



AMERICAN BAR ASSOCIATION



# PROFILE OF THE LEGAL PROFESSION

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# Introduction & Acknowledgments

“You have the right to an attorney. If you cannot afford an attorney, one will be provided to you.” We all know the classic words of the Miranda warning, but they apply only in criminal cases. There are no court-appointed attorneys in civil cases.

Enter legal aid lawyers. They provide free civil legal help to low-income Americans. But how many paid legal aid lawyers are there across the country, and where do they work?

This 2023 Profile of the Legal Profession answers those questions. Chapter 1 is a snapshot of America’s civil legal aid landscape. Our survey found more than 10,000 paid legal aid lawyers across the United States – but that is not nearly enough for everyone who needs one, and they aren’t evenly distributed across the 50 states or within states.

Funding for this important national survey was graciously provided by the Herb Block Foundation, and we thank them.

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

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

#### Legal Aid Lawyers:

- Dapa Research
- Legal Services Corporation
- National Center for Access to Justice
- ABA Standing Committee on  
Legal Aid and Indigent Defense
- National Legal Aid and Defender Association
- The 50 state Access to Justice Commissions

#### Within the ABA, we offer profound thanks to:

- The Center for Pro Bono
- The Center of Member Operations
- The Center for Professional Responsibility
- The Commission on Women in the Profession
- The Diversity, Equity and Inclusion Center
- The Section of Legal Education & Admissions to the Bar
- The Standing Committee on Pro Bono & Public Service
- The Standing Committee on Professional Regulation
- The Young Lawyers Division
- The Marketing Department

#### Other chapters:

- Association of American Law Schools
- Brennan Center for Justice
- Federal Judicial Center
- Krill Strategies
- Law School Admission Council
- National Association for Law Placement
- National Association of Women Lawyers
- National Conference of Bar Examiners
- Rosenblatt’s Deans Database
- U.S. Bureau of Labor Statistics
- U.S. Census Bureau

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

# Letter from ABA President Mary Smith

The American Bar Association, in its steadfast commitment to charting the course of the legal profession, presents the 2023 Profile of the Legal Profession report. This endeavor, now in its fifth year, provides a detailed overview of the current landscape of our profession, ensuring transparency and driving change where it is most needed.



ABA President Mary Smith

This comprehensive report outlines the demographics of lawyers, judges and law students, painting a clear picture of both our achievements in diversifying the legal landscape and the challenges that lie ahead. Over the past decade, the number of diverse lawyers has nearly doubled from 11% to 21%. Despite this commendable growth, our profession still lags in mirroring the nation's demographics, where 41% of the population is non-white.

Gender representation too, though progressing, has room for improvement. A decade ago, women constituted 34% of the legal workforce; today, they make up 39%. Law schools have seen a surge with women now comprising 56% of their student population, yet, there remains a palpable gap in the number of women in senior law firm positions, indicative of the persistent ceilings yet to be shattered.

The 2023 report not only serves as an authoritative resource for legal practitioners, students and researchers but also as a beacon for DEI professionals. It provides indispensable data that can aid in structuring initiatives and pipeline programs designed to enrich and diversify our profession.

We also introduce a new pivotal chapter focusing on legal aid attorneys in this edition. Legal Services Corporation reports that a staggering 92% of low-income Americans face their civil legal issues without adequate legal counsel. This sheds light on their distribution nationwide and scarcity, the profound impact of their role, and the urgent need to increase their presence in many communities.

I encourage you to delve into this report. Whether you seek a broad overview or detailed insights, it promises to enlighten and inform, catalyzing conversations and actions toward a more inclusive legal profession.

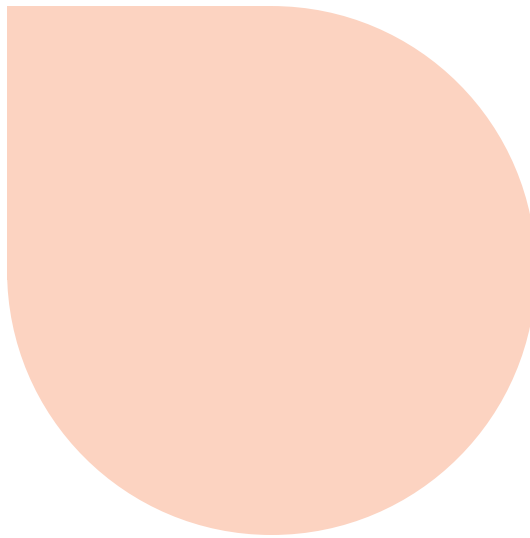
Mary Smith  
President, American Bar Association  
November 2023



# Civil Legal Aid

Profile of the Legal Profession 

# 2023



 **Subchapters:**

- Where the lawyers are... and aren't
- States
- Metropolitan areas
- Three theories
- Methodology



# Civil Legal Aid

## Where the lawyers are ... and aren't

If you're poor and living in New York City, there are hundreds of paid legal aid lawyers who handle civil cases for free – more than 1,300 in the city and surrounding suburbs.

But in Carson City, the state capital of Nevada? Just one.

In Yuma, Arizona, a city of nearly 100,000 people at the Mexican border? Also, just one.

And in Ocala, Florida, a metropolitan area of nearly 400,000 people that's an hour and a half north of Orlando? Only three.

The truth is this: For many low-income Americans, it's hard to find a paid legal aid lawyer to handle a civil legal problem – a child custody case, an eviction or trouble getting veterans benefits.

It can be hard even in big cities where there are hundreds of legal aid lawyers, in places like Los Angeles, Chicago, San Francisco, even New York. It's almost impossible in some small, rural cities and counties with only one or two paid legal aid lawyers – and some with none.

This lack of legal aid lawyers matters because low-income Americans do not receive enough legal help – or any legal help at all – for 92% of their civil legal problems, according to the [2022 Justice Gap](#) report from the Legal Services Corporation, an independent nonprofit group created and funded by Congress.

This year, the ABA Profile of the Legal Profession – thanks to a grant from the Herb Block Foundation, and building on previous work by the National Center for Access to Justice at Fordham Law School – conducted a nationwide survey of legal aid organizations. We set out to find where legal aid lawyers work and where they are especially scarce. We found more than 10,000 in the 50 states plus the District of Columbia. That includes only

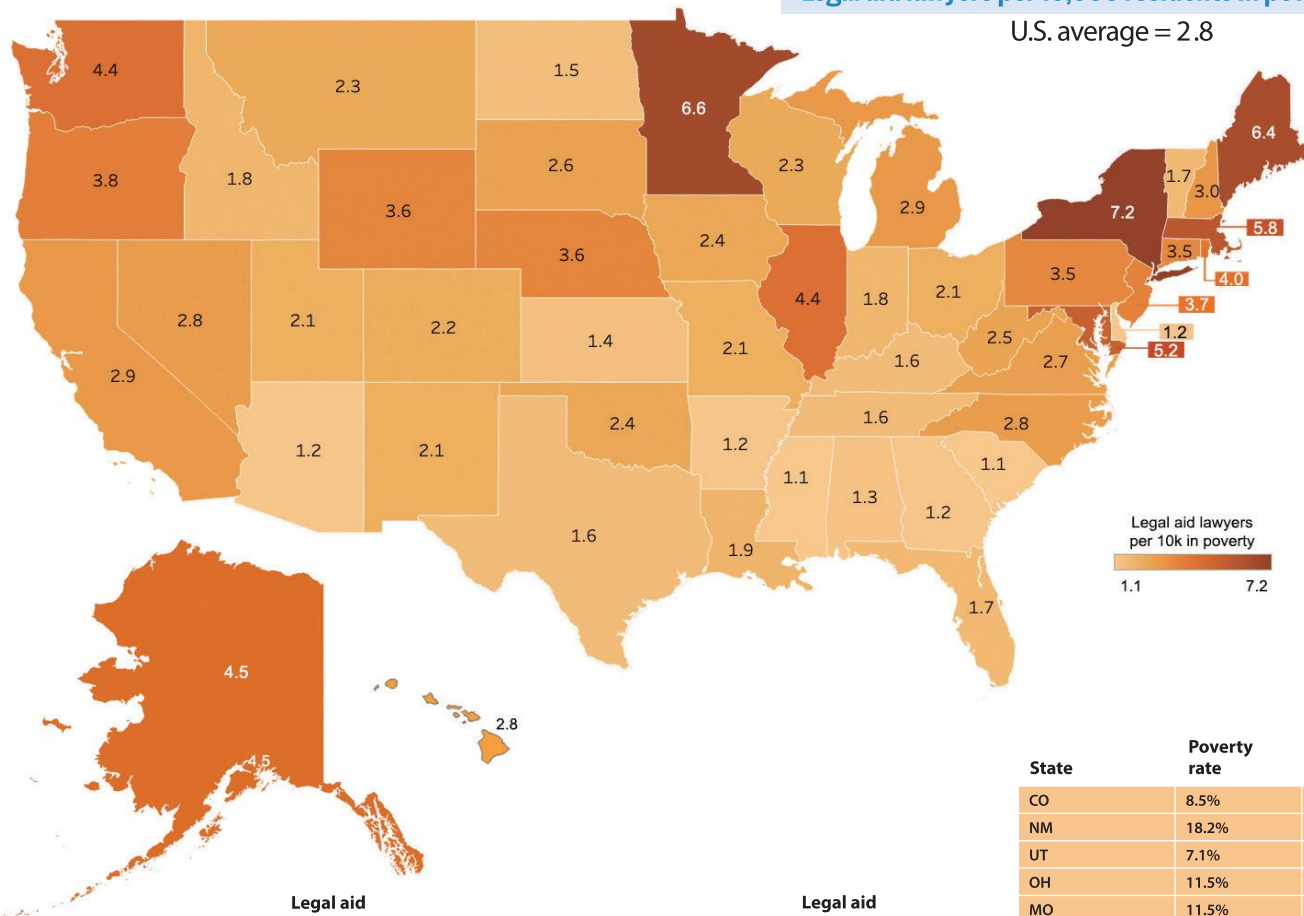
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# Civil Legal Aid

Legal aid lawyers per 10,000 residents in poverty: 2023

U.S. average = 2.8



State	Poverty rate	Legal aid lawyers per 10,000 people in poverty
NY	12.4%	7.2
MN	7.7%	6.6
ME	8.9%	6.4
MA	8.5%	5.8
MD	8.6%	5.2
AK	11.5%	4.5
IL	9.4%	4.4
WA	8.3%	4.4
RI	8.8%	4.0
OR	9.5%	3.8
NJ	8.2%	3.7
NE	8.1%	3.6
WY	8.7%	3.6
PA	10.8%	3.5

State	Poverty rate	Legal aid lawyers per 10,000 people in poverty
CT	9.8%	3.5
NH	7.1%	3.0
CA	11.4%	2.9
MI	11.7%	2.9
NC	13.3%	2.8
NV	12.6%	2.8
HI	10.2%	2.8
VA	8.6%	2.7
SD	9.7%	2.6
WV	15.6%	2.5
IA	9.4%	2.4
OK	15.8%	2.4
MT	10.7%	2.3
WI	8.0%	2.3

State	Poverty rate	Legal aid lawyers per 10,000 people in poverty
CO	8.5%	2.2
NM	18.2%	2.1
UT	7.1%	2.1
OH	11.5%	2.1
MO	11.5%	2.1
LA	16.9%	1.9
IN	10.9%	1.8
ID	8.9%	1.8
FL	13.1%	1.7
VT	8.4%	1.7
KY	15.8%	1.6
TX	13.7%	1.6
TN	11.4%	1.6
ND	9.6%	1.5
KS	9.0%	1.4
AL	14.8%	1.3
GA	13.0%	1.2
AZ	12.1%	1.2
AR	15.9%	1.2
DE	10.5%	1.2
MS	17.8%	1.1
SC	13.3%	1.1



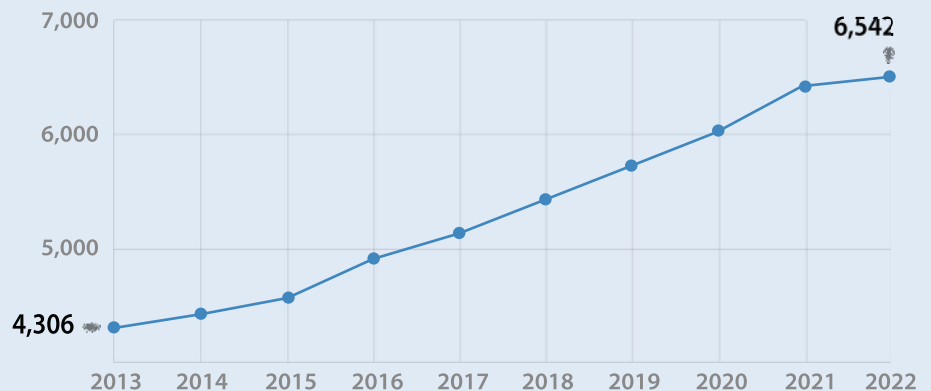
# Civil Legal Aid

## Where the lawyers are ... and aren't

[continued]

paid legal aid attorneys who offer their services for free to low-income individuals. It does not include volunteer or pro bono lawyers; attorneys in advocacy groups like the ACLU and NAACP; legal aid clinics at law schools; or criminal public defenders.

Legal aid lawyers in LSC-funded organizations: 2013-2022



Most of those lawyers – 6,414 – are in 132 legal aid organizations funded by the Legal Services Corporation in the 50 states and D.C.

Those lawyers are distributed among all 435 congressional districts, and their numbers are growing. In 2013, there were 4,306 lawyers at legal aid groups funded by LSC. In 2022, there were 6,542 – an increase of 52% over the past nine years. Lawyers at legal aid offices not funded by LSC generally work at smaller organizations and many work in specialized fields – immigration, for example, or domestic violence.

And yet, there are still not nearly enough legal aid lawyers to help all the low-income families and individuals with civil legal problems.

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# Civil Legal Aid

## Where the lawyers are ... and aren't

[continued]

Legal aid lawyers in organizations funded by LSC are supplemented by at least 4,300 attorneys in at least 350 organizations not funded by LSC. We say “at least” because it is difficult to get an exact count for this group. (See Methodology)

Despite this caveat, our research is among the most comprehensive to date in seeking an answer to the questions: Where do legal aid lawyers work? And where are they particularly scarce?

Most legal aid lawyers, naturally, work in large cities where there are more clients. Some big cities and big states have big legal aid offices – but not all do. And some metropolitan areas have more legal aid lawyers than you’d expect based strictly on their populations of low-income individuals.

Nationwide, there are 2.8 paid legal aid lawyers for every 10,000 U.S. residents in poverty as defined by the Census Bureau. Which states are exactly average? **California, Nevada and Hawaii.** Naturally, some states are much higher and others much lower.



U.S. average - 2.8 legal aid lawyers per 10,000 people in poverty.  
Three states – California, Nevada and Hawaii – are exactly average.



# Civil Legal Aid

## States



### **NEW YORK STATE IS A BIGGER OUTLIER THAN IT FIRST APPEARS.**

New York has more lawyers of all kinds than any other state – 188,341. And it also has more legal aid lawyers than any other state – more than 1,700, according to our survey. That’s no surprise for a large state that also includes the nation’s financial capital.

But consider this: New York state has 6% of the nation’s population, but 14% of the nation’s lawyers... and 16% of the nation’s legal aid lawyers, according to our survey. That means 1 out of every 6 legal aid lawyers in the country is in New York state. And most of those – more than 1,000 – are in New York City alone.

In fact, New York state has the highest ratio of paid legal aid lawyers per residents in poverty: approximately seven legal aid lawyers for every 10,000 residents living below the poverty line.

Two large organizations account for many of those lawyers. Legal Services NYC has 360 legal aid lawyers in offices throughout the five boroughs. The Legal Aid Society has 250 civil legal aid lawyers throughout the city. Combined, they account for more than half of all the legal aid lawyers in New York City. *continued on next page...*



# Civil Legal Aid

## States [continued]



**MAINE AND ALASKA ARE SMALL IN POPULATION BUT HAVE A DISPROPORTIONATELY HIGH NUMBER OF LEGAL AID LAWYERS.**

Maine has a low poverty rate – 8.9%, a good deal lower than the national poverty rate of 11.5%.

And yet Maine is near the top of the chart for legal aid lawyers per 10,000 residents in poverty – 6.4. That’s the third highest among all states, behind only New York and Minnesota. Maine has 78.6 lawyers for more than 122,000 residents in poverty. Most of those lawyers are with smaller organizations that specialize in specialty areas like elder law, disability law, immigration law and domestic violence.



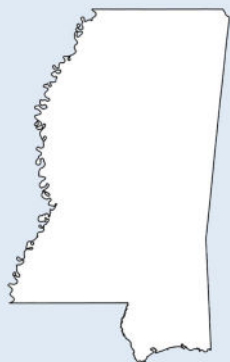
Alaska has a poverty rate of 11.5%, exactly the national average. And yet it has 4.5 legal aid lawyers per 10,000 residents in poverty – sixth highest among the 50 states. Alaska has only 36 legal aid lawyers total, according to our survey, but that’s in a state with 81,000 people in poverty. One large organization – the Alaska Legal Services Corporation – accounts for nearly all of those lawyers (32) and they are scattered among 11 offices across the huge state, from metropolitan Anchorage to tiny Kotzebue (population 3,100).

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# Civil Legal Aid

## States [continued]



**MISSISSIPPI HAS THE SECOND HIGHEST POVERTY RATE AMONG THE COUNTRY'S 50 STATES.** Nearly 18% of its residents live below the poverty line, according to the Census Bureau.

Yet Mississippi has few legal aid lawyers per people in poverty. In Mississippi, there is approximately one legal aid lawyer for every 10,000 residents in poverty. That's much lower than the national average of nearly 3 legal aid lawyers for every 10,000 people in poverty.



**GEORGIA AND ARIZONA HAVE LARGE POPULATIONS** – nearly 11 million and 7 million, respectively – but have relatively few legal aid lawyers per residents in poverty.

Both states are near the bottom of the list for legal aid lawyers per residents in poverty. Arizona is fifth-to-last with 1.2 legal aid lawyers per 10,000 residents below the poverty line. Georgia is just one notch higher with 1.3 legal aid lawyers per 10,000 residents in poverty.



Arizona has relatively few lawyers of any kind – just 2.1 lawyers per 1,000 residents, which is second-to-last in the country, according to the ABA National Lawyer Population Survey. Georgia, however, falls roughly in the middle among states for all lawyers per capita – 21st out of 50 – so the lack of legal aid lawyers there is more unusual.



# Civil Legal Aid

## Metropolitan areas

There's no doubt: Big metropolitan areas have more legal aid lawyers than rural areas. Not just in total number but also measured in legal aid lawyers per capita.

Consider all the metropolitan areas in the United States with more than 1 million residents. There are 55 of them, ranging from the New York City metro area (nearly 20 million) to the Fresno, California, metro area (just barely above 1 million).

Combined, those areas have 188 million residents, or 57% of the nation's population – but they have 68% of the nation's paid legal aid lawyers, our survey found.

Here's the flip side: Non-metropolitan areas have 14% of the nation's population, but only 7% of the paid legal aid lawyers.

Across the United States, about 45 million people live outside of metropolitan statistical areas defined by the Census Bureau. Our survey found those people are served by approximately 1.6 legal aid lawyers for every 100,000 residents – half the national average. *continued on next page...*



# Civil Legal Aid

## Metropolitan areas [continued]

### **BUT WESTERN NEW YORK STATE HAS QUITE A FEW LEGAL AID**

**LAWYERS.** Consider Buffalo, a metropolitan area of 1.16 million people with a relatively high poverty rate of 13.5%. That's higher than the national poverty rate of 11.5%. It means the Buffalo area has a greater need for legal aid lawyers than most places.

And, in fact, it has more legal aid lawyers than most metro areas. Our survey found 126 paid legal aid lawyers in the Buffalo metro area, which has roughly 156,000 people in poverty. That's approximately 8 legal aid lawyers per 10,000 people in poverty. That's roughly the same as the ratio in the San Francisco area – nearly the highest in the country.

The Buffalo-Niagara Falls region is served by one large LSC-funded organization – Neighborhood Legal Services – with four area offices, plus a handful of smaller groups.

Or consider Rochester, a metro area about 75 miles from Buffalo. Our survey found 104 paid legal aid lawyers in an area with roughly 141,000 residents in poverty. That's more than 7 legal aid lawyers per 10,000 residents in poverty – a high ratio.

The Rochester area is served primarily by two large legal aid providers: Legal Assistance of Western New York with 83 paid lawyers in the Rochester area and beyond, and The Legal Aid Society of Rochester, with 42 paid lawyers. Some smaller groups supplement that work. *continued on next page...*

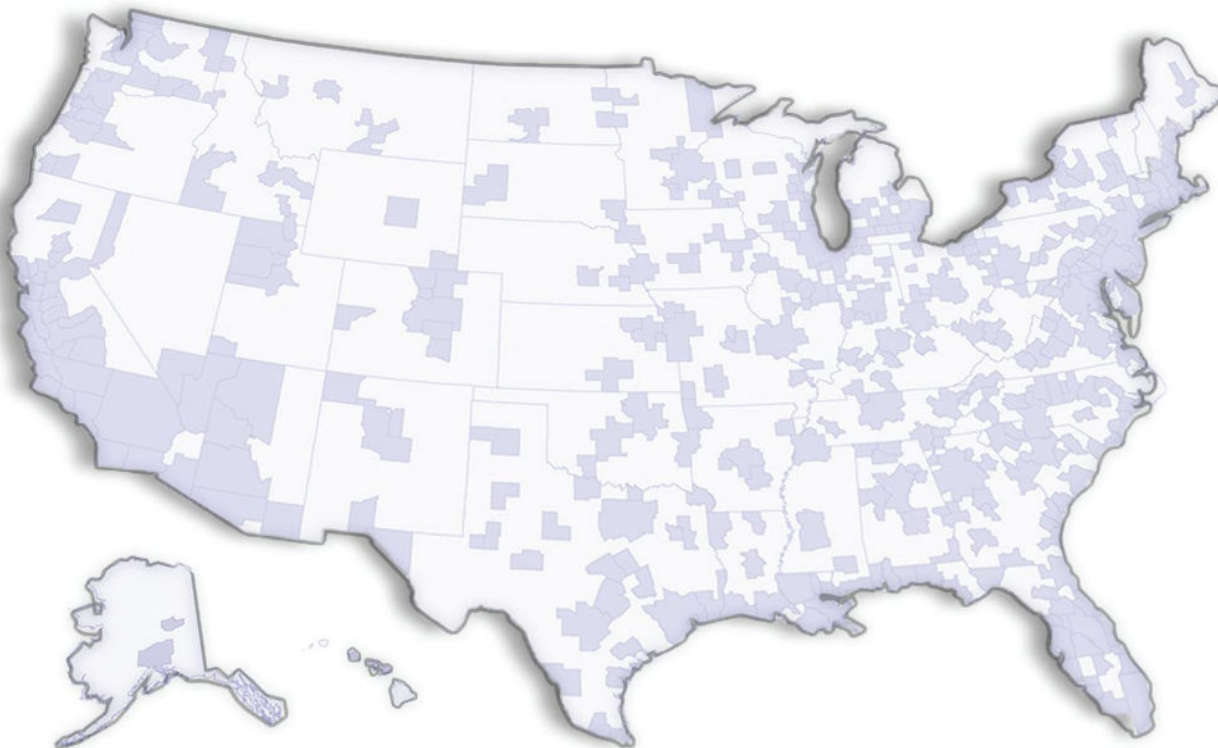




# Civil Legal Aid

## Metropolitan areas [continued]

U.S. Metropolitan Statistical Areas  
U.S. Census Bureau 2022



The Census Bureau recognizes 384 metropolitan statistical areas in the U.S. They are shaded gray on this map.

Within these gray shaded metro areas, there are 3.5 paid civil legal aid lawyers per 100,000 population.

Within the white non-metro areas, there are just 1.6 paid civil legal aid lawyers per 100,000 population.



# Civil Legal Aid

## Three theories

Why are legal aid lawyers so scarce in so many places? Here are three explanations.

**LOW PAY:** Legal aid lawyers are among the lowest-paid attorneys in the country. The median salary for entry-level lawyers at civil legal aid organizations was \$57,500 a year in 2022, according to a survey by the National Association for Law Placement. Even with 11 to 15 years of experience, legal aid lawyers earn a median salary of \$78,500 a year, the survey says.

That's half of the average lawyer's salary nationwide, among all practice types: \$163,770 in 2022, according to the U.S. Bureau of Labor Statistics. That doesn't include profits for law firm partners and shareholders.

**RURAL AREAS:** Large swaths of rural areas in every state have few lawyers of any kind, or no lawyers at all. (See the [2020 ABA Profile of the Legal Profession](#) for details on legal deserts across the United States.) Attracting lawyers to small towns and rural counties has been a problem for years. Governments, law schools and bar associations are experimenting with solutions, including creating incentives for lawyers to move to rural areas and creating online law clinics, so clients don't have to travel long distances.

**UNEVEN FUNDING:** Legal aid funding is not distributed evenly among states, cities and counties. The Legal Services Corporation is the most important funder of legal aid, with a current congressional appropriation of \$489 million. The money is distributed to legal aid groups in proportion to poverty populations.

As LSC's most recent [budget request](#) to Congress illustrates, legal aid funding is a fraction of what is needed to meet legal aid needs across the country. To fill the gap, it falls to other funders – federal grants, state and local governments, Interest on Lawyer Trust Accounts (IOLTA) and private philanthropy.

Money from these sources varies widely among the states, according to the [ABArray Legal Aid Funding Report](#) from the ABA Standing Committee on Legal Aid and Indigent Defense. As a result, money to recruit, pay and retain legal aid lawyers varies broadly among the states, and even within states.





# Civil Legal Aid

## Methodology

Counting civil legal aid lawyers is difficult. There is no single list of legal aid organizations, and many groups are small or deal with single subjects like housing, domestic violence or immigration. Our goal was to locate and count every paid lawyer who provides free civil legal services to low-income individuals.

The Legal Services Corporation graciously provided a list of every LSC-funded organization across the country, with numbers of paid lawyers who work in each office of each organization.

In 2023, we gathered names of legal aid organizations not funded by LSC from several sources: The National Center for Access to Justice at Fordham University School of Law; offices in each state and the District of Columbia that manage interest on lawyer trust accounts (IOLTA), which fund legal aid; an online map of legal aid groups created several years ago by the Association of Pro Bono Counsel, based on information from the National Legal Aid & Defender Association; and our own ABA Standing Committee on Legal Aid and Indigent Defense. We eliminated groups that use mainly volunteer or pro bono lawyers; law school clinics; advocacy groups like the NAACP and ACLU; and criminal public defense groups.

Thanks to funding provided by the Herb Block Foundation, we were able to work with a firm in Boston, Dapa Research, to call and email the 800-plus organizations on the non-LSC funding list. Each organization was contacted up to seven times. Most replied; some did not. Some appeared to have gone out of business. From each, we obtained the number and location of all paid lawyers providing direct client services for free to low-income individuals.

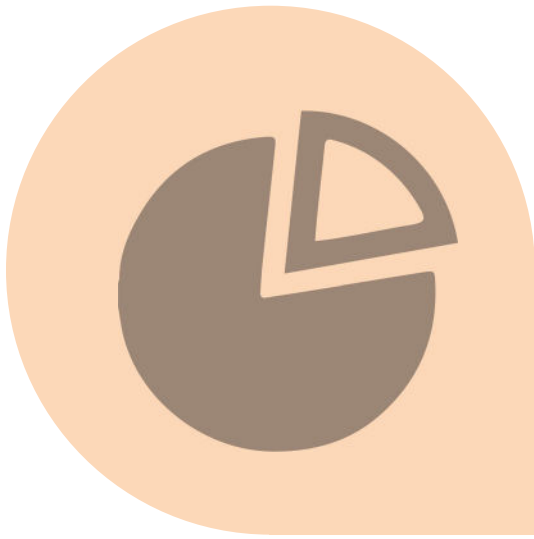
We combined the lists and mapped the results. It's likely we missed some organizations. Despite our best efforts, it proved impossible to create a 100% complete national list.

Population source:

[U.S. Census Bureau, QuickFacts 2022](#)

Poverty source:

[U.S. Census Bureau, Poverty in the United States: 2022](#)

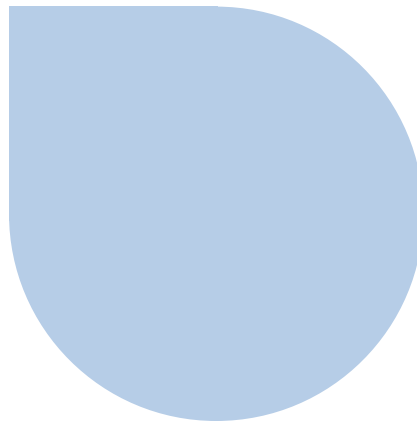


# Demographics

Profile of the Legal Profession



# 2023



**Subchapters:**

- Growth of the legal profession
- Lawyers by state
- Lawyers by gender
- Lawyers by race and ethnicity
- Age
- Diversity in U.S. law firms
- LGBTQ lawyers
- Lawyers with disabilities
- Legal demand in metro areas



# Demographics

## Growth of the legal profession

### Fast Facts:

- 5% – Increase in the number of lawyers from 2013 to 2023
- 1970s – Decade when the number of lawyers grew fastest, by 76%

Source: ABA National Lawyer Population Survey

There are more than 1.3 million lawyers in the United States. To be more precise, there were 1,331,290 active lawyers as of Jan. 1, 2023, according to the ABA National Lawyer Population Survey, a tally of lawyers in every U.S. state and territory.

