	0.7%	441
VILLANOVA UNIVERSITY	229	42.7%	307	57.3%	0	0.0%	536
VIRGINIA, UNIVERSITY OF	502	53.3%	439	46.6%	1	0.1%	942
WAKE FOREST UNIVERSITY	212	45.5%	253	54.3%	1	0.2%	466
WASHBURN UNIVERSITY	156	50.2%	155	49.8%	0	0.0%	311
WASHINGTON AND LEE UNIVERSITY	182	50.6%	176	48.9%	2	0.6%	360
WASHINGTON UNIVERSITY	382	52.8%	342	47.2%	0	0.0%	724
WASHINGTON, UNIVERSITY OF	177	35.4%	316	63.2%	7	1.4%	500
WAYNE STATE UNIVERSITY	179	45.5%	214	54.5%	0	0.0%	393
WEST VIRGINIA UNIVERSITY	170	52.1%	156	47.9%	0	0.0%	326
WESTERN MICHIGAN UNIVERSITY	361	39.0%	565	61.0%	0	0.0%	926
WESTERN NEW ENGLAND UNIVERSITY	141	43.9%	179	55.8%	1	0.3%	321
WESTERN STATE COLLEGE OF LAW	103	45.0%	126	55.0%	0	0.0%	229
WIDENER UNIVERSITY-DELAWARE	302	45.4%	362	54.4%	1	0.2%	665
WIDENER-COMMONWEALTH	135	41.8%	188	58.2%	0	0.0%	323
WILLAMETTE UNIVERSITY	157	47.9%	167	50.9%	4	1.2%	328
WILLIAM AND MARY LAW SCHOOL	303	47.3%	337	52.7%	0	0.0%	640
WISCONSIN, UNIVERSITY OF	381	50.7%	370	49.3%	0	0.0%	751
WYOMING, UNIVERSITY OF	127	55.2%	103	44.8%	0	0.0%	230
YALE UNIVERSITY	310	48.4%	327	51.0%	4	0.6%	641

Source: ABA Section of Legal Education and Admissions to the Bar

LEGAL EDUCATION

JD Degrees Awarded to Students of Color, Individual Schools: 2020

School	Students of color receiving JDs	% students of color	Total Degrees Awarded
AKRON, UNIVERSITY OF	27	17.8%	152
ALABAMA, UNIVERSITY OF	24	18.9%	127
ALBANY LAW SCHOOL OF UNION UNIVERSITY	24	17.1%	140
AMERICAN UNIVERSITY	153	39.6%	386
APPALACHIAN SCHOOL OF LAW	18	35.3%	51
ARIZONA STATE UNIVERSITY	68	26.8%	254
ARIZONA, UNIVERSITY OF	29	30.5%	95
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	17	15.2%	112
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	21	18.3%	115
ATLANTA'S JOHN MARSHALL LAW SCHOOL	59	59.0%	100
AVE MARIA SCHOOL OF LAW	23	30.7%	75
BALTIMORE, UNIVERSITY OF	50	29.8%	168
BARRY UNIVERSITY	84	45.9%	183
BAYLOR UNIVERSITY	46	29.9%	154
BELMONT UNIVERSITY	15	15.3%	98
BOSTON COLLEGE	53	21.5%	246
BOSTON UNIVERSITY	52	22.9%	227
BRIGHAM YOUNG UNIVERSITY	18	18.2%	99
BROOKLYN LAW SCHOOL	93	28.4%	328
CALIFORNIA WESTERN SCHOOL OF LAW	96	46.4%	207
CALIFORNIA-BERKELEY, UNIVERSITY OF	140	42.7%	328
CALIFORNIA-DAVIS, UNIVERSITY OF	69	45.7%	151
CALIFORNIA-HASTINGS, UNIVERSITY OF	123	41.3%	298
CALIFORNIA-IRVINE, UNIVERSITY OF	67	46.9%	143
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	87	27.9%	312
CAMPBELL UNIVERSITY	15	10.7%	140
CAPITAL UNIVERSITY	17	15.0%	113
CARDOZO SCHOOL OF LAW	70	20.0%	350
CASE WESTERN RESERVE UNIVERSITY	18	15.1%	119
CATHOLIC UNIVERSITY OF AMERICA	26	26.8%	97
CHAPMAN UNIVERSITY	64	41.6%	154
CHARLESTON SCHOOL OF LAW	56	25.8%	217
CHICAGO, UNIVERSITY OF	64	31.5%	203
CHICAGO-KENT COLLEGE OF LAW-IIT	70	31.0%	226
CINCINNATI, UNIVERSITY OF	11	11.7%	94
CITY UNIVERSITY OF NEW YORK	74	50.3%	147
CLEVELAND STATE UNIVERSITY	18	18.2%	99
COLORADO, UNIVERSITY OF	48	27.1%	177
COLUMBIA UNIVERSITY	143	33.4%	428
CONNECTICUT, UNIVERSITY OF	31	22.1%	140
CORNELL UNIVERSITY	56	28.3%	198
CREIGHTON UNIVERSITY	17	17.7%	96
DAYTON, UNIVERSITY OF	13	18.1%	72
DENVER, UNIVERSITY OF	56	24.6%	228
DEPAUL UNIVERSITY	56	24.2%	231
DETROIT MERCY, UNIVERSITY OF	13	6.8%	190
DISTRICT OF COLUMBIA	54	69.2%	78
DRAKE UNIVERSITY	13	13.7%	95
DREXEL UNIVERSITY	22	16.8%	131
DUKE UNIVERSITY	57	26.6%	214