Over the past year, from 2022 to 2023, the number of active lawyers counted by the survey rose slightly, by just over 4,000, or three-tenths of one percent. The increase came mostly in three places – a 7,000 increase in Florida, another 7,000 increase in the District of Columbia and a 3,000 increase in Ohio. This was partly offset by a 14,000 decrease in Maryland. The fluctuation is likely due to how the states count active lawyers who live within the state, rather than actual changes in the number of working lawyers.

Over the past decade, the number of lawyers nationwide has grown by more than 63,000 – an increase of 5% from 2013 to 2023.

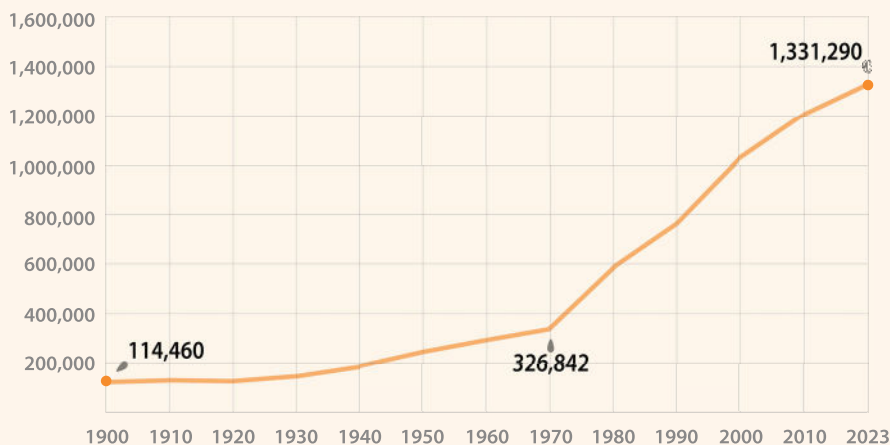
In the 21st century, the growth of the legal profession has slowed. In the previous century, from 1900 to 2000, the number of lawyers rose 793% – from 114,460 to just over 1 million, an average growth of nearly 8% a year. By

contrast, the number of lawyers nationwide has grown roughly 1.3% a year since 2000 – from 1,022,462 in 2000 to 1,331,290 in 2023, an increase of 30%.

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

For much of the 20th century, the profession'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.

### Lawyer growth: 1900 - 2023





# Demographics

## Lawyers by state

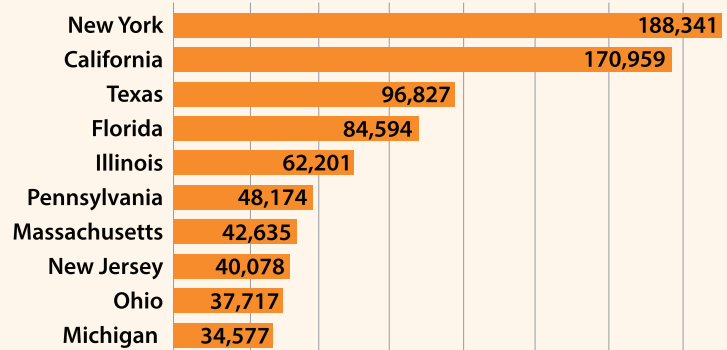
One-fourth of all the lawyers are in just two states: New York (188,341 lawyers) and California (170,959 lawyers). Combined, they have 27% of the nation's lawyers.

Wyoming has the fewest lawyers: 1,673.

### Fast Fact:

• Where will you find the most lawyers per capita? The District of Columbia has fewer than 700,000 residents – about the population of Vermont – but it has one lawyer living in the district for every 19 residents.

### 10 states with the most lawyers: 2023



Nationwide, there are nearly 4 lawyers (actually, 3.9) for every 1,000 residents, but some states have far more. Not surprisingly, New York tops the list with 9.6 lawyers per 1,000 residents. California is NOT second on the list; it has 4.4 lawyers per 1,000 residents – just slightly more than the national average. Massachusetts is No. 2 with 6.1 lawyers per 1,000 residents.

South Carolina has the fewest lawyers per capita: 2.1 lawyers for every 1,000 residents, or roughly half the national average.

Where is the lawyer population growing fastest? In Florida, the number of active lawyers grew nearly 24% in the past decade, followed by North Carolina (20%), Texas and Georgia (both 17%).

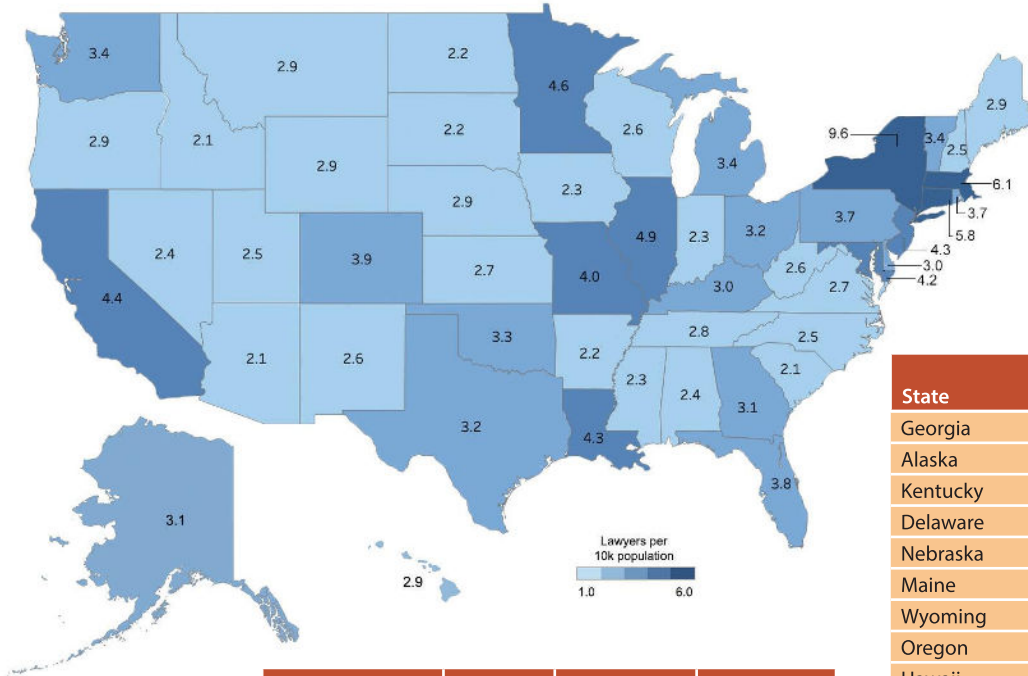
Twenty-two states and the District of Columbia reported a reduction in lawyers over the past decade, led by Alabama (-15%), Alaska (-7%) and West Virginia (-5%).

Source: ABA National Lawyer Population Survey, U.S. Census Bureau



# Demographics

## Lawyers by state [continued]



Source: ABA National Lawyer Population Survey, [U.S. Census Bureau](#)

State	2023 lawyers	2022 population	Lawyers per 1,000 pop
New York	188,341	19,677,151	9.6
Massachusetts	42,635	6,981,974	6.1
Connecticut	21,036	3,626,205	5.8
Illinois	62,201	12,582,032	4.9
Minnesota	26,065	5,717,184	4.6
California	170,959	39,029,342	4.4
New Jersey	40,078	9,261,699	4.3
Louisiana	19,566	4,590,241	4.3
Maryland	26,020	6,164,660	4.2
Missouri	24,613	6,177,957	4.0
Colorado	22,802	5,839,926	3.9
Florida	84,594	22,244,823	3.8
Rhode Island	4,081	1,093,734	3.7
Pennsylvania	48,174	12,972,008	3.7
Michigan	34,577	10,034,113	3.4
Vermont	2,198	647,064	3.4
Washington	26,300	7,785,786	3.4
Oklahoma	13,415	4,019,800	3.3
Texas	96,827	30,029,572	3.2
Ohio	37,717	11,756,058	3.2

State	2023 lawyers	2022 population	Lawyers per 1,000 pop
Georgia	33,890	10,912,876	3.1
Alaska	2,268	733,583	3.1
Kentucky	13,600	4,512,310	3.0
Delaware	3,058	1,018,396	3.0
Nebraska	5,689	1,967,923	2.9
Maine	4,002	1,385,340	2.9
Wyoming	1,673	581,381	2.9
Oregon	12,196	4,240,137	2.9
Hawaii	4,122	1,440,196	2.9
Montana	3,201	1,122,867	2.9
Tennessee	19,583	7,051,339	2.8
Virginia	23,855	8,683,619	2.7
Kansas	7,858	2,937,150	2.7
West Virginia	4,673	1,775,156	2.6
Wisconsin	15,192	5,892,539	2.6
New Mexico	5,411	2,113,344	2.6
Utah	8,581	3,380,800	2.5
New Hampshire	3,451	1,395,231	2.5
North Carolina	26,274	10,698,973	2.5
Alabama	12,195	5,074,296	2.4
Nevada	7,498	3,177,772	2.4
Mississippi	6,736	2,940,057	2.3
Iowa	7,258	3,200,517	2.3
Indiana	15,485	6,833,037	2.3
Arkansas	6,808	3,045,637	2.2
South Dakota	2,027	909,824	2.2
North Dakota	1,694	779,261	2.2
Idaho	4,098	1,939,033	2.1
Arizona	15,506	7,359,197	2.1
South Carolina	11,090	5,282,634	2.1



# Demographics

## Lawyers by gender

Over the past decade, the percentage of female lawyers has increased slowly. It stood at 34% in 2013 and grew to 39% a decade later in 2023. In other words, male attorneys still greatly outnumber female attorneys, but that is gradually changing as more women, and fewer men, are enrolling in law school every year.

### Fast Fact:

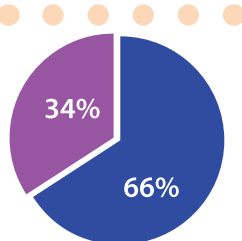
- Most state bars and state licensing agencies track gender in the profession, but not all do. In 2023, 45 states reported the number of male and female lawyers.

The gender numbers have changed drastically over the past 70 years. From 1950 to 1970, only 3% of all lawyers were women. The percentage has edged up gradually since then – to 8% in 1980, 20% in 1991, 27% in 2000 and 39% in 2023.

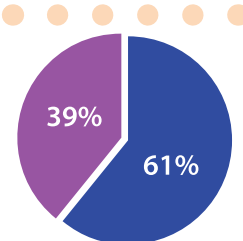
The first female lawyer in the United States was Margaret Brent, in 1648 in Maryland. The ABA created the Margaret Brent Award in 1991 to recognize and celebrate the accomplishments of female lawyers.

The American Bar Association has had 12 female presidents as of 2023, including seven of the last nine. The ABA 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 ABA was Roberta Cooper Ramo of New Mexico in 1995.

Lawyer gender: 2013



Lawyer gender: 2023



■ Male  
■ Female

Source: ABA National Lawyer Population Survey



# Demographics

## Lawyers by race and ethnicity

The percentage of lawyers of color nearly doubled in the past decade, according to the ABA National Lawyer Population Survey.

White lawyers are still overrepresented in the legal profession compared with their presence in the U.S. population, but that is slowly changing. Ten years ago, in 2013, lawyers of color were 11% of the profession. A decade later, in 2023, they were 21% of the profession.

### Fast Fact:

- Fewer than half of all state bars and licensing agencies track race and ethnicity in the profession. In 2023, 21 states reported the race and ethnicity of lawyers.

The biggest change was in the number of Asian American lawyers. In 2021, the National Lawyer Population Survey found 2.5% of all lawyers were Asian American. That number more than doubled in 2022 to 5.5%, and stood at 6% in 2023. The rapid change in one year occurred largely because California began reporting the race and ethnicity of its lawyers in 2022. California has a huge number of lawyers – 170,000 – and 13% of them are Asian American. Asian Americans are now represented in the legal profession very close to their share of the U.S. population (6.3%).

The percentage of Hispanic lawyers nationwide also rose – from 3.7% in 2013 to 6% a decade later in 2023, according to the survey. It rose a full percentage point in 2022 alone. Again, this was likely caused by California starting to count race and ethnicity among its lawyers. Still, Hispanics are underrepresented among lawyers compared with their share of the U.S. population (19.1%).

The number of mixed-race lawyers also grew. None were counted in 2014 and 2015, but by 2023 they were 3% of all lawyers – identical to their share of the U.S. population. *continued on next page...*

Source: ABA National Lawyer Population Survey,  
[U.S. Census Bureau](#)



# Demographics

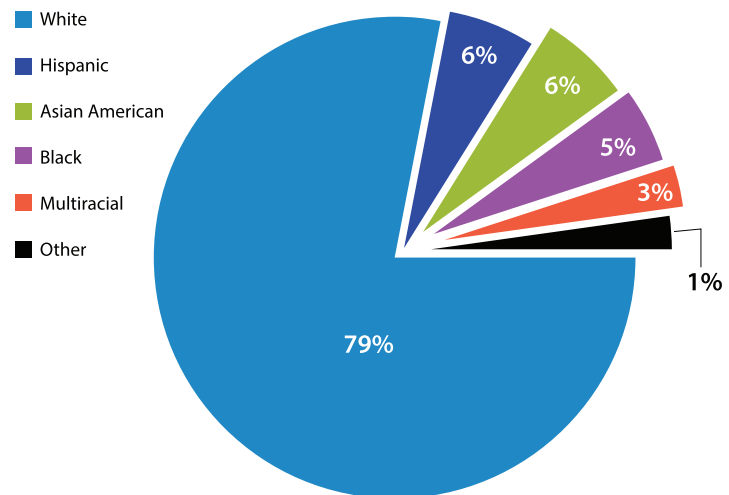
## Lawyers by race and ethnicity [continued]

Meanwhile, the number of Black lawyers is virtually unchanged over the past decade, according to the survey. Black lawyers were 4.8% of the profession in 2013 and 5% in 2023. That's far less than the percentage of Black people in the U.S. population (13.6%).

Native Americans are the smallest racial or ethnic group among U.S. lawyers. One-half of 1% of all lawyers (0.5%) were Native American in 2022 – nearly unchanged from 0.6% a decade earlier. The U.S. population is 1.3% Native American.

Finally, the percentage of white lawyers has declined. White lawyers were 88.7% of the profession in 2013, but 79% in 2023. They are still overrepresented compared to the U.S. population. Non-Hispanic white people are 58.9% of the national population.

Lawyers by race and ethnicity: 2023



Source: ABA National Lawyer Population Survey, U.S. Census Bureau



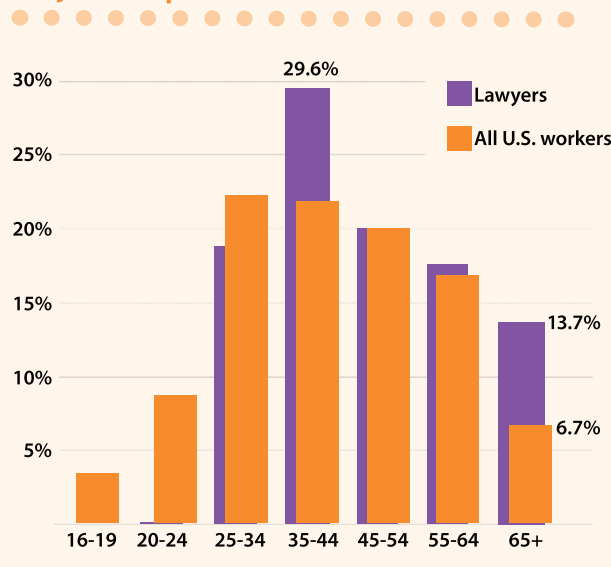


# Demographics

## Age

The legal profession skews older than most professions in the U.S., according to the U.S. Bureau of Labor Statistics. The median age for lawyers in 2022 was 46 years old, which means half were younger and half older. By comparison, the median age of all U.S. workers was 42.3 – nearly four years younger than the typical lawyer.

Lawyers compared with all U.S. workers: 2022

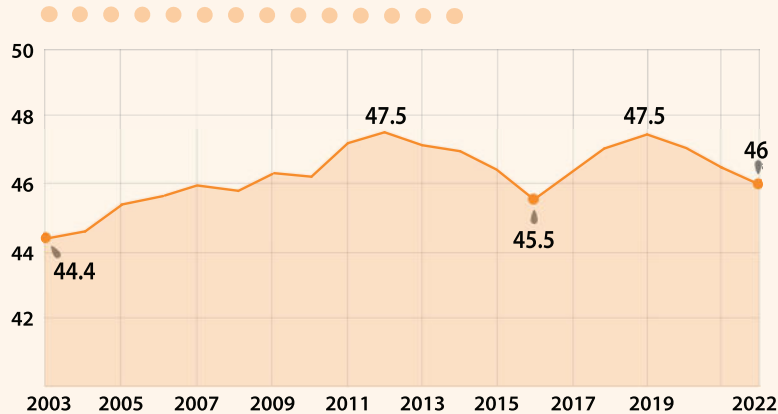


There are two reasons.

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. Nearly 14% of all lawyers – that’s roughly 1 in 7 – are 65 or older. Only about 7% of all U.S. workers are 65 or older.

Source: [Current Population Survey](#), U.S. Bureau of Labor Statistics

Median age of lawyers: 2003 - 2022



The age of a typical lawyer varies year by year. It rose from 2003 to 2012, then dropped for a few years, bottoming out in 2016, then rose again. It has dropped every year since 2020, but it’s not clear if that’s an actual drop caused by, say, the retirement of older lawyers during the COVID-19 pandemic or by random variation in the sample in the Bureau of Labor Statistics annual survey.

Going back several decades, the typical lawyer was younger than today. In 1980, the median age for all U.S. lawyers was 39. That’s seven years younger than the median age of 46 in 2022.



# Demographics

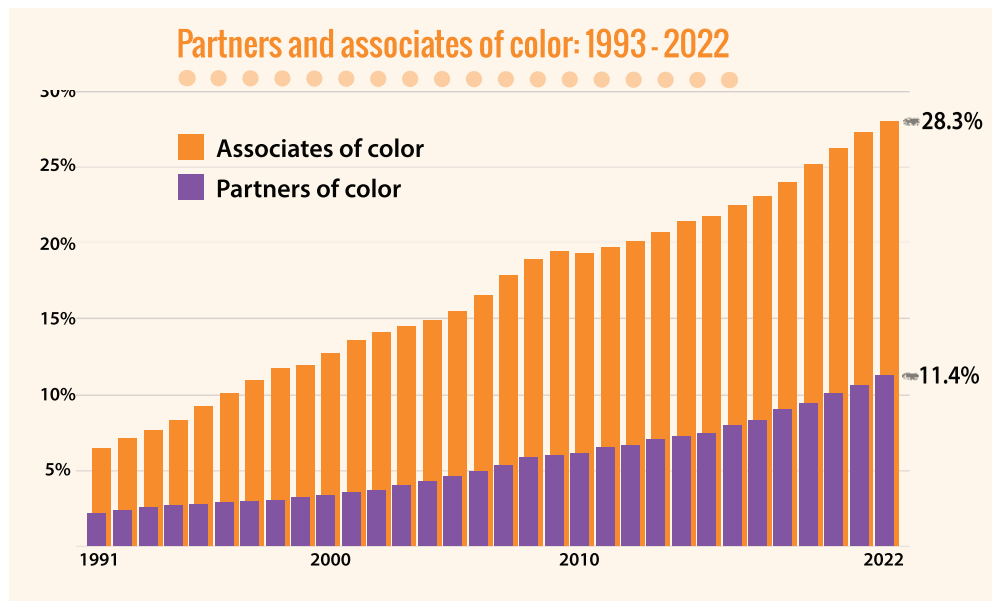
## Diversity in U.S. law firms

For the 31st consecutive year, the percentage of law firm partners who are lawyers of color rose in 2022, according to the National Association for Law Placement Report on Diversity in U.S. Law Firms.

The increase has been slow but steady. Viewed year by year, the change is almost imperceptible. But viewed over the span of decades, it is easier to see, and it is accelerating.

In 1991, when NALP began tracking race and ethnicity of law firm partners, just over 2% of all partners were lawyers of color. The number has increased every year since then.

In 2022, 11.4% of all law firm partners were lawyers of color, according to the NALP report. That figure has more than doubled in the past 15 years, when 5.4% of all partners were lawyers of color in 2007.



Among the partners of color in 2022, the largest group is Asian lawyers (4.6% of all partners), followed by Hispanic lawyers (3.0%), Black lawyers (2.3%) and multiracial lawyers (1.3%).

The accelerating change from decade to decade is striking. During the 1990s and 2000s, the annual increase in the percentage of partners of color was small – usually between 0.1 and 0.3 percentage points each year. But in recent years, the change has been much faster. Since 2016, the percentage of partners who are lawyers of color has increased at least 1 percentage point every two years.

The diversity numbers are much higher for law firm associates. In 2022, 28.3% of all associates were lawyers of color. That number is up from 10 years ago, when it was 20.3% in 2012. *continued on next page...*

Source: [National Association for Law Placement 2022 Report on Diversity in U.S. Law Firms](#)



# Demographics

## Diversity in U.S. law firms [continued]

Law firm diversity varies dramatically across the country. At one extreme, 33% of all law firm partners in San Diego were lawyers of color in 2022 – the largest percentage in the country, according to the NALP survey. At the other extreme, just 3% of partners in Pittsburgh were 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 for law firm diversity, five were in California in 2022: San Diego, Silicon Valley, San Francisco, Los Angeles and Orange County. Two more were in the Washington, D.C. area: Northern Virginia and the capital city itself. Another two were in Texas: Austin and Houston.

**San Diego** has the highest percentage of law firm partners who are lawyers of color:



• **SAN DIEGO** •

**Pittsburgh** has the lowest percentage of partners who are lawyers of color:



• **PITTSBURGH** •

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

City size appears to have no correlation to law firm diversity. For example, San Diego, Los Angeles and Houston are among the 10 largest U.S. cities by population and by diversity of law firms, but Philadelphia – the nation’s sixth-largest city – fares poorly for law firm diversity. Only 7% of law firm partners in Philadelphia are lawyers of color.

### Fast Fact:

- Which city is the median for law firm partners of color?  
Denver: 9%

Source: [National Association for Law Placement 2022 Report on Diversity in U.S. Law Firms](#)



# Demographics

## LGBTQ lawyers

The number of openly LGBTQ lawyers at American law firms continues to grow, according to a 2022 survey by the National Association for Law Placement.

The survey found 4,006 lawyers who identified as LGBTQ at 800 law offices across the country. That represented 4.2% of the 96,058 lawyers at those firms. A decade earlier, in 2012, the same survey found roughly half as many lawyers – 2,105 – who identified as LGBTQ at law firms, or 2.1% of all lawyers at those firm.

The same trend is evident among law firm associates. In 2012, 2.7% of all associates reported they were LGBTQ. A decade later, in 2022, the figure was 6.1%.

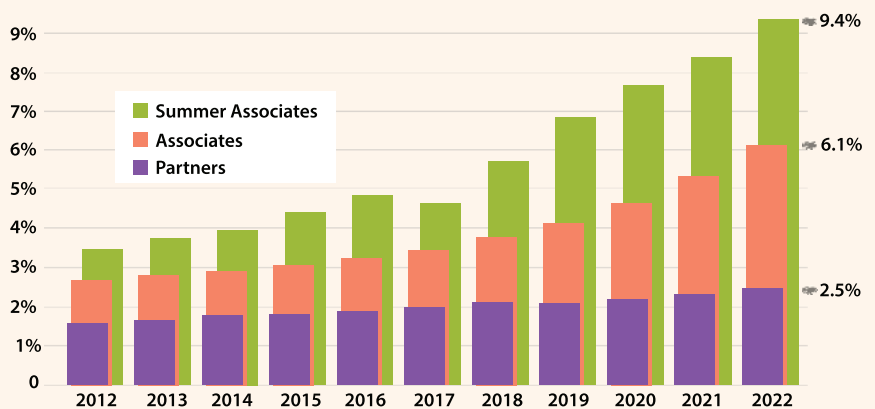
The percentage of law firm summer associates who report they are LGBTQ is substantially higher. In 2022, 9.4% of all summer associates said they were LGBTQ, according to the survey.

No reliable statistics are available on the total number of lawyers who identify as LGBTQ in the legal profession overall.

### Fast Fact:

• Law students are much more likely to be openly LGBTQ than law firm lawyers: 9.4% of law firm summer associates describe themselves as LGBTQ – more than double the percentage of all law firm lawyers who describe themselves as LGBTQ (4.2%).

### LGBTQ partners, associates and summer associates: 2012 - 2022



Source: [National Association for Law Placement 2022 Report on Diversity in U.S. Law Firms](#)



# Demographics

## Lawyers with disabilities

The number of lawyers at American law firms who reported having disabilities in 2022 remains small – about 1.4% of all lawyers. Because the number is so small, it is difficult to draw any conclusions about trends, according to a survey by the National Association for Law Placement.

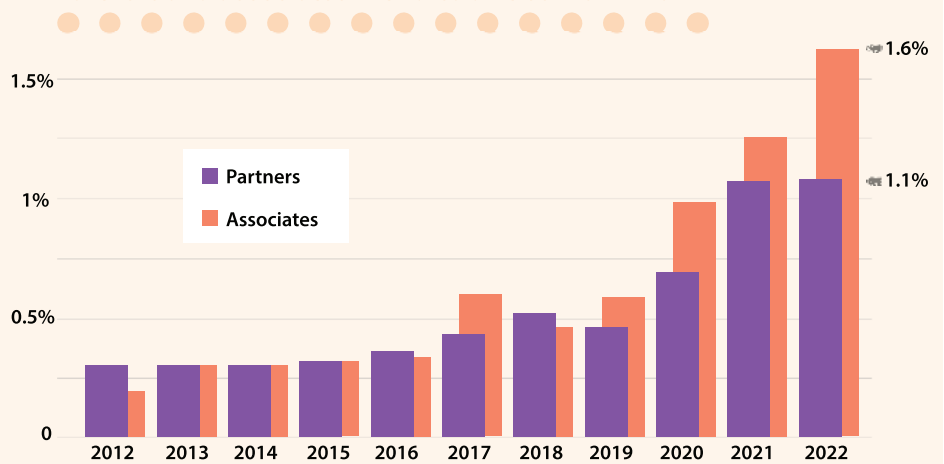
The survey found 996 lawyers at 618 law offices across the country who say they have disabilities.

The percentage of law firm partners who said they have disabilities is slightly lower – 1.1% – according to the 2022 survey. Still, that is much more than the percentage for most of the past decade, when it fluctuated between 0.2% and 0.3%.

More associates also reported they have disabilities. In 2022, roughly 1.6% of all law firm associates reported having a disability. This is more than double the percentage of associates who reported having a disability just three years earlier (0.6%).

No reliable statistics exist on the total number of lawyers with disabilities throughout the legal profession.

Partners and associates with disabilities: 2012 - 2022



Source: [National Association for Law Placement 2022 Report on Diversity in U.S. Law Firms](#)



# Demographics

## Legal demand in metro areas

### Fast Fact:

- The three metro areas in the continental U.S. with the lowest location quotients for lawyers are Elkhart, Indiana (0.16), Sheboygan, Wisconsin (0.17) and Morristown, Tennessee (0.20).

The demand for lawyers is high in Washington, D.C., and New York City. But did you know the demand is also high in Tallahassee and Miami, Florida, and Santa Fe, New Mexico? Those are the five metropolitan areas with the highest demand for legal services in the United States in 2022, 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. It also assesses 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 2022 – as in previous years – the Washington, D.C., area had the highest demand for lawyers. In fact, the location quotient for lawyers in the D.C. area was 3.23 – more than triple the national average. The demand for lawyers in the New York City area was 2.04 – double the national average.

Surprisingly, most of the other top 10 metro areas for lawyer demand in 2022 were not huge cities, but many were state capitals. They were, in order: Tallahassee (2.31), Miami (2.13), Santa Fe (1.99), Trenton, New Jersey (1.89), New Orleans, Louisiana (1.75), Charleston, West Virginia (1.67), Carson City, Nevada (1.57) and Denver, Colorado (1.56).

Many other state capitals also have high demand for lawyers. For example, the top 20 metro areas for lawyer demand includes Albany, New York; Cheyenne, Wyoming; Hartford, Connecticut; Boston, Massachusetts; Sacramento, California; Topeka, Kansas; and Montgomery, Alabama.

*continued on next page...*

Source: [U.S. Bureau of Labor Statistics](https://www.bls.gov)

For complete list, see appendix.

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



# Demographics

## Legal demand in metro areas [continued]

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

### Metropolitan areas with highest demand for lawyers: 2022

(Location Quotient)\*

1. Washington-Arlington-Alexandria, DC-VA-MD-WV.....	3.23
2. Tallahassee, FL .....	2.31
3. Miami-Fort Lauderdale-West Palm Beach, FL.....	2.13
4. New York-Newark-Jersey City, NY-NJ-PA.....	2.04
5. Santa Fe, NM.....	1.99

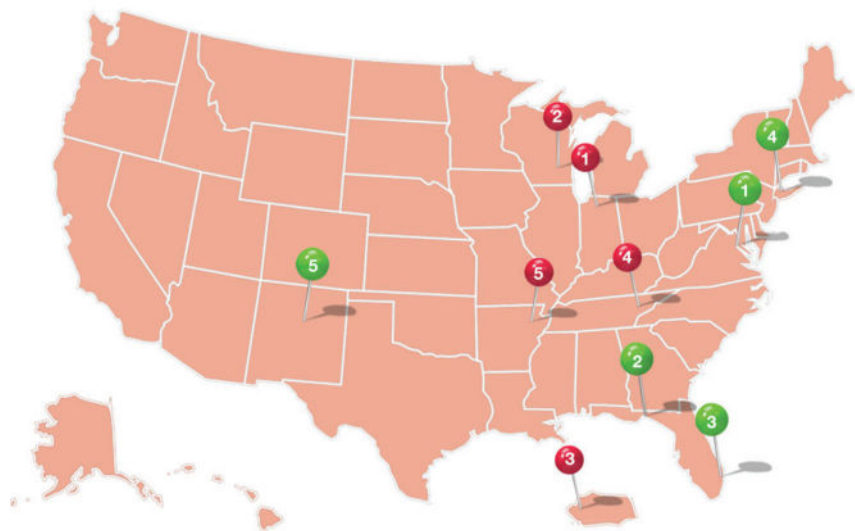
### Metropolitan areas with lowest demand for lawyers: 2022

(Location Quotient)\*

5. Jonesboro, AR.....	0.23
4. Morristown, TN .....	0.20
3. Aguadilla-Isabela, PR.....	0.18
2. Sheboygan, WI.....	0.17
1. Elkhart-Goshen, IN.....	0.16

For complete list, see appendix.

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



● High legal demand ● Low legal demand

Source: [U.S. Bureau of Labor Statistics](#)

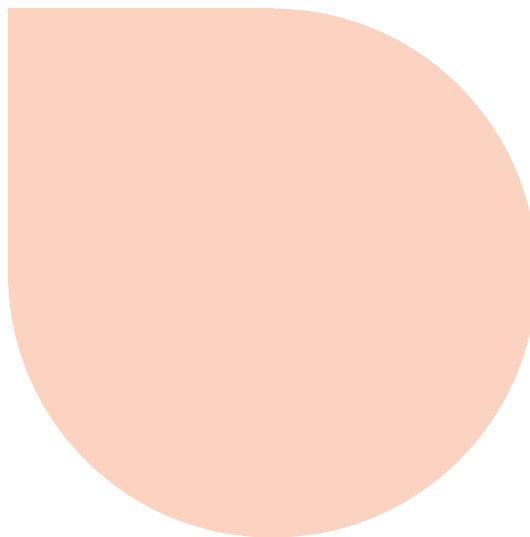


# Wages

Profile of the Legal Profession



# 2023



**Subchapters:**

- Wage trends over 20 years
- Average wage by metro area
- Law firm associates
- Public service lawyers





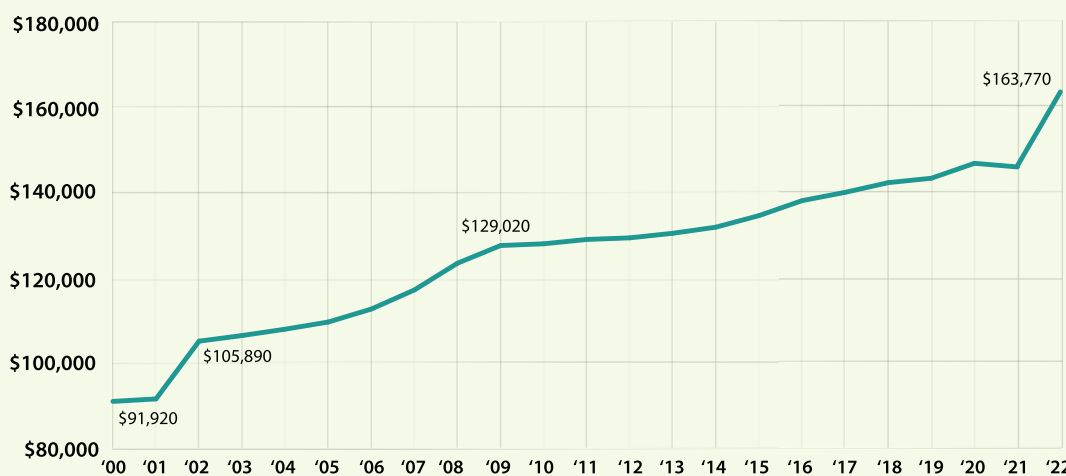
# Wages

## Wage trends over 20 years

The average wage for lawyers jumped 10.6% in 2022 to \$163,770, according to the U.S. Bureau of Labor Statistics. It was the biggest one-year rise in two decades – since 2002, when lawyer wages leaped 15.2%.

The 2022 lawyer wage increase was higher than the inflation rate. The Bureau of Labor Statistics calculated wages as of May 2022. From May 2021 to May 2022, the consumer price index rose 8.6%, compared to the 10.6% increase in lawyer wages. (Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

Average lawyer wage: 2000 - 2022



Over the past 20 years, the average lawyer's salary has grown at slightly less than the rate of inflation. From 2002 to 2022, the average lawyer's salary rose 55%. Over the same period, inflation increased 59%.

The fastest growth in lawyers' salaries was from 1997-2002, when the average lawyer wage rose 45%. By comparison, in the most recent five-year period, the average lawyer wage rose 15.4% – from \$141,890 in 2017 to \$163,770 in 2022. *continued on next page...*

Sources: U.S. Bureau of Labor Statistics;  
CPI Inflation Calculator



# Wages

## Wage trends over 20 years [continued]

Lawyers are among the highest-paid people in the United States. The BLS compiles pay statistics on more than 800 jobs. Lawyers ranked 28th in average wages in 2022. The average wage for all U.S. workers was \$61,900.

Lawyers who are paid wages continue to earn less, on average, than many medical professionals, according to the BLS. The average wage for family medicine physicians is \$224,460. Closer to the average for lawyers are dentists at \$172,290 and financial managers at \$166,050.

In related legal fields, the average wage for judges, magistrate judges and magistrates was \$153,700 in 2022, according to the BLS. For paralegals and legal assistants, it was \$62,840.

Highest-paid job in 2022:

**Cardiologist**

Average wage \$421,330

Lowest paid job in 2022:

**Shampooer**

Average wage \$27,870

National average wage in 2022:

**\$61,900**

### Average industry wage by occupation: 2022

Nurse practitioners	\$124,680
Aerospace engineers	\$127,090
Veterinarians	\$129,110
Pharmacists	\$129,410
Lawyers	\$163,770
Dentists	\$172,290
Family medicine physicians	\$224,460
Chief executives	\$246,440
Surgeons	\$347,870

Sources: [U.S. Bureau of Labor Statistics](#);  
[CPI Inflation Calculator](#)



# Wages

## Fast Fact:

• Big metro areas generally have higher lawyer salaries – but not always. Metro Miami is the fifth-largest market for lawyers (26,680 attorneys, according to BLS), but ranks 83rd in lawyer salary at \$144,960.

## Fast Fact:

• The lowest average lawyer salary in the continental U.S. is in Pine Bluff, Arkansas, at \$70,420. The BLS lists 40 lawyers there.

Source: [U.S. Bureau of Labor Statistics](#)  
See complete metro area list in appendix.

## Average lawyer wages by metropolitan area

The average wage for lawyers is highly dependent on geography – based on where the lawyer practices. Six of the 10 metro areas with the highest average lawyer wages in 2022 were in California. From the top: San Jose, San Francisco, Oxnard, Los Angeles, San Diego and Santa Rosa, according to the U.S. Bureau of Labor Statistics.

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

At the other extreme, the five metro areas with the lowest average wages for lawyers are in Puerto Rico. From the bottom: Mayaguez, Aguadilla, Ponce, Arecibo and San Juan.

The disparity between some areas is huge. The average lawyer wage in the highest-paid area (San Jose, California, at \$267,840) is nearly five times greater than the average wage in the lowest-paid area (Mayaguez, Puerto Rico, at \$53,850).

There are two surprises among the 20 areas with the highest lawyer wages. Midland, Michigan, near Saginaw, is No. 11 at \$184,610. The BLS lists 110 lawyers in the Midland area, so it's possible the numbers are skewed by a few high earners.

Another small city named Midland – this one in Texas – is No. 13 at \$182,870. The BLS lists 220 lawyers in that area.

Where's the midpoint among all 384 metropolitan areas measured by the BLS? That's Palm Bay, Florida, at \$124,660 and Wheeling, West Virginia, at \$124,630. *continued on next page...*



# Wages

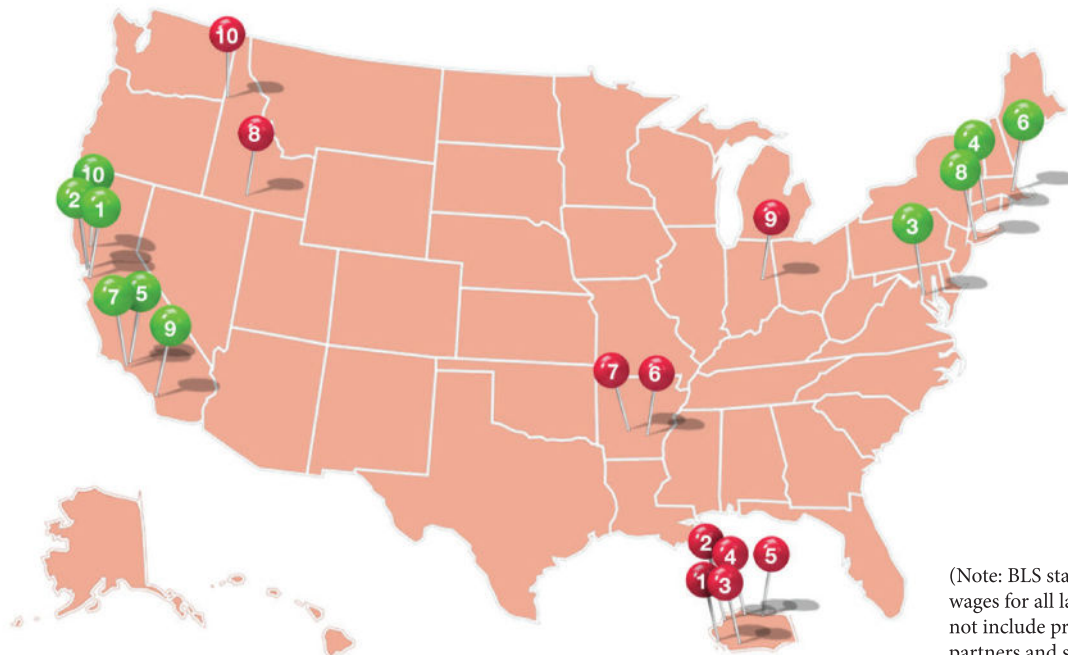
## Average lawyer wages by metropolitan area [continued]

### Metropolitan areas with highest average wage for lawyers: 2022

1. San Jose-Sunnyvale-Santa Clara, CA.....\$267,840
2. San Francisco-Oakland-Hayward, CA.....\$239,330
3. Washington-Arlington-Alexandria, DC-VA-MD-WV.....\$211,850
4. Bridgeport-Stamford-Norwalk, CT.....\$209,770
5. Oxnard-Thousand Oaks-Ventura, CA.....\$207,970
6. Boston-Cambridge-Nashua, MA-NH.....\$202,900
7. Los Angeles-Long Beach-Anaheim, CA.....\$194,870
8. New York-Newark-Jersey City, NY-NJ-PA.....\$193,280
9. San Diego-Carlsbad, CA.....\$186,440
10. Santa Rosa, CA.....\$184,950

### Metropolitan areas with lowest average wage for lawyers: 2022

10. Lewiston, ID-WA ..... \$87,600
9. Muncie, IN ..... \$85,970
8. Twin Falls, ID..... \$83,090
7. Hot Springs, AR..... \$82,430
6. Pine Bluff, AR..... \$70,420
5. San Juan-Carolina-Caguas, PR..... \$69,680
4. Arecibo, PR ..... \$62,880
3. Ponce, PR ..... \$59,690
2. Aguadilla-Isabela, PR ..... \$56,010
1. Mayaguez, PR..... \$53,850



(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](#)  
See complete metro area list in appendix.



# Wages

## Law firm associates

### Fast Fact:

- The median salary for first-year summer associates in 2023 was \$3,650 a week – the equivalent of \$189,800 a year.

Source: [National Association for Law Placement 2023 Associate Salary Survey](#)

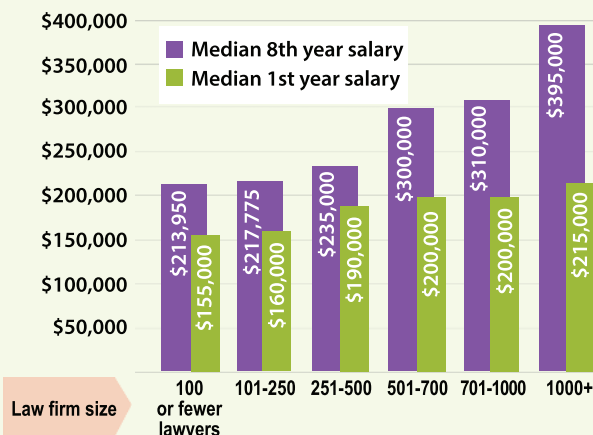
The median salary for first-year law firm associates increased markedly by \$35,000 (or 21%) in the past two years – from \$165,000 in 2021 to \$200,000 in 2023, according to a survey by the National Association for Law Placement. Salaries varied widely depending on the size and location of law firms.

NALP attributed the rapid rise to “a red-hot recruiting market where associates scored multiple pay raises and commanded unprecedented leverage as firms desperately tried to add and retain lawyers.”

### Associates median salary by seniority: 2023

1st year	\$200,000
2nd year	\$209,000
3rd year	\$220,000
4th year	\$245,000
5th year	\$265,000
6th year	\$280,000
7th year	\$295,000
8th year	\$307,500

### Associates median salary by law firm size and seniority: 2023



The median salary of \$200,000 for first-year associates at private law firms was more than triple the median salary for a first-year lawyer in a public service job (\$57,500 to \$63,000 for lawyers at civil legal aid offices, public interest groups and public defender’s offices in 2022).

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 (\$215,000) was at firms with more than 1,000 lawyers. At the lower end, firms of 100 lawyers or fewer paid a median salary of \$155,000 to first-year associates.

By comparison, the average salary for all lawyers nationwide in 2022 – whether they worked at law firms, corporations, government, nonprofits or elsewhere – was \$163,770, according to the U.S. Bureau of Labor Statistics. That includes only wages and does not include profits for law firm partners and shareholders.



# Wages

## Public service lawyers

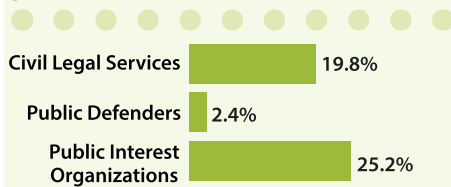
Entry-level pay for lawyers at nonprofits and legal aid offices rose more than inflation from 2018 to 2022, according to the National Association for Law Placement. But entry-level pay for public defenders remained nearly stagnant.

Source: [National Association for Law Placement 2022 Public Service Attorney Salary Survey](#)

According to the NALP, the median entry-level salary for public service lawyers in 2022 was:

**\$63,200** for lawyers at public interest organizations  
**\$59,700** for public defenders  
**\$57,500** for lawyers at civil legal services offices

### Median salary increases for entry-level public service lawyers: 2018-2022



That's much less than the entry-level salary at some big law firms in major cities: \$215,000 in 2023. In fact, even highly experienced public service lawyers – those with 11 to 15 years in the job – earn less than half of that \$215,000 for rookie lawyers at big law firms.

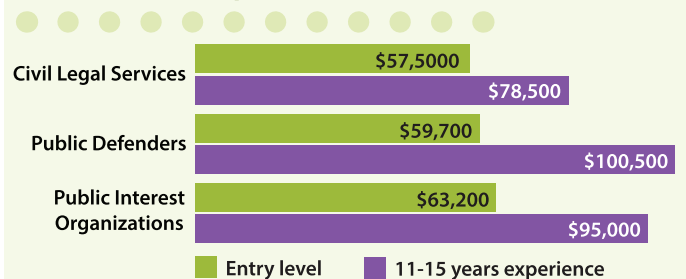
The 2022 survey shows that experienced public defenders are paid more than experienced legal aid lawyers and nonprofit lawyers. Public defenders with 11 to 15 years' experience earned a median salary of \$100,500 in 2022. For nonprofit lawyers with similar experience, it was \$95,000. And for legal aid lawyers with the same experience, it was \$78,500.

For comparison purposes, the average salary for all lawyers – not counting law firm profit sharing – was \$163,770 in 2022, according to the U.S. Bureau of Labor Statistics.

Starting pay for nonprofit lawyers rose 25.2% from 2018 to 2022, according to the NALP. That's nearly double the inflation rate of 13% over the same period. Starting pay for legal aid lawyers rose 19.8% over those four years, but starting pay for public defenders barely budged, rising just 2.4%.

The NALP Public Service Attorney Salary Survey is conducted every four years and usually includes pay data for prosecutors, but the 2022 report does not. The 2022 survey did not receive enough responses from prosecutors' offices to provide a nationally representative sample.

### Median salary for public service lawyers: 2022



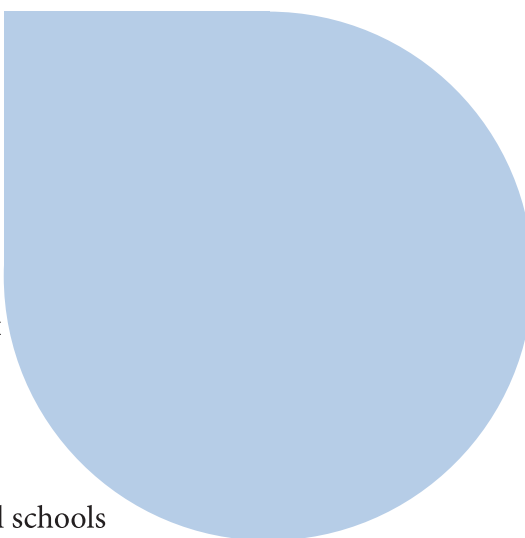


# Legal Education

Profile of the Legal Profession



# 2023



**Subchapters:**

- Law school applications and enrollment
- Why law school?
- Law school demographics – gender
- Law school demographics – race and ethnicity
- Law school demographics – individual schools
- Employment after graduation
- Bar passage rates
- Bar passage by gender, race, ethnicity
- Law school debt



# Legal Education

## Law school applications and enrollment

### Fast Fact:

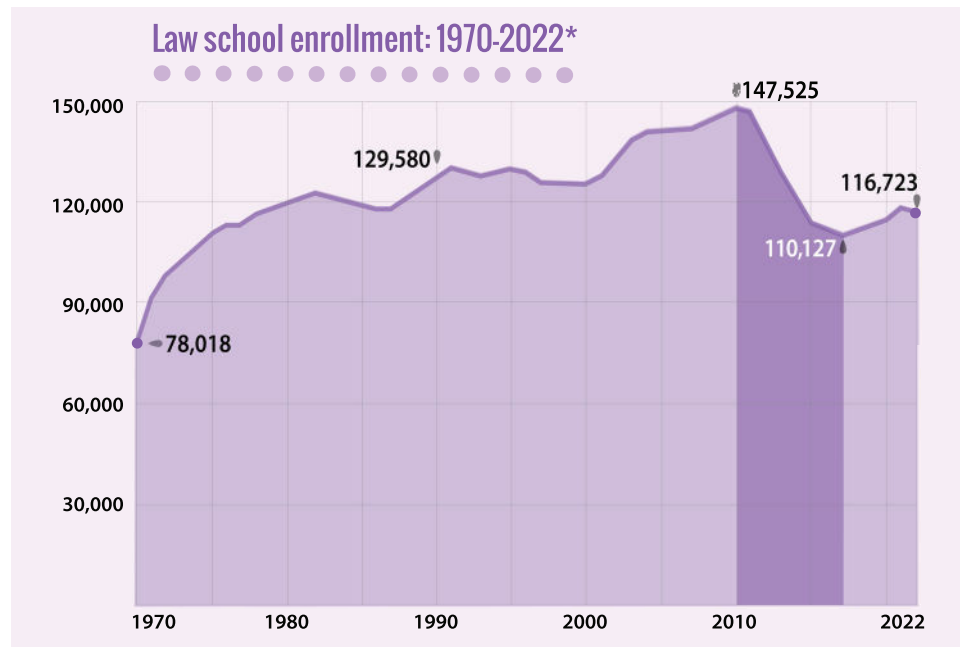
- The average law school applicant applies to nearly seven law schools – 6.9 per student, to be exact.

In 2022, for the first time in the past five years, enrollment dipped slightly at the 196 U.S. law schools accredited by the American Bar Association.

The number of students pursuing juris doctor degrees in 2022 stood at 116,723 – a decline of 778 students, or 0.7%, from the previous year. This was caused mainly by a drop in the number of new students. Law schools reported that 38,020 students began JD studies in 2022, a drop of 4,698 students, or 11%, from the previous year.

The total number of JD students peaked in 2010 at 147,525, then dropped for several straight years before starting to rise again in 2018.

*continued on next page...*



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

Source:

[Law School Admission Council, ABA Section on Legal Education and Admissions to the Bar](#)





# Legal Education

## Law school applications and enrollment [continued]

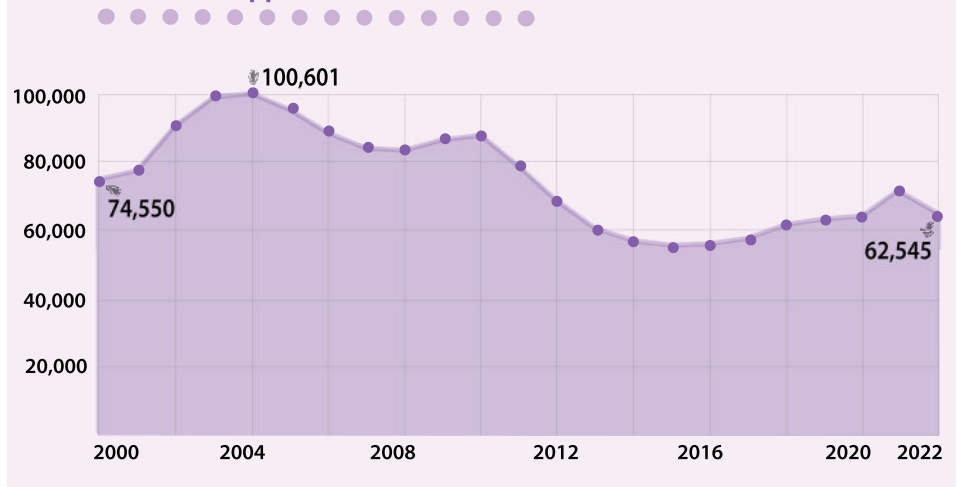
An additional 24,134 students in 2022 were in non-JD programs in U.S. law schools, pursuing masters of law and other degrees, as well as certificates. Participation in these non-JD programs has boomed in recent years, doubling since 2014, when there were 11,973 students.

The number of law school applicants dropped 12% in 2022 to 62,545, according to the Law School Admission Council. This countered a sharp 12% rise the year before, so the number of applicants in 2022 returned to levels in 2019 and 2020.

The peak year for law school applicants was 2004, when more than 100,000 people applied to ABA-accredited law schools.

Roughly two-thirds of all applicants (69.7%) were accepted to at least one law school. The acceptance rate rose a bit from 68.3% in 2021.

Law school applicants: 2000 - 2022



Source:

[Law School Admission Council, ABA Section on Legal Education and Admissions to the Bar](#)



# Legal Education

## Why law school?

### Fast Fact:

- Students with higher LSAT scores were more likely to delay law school (74%) than students with lower scores (58%).

### Fast Fact:

- Asian and Black students were more likely to delay law school (73% and 71%) than Hispanic and white students (69% and 64%).

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

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 of 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.

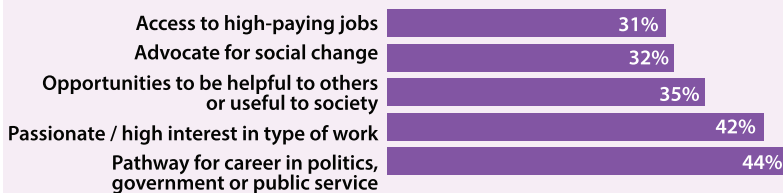
### WHEN DID STUDENTS ENROLL IN LAW SCHOOL?

- 35% Immediately after undergraduate degree
- 65% Took time off after undergraduate degree

### FOR STUDENTS WHO DELAYED LAW SCHOOL, HOW MANY YEARS?

- 25% 1 year or less
- 21% 2 years
- 53% 3 years or more

## Why do undergraduates aspire to go to law school?



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.



# Legal Education

## Law school demographics - gender

The gender gap at ABA-accredited law schools widened yet again in 2022. For the sixth straight year, most students pursuing a juris doctor degree were women – 55.7%.

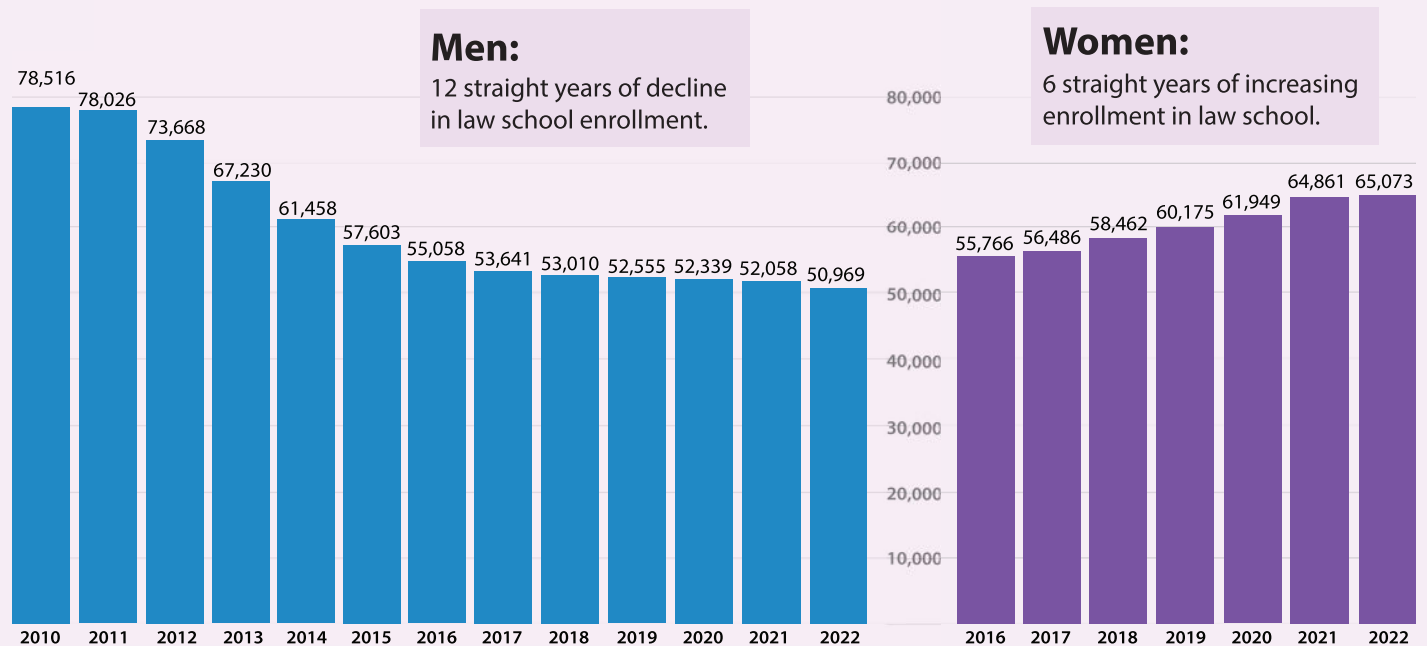
The number of male students at the 196 ABA-accredited law schools has dropped every year for the past 12 years – from 78,516 in 2010 to 50,969 in 2022. Meanwhile, the number of female students has increased each of the past six years – from 55,766 in 2016 to 65,073 in 2022.

That means there were 14,000 more women than men in accredited law schools in 2022. *continued on next page...*

Source:

[ABA Section on Legal Education and Admissions to the Bar](#)

### Recent law school enrollment by gender





# Legal Education

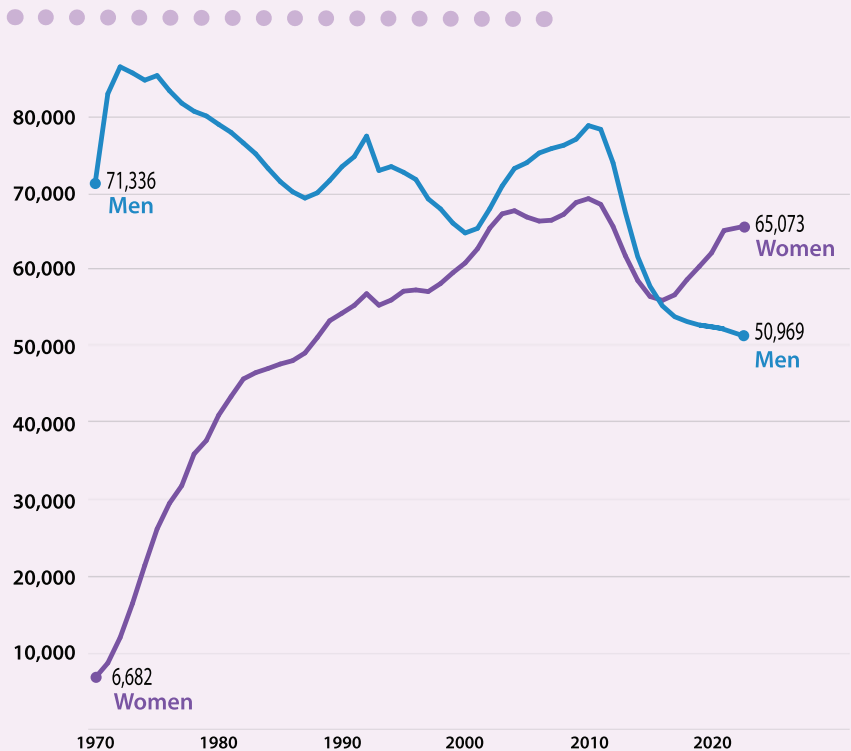
## Law school demographics - gender [continued]

For decades, law school students were overwhelmingly 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%.