LEGAL EDUCATION

JD Degrees Awarded to Students of Color, Individual Schools: 2020 (continued)

School	Students of color receiving JDs	% students of color	Total Degrees Awarded
DUQUESNE UNIVERSITY	11	8.3%	132
ELON UNIVERSITY	21	19.4%	108
EMORY UNIVERSITY	79	28.2%	280
FAULKNER UNIVERSITY	14	26.9%	52
FLORIDA A&M UNIVERSITY	109	66.1%	165
FLORIDA COASTAL SCHOOL OF LAW	19	30.2%	63
FLORIDA INTERNATIONAL UNIVERSITY	75	59.1%	127
FLORIDA STATE UNIVERSITY	63	34.8%	181
FLORIDA, UNIVERSITY OF	93	30.5%	305
FORDHAM UNIVERSITY	109	27.5%	397
GEORGE MASON UNIVERSITY	34	19.7%	173
GEORGE WASHINGTON UNIVERSITY	110	26.7%	412
GEORGETOWN UNIVERSITY	164	23.9%	685
GEORGIA STATE UNIVERSITY	66	33.7%	196
GEORGIA, UNIVERSITY OF	34	18.7%	182
GOLDEN GATE UNIVERSITY	75	60.5%	124
GONZAGA UNIVERSITY	19	18.3%	104
HARVARD UNIVERSITY	181	31.8%	570
HAWAII, UNIVERSITY OF	65	69.1%	94
HOFSTRA UNIVERSITY	67	27.8%	241
HOUSTON, UNIVERSITY OF	93	40.1%	232
HOWARD UNIVERSITY	124	99.2%	125
IDAHO, UNIVERSITY OF	11	11.2%	98
ILLINOIS, UNIVERSITY OF	38	25.5%	149
INDIANA UNIVERSITY - BLOOMINGTON	22	14.3%	154
INDIANA UNIVERSITY - INDIANAPOLIS	46	19.6%	235
INTER AMERICAN UNIVERSITY OF PUERTO RICO	174	96.7%	180
IOWA, UNIVERSITY OF	27	20.3%	133
JOHN MARSHALL LAW SCHOOL	87	36.7%	237
KANSAS, UNIVERSITY OF	20	19.6%	102
KENTUCKY, UNIVERSITY OF	19	17.1%	111
LEWIS AND CLARK COLLEGE	42	24.7%	170
LIBERTY UNIVERSITY	12	20.7%	58
LINCOLN MEMORIAL	21	25.9%	81
LOUISIANA STATE UNIVERSITY	45	25.9%	174
LOUISVILLE, UNIVERSITY OF	14	11.2%	125
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	151	45.6%	331
LOYOLA UNIVERSITY-CHICAGO	72	30.4%	237
LOYOLA UNIVERSITY-NEW ORLEANS	72	43.1%	167
MAINE, UNIVERSITY OF	9	11.8%	76
MARQUETTE UNIVERSITY	35	19.9%	176
MARYLAND, UNIVERSITY OF	57	30.5%	187
MCGEORGE SCHOOL OF LAW	48	37.2%	129
MEMPHIS, UNIVERSITY OF	25	28.4%	88
MERCER UNIVERSITY	26	21.7%	120
MIAMI, UNIVERSITY OF	170	47.6%	357
MICHIGAN STATE UNIVERSITY	50	20.7%	241
MICHIGAN, UNIVERSITY OF	73	22.0%	332
MINNESOTA, UNIVERSITY OF	31	15.6%	199
MISSISSIPPI COLLEGE	26	23.6%	110