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.

For the 2022-23 academic year, 116,042 JD students identified as male or female. Another 358 said they were neither gender and 324 preferred not to identify their gender.

### Law school enrollment by gender: 1970 - 2022



Source:  
[ABA Section on Legal Education and Admissions to the Bar](#)



# Legal Education

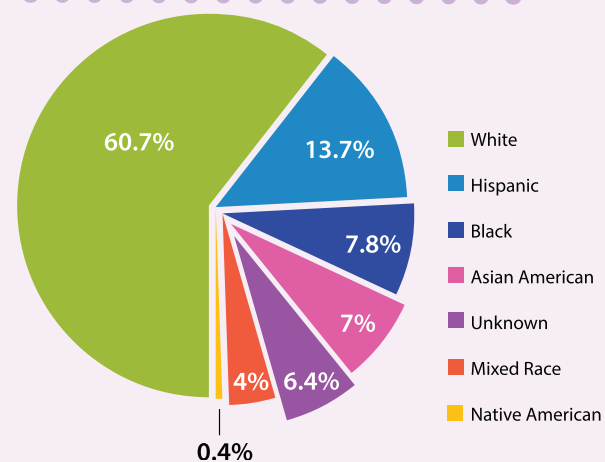
## Law school demographics - race and ethnicity

Law school classes have gradually become more diverse by race and ethnicity. In 2012, 27% of all law students classified themselves as students of color. A decade later, in 2022, one-third of all students pursuing a juris doctor degree (33%) were students of color.

The demographic change is more dramatic when considering first-year law students over the past four decades. In 1978, students of color occupied just 9% of all first-year law school seats. In 2022, that number was nearly four times larger: 35%.

Among all law students in 2022, 13.7% were Hispanic, 7.8% Black, 7% Asian American, 4% mixed race and 0.4% Native American. An additional 6.4% were classified as race unknown.

Law students by race and ethnicity: 2022



Source:  
[ABA Section on Legal Education and Admissions to the Bar](#)



# Legal Education

## Law school demographics - Individual schools

Highest ratio of  
**MEN TO WOMEN:**

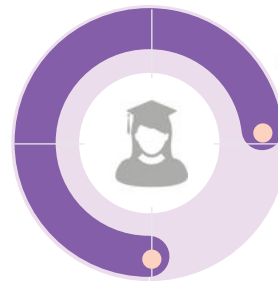
**57%**  
MALE



**UNIVERSITY OF IDAHO**

Highest ratio of  
**WOMEN TO MEN:**

**72%**  
FEMALE



**NORTHEASTERN**

Number of law schools where  
**WOMEN OUTNUMBER MEN**  
2-TO-1:

**5**

**Northeastern, Howard,  
North Carolina Central,  
Florida A&M, American**

Law schools\* with the  
**HIGHEST PERCENTAGE**  
**OF STUDENTS OF COLOR:**

**Howard** 97%  
**Texas Southern** 88%  
**St. Thomas of Florida** 79%

Law schools with the  
**SMALLEST PERCENTAGE**  
**OF STUDENTS OF COLOR:**

**West Virginia** 9%  
**Northern Kentucky** 10%  
**Drake** 13%

\* outside of Puerto Rico

Number of law schools  
where **women**  
**outnumber men:**  
**162**

Number of law schools  
where **men**  
**outnumber women:**  
**32**

Number of law schools  
exactly **50-50**  
**male-female:**  
**1**

159 men, 159 women  
University of Memphis  
Cecil C. Humphreys School of Law

For demographic statistics on  
individual law schools, visit:  
[ABA Section on Legal Education](#)  
[and Admissions to the Bar](#)



# Legal Education

## Employment after graduation

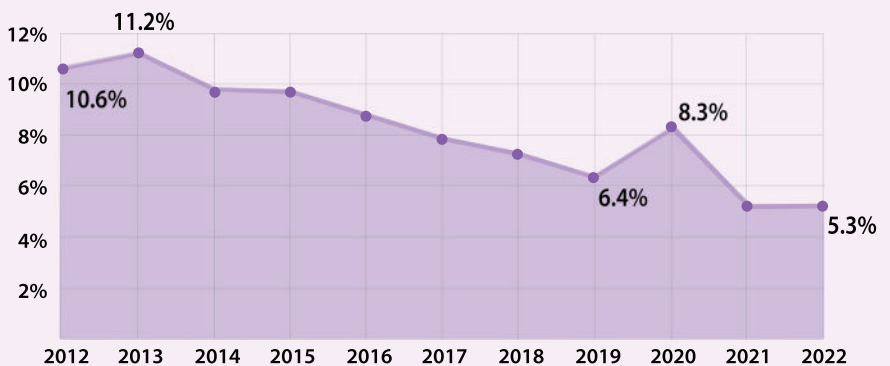
Unemployment among new law school graduates remained at the lowest level in at least a decade in 2022, according to data compiled by the ABA Section of Legal Education and Admissions to the Bar.

For the law school Class of 2022, unemployment 10 months after graduation remained at 5.3%, the same as the previous year. Since peaking at 11.2% in 2013, unemployment among new law school graduates has declined steadily, except for a one-year blip when unemployment rose to 8.3% for the Class of 2020. That was the first year of the COVID-19 pandemic.

### Fast Fact:

- More than three-quarters of law school graduates in 2022 got jobs requiring bar passage: 77.8%.

Law school graduates unemployed 10 months after graduation: Classes of 2012-2022



Meanwhile, the number of new graduates joining law firms right after graduation is higher than ever: 52% for the Class of 2022. That number has been climbing steadily over the past decade. For the Class of 2012, it was just 39%.

On the other hand, the number of new law graduates getting jobs in the business sector has been falling. For the Class of 2014, more than 15% worked in businesses soon after graduation. For the Class of 2022, it was just 9% – the lowest in at least a decade. *continued on next page...*

Source:  
[ABA Section on Legal Education and Admissions to the Bar](#)



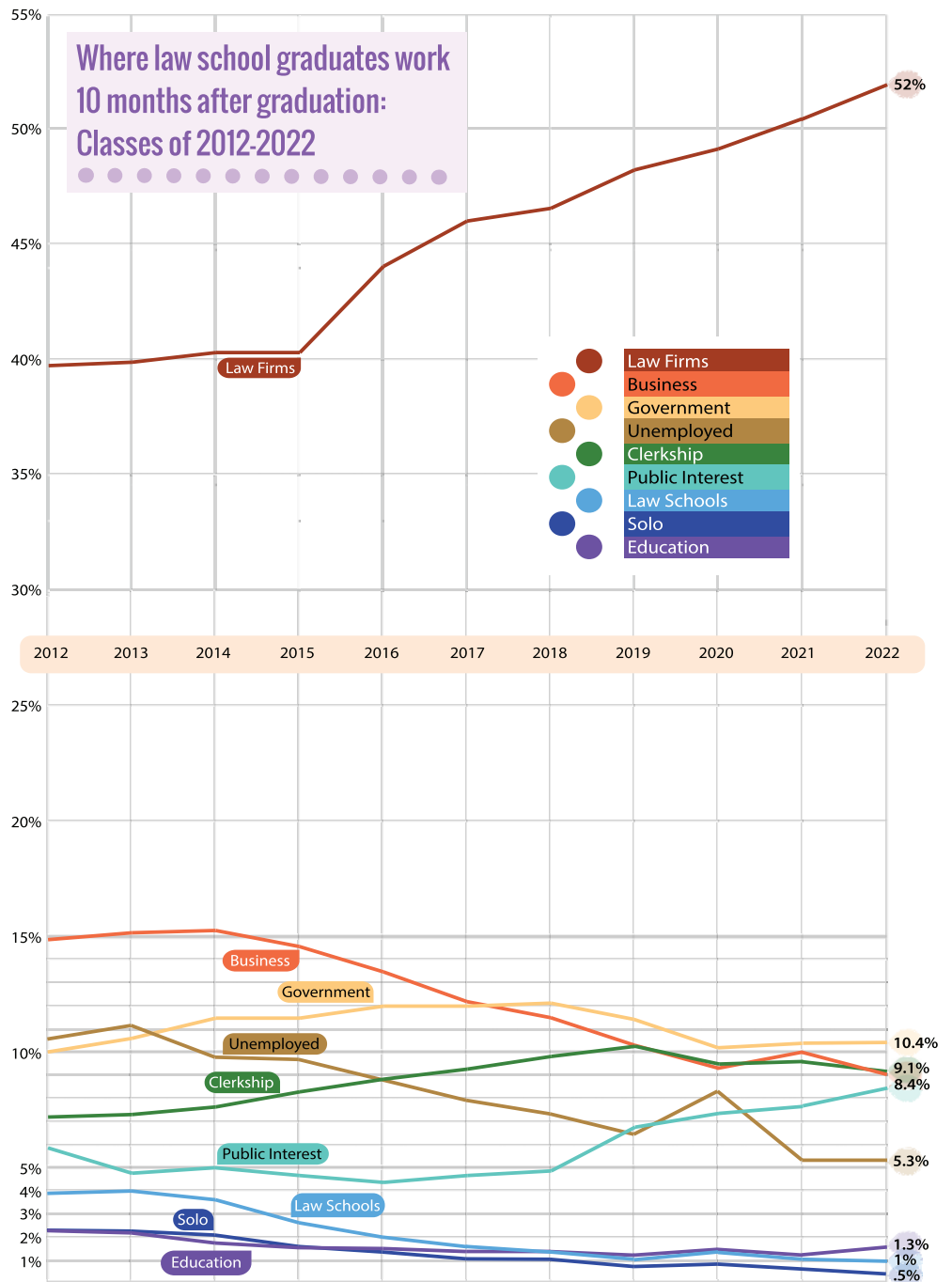
# Legal Education

## Employment after graduation [continued]

In almost every other sector, the numbers held roughly steady. For example, 1 in 10 graduates from the Class of 2022 (10%) took government jobs. It was the same a decade ago.

For several years, judicial clerkships have grown more popular as first jobs out of law school, but that number has recently declined somewhat. For the Class of 2022, 9% took clerkships, compared with 10% in 2019.

Meanwhile, the number of graduates who went into solo practice straight out of law school continued to decline. Just one-half of 1% of all 2022 grads (0.5%) took the solo route. A decade ago, 2.3% of the Class of 2012 practiced solo – a small number but four times the current rate.



Source: [ABA Section on Legal Education and Admissions to the Bar](#)



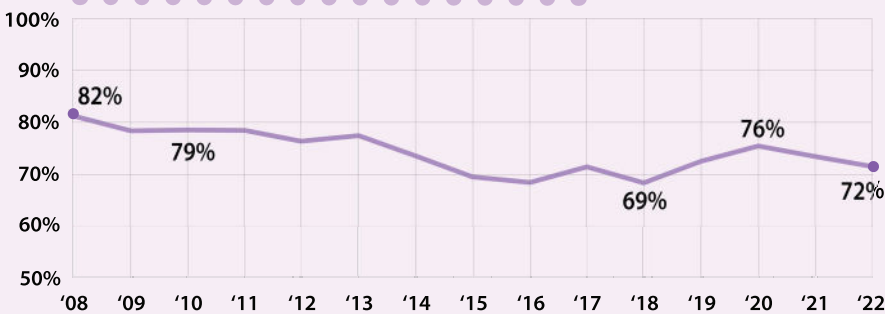


# Legal Education

## Bar passage rates

The national bar exam passage rate dipped for the second year in a row in 2022, after two straight years of increasing, according to the National Conference of Bar Examiners, which develops the test and collects data from the states.

First-time bar passage rates: 2008 - 2022



Among first-time test-takers, nearly 3 out of 4 (72%) passed the bar exam in 2022. The passage rate has been somewhat steady since 2014, fluctuating between a low of 69% in 2016 and 2018, and a high of 76% in 2020. The highest passage rate in recent years was 82% in 2008.

The number of people taking the exam for the first time

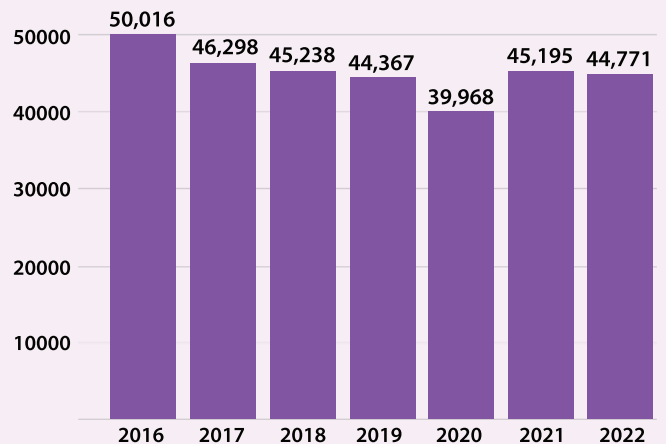
remained relatively stable in 2022, dipping less than 1% from the year before. In all, 44,771 took the exam for the first time in 2022. It was significantly higher – 50,016 – just a few years earlier, in 2016.

As usual, there was a large difference in passage rates between first-time test-takers and repeat test-takers in 2022. Among first-timers, 72% passed the bar exam. Among those repeating the exam, only 28% passed. In 2022, more than twice as many individuals took the test for the first-time as those repeating the exam (44,771 versus 18,180).

*continued on next page...*

Source: [National Conference of Bar Examiners](#)

Number of people taking the bar exam for the first time: 2016 - 2022





# Legal Education

## Bar passage rates [continued]

### Fast Facts:

- The vast majority of all test-takers in 2022 (84%) went to ABA-accredited law schools.
- Fifty-eight people who took the bar exam in 2022 skipped law school and studied at law offices, which is allowed in a few states. Most of them (40) were from Washington state. Nationwide, just 38% of those who studied in law offices passed the exam. (California did not report data in this category.)

Passage rates also varied widely based on where test-takers learned the law. The passage rate for all test-takers from ABA-accredited schools – including those taking the test for the first time as those repeating it – was 64% in 2022. Just 20% of students who attended non-accredited law schools passed the bar.

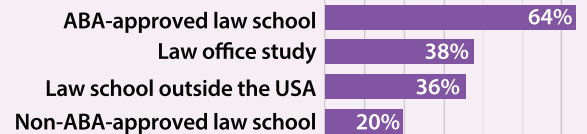
There was also a significant difference in passage rates across the 50 states. In 2022, Utah had the highest passage rate among first-time test-takers at 89%. Rhode Island had the lowest passage rate at 58%.

State size doesn't seem to have any relation to passage rates. New York, with more than 9,000 first-time bar exam takers, the most in the country, had a passage rate of 73% -- nearly equal to the national rate of 72%. But California, second in the nation with more than 6,000 first-time test-takers, had one of the lowest passage rates at 64%.

### Bar passage rates for first-time test-takers and repeaters: 2022



### Bar passage rates by type of legal education: 2022



### States with highest and lowest passing rates among first-time test-takers: 2022

#### Highest

Utah	89%
Minnesota	87%
Iowa	83%
Nebraska	81%
Kansas	80%

#### Lowest

Nevada	61%
New Hampshire	61%
Alaska	61%
Wyoming	60%
Vermont	59%
Rhode Island	58%

Source: [National Conference of Bar Examiners](#)



# Legal Education

## Bar passage rates – race, ethnicity and gender

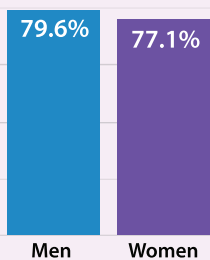
To comply with ABA standards, a law school must show that three-quarters of its graduating class passes the bar exam within two years of graduation. In the most recent study, white test-takers in 2022 were more likely to pass than test-takers of other races and ethnicities, according to the ABA Section of Legal Education and Admissions to the Bar.

Among white graduates taking the exam for the first time, 83% passed in 2022. By comparison, 75% of Asian first-time test-takers passed, 69% of Hispanics, 60% of Native Americans and 57% of Blacks. Among all first-time test-takers of color, the passage rate was 68%.

The gap narrows over time. For the Class of 2020, 94% of white test-takers ultimately passed the exam within two years of graduation, as did 81% of Blacks, 88% of Hispanics, 89% of Asians and 80% of Native Americans.

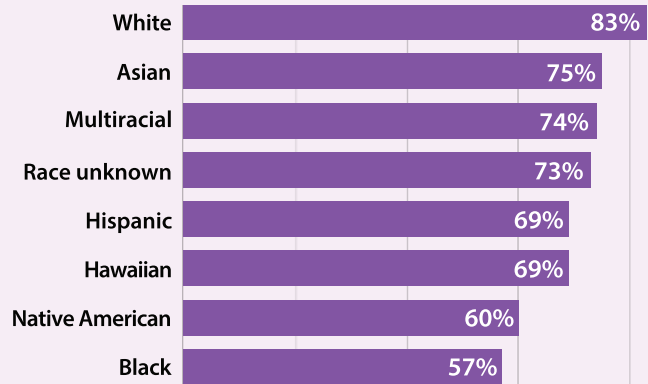
There was a small difference in bar passage rates between men and women in 2022: 79.6% of men passed the exam on the first try, as did 77.1% of women.

Bar exam passage rate by gender: 2022 first-time test-takers

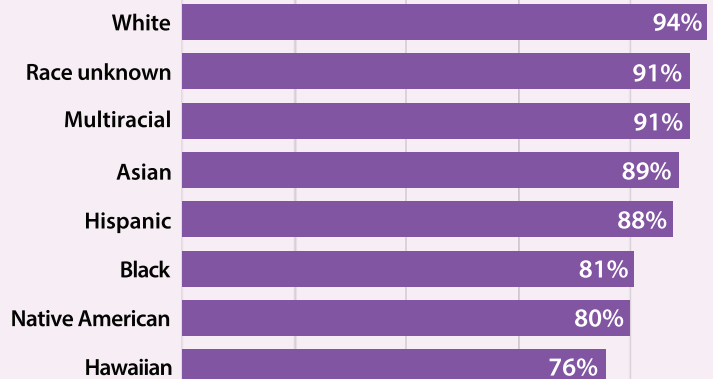


Source: [ABA Section on Legal Education and Admissions to the Bar](#)

2022 bar passage rates by race and ethnicity for first-time test-takers



Ultimate bar passage rate by race and ethnicity: Class of 2020





# Legal Education

## Law school debt

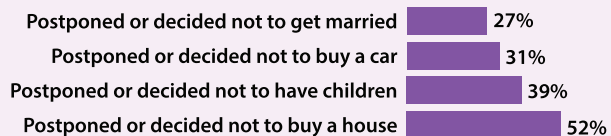
Many new lawyers postpone major life decisions like marriage, having children and buying houses, or reject them outright, because they carry huge student loan debts. Those debts make many young lawyers anxious, depressed and regretful.

Those are the conclusions of a 2021 survey by the ABA Young Lawyers Division and AccessLex. The 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.

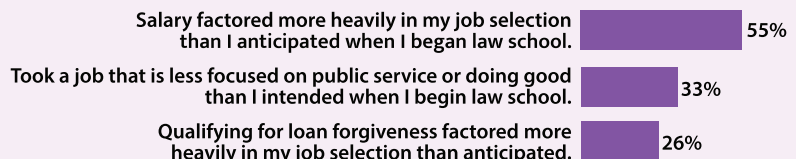
Nearly all law school graduates are affected. More than 90% of the lawyers surveyed took out law school loans. Their average total education debt upon graduation – money owed from law school, undergraduate school and other education expenses – was \$120,000.

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. *continued on next page...*

### How law school debt affected major life decisions



### How law school debt affected career decisions



Source: ABA Young Lawyers Division and AccessLex, [2021 Student Loan Debt Survey](#)



# Legal Education

## Law school debt [continued]

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.

*continued on next page...*

Source: ABA Young Lawyers Division and AccessLex,  
[2021 Student Loan Debt Survey](#)



# Legal Education

## 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.

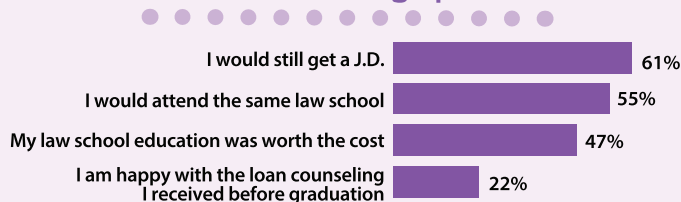
In spite of the findings, a strong majority (61%) said they would still get a J.D. degree knowing what they know now, and most (55%) said they would attend the same law school. However, less than half (47%) agreed with the statement “My law school education was worth the cost.” And only 1 in 5 (22%)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

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

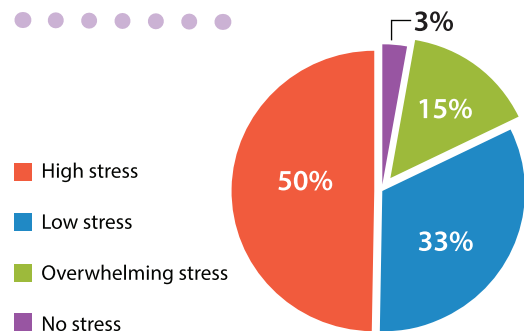
### In the last month, my student loan debt has caused me to feel:



### Knowing what I know now about debt, law school and the legal profession:



### How stressed do you feel about your personal finances in general?





# Judges

Profile of the Legal Profession

# 2023

## Subchapters:

- Diversity on the federal bench
- Federal judges by gender, race and ethnicity
- Judges appointed by recent presidents
- Diversity in state Supreme Courts

## **SITTING ARTICLE III FEDERAL JUDGES**

*(as of Oct. 1, 2023)*

### **U.S. Supreme Court**

- 9 justices
- 5 men, 4 women
- 6 white, 2 Black, 1 Hispanic

### **U.S. Courts of Appeals**

- 299 judges
- 202 men, 97 women
- 229 white
- 31 Black
- 20 Hispanic
- 16 Asian American
- 3 mixed race or ethnicity or other

### **U.S. District Courts**

- 1,097 judges
- 750 men, 347 women
- 825 white
- 130 Black
- 83 Hispanic
- 34 Asian American
- 4 Native American
- 21 mixed race or ethnicity or other



# Judges

*\*In this chapter, all references to “federal judges” are to sitting Article III judges. This does not include magistrate judges and bankruptcy judges.*

## Diversity on the federal bench\*

There were 1,423 sitting federal judges\* in the United States on Oct. 1, 2023, and they were overwhelmingly male (68%) and white (76%). But the diversity of the federal bench is changing – especially in the past three years, according to the Federal Judicial Center.

From Jan. 1, 2021, to Oct. 1, 2023, the Senate confirmed 140 new federal judges nominated by President Joe Biden. Only 14 (10% of new federal judges) were white men. The remaining 126 nominees (90%) were women, Blacks, Hispanics, Asians, Native Americans and lawyers of mixed race or ethnicity.

### Confirmed judges nominated by Biden

(As of Oct. 1, 2023)

Black	31%
Asian American	11%
Hispanic	16%
White	33%
Female	66%
Male	34%
Total	140

As a result, the percentage of Black judges on the federal bench rose from 9.5% in 2020 to 11.5% as of Oct. 1, 2023.

Overall, 163 federal judges identified as Black and another 10 identified as partially Black. The first African American federal judge took office in 1945.

Meanwhile, 7.3% of federal judges in 2023 were Hispanic – up nearly one percentage point from 6.5% in 2020. Overall, 104 federal judges identified as Hispanic and another 11 identified as partially Hispanic. The first Hispanic federal judge took office in 1961.

The share of Asian Americans in the federal judiciary also rose one percentage point – from 2.6% in 2020 to 3.6% in 2023. Overall, 51 federal judges were Asian American and nine others identified as partially Asian American. Also, one judge identified as Chaldean and one as Pakistani. The first Asian American federal judge was appointed in 1971.

*Continued on next page...*

Source: [Federal Judicial Center](#)





# Judges

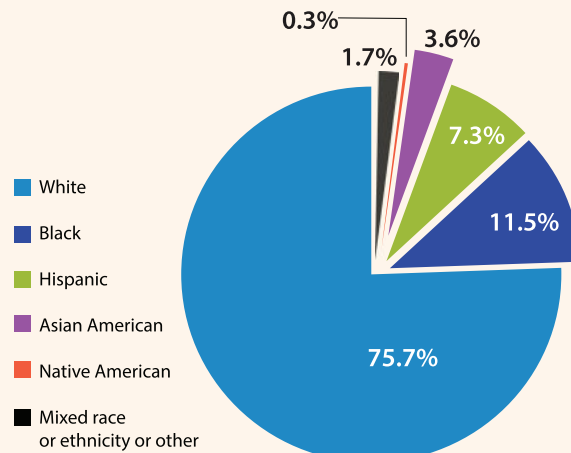
## Diversity on the federal bench [continued]

Four federal judges are Native American. Two others identify as partially Native American. Those six judges represent just four-tenths of 1% of all federal judges. Nationally, 1.3% of the U.S. population is Native American. The first Native American federal judge took office in 1979.

### Fast Facts:

- The racial composition of the federal bench has changed gradually over the past four decades. In 1980, 91% of all federal judges were white. In 2023, that percentage was 76%.
- The gender makeup of the federal bench has changed more substantially. In 1980, 5% of all federal judges were women. In 2023, that percentage was 32%.

Federal judges by race and ethnicity: 2023



Many women also joined the federal bench from 2021 to 2023. Just over one-quarter of all federal judges (27%) were female in 2020. As of Oct. 1, 2023, nearly one-third (32%) were female. The first female federal judge was appointed in 1928.

Source: [Federal Judicial Center](#)



# Judges

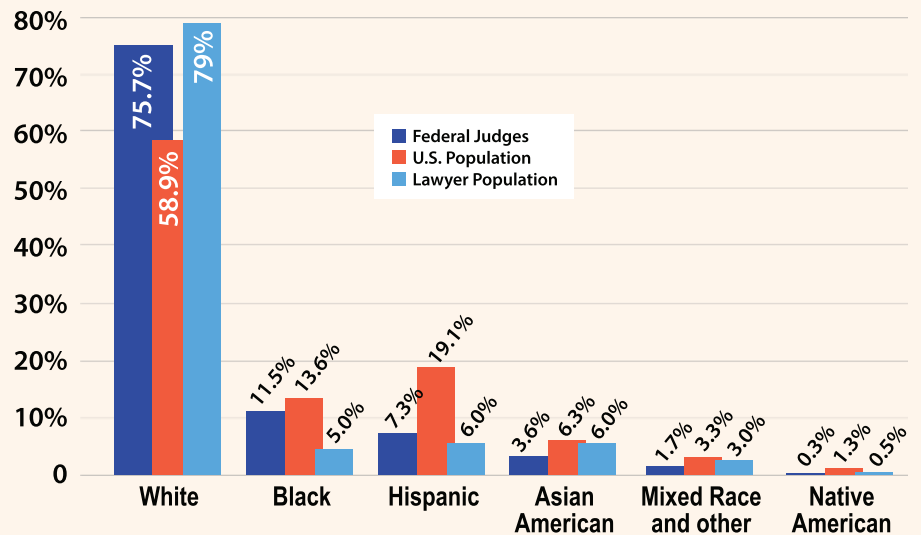
## Federal Judges by gender, race and ethnicity

Are women and lawyers of color underrepresented on the federal bench? The question has more than one answer.

Compared to the U.S. population, lawyers of color are underrepresented, particularly Hispanics. For example, 7.3% of all federal judges were Hispanic as of Oct. 1, 2023 – less than half the percentage of Hispanics in the U.S. population (19.1%).

Blacks and Asian Americans are also underrepresented compared to the U.S. population, but the difference is not as great. For example, 11.5% of federal judges were Black as of Oct. 1, 2023, compared to 13.6% of the population. Similarly, 3.6% of federal judges were Asian American, compared with 6.3% of the population. *continued on next page...*

Federal judges by race and ethnicity compared to U.S. population and lawyer population



Sources: [Federal Judicial Center](#), [ABA National Lawyer Population Survey](#), [U.S. Census Bureau](#)



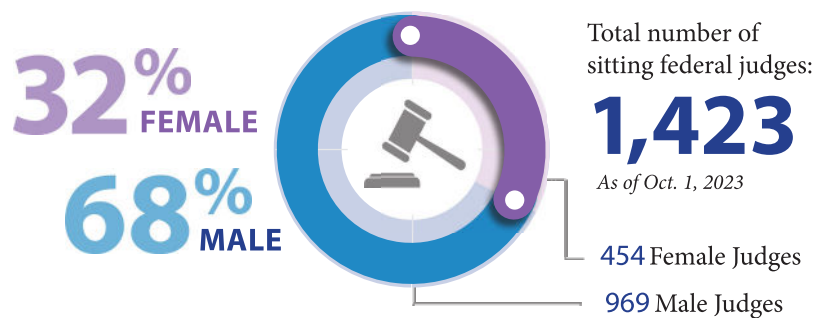
# Judges

## Federal Judges by gender, race and ethnicity [continued]

But compared to the pool of U.S. lawyers, from which all judges are drawn, lawyers of color are not underrepresented. For example, 7.3% of federal judges were Hispanic, but only 6% of all lawyers are Hispanic. Similarly, 11.5% of federal judges were Black, compared with 5% of all lawyers. And 3.6% of federal judges were Asian American, compared with 6% of all U.S. lawyers.

Women are also underrepresented on the federal bench compared with their share of the U.S. population, but the gap is not nearly as wide compared with their share of the lawyer population. Of all federal judges, 32% were women on Oct. 1, 2023, compared with 50.4% of the U.S. population and 39% of the lawyer population.

### Federal judges by gender: 2023



Sources: [Federal Judicial Center, ABA National Lawyer Population Survey](#), [U.S. Census Bureau](#)



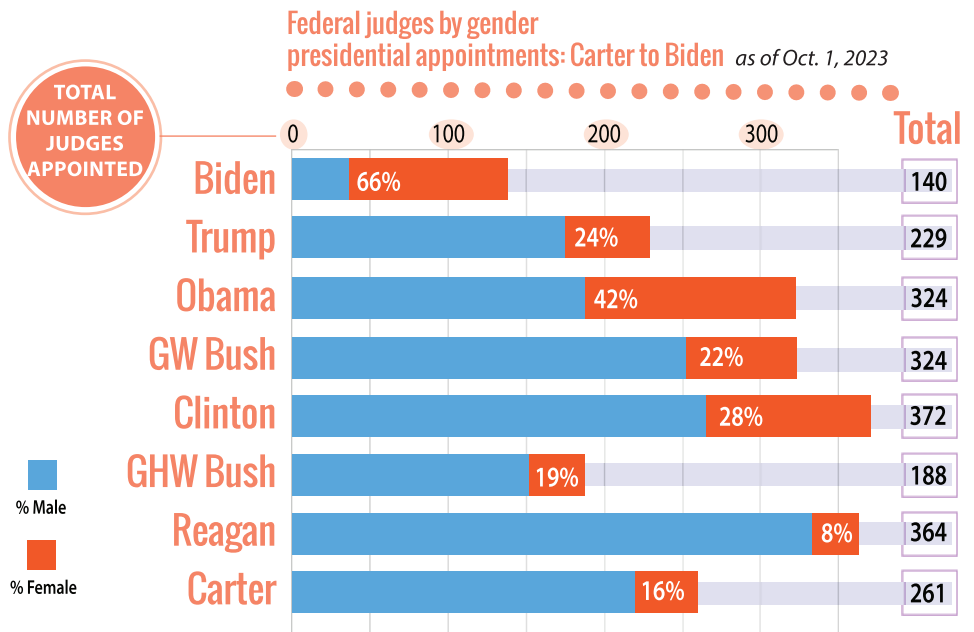
# Judges

## Federal Judges appointed by recent presidents

The federal judiciary has become increasingly diverse over time, but the changes aren't constant. Diversity varies year by year, depending on the president and who controls the Senate.

Among recent presidents, Democrats have appointed many more women and judges of color than Republicans, according to the Federal Judicial Center, the research and education arm of the federal courts.

As of Oct. 1, 2023, the Senate had confirmed 140 judicial nominees by President Joe Biden. Two-thirds (66%) were women. Among other recent presidents, only Barack Obama (42%) can say that nearly half of his appointments were women. When it comes to appointing female judges, the other recent presidents are, in order: Bill Clinton (28%), Donald Trump (24%), George W. Bush (22%), George H.W. Bush (19%) and Jimmy Carter (16%). Despite the fact that Ronald Reagan appointed the first female Supreme Court justice in 1981 (Sandra Day O'Connor), only 8% of his judicial appointments were female. *continued on next page...*



Source: [Federal Judicial Center](https://www.fjc.gov)



# Judges

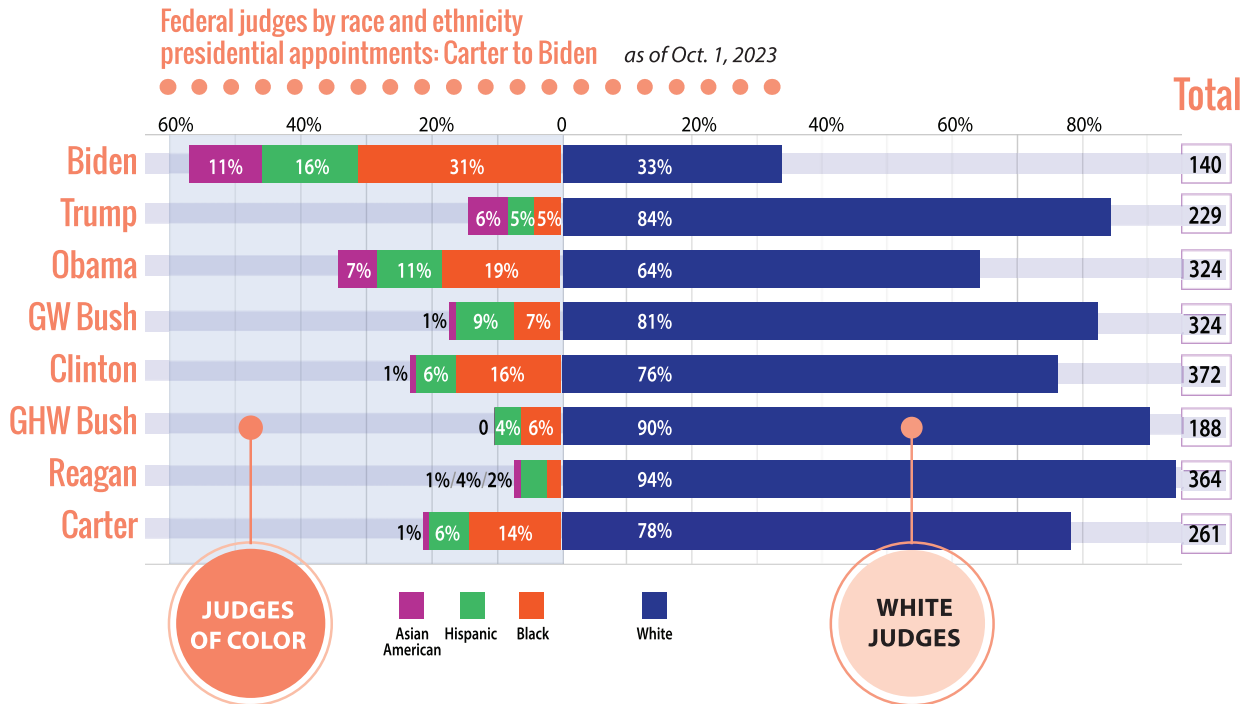
## Federal Judges appointed by recent presidents [continued]

Republicans also were less likely to appoint judges of color. Among the eight most recent presidents, judicial appointments by all four Republicans were more than 80% white: Reagan 94%, George H.W. Bush 90%, Trump 84% and George W. Bush 81%.

As of Oct. 1, 2023, Biden has been the most likely to appoint Black judges (31% of his confirmed nominees), Hispanic judges (16%) and Asian American judges (11%) among the eight most recent presidents.

While much was made of the large number of judges appointed by Trump (229), he actually appointed fewer than another recent one-term president, Carter (261), but more than one-termer George H.W. Bush (188). Recent two-term presidents all appointed more than 300 judges each. In order, they are: Clinton (372), Reagan (364), George W. Bush (324) and Obama (324).

Source: [Federal Judicial Center](#)





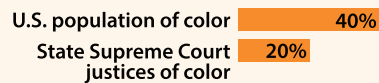
# Judges

## Diversity in state Supreme Courts

Justices on the top courts of the 50 states are not representative of the nation's population by gender, race and ethnicity, according to a 2023 study by the Brennan Center for Justice at New York University.

Across all state high courts, 20% percent of justices are people of color. By contrast, people of color are 40% of the U.S. population. Also, 58% of all justices are men, compared to 50% of the population.

### State Supreme Court justices of color: 2023



### Female state Supreme Court justices: 2023

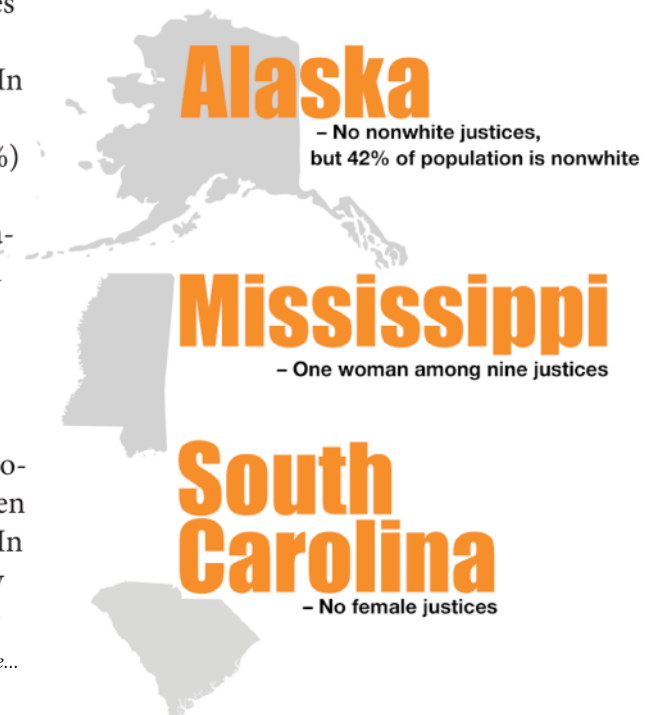


### Fast Fact:

• Fifteen states have never had a Black Supreme Court justice: Alaska, Arizona, Hawaii, Idaho, Iowa, Kansas, Montana, Nebraska, New Hampshire, New Mexico, North Dakota, South Dakota, Utah, Vermont and Wyoming

The study found 18 states have no justices of color on their highest courts. In one state, Alaska, nearly half the population (42%) is nonwhite, but all five justices are white. In Alabama, more than a third of the population (37%) is nonwhite, but all nine justices are white.

In one state – South Carolina – there are no women among the five justices. In Mississippi, there is only one woman among nine justices. *continued on next page...*



Source: [Brennan Center for Justice, State Supreme Court Diversity report, May 2023](#)

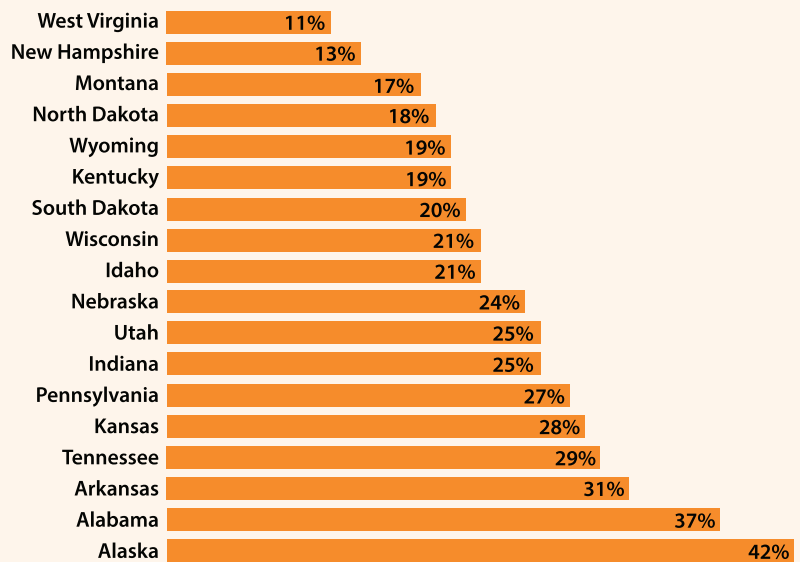


# Judges

## Diversity in state Supreme Courts [continued]

### States with all-white Supreme Courts: 2023

(% of state's population of color)



There are no Native American justices in four of the five states with the largest populations of Native Americans per capita: Alaska, Montana, New Mexico and South Dakota.

Also, two of the five states with the largest Asian American populations per capita do not have an Asian American justice: New Jersey and New York.

Over the past year (May 2022 to May 2023), 32 new state Supreme Court justices took office. Nearly half (15) were women, and more than three-quarters (25) were white.

Source: [Brennan Center for Justice, State Supreme Court Diversity report, May 2023](#)

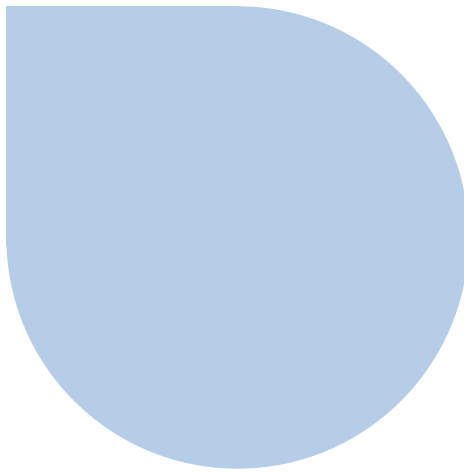


# Pro Bono

Profile of the Legal Profession



# 2023



- **Subchapters:**
- Hours worked
- Type of help
- Top states
- Free Legal Answers
- Law students

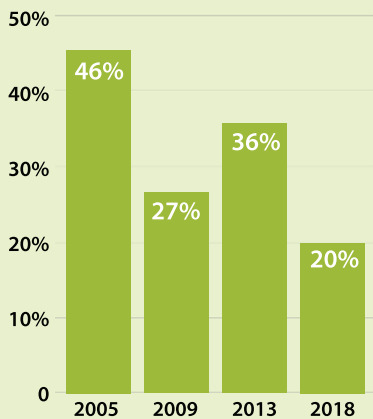




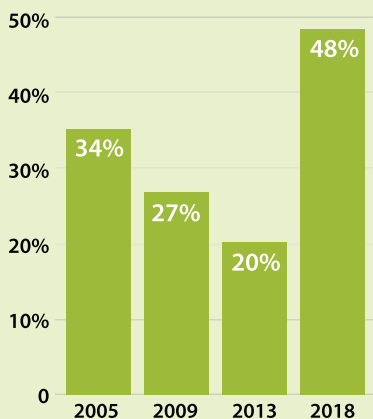
# Pro Bono

## Hours worked

### Met the 50-hour aspirational goal



### No pro bono work in the last year



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.

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.

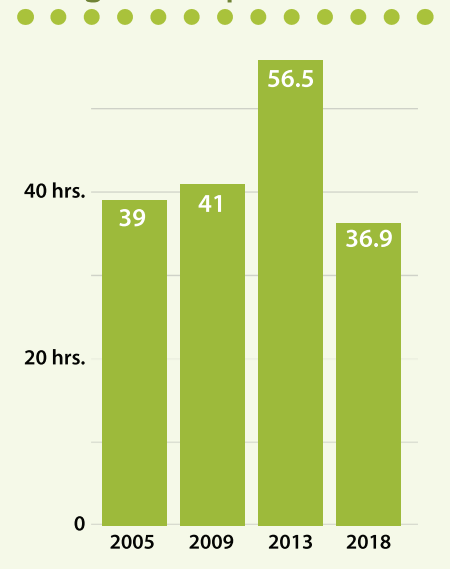
The survey of 47,000 lawyers in 24 states revealed that 52% provided pro bono services in the previous year, with the average lawyer working 37 hours. Some lawyers provide much more pro bono work. According to the survey, 9% provided 50 to 79 hours of pro bono work, and 11% provided more than 80 hours.

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.

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





# Pro Bono

## Type of help

### Fast Facts:

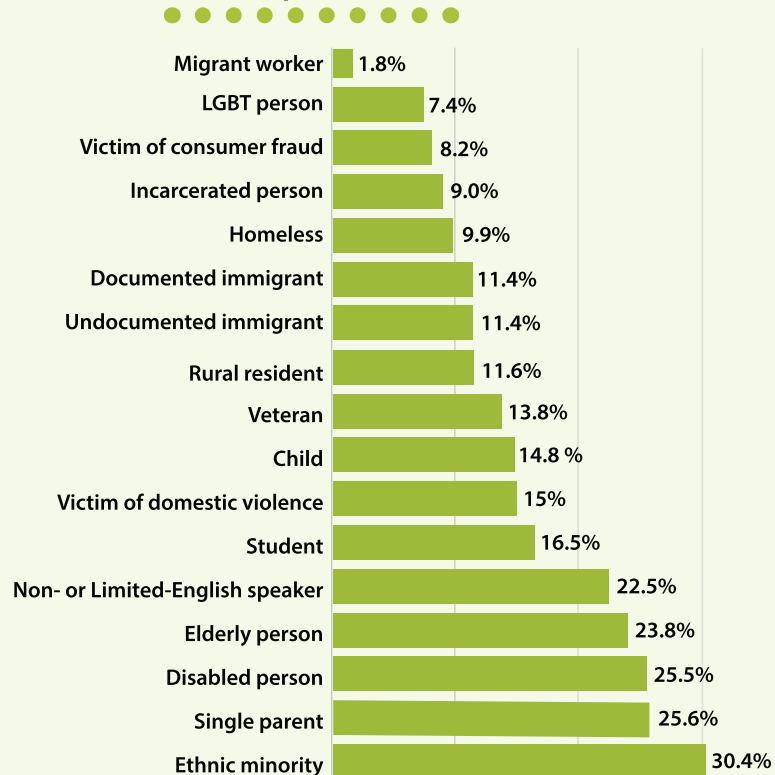
- Lawyers generally do more pro bono work later in life. On average, lawyers in their 60s did 41 to 42 hours of pro bono work per year.
- 81% of attorneys believe pro bono work is somewhat or very important.

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%).

*continued on next page...*

### Profile of pro bono clients



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.



# Pro Bono

## Type of help [continued]

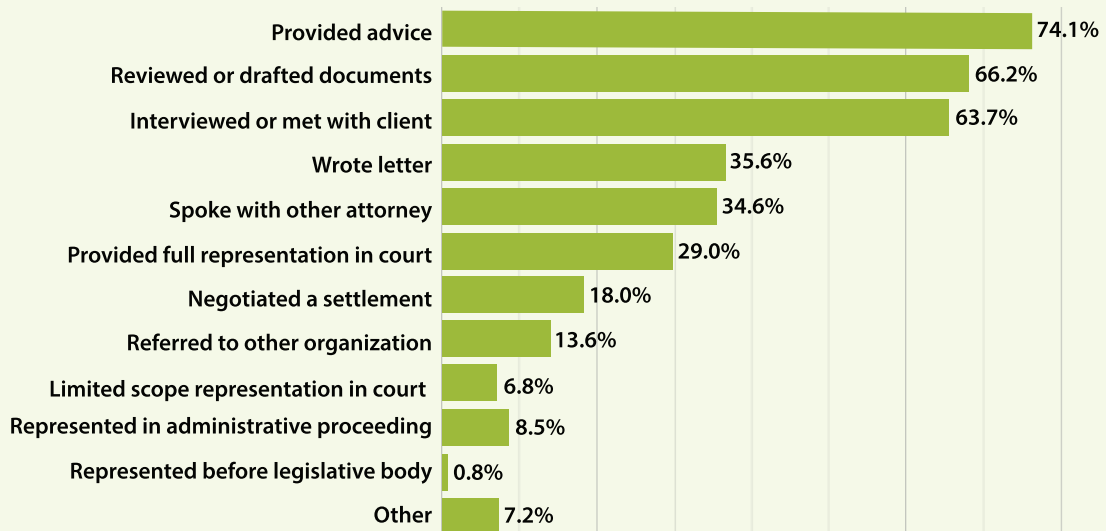
The type of pro bono legal work performed varies widely, depending on the client and type of case. The most common tasks performed were providing advice (74%), reviewing or drafting documents (66%), interviewing clients (64%), writing letters (36%), working with other attorneys (35%), providing full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

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.

### Legal pro bono tasks performed





# Pro Bono

## Top states

In the 24 states where lawyers were surveyed about their pro bono work in 2018, 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%.

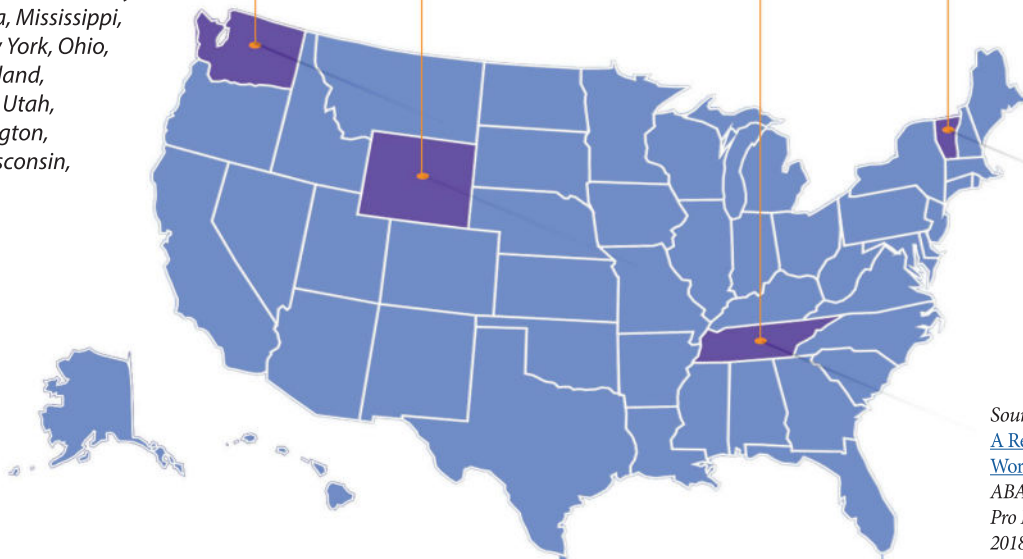
### Wyoming:

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

### Vermont:

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



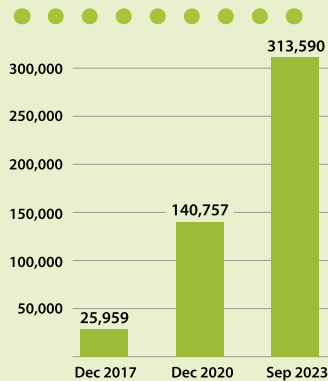
# Pro Bono

## ABA Free Legal Answers

During the COVID-19 pandemic, ABA Free Legal Answers experienced 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. The program is now serving victims of the Hawaii wildfires and other natural disasters.

Source: [ABA Free Legal Answers](#)

Questions submitted since ABA Free Legal Answers launched in 2016

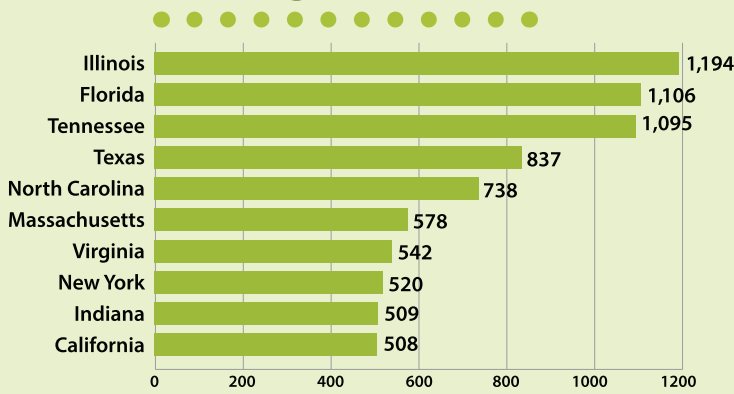


Sponsored by the ABA Standing Committee on Pro Bono and Public Service, ABA Free Legal Answers – [www.abafreelegalanswers.org](http://www.abafreelegalanswers.org) – is a virtual legal clinic through which income-eligible clients can post civil legal questions, which are then answered by pro bono attorneys. Currently, lawyers in 42 states and territories are available to answer questions. One more is pending.

Since Free Legal Answers launched in 2016, more than 313,000 civil legal questions have been submitted, and more than 12,700 volunteer attorneys have registered to answer those questions. The most common questions concern legal issues related to family and children (38%), housing and homelessness (16%) and consumer or financial issues (10%).

In 2021, ABA Free Legal Answers expanded to accept questions on immigration and federal veterans issues. The website for that service is at [abafederal.freelegalanswers.org](http://abafederal.freelegalanswers.org).

Top 10 states for volunteers with ABA Free Legal Answers



In September 2023, to serve victims of the Hawaii wildfires, the eligibility income/asset cap was increased on the Hawaii Free Legal Answers site. Since the fire erupted, more than 100 legal questions were submitted to 122 Hawaii-licensed attorneys on the site.



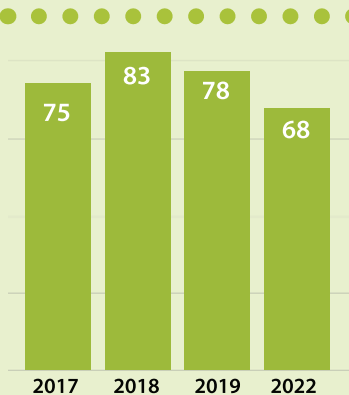
# Pro Bono

## Law students

Average hours of pro bono work per third-year law students: 2016-2022 \*



Average hours of pro bono work by all law students: 2017-2022 \*



\* Survey not conducted 2020 and 2021 because of the COVID-19 pandemic.

Source:  
[Association of American Law Schools](https://www.aals.org/)

The typical third-year law student performed 160 hours of pro bono legal work in 2022 through clinics, other experiential courses and pro bono activities, according to a survey conducted by the Association of American Law Schools.



That figure is an average based on 2.7 million hours of pro bono work performed by 16,891 law students in the Class of 2022 at 80 law schools across the country. The schools represent nearly half of all students in the Class of 2022 who attend ABA-accredited law schools.

The number of pro bono hours worked rose each year, but then dipped in 2022, perhaps because of the COVID-19 pandemic. AALS has conducted the annual survey since 2016, but suspended it in 2020 and 2021 because of the pandemic. The survey resumed in 2022.

AALS estimated that pro bono work by third-year law students in 2022 at those 80 schools was worth nearly \$81 million.

For all law students in all class years – not just third-year students – the number of pro bono hours averaged about 68 hours per year per student, according to the AALS. Again, that was down from previous years, perhaps because of the pandemic.

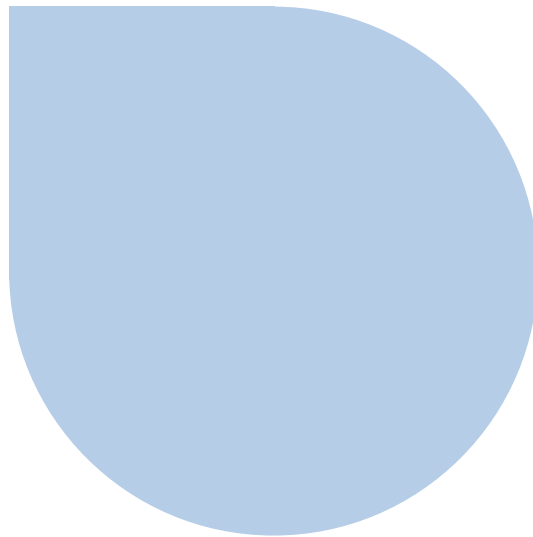


# Women in the legal profession

Profile of the Legal Profession



# 2023



- Subchapters:**
- Demographics
  - Women in law firms
  - Women in law schools
  - Walking Out the Door



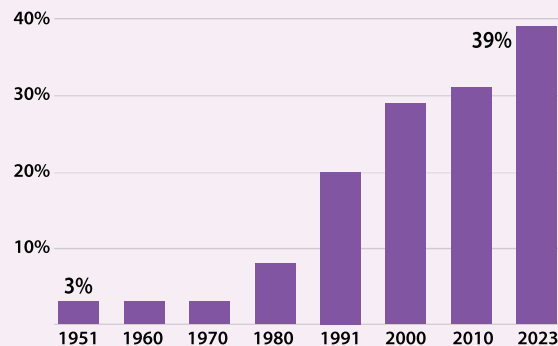
# Women in the legal profession

## Demographics

The percentage of female lawyers has slowly inched up in recent years, according to the ABA National Lawyer Population Survey, a tally of lawyers by licensing agencies in every state. In 2010, fewer than one-third of all lawyers (31%) were women. Thirteen years later, in 2023, 39% of all lawyers were women.

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.