LEGAL EDUCATION

JD Degrees Awarded to Students of Color, Individual Schools: 2020 (continued)

School	Students of color receiving JDs	% students of color	Total Degrees Awarded
MISSISSIPPI, UNIVERSITY OF	34	30.4%	112
MISSOURI, UNIVERSITY OF	15	17.9%	84
MISSOURI-KANSAS CITY, UNIVERSITY OF	18	14.8%	122
MITCHELL HAMLINE	82	24.5%	335
MONTANA, UNIVERSITY OF	13	17.6%	74
NEBRASKA, UNIVERSITY OF	8	6.6%	122
NEW ENGLAND LAW BOSTON	46	30.3%	152
NEW HAMPSHIRE UNIVERSITY OF	7	10.0%	70
NEW MEXICO, UNIVERSITY OF	58	47.5%	122
NEW YORK LAW SCHOOL	98	30.7%	319
NEW YORK UNIVERSITY	137	28.7%	477
NORTH CAROLINA CENTRAL UNIVERSITY	79	66.9%	118
NORTH CAROLINA, UNIVERSITY OF	55	27.6%	199
NORTH DAKOTA, UNIVERSITY OF	7	10.4%	67
NORTHEASTERN UNIVERSITY	73	35.6%	205
NORTHERN ILLINOIS UNIVERSITY	18	22.8%	79
NORTHERN KENTUCKY UNIVERSITY	14	12.1%	116
NORTHWESTERN UNIVERSITY	77	30.1%	256
NOTRE DAME, UNIVERSITY OF	55	27.5%	200
NOVA SOUTHEASTERN UNIVERSITY	105	54.1%	194
OHIO NORTHERN UNIVERSITY	10	20.0%	50
OHIO STATE UNIVERSITY	44	21.2%	208
OKLAHOMA CITY UNIVERSITY	54	42.2%	128
OKLAHOMA, UNIVERSITY OF	40	26.8%	149
OREGON, UNIVERSITY OF	18	14.1%	128
PACE UNIVERSITY	52	28.7%	181
PENNSYLVANIA STATE - DICKINSON LAW	15	20.5%	73
PENNSYLVANIA STATE - PENN STATE LAW	30	24.6%	122
PENNSYLVANIA, UNIVERSITY OF	72	27.9%	258
PEPPERDINE UNIVERSITY	39	28.1%	139
PITTSBURGH, UNIVERSITY OF	32	22.5%	142
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	134	100.0%	134
PUERTO RICO, UNIVERSITY OF	177	100.0%	177
QUINNIPIAC UNIVERSITY	22	17.2%	128
REGENT UNIVERSITY	22	28.6%	77
RICHMOND, UNIVERSITY OF	22	19.0%	116
ROGER WILLIAMS UNIVERSITY	43	30.3%	142
RUTGERS UNIVERSITY	117	33.6%	348
SAINT LOUIS UNIVERSITY	36	22.8%	158
SAMFORD UNIVERSITY	20	14.2%	141
SAN DIEGO, UNIVERSITY OF	76	31.7%	240
SAN FRANCISCO, UNIVERSITY OF	62	50.0%	124
SANTA CLARA UNIVERSITY	115	55.0%	209
SEATTLE UNIVERSITY	68	37.0%	184
SETON HALL UNIVERSITY	58	34.7%	167
SOUTH CAROLINA, UNIVERSITY OF	37	18.4%	201
SOUTH DAKOTA, UNIVERSITY OF	4	8.0%	50
SOUTH TEXAS COLLEGE OF LAW HOUSTON	135	47.4%	285
SOUTHERN CALIFORNIA, UNIVERSITY OF	73	38.6%	189
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	18	17.8%	101