Women in the Legal Profession by Decade: 1951 - 2022



The trend is also apparent at law schools. The number of male students has declined every year for the past 12 years – from 78,516 in 2010 to 50,969 in 2022. Meanwhile, the number of female law school students has increased every year for the past six years – from 55,766 in 2016 to 65,073 in 2022. Women now significantly outnumber men in U.S. law schools, and the gap is widening. In 2022, there were 14,000 more female students than male students. *continued on next page...*

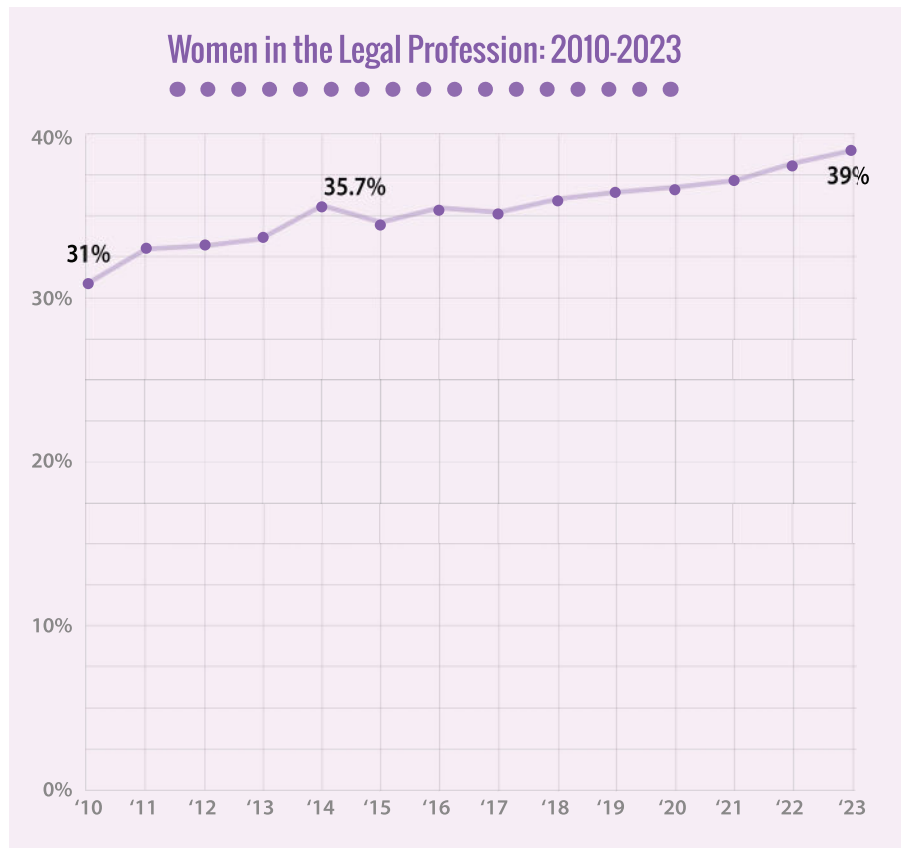
Sources: ABA National Lawyer Population Survey; American Bar Foundation Lawyer Statistical Reports; [Federal Judicial Center](#); [Brennan Center for Justice](#)





# Women in the legal profession

## Demographics [continued]



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 Oct. 1, 2023, there were 455 women on the federal bench – nearly one-third of all federal judges (32%).

The picture is somewhat different in state Supreme Courts, where 42% of all high-court justices are women, according to a 2023 survey by the Brennan Center for Justice at New York University. That's nearly the same as the share of all lawyers who are women nationally: 39%.

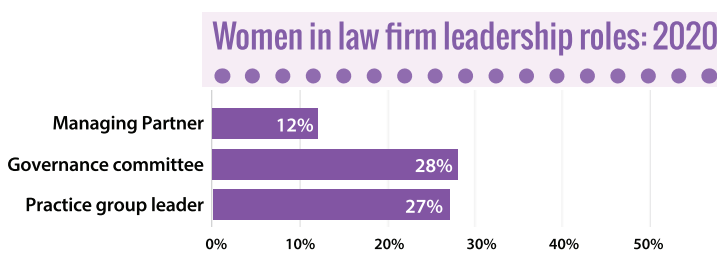
Sources: ABA National Lawyer Population Survey; American Bar Foundation Lawyer Statistical Reports; [Federal Judicial Center](#); [Brennan Center for Justice](#)



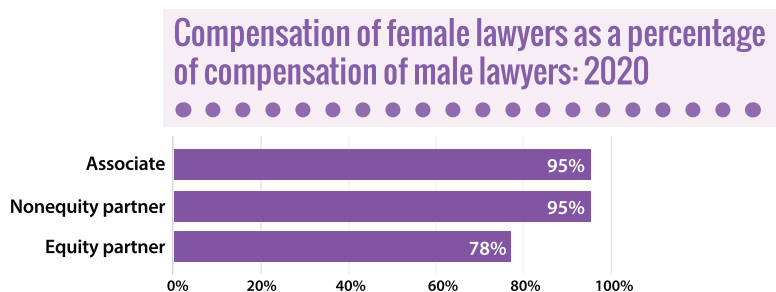
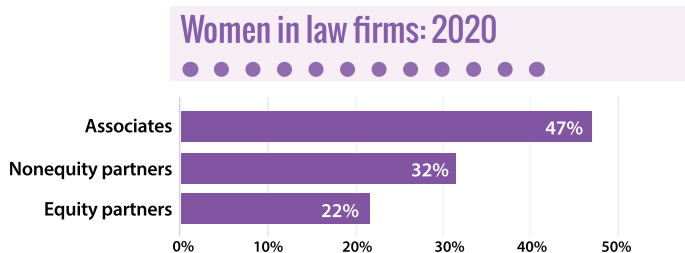
# Women in the legal profession

## Women in law firms

Although more than half of all law school graduates are women, the number of women in senior leadership roles at U.S. law firms is far less than half – even with the number slowly edging up in recent years.



About 22% of all equity partners were female in 2020, according to the National Association of Women Lawyers. The number has risen every year since 2012, when it was 15%. Female lawyers are found in greater numbers at lower levels in the law firm hierarchy. Nearly half of all associates (47%) were women in 2020, as were nearly a third of all nonequity partners (32%). *continued on next page...*



Sources: National Association of Women Lawyers [Annual Survey Reports](#)



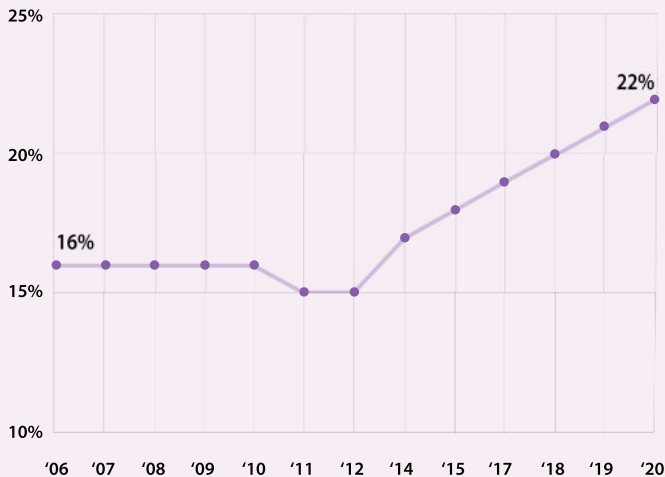
# Women in the legal profession

## Women in law firms [continued]

Women also held only a small percentage of law firm leadership jobs in 2020. They were 12% of managing partners, 28% of governance committee members and 27% of practice group leaders, according to the NAWL.

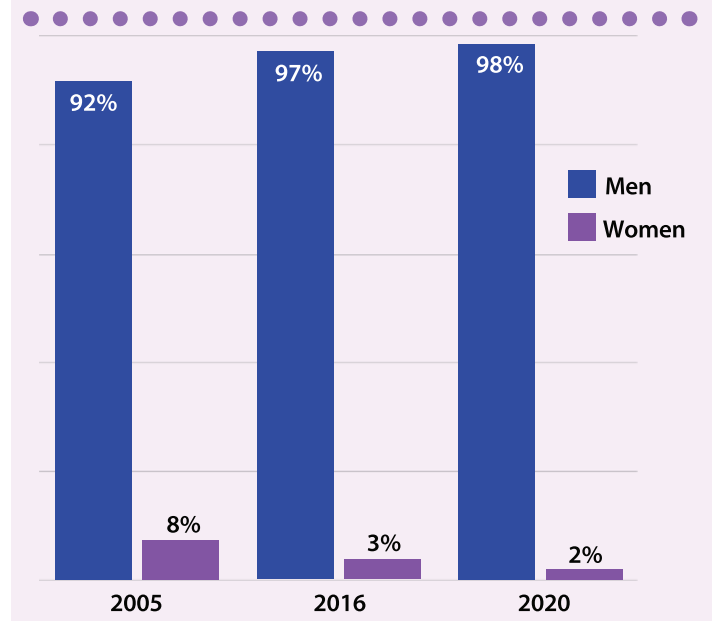
Law firm pay for women almost caught up to pay for men among associates and nonequity partners in 2020, but a sizable gap still existed at the highest levels. In 2020, female associates and female nonequity partners received, on average, 95% of the compensation of their male counterparts. But among equity partners, women received just 78% of the compensation of men, on average.

### Female equity partners: 2006 - 2020



There were virtually no women among the very highest-compensated law firm attorneys in 2020. Only 2% of law firms said their highest-paid attorney is female – and that number actually dropped from 8% in 2005.

### Gender of highest-paid attorney in the firm: 2005 - 2020



Sources: National Association of Women Lawyers [Annual Survey Reports](#)



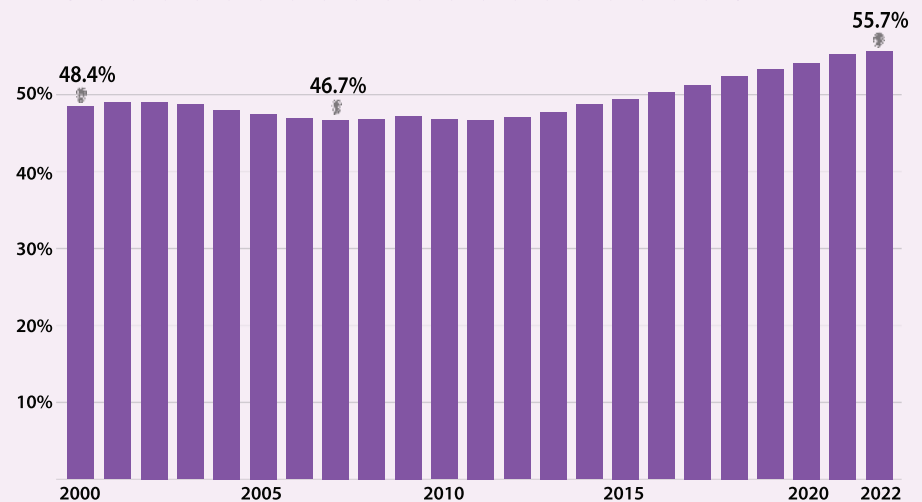
# Women in the legal profession

## Women in law schools

Women make up a majority of law school students in the United States: 55.7% in 2022. That's up from 48.4% in 2000.

Women achieved majority status in ABA-accredited law schools only recently. The first time first-year female students outnumbered 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. *continued on next page...*

Women as a percentage of all law students: 2000 - 2022



Sources:

[ABA Section of Legal Education and Admissions to the Bar](#)



# Women in the legal profession

## Women in law schools [continued]

Here's another way of looking at the gender trend in law schools: In 2022, nearly five times as many law schools had female majorities (162 law schools) versus those with male majorities (33 law schools). And at five law schools in 2022 (Northeastern, North Carolina Central, Howard, Florida A&M and American), women outnumbered men by a 2-to-1 ratio.

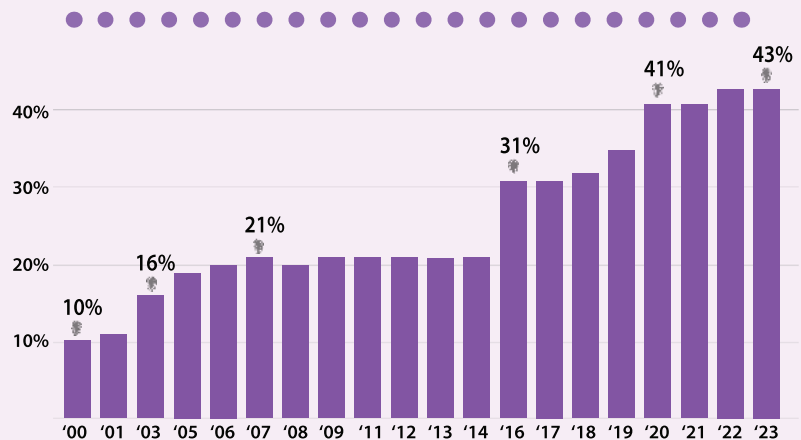
The change came slowly over several decades. In 1963, only 4% of first-year law students were female, rising to 20% in 1973, 39% in 1983 and 44% by 1993.

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 Oct. 3, 2023, 43% of all law school deans were women, according to Rosenblatt's Deans Database at the Mississippi College School of Law.

### Fast Facts:

- 877 – Number of women enrolled as first-year law students in 1964
- 21,961 – Number of women enrolled as first-year law students in 2022
- 1951 – Year that Miriam Theresa Rooney became the first female dean of an ABA-approved law school, Seton Hall Law School.

Female law school deans: 2000 - 2023



Sources: [ABA Section of Legal Education and Admissions to the Bar](#), [Rosenblatt's Deans Database](#)



# 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 2019 study by the ABA and ALM Intelligence, which explored why experienced female lawyers leave 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.

*continued on next page...*

### Fast Fact:

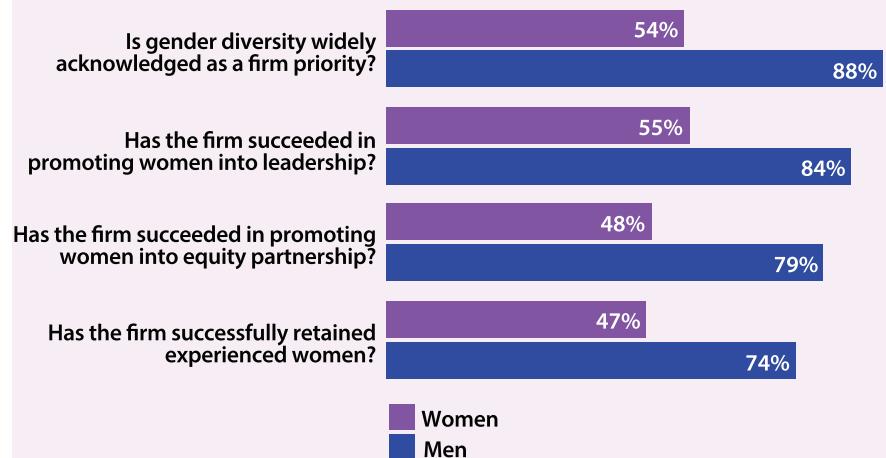
- 63% of female lawyers said they had been perceived as less committed to their careers than men.

### Fast Fact:

- 75% of female lawyers said they experienced demeaning comments, stories or jokes.

Source: [Walking Out the Door](#), 2019, ABA and ALM Intelligence

### How men and women view law firm policies (% who said yes)





# Women in the legal profession

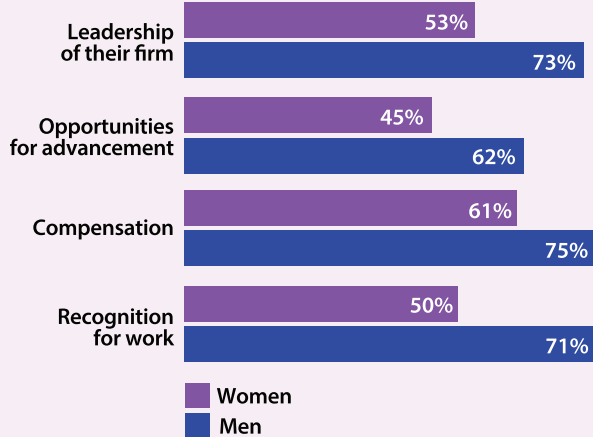
## Walking Out the Door [continued]

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.

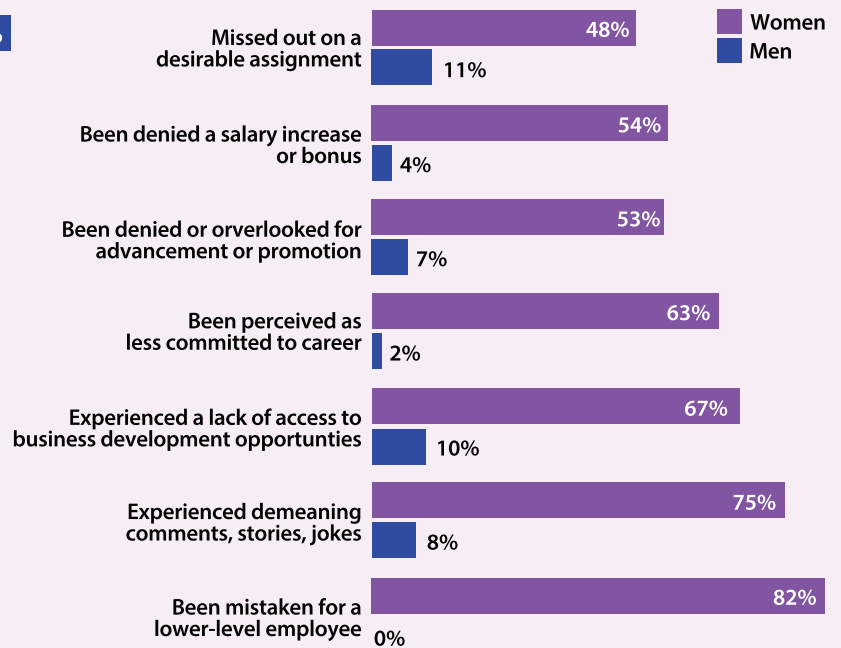
Source: [Walking Out the Door](#), 2019, ABA and ALM Intelligence

*continued on next page...*

### Job satisfaction (extremely or somewhat satisfied)



### Everyday experiences because of gender



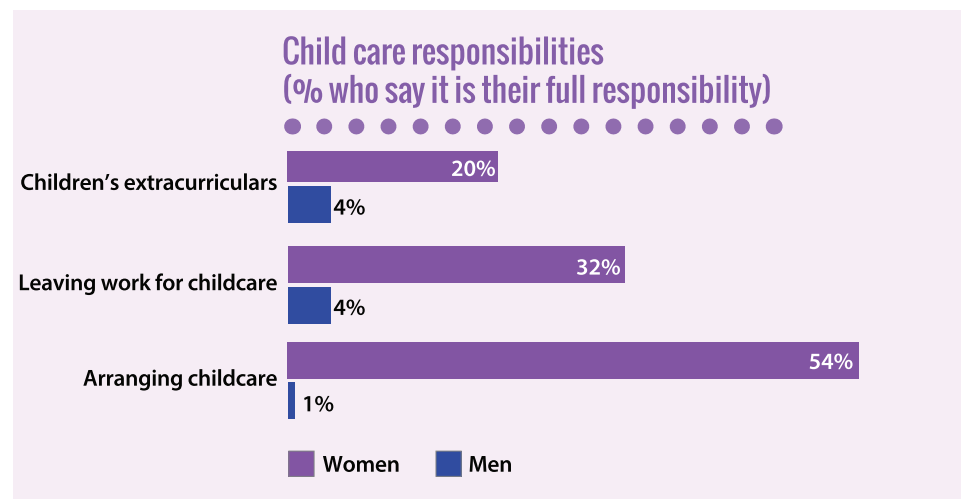


# Women in the legal profession

## 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%). *continued on next page...*



Source: [Walking Out the Door](#), 2019, ABA and ALM Intelligence





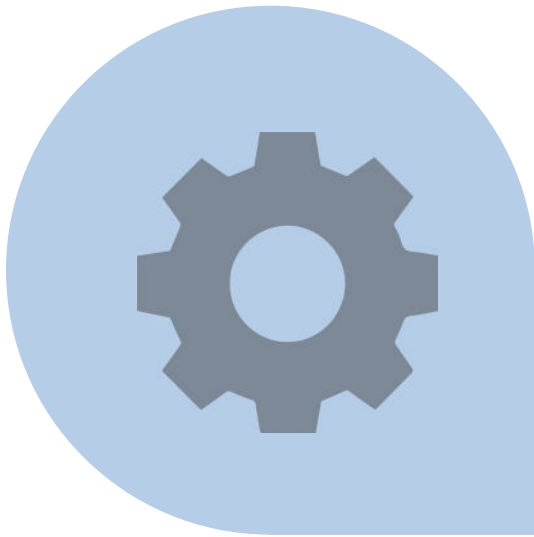
# Women in the legal profession

## Walking Out the Door [continued]

Source: [Walking Out the Door](#), 2019, ABA  
and ALM Intelligence

### Why do experienced female lawyers leave their jobs? (very or somewhat important)

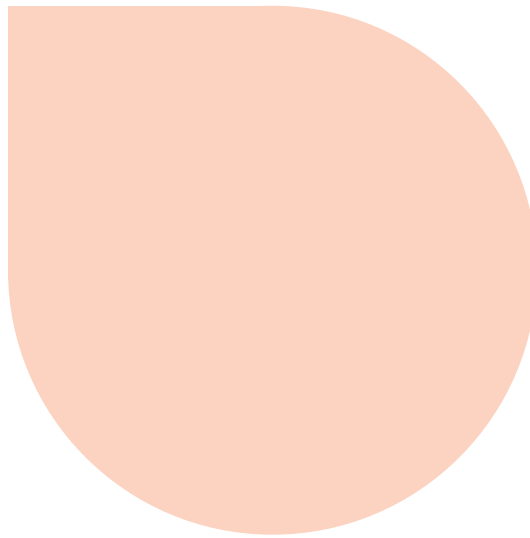




# Technology

Profile of the Legal Profession

# 2023



**Subchapters:**

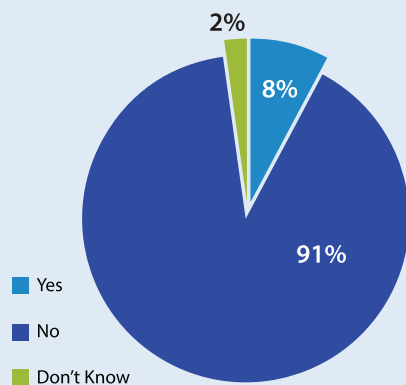
- Virtual law offices
- Security
- Online research
- Social media
- Hardware and software
- Training
- Online reading



# Technology

## Virtual law offices

Would you describe your practice as a 'virtual law practice'?



Roughly 1 in 12 lawyers said they have a “virtual law practice” – approximately 8%, according to the 2022 ABA Legal Technology Survey Report.

What makes a practice virtual? Several things define a “virtual law practice,” according to lawyers with them:

**85%** cited the ability to travel and work from anywhere

**80%** cited the ability to work outside of normal business hours

**70%** identified the lack of traditional physical space

**65%** cited minimal in-person contact with clients

**45%** cited the use of web-based tools for client interaction

**20%** said the ability to always be “open”

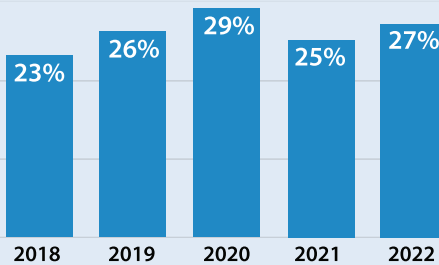
Source:  
2022 ABA Legal Technology Survey Report



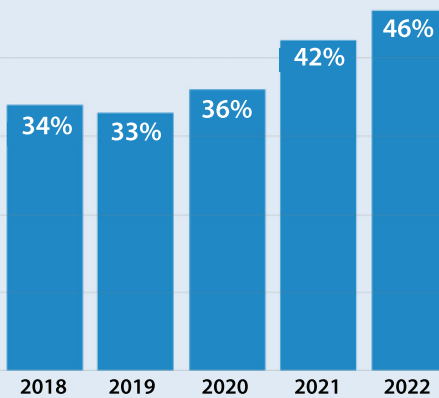
# Technology

## Security

### Law firms suffering security breaches



### Law firms that have cyber liability insurance



### Fast Facts:

- 5% – Solo lawyers who suffered a breach
- 36% – Firms with 10-49 lawyers that suffered a breach

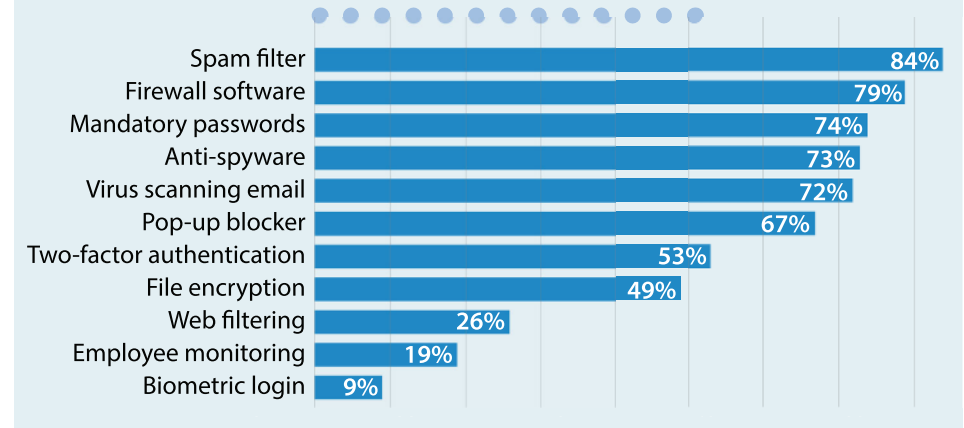
Most lawyers never suffer a computer security breach, but the problem is growing. One in 4 lawyers (27%) said their firm has suffered one, according to the 2022 ABA Legal Technology Survey Report. That is up slightly from 23% in 2018.

To protect themselves, nearly half of all lawyers (46%) said their firms have cyber liability insurance. That's up significantly from 34% in 2018.

Viruses, spyware and malware were common problems, but less so than in the past. In 2022, 32% of lawyers said their law firm technology had been infected at some point, down from 43% in 2017.

To prevent security breaches, roughly half of all lawyers said their firms use two-factor authentication (53%) and encrypt files (49%). Only a handful said their firms monitor employees (19%) or use biometric login techniques (9%).

### Security tools used by law firms



Source:  
2022 ABA Legal Technology Survey Report



# Technology

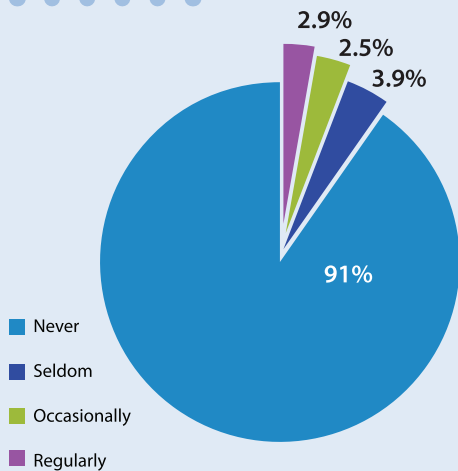
## Online research

### “Hey Siri, how many lawyers use Siri, Alexa or Google Home?”



Nine percent of lawyers said they have, and 3% said they do so regularly.

### How often do lawyers use AI assistants like Siri, Alexa or Google Home for legal research?

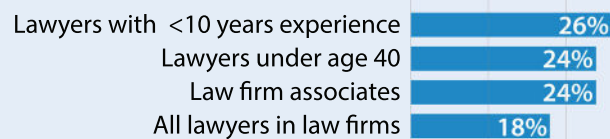


Graph totals may not add up to 100% due to rounding.

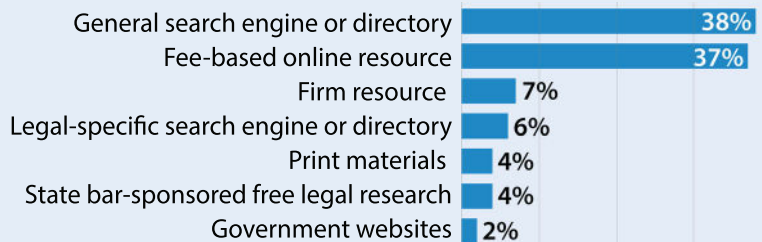
On average, lawyers spend nearly a fifth of their time (18%) on legal research. That’s virtually unchanged from 2019 (17%).

When lawyers start a research project, many begin with a search engine like Google (38%) or a paid online resource (37%). Very few start with printed materials (4%). *continued on next page...*

### Time spent on legal research in law firms



### Where lawyers start a research project



Source:  
2022 ABA Legal Technology Survey Report



# Technology

## Online research [continued]

Which paid online services do lawyers use for research? Most (69%) said Westlaw/Westlaw Edge, followed by Lexis/Lexis+ (42%). Among the most popular free websites for legal research are government websites (63%), FindLaw (56%) and Cornell's Legal Information Institute (54%).

Many lawyers (35%) still regularly use printed materials for legal research, but 8% said they never do.

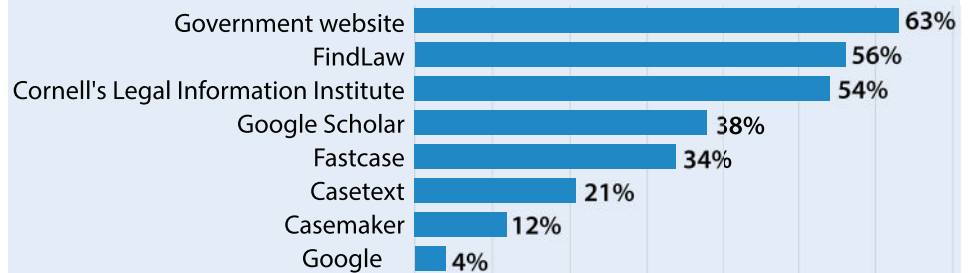
For legal news, the most-used paid sources online are Law360 (42%) and The Wall Street Journal (37%).