LEGAL EDUCATION

JD Degrees Awarded to Students of Color, Individual Schools: 2020 (continued)

School	Students of color receiving JDs	% students of color	Total Degrees Awarded
SOUTHERN METHODIST UNIVERSITY	52	24.6%	211
SOUTHERN UNIVERSITY	95	64.2%	148
SOUTHWESTERN LAW SCHOOL	85	40.5%	210
ST. JOHN'S UNIVERSITY	60	23.8%	252
ST. MARY'S UNIVERSITY	132	59.2%	223
ST. THOMAS UNIVERSITY (FLORIDA)	130	81.3%	160
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	22	15.9%	138
STANFORD UNIVERSITY	63	34.8%	181
STETSON UNIVERSITY	65	25.3%	257
SUFFOLK UNIVERSITY	46	15.0%	306
SYRACUSE UNIVERSITY	41	23.6%	174
TEMPLE UNIVERSITY	56	26.2%	214
TENNESSEE, UNIVERSITY OF	26	22.0%	118
TEXAS A&M UNIVERSITY	35	26.9%	130
TEXAS AT AUSTIN, UNIVERSITY OF	88	27.3%	322
TEXAS SOUTHERN UNIVERSITY	194	93.3%	208
TEXAS TECH UNIVERSITY	33	26.0%	127
TOLEDO, UNIVERSITY OF	15	16.1%	93
TOURO COLLEGE	41	31.3%	131
TULANE UNIVERSITY	36	17.0%	212
TULSA, UNIVERSITY OF	29	31.5%	92
UNIVERSITY OF BUFFALO-SUNY	26	18.1%	144
UNIVERSITY OF MASSACHUSETTS DARTMOUTH	18	30.5%	59
UNIVERSITY OF NEVADA - LAS VEGAS	55	44.4%	124
UNT DALLAS COLLEGE OF LAW	44	50.0%	88
UTAH, UNIVERSITY OF	8	8.7%	92
VANDERBILT UNIVERSITY	51	28.0%	182
VERMONT LAW SCHOOL	25	17.7%	141
VILLANOVA UNIVERSITY	37	21.6%	171
VIRGINIA, UNIVERSITY OF	66	21.0%	315
WAKE FOREST UNIVERSITY	31	20.4%	152
WASHBURN UNIVERSITY	19	19.4%	98
WASHINGTON AND LEE UNIVERSITY	28	18.2%	154
WASHINGTON UNIVERSITY	65	27.4%	237
WASHINGTON, UNIVERSITY OF	42	26.4%	159
WAYNE STATE UNIVERSITY	15	10.6%	142
WEST VIRGINIA UNIVERSITY	11	10.5%	105
WESTERN MICHIGAN UNIVERSITY	150	45.6%	329
WESTERN NEW ENGLAND UNIVERSITY	27	30.7%	88
WESTERN STATE COLLEGE OF LAW	50	57.5%	87
WIDENER UNIVERSITY-DELAWARE	34	22.2%	153
WIDENER-COMMONWEALTH	22	22.2%	99
WILLAMETTE UNIVERSITY	25	23.1%	108
WILLIAM AND MARY LAW SCHOOL	31	16.7%	186
WISCONSIN, UNIVERSITY OF	27	18.8%	144
WYOMING, UNIVERSITY OF	5	7.5%	67
YALE UNIVERSITY	76	36.7%	207

Source: ABA Section of Legal Education and Admissions to the Bar

LEGAL EDUCATION

Bar Exam Results by State: 2020

Jurisdiction	First-Timers/Repeaters	Taking	Passing	% Passing
Alabama	First-Timers	430	297	69%
Alabama	Repeaters	325	49	15%
Alaska	First-Timers	79	60	76%
Alaska	Repeaters	20	3	15%
Arizona	First-Timers	608	464	76%
Arizona	Repeaters	241	66	27%
Arkansas	First-Timers	227	191	84%
Arkansas	Repeaters	89	30	34%
California	First-Timers	6,182	4,156	67%
California	Repeaters	6,746	2,264	34%
Colorado	First-Timers	731	579	79%
Colorado	Repeaters	178	70	39%
Connecticut	First-Timers	381	275	72%
Connecticut	Repeaters	156	41	26%
Delaware **	First-Timers	0	0	—
Delaware **	Repeaters	0	0	—
District of Columbia	First-Timers	1,829	1,333	73%
District of Columbia	Repeaters	664	265	40%
Florida	First-Timers	2,753	1,908	69%
Florida	Repeaters	1,599	388	24%
Georgia	First-Timers	1,124	845	75%
Georgia	Repeaters	565	149	26%
Hawaii	First-Timers	155	124	80%
Hawaii	Repeaters	66	27	41%
Idaho	First-Timers	144	111	77%
Idaho	Repeaters	63	20	32%
Illinois	First-Timers	2,058	1,651	80%
Illinois	Repeaters	835	267	32%
Indiana	First-Timers	461	368	80%
Indiana	Repeaters	296	149	50%
Iowa	First-Timers	191	156	82%
Iowa	Repeaters	31	6	19%
Kansas	First-Timers	151	135	89%
Kansas	Repeaters	23	9	39%
Kentucky	First-Timers	342	276	81%
Kentucky	Repeaters	162	65	40%
Louisiana	First-Timers	201	120	60%
Louisiana	Repeaters	283	148	52%
Maine	First-Timers	146	123	84%
Maine	Repeaters	39	15	38%
Maryland	First-Timers	760	577	76%
Maryland	Repeaters	346	104	30%
Massachusetts	First-Timers	1,221	998	82%
Massachusetts	Repeaters	531	175	33%
Michigan	First-Timers	703	548	78%
Michigan	Repeaters	374	171	46%
Minnesota	First-Timers	593	496	84%
Minnesota	Repeaters	154	59	38%
Mississippi	First-Timers	124	98	79%
Mississippi	Repeaters	42	20	48%
Missouri	First-Timers	677	574	85%
Missouri	Repeaters	148	44	30%

** 2020 Exam canceled

LEGAL EDUCATION

Bar Exam Results by State: 2020 (continued)

Jurisdiction	First-Timers/Repeaters	Taking	Passing	% Passing
Montana	First-Timers	104	85	82%
Montana	Repeaters	16	6	38%
Nebraska	First-Timers	173	147	85%
Nebraska	Repeaters	46	17	37%
Nevada	First-Timers	331	234	71%
Nevada	Repeaters	163	59	36%
New Hampshire	First-Timers	104	79	76%
New Hampshire	Repeaters	22	7	32%
New Jersey	First-Timers	1,417	1,001	71%
New Jersey	Repeaters	445	135	30%
New Mexico	First-Timers	416	358	86%
New Mexico	Repeaters	53	31	58%
New York	First-Timers	6,313	5,060	80%
New York	Repeaters	2,400	690	29%
North Carolina	First-Timers	786	659	84%
North Carolina	Repeaters	284	100	35%
North Dakota	First-Timers	59	46	78%
North Dakota	Repeaters	15	8	53%
Ohio	First-Timers	891	750	84%
Ohio	Repeaters	319	115	36%
Oklahoma	First-Timers	292	253	87%
Oklahoma	Repeaters	86	38	44%
Oregon	First-Timers	318	275	86%
Oregon	Repeaters	131	68	52%
Pennsylvania	First-Timers	1,290	1,032	80%
Pennsylvania	Repeaters	468	181	39%
Rhode Island	First-Timers	80	48	60%
Rhode Island	Repeaters	31	14	45%
South Carolina	First-Timers	443	322	73%
South Carolina	Repeaters	134	61	46%
South Dakota	First-Timers	64	45	70%
South Dakota	Repeaters	21	7	33%
Tennessee	First-Timers	695	549	79%
Tennessee	Repeaters	269	91	34%
Texas	First-Timers	2,041	1,501	74%
Texas	Repeaters	1,104	420	38%
Utah	First-Timers	102	80	78%
Utah	Repeaters	36	10	28%
Vermont	First-Timers	139	104	75%
Vermont	Repeaters	17	3	18%
Virginia	First-Timers	623	523	84%

LEGAL EDUCATION

Bar Exam Results by State: 2020 (continued)