### Fast Facts:

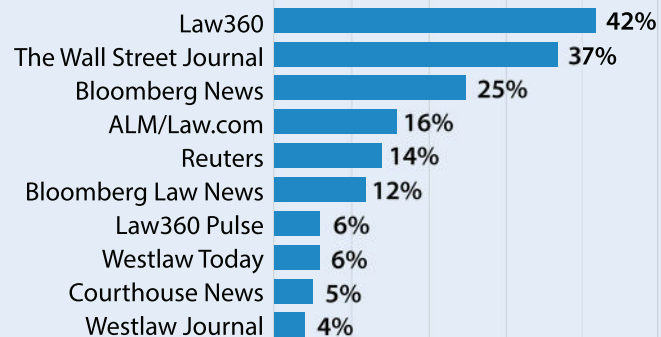
- 20% – Lawyers who think AI tools will become mainstream in the legal profession in the next three years
- 6% – Lawyers who think AI is already mainstream

Source:  
2022 ABA Legal Technology Survey Report

### Free websites used for legal research



### Paid online services used for legal news

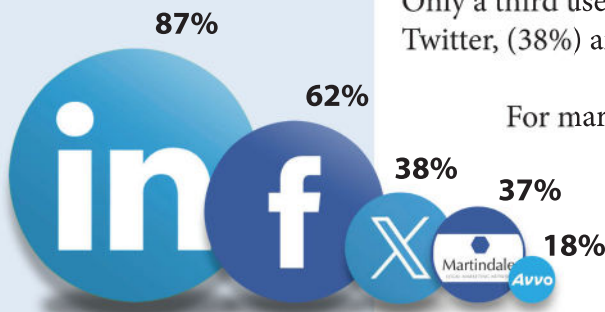




# Technology

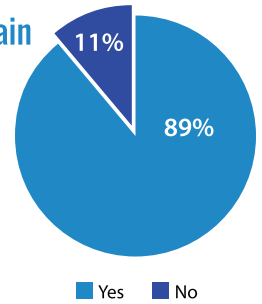
## Social media

### Top social network sites used by law firms



Law firms like social media. Nearly 9 out of 10 lawyers (89%) said their firms are on social networks. Most firms that use social media are on LinkedIn (87%) and Facebook (62%). Only a third use X, formerly Twitter, (38%) and Martindale (37%).

### Law firms that maintain a presence on social networks

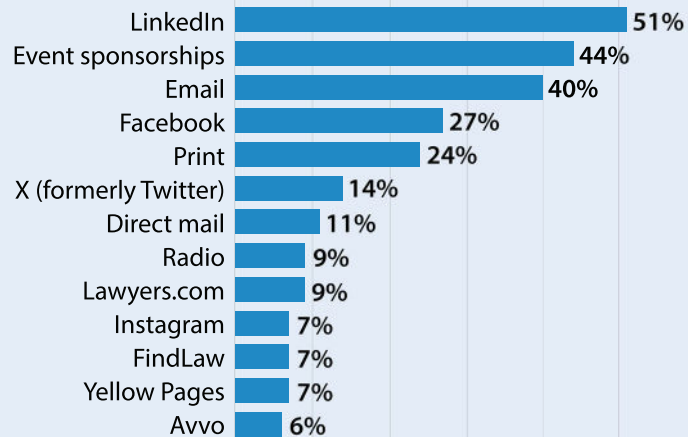


For marketing purposes, a slim majority of lawyers said their firms use LinkedIn (51%). No other site comes close. Facebook (27%) and X (14%) are used far less often for marketing. Many firms (40%) also use email.

And many firms still use traditional marketing methods: 44% sponsor events, 11% use direct mail, 9% use radio and 7% use Yellow Pages.

*continued on next page...*

### Where law firms market themselves



Source:  
2022 ABA Legal Technology Survey Report

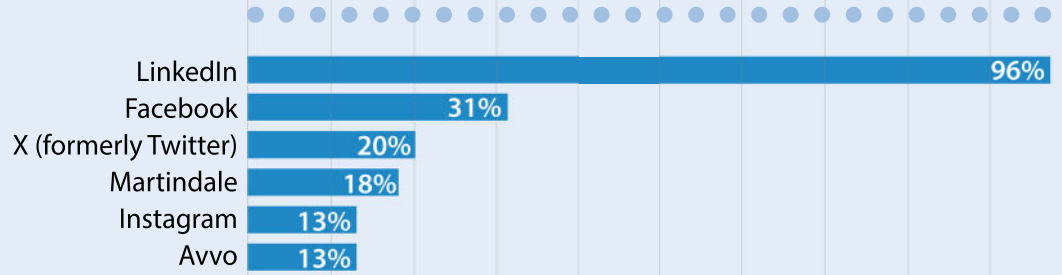


# Technology

## Social media [continued]

Most lawyers (82%) also use social media as individuals for professional purposes. Among those, virtually all (96%) are on LinkedIn. Only 31% are on Facebook and 20% on X.

Social networks individual lawyers use for professional purposes

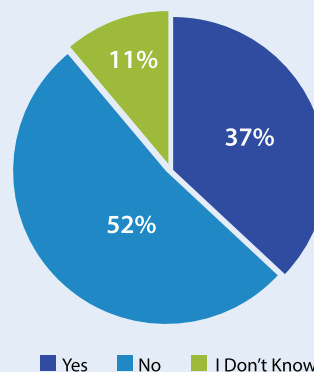


### Fast Facts:

- 47% – All firms with a social media policy
- 90% – Big firms (500+ lawyers) with a social media policy

Law firm blogging is becoming more popular. More than a third of lawyers (37%) said their firms have blogs – up from 27% in 2020. Blogs are much more popular among big firms. Only 11% of solo practitioners blog, but 60% of firms with 100 lawyers or more do.

Does your firm have a blog?



Source:  
2022 ABA Legal Technology Survey Report

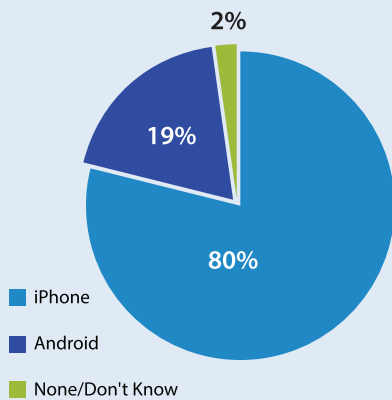




# Technology

## Hardware and software

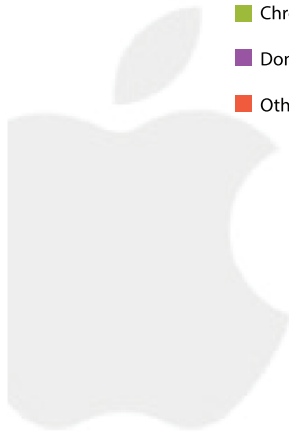
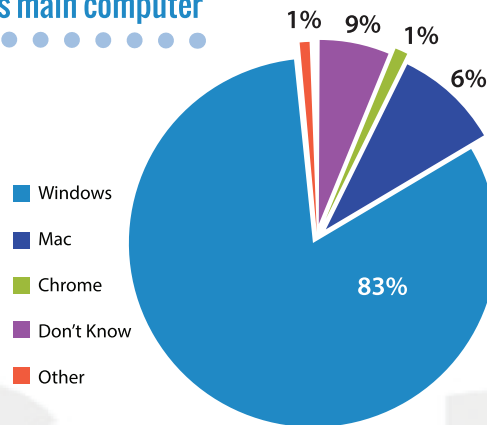
### Which smartphone do lawyers use for work?



The war for cell phone and computer dominance at law firms is just about over. One type of smartphone dominates, as does one type of computer. The iPhone is by far the most common smartphone for lawyers (80%), according to the 2022 Legal Technology Survey Report. Only 19% use an Android.

But Microsoft still dominates law office computers. The vast majority of lawyers (83%) use Windows on their main computer, according to the 2022 survey. Only 6% use Macs. Nine percent don't know what operating system they use. *continued on next page...*

### Operating system on lawyer's main computer



Source:  
2022 ABA Legal Technology Survey Report



# Technology

## Hardware and software [continued]

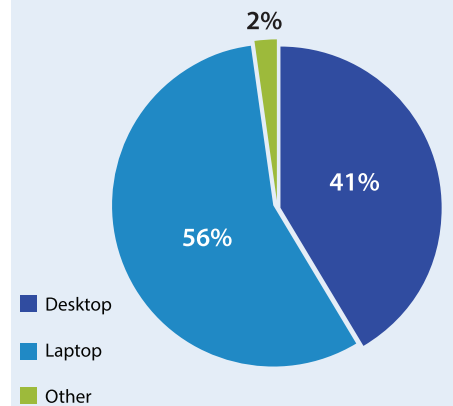
Laptops continue to push aside desktop computers. In 2021, for the first time, most lawyers (53%) said a laptop was their main work computer. That rose to 56% in 2022. The number has increased every year since 2018.

### Fast Fact:

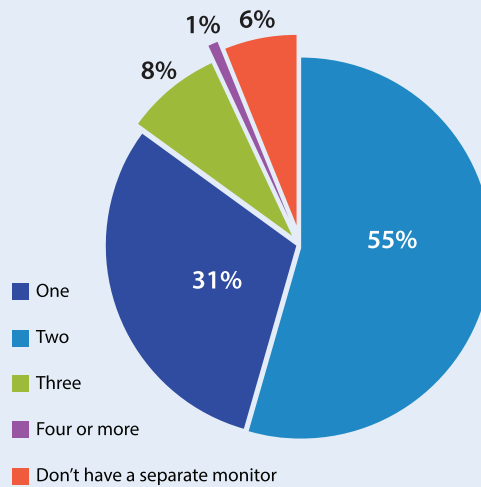
- 52% – Lawyers who use ebooks for legal subjects

But many lawyers aren't happy with small laptop screens. Nearly half (45%) use their laptop with a monitor and mouse. Of those, 55% use two monitors, 8% use three monitors and 1% use four screens or more.

### Primary work computer



### Number of monitors attached to work computer



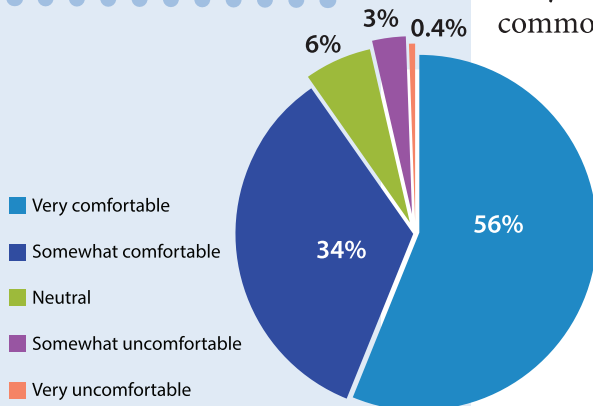
Source:  
2022 ABA Legal Technology Survey Report



# Technology

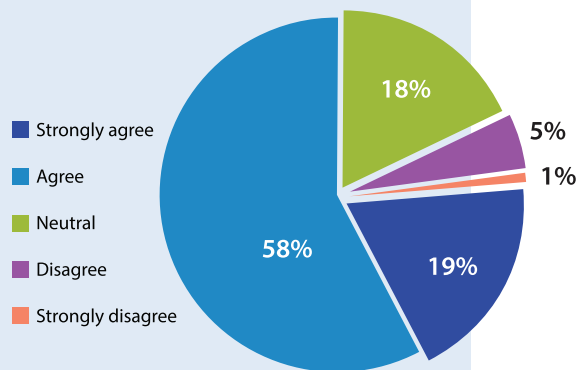
## Training

### How comfortable do you feel using your firm's technology?



Source:  
2022 ABA Legal Technology Survey Report

### I received adequate training on my firm's technology

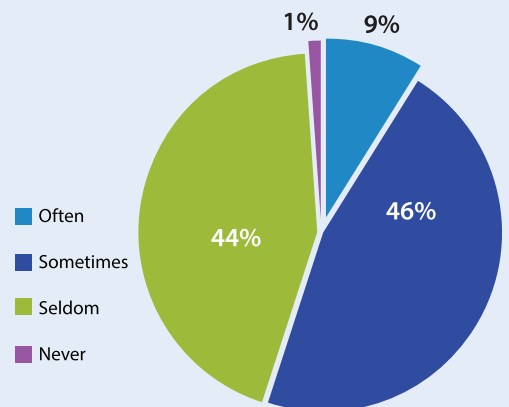


The vast majority of lawyers (90%) said they're comfortable with their law office technology, according to the 2022 ABA Legal Technology Survey. Only 4% said they're uncomfortable with it. Technical difficulties are still common, though. Most lawyers (55%) said technology problems often or sometimes hurt their productivity.

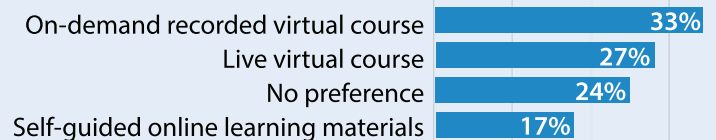
Most lawyers are satisfied with their tech training. Three-quarters (75%) said technology training is available at their law office, and virtually the same number (76%) said that that training was adequate.

How do lawyers prefer to get their tech training? It varies: 33% like on-demand, recorded virtual courses, 27% prefer live virtual courses, 17% like self-guided online learning materials and 24% have no preference.

### How often do technology problems hurt your productivity?



### Preferred technology training





# Technology

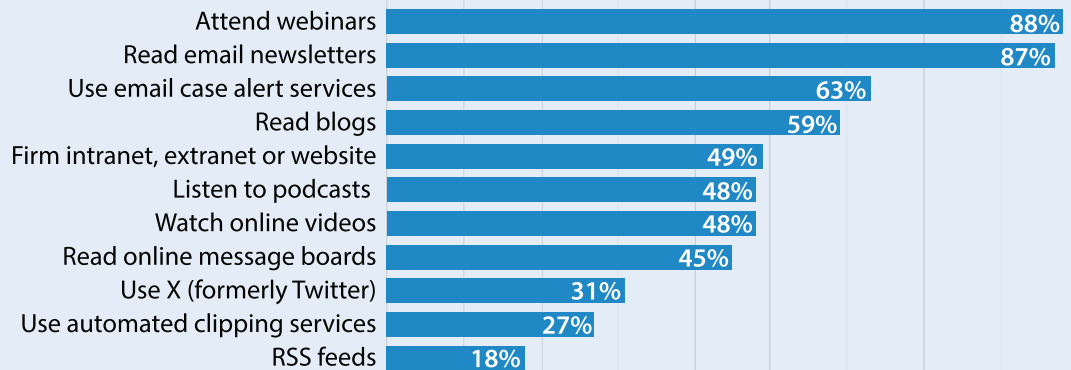
## Online reading

The 2022 ABA Legal Technology Survey asked lawyers what they do online to maintain current awareness. The vast majority attend webinars (88%) and read email newsletters (87%). Most also use email case alert services (63%) and read blogs (59%).

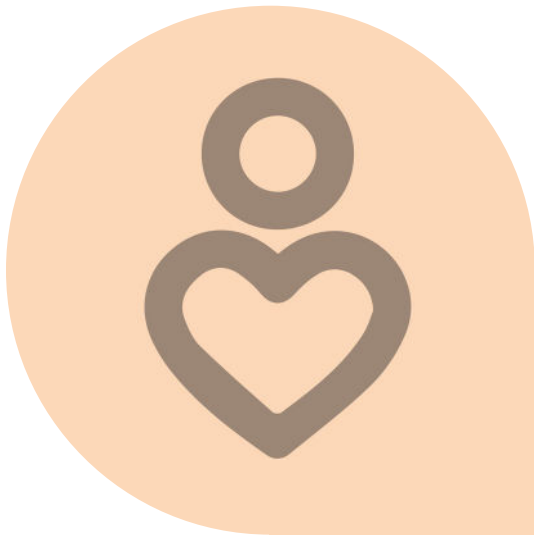
Almost half watch online videos (such as those on YouTube) or listen to podcasts (48% each). A similar minority read online message boards (45%). Even fewer use X (31%) or automated clipping services (27%).

Few lawyers (18%) use RSS feeds anymore. And most (51%) said they never read their firm intranet, extranet or website.

### How lawyers use online resources for current awareness



Source:  
2022 ABA Legal Technology Survey Report

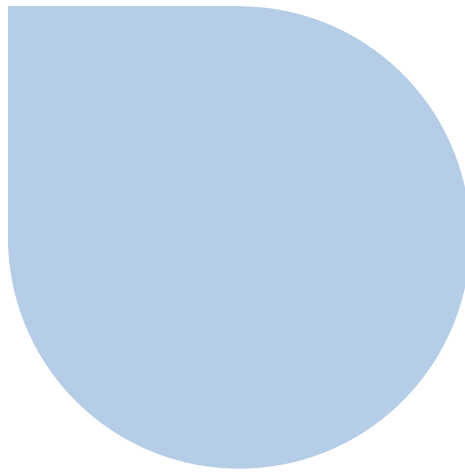


# Lawyer Well-being

Profile of the Legal Profession



# 2023



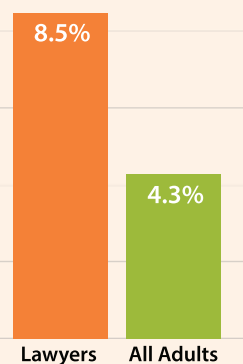
**Subchapters:**

- Suicide
- Women and men
- Life and practice
- Judges

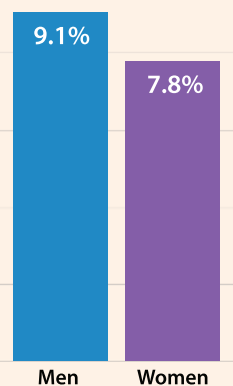


# Lawyer Well-being

## Thought about suicide: Lawyers vs all adults



## Lawyers who thought about suicide by gender



Sources: [“Stressed, Lonely and Overcommitted: Predictors of Lawyer Suicide Risk.”](#) Healthcare, February 2023  
[“Suicidal Thoughts and Behaviors Among Adults Aged 18 Years or Older – United States, 2015-2019.”](#) Centers for Disease Control and Prevention, January 2022

## Suicide

Lawyers are twice as likely as non-lawyers to think about suicide, according to a 2023 study in the journal Healthcare.

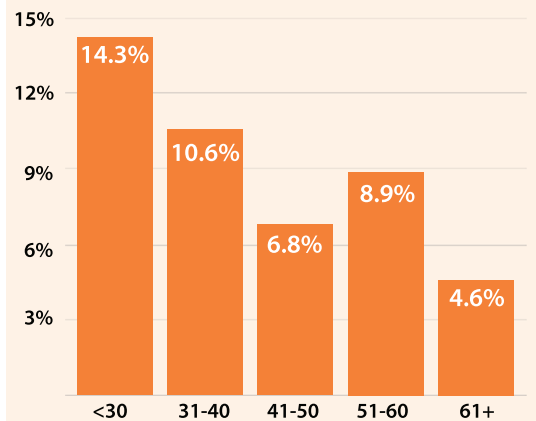
The study – “Stressed, Lonely and Overcommitted: Predictors of Lawyer Suicide Risk” – found that male lawyers, lawyers who work long hours and young lawyers are at increased risk of suicidal thoughts.

The survey of 1,962 lawyers found that 8.5% reported thoughts that they would be better off dead or of hurting themselves. By comparison, 4.3% of all adults in the U.S. have thought about suicide, according to a recent national study from the Centers for Disease Control and Prevention.

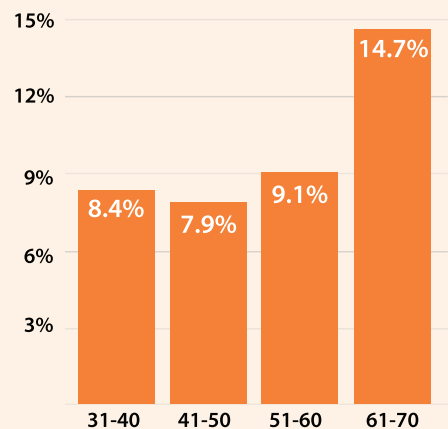
Male lawyers are somewhat more likely to think about suicide than female lawyers (9.1% vs. 7.8%), according to the Healthcare study. Also, younger lawyers are more likely to think about suicide than older lawyers. For example, more than 14% of lawyers age 30 or younger thought about suicide compared with nearly 7% of lawyers in their 40s and nearly 9% of lawyers in their 50s.

*continued on next page...*

## Lawyers who thought about suicide by age



## Lawyers who thought about suicide by hours worked per week



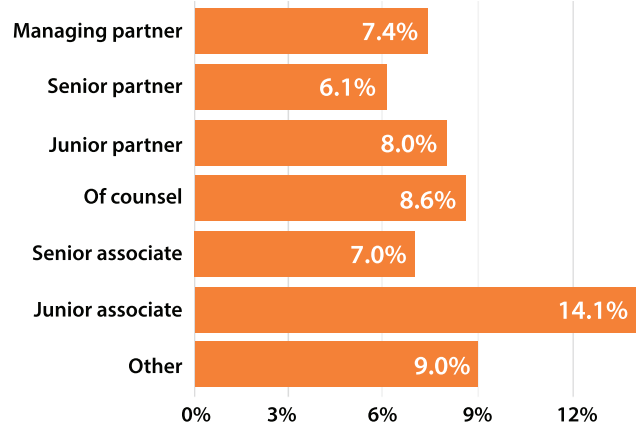


# Lawyer Well-being

## Suicide [continued]

The problem is most acute among junior law firm associates. More than 14% of junior associates reported thinking about suicide – roughly twice as much as senior associates (7%), junior partners (8%), senior partners (6%) and managing partners (7%).

### Lawyers who thought about suicide by position

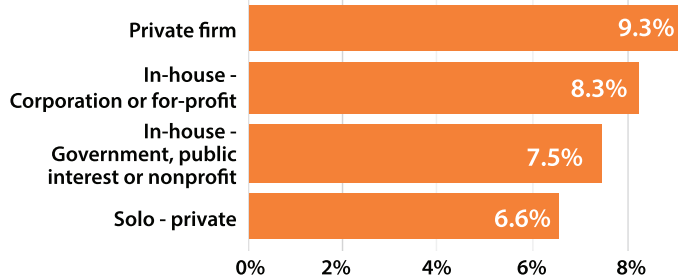


Suicidal thoughts are also slightly more common among lawyers at private law firms than in other legal settings. More than 9% of lawyers at private firms said they had thought about suicide compared with 8.3% of in-house counsels at corporations and for-profit organizations and 7.5% of in-house counsels at government, public interest or nonprofit offices. Sole practitioners in private practice were least likely to think of suicide: 6.6%

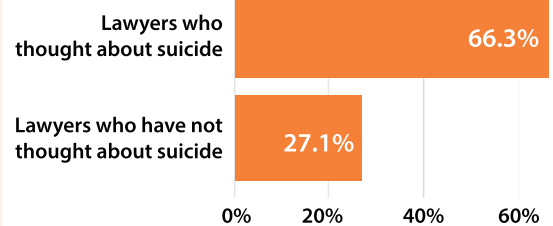
Lawyers who work very long hours are also more prone to suicidal thoughts, according to the study. Nearly 15% of lawyers who worked 61 hours or more per week have thought of suicide. That's nearly double the rate for lawyers who work 31 to 50 hours a week (8%).

Finally, two-thirds of lawyers who thought about suicide (66%) said that their time in the legal profession has been detrimental to their mental health. Only 27% of lawyers who had not thought of suicide said the same thing.

### Lawyers who thought about suicide by practice setting



### My time as a lawyer has been detrimental to my mental health



Sources: "Stressed, Lonely and Overcommitted: Predictors of Lawyer Suicide Risk," Healthcare, February 2023



# Lawyer Well-being

## Women and men

Female lawyers were more likely to experience stress, anxiety and depression than male lawyers and were more likely to engage in hazardous drinking, according to a 2020 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.

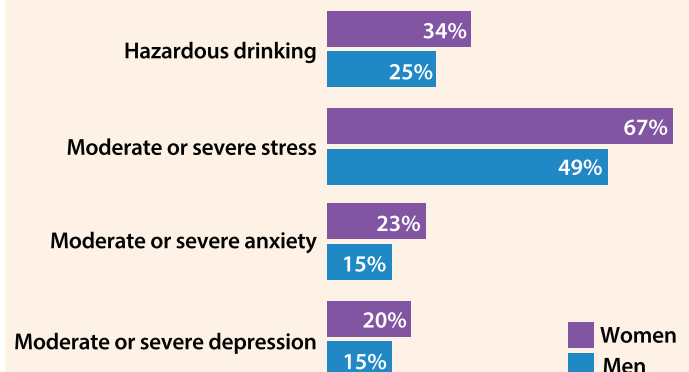
According to the survey:

- 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 5 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.

Source: [Stress, drink, leave: An examination of gender-specific risk factors for mental health problems and attrition among licensed attorneys.](#) May 2021

### Mental health problems and drinking: Female lawyers vs. male lawyers 2020







# Lawyer Well-being

## Life & practice

### Fast Fact:

- The vast majority of lawyers (83%) said their firm offers flexible hours – work schedules outside the typical 9 a.m. to 5 p.m. workday.

### Fast Fact:

- Most lawyers (82%) agreed with the statement “In general, technology makes it easier to balance work and family obligations.” Only 8% disagreed.

Most lawyers said their law firms support their mental health and family needs, with some caveats, according to the 2021 ABA Legal Technology Survey Report.

More than half (55%) of the lawyers surveyed agreed with the statement “My workplace is supportive of my mental health needs.” Only 9% disagreed. Nearly half (46%) said their firm provides resources on substance use and addiction or other mental health services and support. One out of 6 lawyers (16%) said they don’t know if their firms provide such services.

Likewise, nearly two-thirds of lawyers (65%) said they agree with the statement “My job allows me to spend adequate time with my family.” Just 17% disagreed.

Views are mixed on questions about time spent at work, breaks during the day and vacations. A majority (51%) said they “take adequate breaks during the workday,” but a quarter (28%) said they do not. And one-quarter of the lawyers surveyed (27%) said they feel pressure to not take vacation time.

Despite that, most lawyers (63%) said they agree with the statement “I make time for myself.” *continued on next page...*

Source: [2021 ABA Legal Technology Survey Report](#)



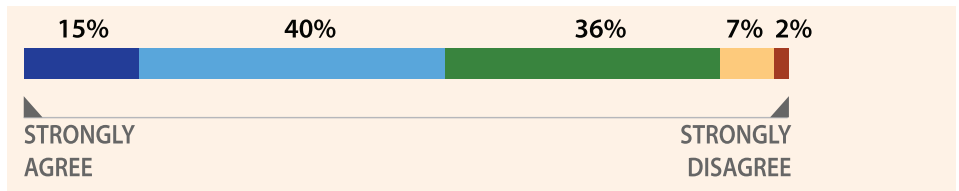


# Lawyer Well-being

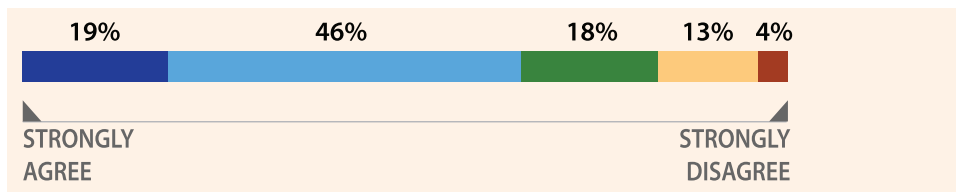
## Life & practice [continued]

- STRONGLY AGREE
- AGREE
- NEITHER AGREE NOR DISAGREE
- DISAGREE
- STRONGLY DISAGREE

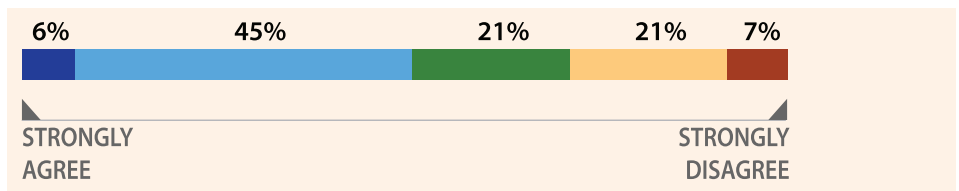
### My workplace is supportive of my mental health needs



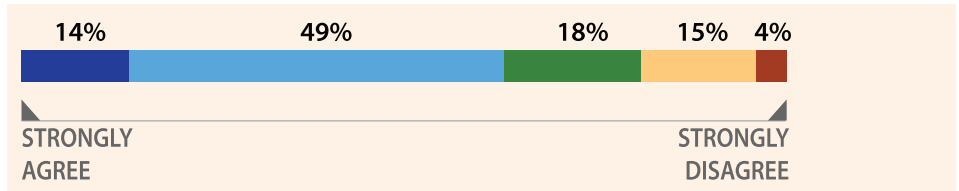
### My job allows me to spend adequate time with my family



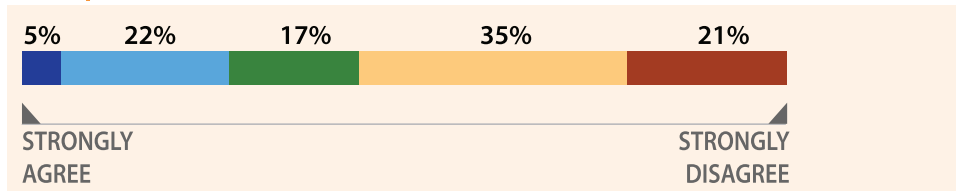
### I take adequate breaks during the workday



### I make time for myself



### I feel pressure not to take vacation time



Source: [2021 ABA Legal Technology Survey Report](#)



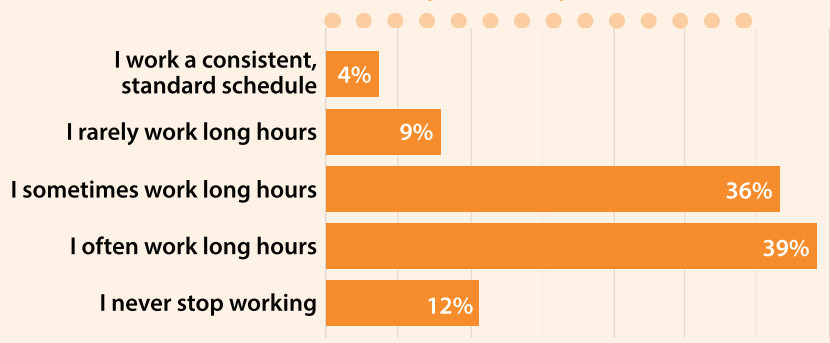
# Lawyer Well-being

## Life & practice [continued]

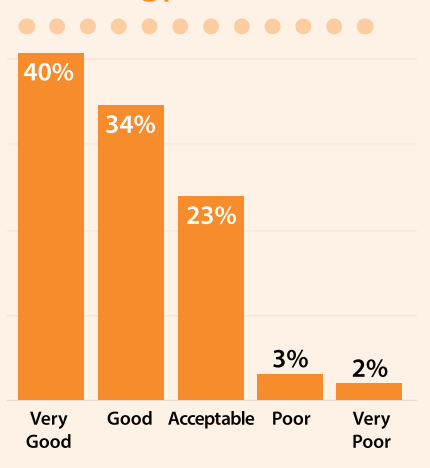
Lawyers report nearly universal employer support for working parents. Nearly 3 out of 4 lawyers (74%) said their firm's support for working parents is good or very good. Only 5% said it is poor or very poor.