Jurisdiction	First-Timers/Repeaters	Taking	Passing	% Passing
Virginia	Repeaters	187	101	54%
Washington	First-Timers	236	152	64%
Washington	Repeaters	168	64	38%
West Virginia	First-Timers	171	139	81%
West Virginia	Repeaters	59	14	24%
Wisconsin	First-Timers	153	114	75%
Wisconsin	Repeaters	63	15	24%
Wyoming	First-Timers	65	48	74%
Wyoming	Repeaters	20	12	60%
Guam	First-Timers	5	4	80%
Guam	Repeaters	3	0	
Northern Mariana Islands	First-Timers	5	5	100%
Northern Mariana Islands	Repeaters	1	0	
Palau **	First-Timers	0	0	—
Palau **	Repeaters	0	0	—
Puerto Rico	First-Timers	362	128	35%
Puerto Rico	Repeaters	268	81	30%
Virgin Islands	First-Timers	19	9	47%
Virgin Islands	Repeaters	11	5	45%
Total for All Jurisdictions	First-Timers	39,968	30,213	76%
Total for All Jurisdictions	Repeaters	20,816	6,957	33%

Source: National Conference of Bar Examiners

Where Law School Graduates Work 10 Months After Graduation: 2012-2020

Class of	Law Firms	Business	Government	Unemployed	Clerkship	Public Interest	Solo	Education	Law Schools
2012	39.3%	14.9%	10.0%	10.6%	7.3%	5.9%	2.3%	2.2%	3.9%
2013	39.6%	15.2%	10.6%	11.2%	7.4%	4.8%	2.3%	2.1%	4.0%
2014	40.7%	15.3%	11.6%	9.8%	7.7%	5.0%	2.1%	1.8%	3.6%
2015	40.7%	14.8%	11.6%	9.7%	8.4%	4.7%	1.7%	1.6%	2.6%
2016	44.1%	13.5%	12.0%	8.8%	8.9%	4.4%	1.4%	1.6%	2.0%
2017	45.9%	12.2%	12.0%	7.9%	9.3%	4.7%	1.3%	1.4%	1.7%
2018	46.6%	11.5%	12.1%	7.3%	9.8%	4.9%	1.1%	1.4%	1.5%
2019	48.1%	10.3%	11.5%	6.4%	10.2%	6.8%	0.8%	1.2%	1.2%
2020	48.0%	9.3%	10.2%	8.3%	9.5%	7.4%	0.9%	1.3%	1.4%

Source: ABA Section of Legal Education and Admissions to the Bar

JUDGES

Race and Ethnicity of Federal Judges by Year Appointed: 1940-2020

	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959
African American						1				1								1		
African American/ American Indian																				
African American/ Hispanic																				
African American/ White																				
Afro-Latino/ Hispanic																				
American Indian																				
Asian American																				
Asian American/ Hispanic																				
Asian American/ Pacific Islander																				
Asian American/ White																				
Chaldean																				
Hispanic																				
Hispanic/White																				
Pacific Islander/ White																				
White	21	20	14	12	9	19	16	12	5	41	14	16	3	15	37	26	16	18	15	25
TOTAL	21	20	14	12	9	20	16	12	5	42	14	16	3	15	37	26	16	19	15	25

Race and Ethnicity of Federal Judges by Year Appointed: 1940-2020 (continued)

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
African American		3			2	1	3	2		2		2	1		2		2		6	16
African American/ American Indian																				
African American/ Hispanic																				
African American/ White																				
Afro-Latino/ Hispanic																				
American Indian																				1
Asian American												1	1			1	1	1		
Asian American/ Hispanic																				
Asian American/ Pacific Islander																				
Asian American/ White																				
Chaldean																				
Hispanic		1					1	2			1		1		1				2	6
Hispanic/White																				
Pacific Islander/ White													1							
White	13	67	35	13	18	25	50	29	27	19	59	60	27	19	28	13	23	26	23	102
TOTAL	13	71	35	13	20	26	54	33	27	21	60	63	31	19	31	14	26	27	31	125

JUDGES

Race and Ethnicity of Federal Judges by Year Appointed: 1940-2020 (continued)

	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
African American	12				1	2	1		2		2	6	3	6	24	5	2	4	11	3
African American/ American Indian																				
African American/ Hispanic																				
African American/ White																				
Afro-Latino/ Hispanic																				
American Indian															1					
Asian American	1		1					1							1	1		1	1	
Asian American/ Hispanic																				
Asian American/ Pacific Islander		1																		
Asian American/ White																				
Chaldean																				
Hispanic	7		2	3	2	4			2		1	1	4	1	8	2	1		2	4
Hispanic/White																				
Pacific Islander/ White																				
White	43	37	38	29	37	72	42	37	34	11	47	43	51	19	60	45	17	28	47	25
TOTAL	63	38	41	32	40	78	43	38	38	11	50	50	58	26	94	53	20	33	61	32

Race and Ethnicity of Federal Judges by Year Appointed: 1940-2020 (continued)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
African American	5	2	5	4	2	1	2	3	3	2	12	6	7	8	15	3	2		1	6	2
African American/ American Indian																			1		
African American/ Hispanic													2								
African American/ White														1					1		
Afro-Latino/ Hispanic																				1	
American Indian															1						
Asian American				1				1	2	1	4	1	3	3	4		1		4	7	1
Asian American/ Hispanic												1									
Asian American/ Pacific Islander														1							
Asian American/ White															1						
Chaldean																					1
Hispanic	3	1	5	7	8	1	3	2	2		3	9	4	5	5	2			1	6	2
Hispanic/White															1		1				2
Pacific Islander/ White																					
White	30	22	57	56	24	13	30	30	23	3	27	39	32	29	57	6	6	13	58	76	38
TOTAL	38	25	67	68	34	15	35	36	30	6	46	56	46	48	85	11	10	13	64	97	47

Source: Federal Judicial Center

JUDGES

Gender of Federal Judges by Year Appointed: 1920-2020

	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939
Female									1						1					
Male	5	9	14	25	10	21	12	12	16	27	9	19	10	10	5	17	11	23	10	29
TOTAL	5	9	14	25	10	21	12	12	17	27	9	19	10	10	6	17	11	23	10	29

	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959
Female										1						1				
Male	21	20	14	12	9	20	16	12	5	41	14	16	3	15	37	25	16	19	15	25
TOTAL	21	20	14	12	9	20	16	12	5	42	14	16	3	15	37	26	16	19	15	25

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
Female		1					1		2		1						1	1	5	22
Male	13	70	35	13	20	26	53	33	25	21	59	63	31	19	31	14	25	26	26	103
TOTAL	13	71	35	13	20	26	54	33	27	21	60	63	31	19	31	14	26	27	31	125

	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Female	12	2	2	7	5	6	4	1	3	2	3	9	16	10	28	16	5	4	19	9
Male	51	36	39	25	35	72	39	37	35	9	47	41	42	16	66	37	15	29	42	23
TOTAL	63	38	41	32	40	78	43	38	38	11	50	50	58	26	94	53	20	33	61	32

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Female	10	7	11	12	10	4	6	12	6	4	24	22	15	22	34	5	4	4	15	26	9
Male	28	18	56	56	24	11	29	24	24	2	22	34	31	26	51	6	6	9	49	71	38
TOTAL	38	25	67	68	34	15	35	36	30	6	46	56	46	48	85	11	10	13	64	97	47

Source: Federal Judicial Center

JUDGES

Gender and Race of State Supreme Court Justices: 2021

STATE	Population of color	Justices of color	Female justices
Alabama	35%	0%	22%
Alaska	40%	0%	20%
Arizona	46%	33%	17%
Arkansas	28%	0%	57%
California	63%	71%	43%
Colorado	32%	29%	43%
Connecticut	34%	43%	19%
Delaware	38%	20%	40%
Florida	47%	43%	14%
Georgia	48%	22%	22%
Hawaii	78%	40%	40%
Idaho	18%	0%	20%
Illinois	39%	14%	43%
Indiana	21%	0%	20%
Iowa	15%	14%	29%
Kansas	24%	0%	43%
Kentucky	16%	0%	43%
Louisiana	41%	14%	14%
Maine	7%	0%	33%
Maryland	50%	29%	57%
Massachusetts	29%	43%	43%
Michigan	25%	0%	43%
Minnesota	21%	29%	57%
Mississippi	44%	11%	11%
Missouri	21%	17%	33%
Montana	14%	0%	43%
Nebraska	21%	0%	29%
Nevada	51%	0%	57%
New Hampshire	10%	0%	20%
New Jersey	45%	29%	43%
New Mexico	63%	40%	60%
New York	45%	50%	50%
North Carolina	37%	29%	29%
North Dakota	16%	0%	20%
Ohio	21%	14%	57%
Oklahoma (Court of Criminal Appeals)	35%	23%	23%
Oklahoma (Supreme Court)	35%	23%	23%
Oregon	25%	29%	71%
Pennsylvania	24%	0%	43%
Rhode Island	28%	20%	60%
South Dakota	19%	0%	40%
Tennessee	26%	0%	60%
Alabama	35%	0%	22%
Texas (Court of Criminal Appeals)	59%	17%	44%
Texas (Supreme Court)	59%	17%	44%
Utah	22%	0%	20%
Vermont	8%	0%	40%
Virginia	39%	29%	29%
Washington	32%	44%	77%
West Virginia	8%	0%	20%
Wisconsin	19%	0%	71%
Wyoming	16%	0%	60%

Source: Brennan Center for Justice, April 2021

DISCIPLINE

Discipline by State: 2018

	Active lawyers	Complaints received	Lawyers Publicly Disciplined	Disbarred	Suspended	Admonished, Reprimanded or Censured	Probation
Alabama	18,409	1,180	72	14	32	12	14
Alaska	3,114	245	4	0	3	1	0
Arizona	18,750	3,047	109	15	28	29	61
Arkansas	9,766	697	21	2	19	23	1
Colorado	26,963	3,586	60	10	45	10	23
Delaware	4,484	219	4	0	2	2	0
District of Columbia	79,177	1,114	77	37	93	18	6
Florida	88,537	4,131	235	97	104	49	17
Georgia	39,750	2,197	60	13	44	3	NA
Hawaii	4,931	365	7	1	5	1	0
Idaho	5,236	343	10	0	5	17	3
Illinois	72,952	5,029	79	22	44	13	7
Indiana	18,595	1,411	40	9	24	0	4
Iowa	9,500	867	69	3	19	36	0
Kansas	11,090	849	79	8	13	21	4
Kentucky	18,783	1,105	36	11	20	5	5
Louisiana	22,377	2,528	109	19	53	5	32
Maine	5,406	188	23	7	12	16	8
Maryland	40,300	1,802	65	26	23	16	NA
Massachusetts	59,092	3,800	69	13	41	19	NA
Michigan	42,240	NA	111	24	65	41	0
Minnesota	25,665	1,107	45	8	25	6	12
Missouri	30,928	1,748	50	16	20	7	7
Montana	4,035	286	16	2	5	9	2
Nebraska	6,952	450	17	4	9	4	2
Nevada	9,056	1,485	71	4	35	32	43
New Hampshire	5,400	163	20	7	5	11	1
New Jersey	75,207	3,500	174	35	88	84	NA
New Mexico	7,400	625	22	1	15	6	2
New York (partial)	73,305	9,831	80	26	43	11	NA
North Carolina	28,972	1,252	103	15	23	73	15
North Dakota	3,033	149	5	0	3	2	0
Ohio	44,856	2,693	68	14	33	1	NA
Oklahoma	18,033	1,159	17	11	8	1	0
Oregon	15,185	1,580	99	12	17	34	17
Pennsylvania	65,504	4,326	155	31	52	80	3
Rhode Island	5,245	310	6	1	2	3	NA
South Carolina	12,812	1,384	15	5	18	2	NA
Tennessee	22,956	1,360	150	23	32	204	13
Texas	103,342	8,015	215	31	152	32	NA
Utah	9,572	934	36	10	9	8	9
Vermont	2,744	131	7	2	1	4	2
Virginia	31,858	3,156	49	12	16	21	NA
Washington	32,297	2,168	72	27	46	17	26
Wisconsin	21,000	1,660	34	2	19	17	NA
Wyoming	2,963	150	7	1	4	1	0
TOTAL	1,257,772	84,325	2,872	631	1,374	1,007	339

Source: 2018 Survey on Lawyer Discipline Systems

Note: Does not include California, Connecticut, Mississippi, South Dakota, West Virginia and part of New York.