Yet more than half of all lawyers (51%) said they work long hours. Asked to "generally describe your work week," more than one-third of the lawyers surveyed (39%) said they often work long hours and another 12% said they "never stop working."

### Generally describe your workweek



### Describe your firm's support for working parents



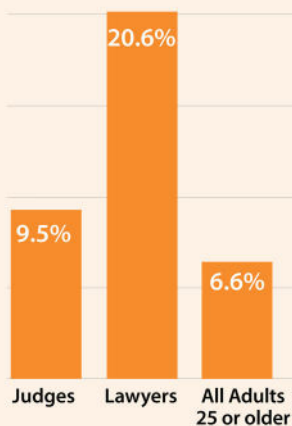
Source: [2021 ABA Legal Technology Survey Report](#)



# Lawyer Well-being

## Judges

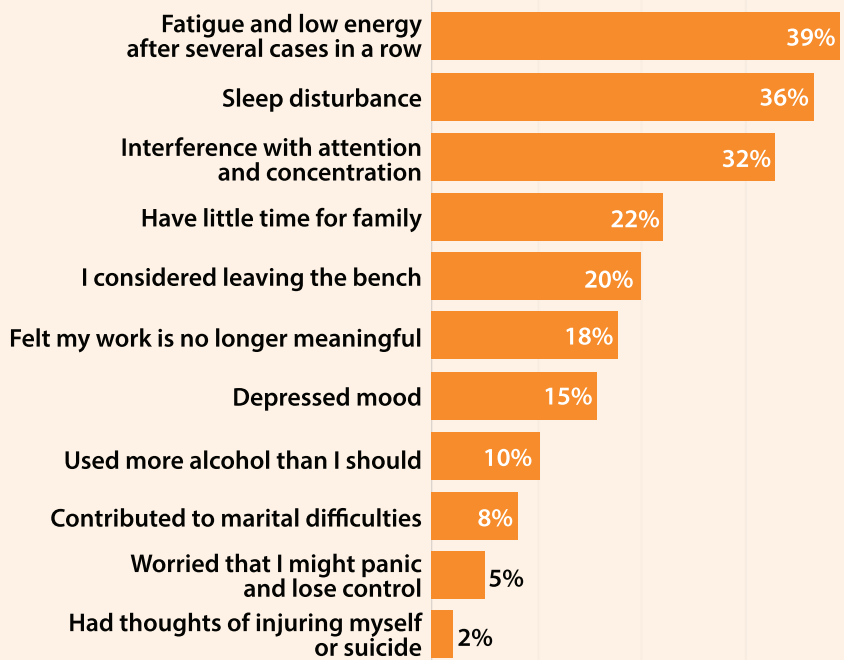
### Problematic alcohol use in the past year



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 2020 study 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. *continued on next page...*

### Effects of stress felt by judges in the previous year



Source: National Judicial Stress and Resiliency Survey, [2020 ABA Journal of the Professional Lawyer](#)



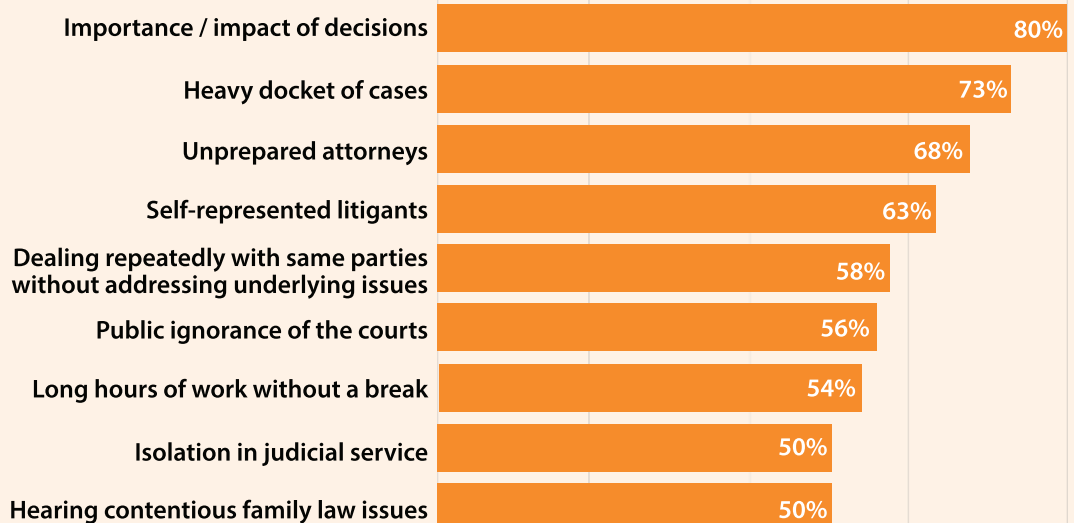
# Lawyer Well-being

## Judges [continued]

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.

### Sources of judicial stress



Source: National Judicial Stress and Resiliency Survey, [2020 ABA Journal of the Professional Lawyer](#)

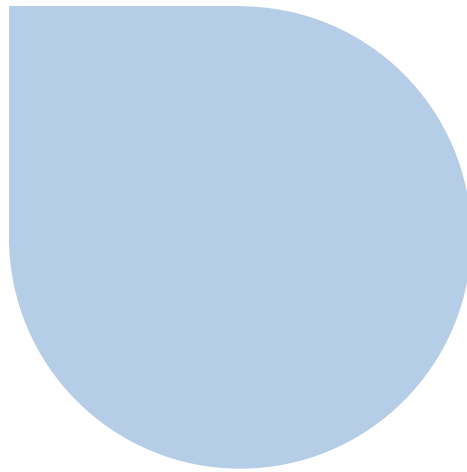


# Discipline

Profile of the Legal Profession



# 2023



- Subchapters:**
  - Public discipline and disbarment
  - Public discipline by state



# Discipline

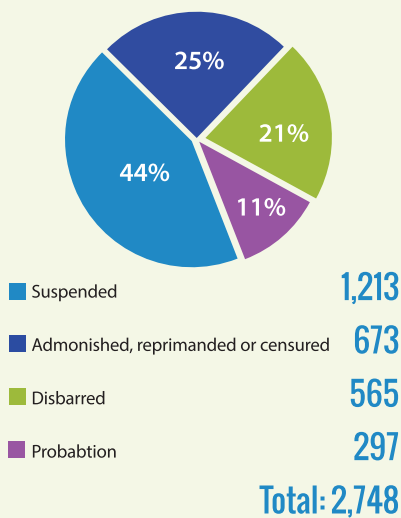
## Public discipline and disbarment

In 2019, 2,308 lawyers were publicly disciplined for misconduct in 43 states and the District of Columbia, according to the 2019 ABA Survey on Lawyer Discipline Systems. That represents roughly one-fifth of 1% (0.2%) of all practicing lawyers with active licenses in those states.

The most common form of public discipline was a suspension. Of all the lawyers who were publicly disciplined in 2019, nearly half (44%) were suspended. An additional 21% were disbarred, 11% were placed on probation and 25% received admonishments, reprimands or censures.

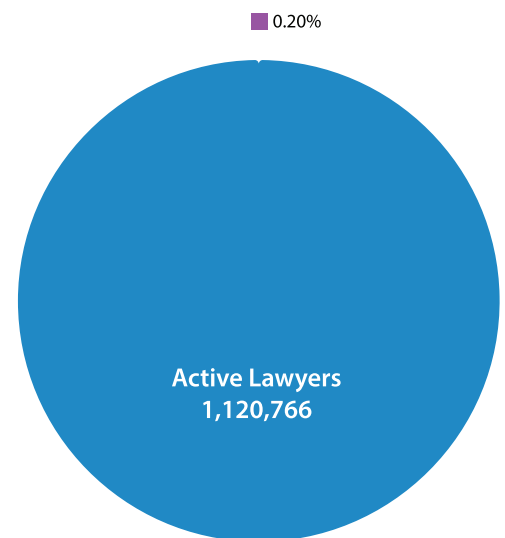
The ABA Center for Professional Responsibility is the only organization that collects, analyzes and compiles statistics about lawyer regulatory systems on a national basis. The numbers are collected from 56 lawyer disciplinary agencies, representing every state and the District of Columbia. However, comparisons over time can be difficult because not every agency participates in the survey every year. For the 2019 survey, all states participated except California, Massachusetts, New Jersey, South Carolina, South Dakota, Vermont, West Virginia and part of New York.

### Types of public discipline: 2019



### Public discipline: 2019

2,308 Lawyers disciplined



Based on the states that have participated each year since 1998, the percentage of lawyers publicly disciplined has remained relatively constant, fluctuating between 0.20% 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 2019, when 0.05% to 0.06% of all lawyers were disbarred each year.

Source: [ABA Survey on Lawyer Discipline Systems](#)

\* Does not include California, Massachusetts, New Jersey, South Carolina, South Dakota, Vermont, West Virginia and part of New York



# Discipline

## Discipline by state

	Active lawyers	Complaints received	Lawyers Publicly Disciplined	Disbarred	Suspended	Admonished, Reprimanded or Censured	Probation
Alabama	14,054	1,374	96	15	45	29	7
Alaska	3,096	212	1	0	0	1	0
Arizona	18,923	2,874	111	18	36	21	48
Arkansas	9,493	607	21	9	7	6	0
Colorado	27,255	3,400	65	15	41	16	18
Connecticut	33,328	810	42	1	33	13	2
Delaware	3,652	168	7	2	2	0	0
District of Columbia	80,256	1,147	55	17	73	11	6
Florida	90,784	3,557	242	82	112	63	24
Georgia	39,892	2,150	41	22	18	4	N/A
Hawaii	4,955	464	5	0	3	2	0
Idaho	5,284	428	8	1	4	14	4
Illinois	73,787	4,937	96	29	55	6	13
Indiana	18,608	1,414	38	2	30	1	8
Iowa	9,700	818	61	6	19	39	N/A
Kansas	11,094	908	22	3	4	15	1
Kentucky	18,977	1,057	22	2	17	5	1
Louisiana	22,679	1,856	126	22	62	8	33

Source: [ABA Survey on Lawyer Discipline Systems](#)

### Fast Fact:

- In 2019, state disciplinary agencies received 69,716 complaints in 43 states and the District of Columbia.

### Fast Fact:

- Lawyer discipline is a state function, usually handled by the state Supreme Court or state licensing agency. The ABA does not handle lawyer discipline.





# Discipline

## Discipline by state (continued)

	Active lawyers	Complaints received	Lawyers Publicly Disciplined	Disbarred	Suspended	Admonished, Reprimanded or Censured	Probation
Maine	5,357	194	16	1	4	10	1
Maryland	40,393	1,657	77	26	21	30	N/A
Michigan	42,502	NA	86	18	66	25	14
Minnesota	25,800	1,003	35	5	22	4	4
Mississippi	8,780	417	20	5	8	7	0
Missouri	30,942	1,733	54	22	22	1	10
Montana	4,035	293	12	3	3	4	0
Nebraska	6,711	422	5	4	1	0	1
Nevada	9,139	1,700	24	6	23	N/A	33
New Hampshire	5,541	186	18	3	8	11	3
New Mexico	7,572	667	8	7	6	4	4
New York (partial)	73,703	7,068	106	50	46	10	NA
North Carolina	29,267	1,258	89	17	20	84	8
North Dakota	3,101	156	5	1	1	3	0
Ohio	43,681	2,531	66	13	38	4	N/A
Oklahoma	18,240	1,041	12	5	12	0	0
Oregon	15,218	329	63	7	35	34	14
Pennsylvania	65,252	4,201	93	31	60	70	3
Rhode Island	5,085	328	3	0	3	0	0
Tennessee	23,110	1,242	58	17	27	14	11
Texas	105,125	7,505	211	30	142	39	N/A
Utah	9,870	897	29	10	8	7	7
Virginia	32,870	3,123	67	17	20	30	N/A
Washington	32,573	1,905	56	17	33	19	19
Wisconsin	25,300	1,518	30	2	20	8	N/A
Wyoming	2,999	161	6	2	3	1	0
TOTAL	1,157,983	69,716	2,308	565	1,213	673	297

Source: [ABA Survey on Lawyer Discipline Systems](#)

# Appendix



Profile of the Legal Profession

2023

## LEGAL AID CHARTS

### LEGAL AID LAWYERS IN LSC-FUNDED ORGANIZATIONS: 2013-2022

Year	Legal aid lawyers in organizations funded by the Legal Service Corporation
2013	4,306.4
2014	4,427.8
2015	4,571.4
2016	4,920.1
2017	5,147.1

Year	Legal aid lawyers in organizations funded by the Legal Service Corporation
2018	5,447.1
2019	5,747.4
2020	6,049.3
2021	6,460.8
2022	6,541.5

## DEMOGRAPHICS CHARTS

### NATIONAL LAWYER POPULATION: 1878 - 2023 Source: ABA National Lawyer Population Survey

Year	Resident Active Lawyers	% Change from Prior Year
2023	1,331,290	0.3%
2022	1,327,010	-0.1%
2021	1,327,910	-0.1%
2020	1,328,742	-1.7%
2019	1,352,077	0.7%
2018	1,342,379	0.5%
2017	1,335,963	1.8%
2016	1,312,869	0.9%
2015	1,300,705	1.5%
2014	1,281,432	1.1%
2013	1,268,011	1.8%
2012	1,245,205	1.6%
2011	1,225,452	1.9%
2010	1,203,097	1.9%
2009	1,180,386	1.6%
2008	1,162,124	1.6%
2007	1,143,358	2.4%
2006	1,116,967	1.1%
2005	1,104,766	1.9%
2004	1,084,504	2.4%
2003	1,058,662	0.8%
2002	1,049,751	0.1%
2001	1,048,903	2.6%
2000	1,022,462	2.2%
1999	1,000,440	1.5%
1998	985,921	3.4%
1997	953,260	0.7%
1996	946,499	5.6%

Year	Resident Active Lawyers	% Change from Prior Year
1995	896,140	3.5%
1994	865,614	2.3%
1993	846,036	5.8%
1992	799,760	2.9%
1991	777,119	2.8%
1990	755,694	4.2%
1989	725,579	1.7%
1988	713,456	2.7%
1987	695,020	2.7%
1986	676,584	3.5%
1985	653,686	0.9%
1984	647,575	4.0%
1983	622,625	0.9%
1982	617,320	0.8%
1981	612,593	6.6%
1980	574,810	15.4%
1979	498,249	7.2%
1978	464,851	7.6%
1977	431,918	1.6%
1976	424,980	5.0%
1975	404,772	5.0%
1974	385,515	5.4%
1973	365,875	2.1%
1972	358,520	4.5%
1971	342,980	4.9%
1970	326,842	1.7%
1969	321,473	1.7%
1968	316,104	1.7%

Year	Resident Active Lawyers	% Change from Prior Year
1967	310,736	1.8%
1966	305,368	1.8%
1965	300,000	0.9%
1964	297,186	1.0%
1963	294,372	1.0%
1962	291,559	1.0%
1961	288,746	1.0%
1960	285,933	2.6%
1959	278,746	2.6%
1958	271,560	2.7%
1957	264,373	2.8%
1956	257,186	2.9%
1955	250,000	12.8%
1950	221,605	10.8%
1945	200,000	10.4%
1940	181,220	13.3%
1935	160,000	15.1%
1930	139,059	6.2%
1925	131,000	6.9%
1920	122,519	0.4%
1915	122,000	-0.1%
1910	122,149	3.5%
1905	118,000	3.1%
1900	114,460	27.7%
1890	89,630	39.7%
1880	64,137	0.0%
1878	64,137	N/A

# DEMOGRAPHICS CHARTS

## RESIDENT LAWYERS BY STATE: 2013 - 2023 Source: ABA National Lawyer Population Survey

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	% change 2013-2023
Alabama	14,303	14,531	14,630	14,666	14,717	14,822	14,821	14,897	14,897	12,054	12,195	-14.7%
Alaska	2,442	2,469	2,456	2,439	2,402	2,311	2,324	2,324	2,340	2,118	2,268	-7.1%
American Samoa	64	102	102	98	59	59	55	55	55	55	55	-14.1%
Arizona	16,208	15,993	16,155	15,926	14,960	15,601	15,081	15,081	15,688	15,805	15,506	-4.3%
Arkansas	5,953	5,970	5,970	7,320	6,851	7,080	6,693	6,299	6,808	6,808	6,808	14.4%
California	163,163	163,327	165,952	167,690	168,746	170,044	170,117	168,569	167,709	170,306	170,959	4.8%
Colorado	21,094	21,545	21,761	21,781	22,164	21,099	22,802	22,802	22,802	22,802	22,802	8.1%
Connecticut	21,150	18,655	18,655	21,517	21,341	21,111	21,036	21,036	21,036	21,036	21,036	-0.5%
Delaware	2,888	2,881	2,921	2,952	2,978	2,978	3,058	3,058	3,058	3,058	3,058	5.9%
District of Columbia	51,928	51,928	52,089	52,711	54,692	53,778	56,135	27,743	28,011	27,552	34,734	-33.1%
Florida	68,464	68,464	74,258	75,697	77,008	78,244	78,448	79,328	77,223	77,223	84,594	23.6%
Georgia	28,974	30,463	31,340	31,499	31,672	32,802	32,409	32,584	33,158	33,729	33,890	17.0%
Guam	256	313	313	266	266	270	262	262	262	262	262	2.3%
Hawaii	4,132	4,260	4,193	4,224	4,236	4,261	4,270	4,270	4,184	4,184	4,122	-0.2%
Idaho	3,725	3,705	3,736	3,714	3,836	3,882	3,911	3,967	4,029	4,047	4,098	10.0%
Illinois	62,496	61,871	63,211	63,060	62,782	63,422	62,720	62,720	62,720	62,720	62,201	-0.5%
Indiana	15,646	15,883	15,883	15,854	15,826	15,826	15,845	15,761	15,802	15,794	15,485	-1.0%
Iowa	7,383	7,183	7,526	7,560	7,523	7,454	7,306	7,306	7,452	7,405	7,258	-1.7%
Kansas	8,199	8,261	8,266	8,234	8,218	8,131	8,045	8,045	7,932	7,918	7,858	-4.2%
Kentucky	13,061	13,328	13,448	13,451	13,509	13,540	13,570	13,570	13,570	13,672	13,600	4.1%
Louisiana	18,528	18,532	18,775	19,099	19,307	18,918	20,568	20,568	21,414	19,714	19,566	5.6%
Maine	3,863	3,863	3,944	3,931	3,940	3,988	3,995	3,995	3,985	3,669	4,002	3.6%
Maryland	23,068	23,508	23,902	24,142	38,800	40,309	40,800	40,800	40,800	40,800	26,020	12.8%
Massachusetts	43,008	44,257	43,974	43,221	43,442	42,926	42,788	42,908	42,720	42,635	42,635	-0.9%
Michigan	33,995	34,739	34,739	35,087	35,236	35,362	35,453	35,453	35,453	35,139	34,577	1.7%
Minnesota	24,091	25,272	24,522	24,952	25,483	25,252	25,823	25,823	26,065	26,065	26,065	8.2%
Mississippi	6,955	6,955	7,059	7,094	7,067	7,007	6,886	6,886	6,845	6,814	6,736	-3.1%
Missouri	24,423	25,337	25,337	24,922	24,787	24,754	24,369	24,369	24,369	24,674	24,613	0.8%
Montana	3,046	3,084	3,126	3,140	3,159	3,179	3,184	3,167	3,183	3,191	3,201	5.1%
Nebraska	5,028	5,028	5,361	5,506	5,545	5,565	5,555	5,546	5,546	5,689	5,689	13.1%
Nevada	7,080	7,080	6,858	7,219	7,281	7,333	7,030	7,509	7,482	7,484	7,498	5.9%
New Hampshire	3,507	3,515	3,521	3,506	3,507	3,523	3,523	3,495	3,495	3,495	3,451	-1.6%
New Jersey	40,993	41,250	41,569	41,569	41,168	41,021	41,152	41,152	40,137	40,078	40,078	-2.2%
New Mexico	5,468	5,468	5,547	5,581	5,524	5,428	5,612	5,612	5,612	5,634	5,411	-1.0%
New York	166,317	169,756	172,630	175,195	177,035	179,600	182,296	184,662	185,076	187,246	188,341	13.2%

# DEMOGRAPHICS CHARTS

## RESIDENT LAWYERS BY STATE: 2013 - 2023 [continued] Source: ABA National Lawyer Population Survey

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	% change 2013-2023
North Carolina	21,855	23,136	23,136	23,325	23,694	24,087	24,253	24,253	24,253	25,735	26,274	20.2%
North Dakota	1,560	1,599	1,665	1,669	1,698	1,694	1,687	1,697	1,696	1,685	1,694	8.6%
North Mariana Islands	135	210	210	126	123	128	134	134	134	134	134	-0.7%
Ohio	38,541	38,234	38,849	38,237	38,623	37,873	38,189	38,189	38,189	34,692	37,717	-2.1%
Oklahoma	11,970	13,465	13,465	13,431	13,470	11,695	11,768	13,549	13,713	13,415	13,415	12.1%
Oregon	12,276	12,276	12,464	12,475	12,227	12,427	12,274	12,196	12,158	12,285	12,196	-0.7%
Palau	N/A	N/A	N/A	N/A	N/A	44	50	50	44	42	40	NA
Pennsylvania	49,697	50,072	48,992	49,644	49,406	50,112	50,039	49,249	49,087	49,412	48,174	-3.1%
Puerto Rico	14,193	14,193	15,318	13,673	14,293	14,008	13,944	13,944	13,944	13,944	14,240	0.3%
Rhode Island	4,173	4,179	4,224	4,219	4,167	4,154	4,071	4,071	4,071	4,081	4,081	-2.2%
South Carolina	9,587	9,874	10,031	10,208	10,316	10,445	10,568	10,798	10,853	11,003	11,090	15.7%
South Dakota	1,905	1,934	1,939	1,960	1,933	1,995	1,995	1,907	1,985	2,026	2,027	6.4%
Tennessee	17,203	17,203	17,965	18,288	18,461	18,695	18,702	18,818	18,818	18,818	19,583	13.8%
Texas	82,607	84,800	86,494	87,957	89,361	90,485	91,244	92,833	93,821	95,196	96,827	17.2%
Utah	7,840	7,840	8,413	8,468	8,204	8,285	8,362	8,473	8,581	8,581	8,581	9.5%
Vermont	2,300	2,300	2,272	2,326	2,326	2,227	3,612	3,612	2,198	2,198	2,198	-4.4%
Virgin Islands	650	456	456	561	372	776	776	776	776	776	654	0.6%
Virginia	24,468	24,064	24,062	24,193	24,249	24,208	24,230	24,230	24,020	23,923	23,855	-2.5%
Washington	24,032	24,620	24,844	25,577	25,786	26,057	26,182	26,316	26,701	26,428	26,300	9.4%
West Virginia	4,901	4,942	4,918	4,922	4,862	4,849	4,770	4,770	4,770	4,673	4,673	-4.7%
Wisconsin	15,538	15,481	15,481	15,072	15,549	15,539	15,512	15,482	15,488	15,384	15,192	-2.2%
Wyoming	1,681	1,778	1,778	1,715	1,776	1,716	1,773	1,773	1,692	1,704	1,673	-0.5%
TOTAL	1,268,011	1,281,432	1,300,705	1,312,869	1,335,963	1,342,379	1,352,077	1,328,742	1,327,910	1,327,010	1,331,290	5.0%

# DEMOGRAPHICS CHARTS

## **LAWYERS BY GENDER: 2013 - 2023** Source: ABA National Lawyer Population Survey

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Change from 2013
Male	66.3%	64.3%	65.3%	64.4%	64.7%	63.6%	63.5%	63.2%	62.8%	61.5%	61.0%	-5.3%
Female	33.7%	35.7%	34.7%	35.6%	35.3%	36.1%	36.5%	36.8%	37.2%	38.3%	39.0%	5.3%
Count of States Reporting Statistic	43	43	43	45	46	46	45	44	45	44	45	2
% of Lawyers with Reported Statistic	58.9%	61.3%	63.4%	66.0%	61.4%	63.2%	61.1%	59.9%	61.8%	72.7%	74.0%	14.9%

## **LAWYERS BY RACE AND ETHNICITY: 2013 - 2023** Source: ABA National Lawyer Population Survey

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Change from 2013
Asian	1.9%	2.4%	2.5%	2.7%	2.4%	2.7%	2.5%	2.1%	2.5%	5.5%	6.2%	4.3%
Black	4.8%	4.8%	4.7%	5.3%	5.2%	4.9%	5.1%	4.7%	4.7%	4.5%	5.0%	0.2%
Hawaiian/Pacific Islander	0.3%	0.3%	0.6%	0.3%	0.4%	0.3%	0.4%	0.4%	0.3%	0.2%	0.4%	0.1%
Hispanic	3.7%	3.8%	5.2%	4.7%	5.0%	5.2%	4.7%	4.6%	4.8%	5.8%	6.2%	2.5%
Multiracial	N/A	0.0%	0.0%	1.2%	1.6%	1.5%	1.9%	1.9%	2.0%	2.7%	3.3%	3.3%
Native American	0.6%	0.5%	0.8%	0.5%	0.6%	0.6%	0.5%	0.4%	0.4%	0.5%	0.3%	-0.3%
White	88.7%	88.1%	86.1%	85.4%	84.9%	84.8%	84.8%	85.8%	85.4%	81.0%	78.6%	-10.1%
Count of States Reporting Statistic	16	17	18	19	22	21	20	21	26	26	21	5
% of Lawyers with Reported Statistic	20.6%	21.5%	24.7%	30.4%	29.1%	27.8%	34.8%	31.4%	35.6%	45.3%	42.4%	21.8%

# DEMOGRAPHICS CHARTS

## LAW FIRM PARTNERS DEMOGRAPHICS: 2006 - 2022

Source: National Association for Law Placement, 2022 Report on Diversity in U.S. Law Firms

	Asian		Black		Hispanic		Native American or Alaska Native		Native Hawaiian or Other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2022	4.57%	1.85%	2.32%	0.94%	2.97%	0.97%	0.17%	0.06%	0.07%	0.03%	1.30%	0.53%
2021	4.30	1.73	2.22	0.86	2.86	0.92	0.18	0.06	0.06	0.02	1.13	0.48
2020	4.08	1.62	2.10	0.80	2.80	0.90	0.18	0.07	0.06	0.02	1.02	0.38
2019	3.89	1.46	1.97	0.75	2.52	0.80	0.18	0.07	0.05	0.02	0.92	0.35
2018	3.63	1.38	1.83	0.68	2.49	0.77	0.14	0.05	0.19	0.02	0.84	0.28
2017	3.31	1.23	1.83	0.66	2.40	0.73	0.13	0.04	0.05	0.02	0.70	0.24
2016	3.13	1.17	1.81	0.64	2.31	0.68	0.12	0.04	0.06	0.02	0.62	0.20
2015	2.89	1.07	1.77	0.64	2.19	0.63	0.11	0.04	0.05	0.02	0.50	0.16
2014	2.74	0.99	1.72	0.63	2.16	0.60	0.13	0.05	0.05	0.01	0.55	0.18
2013	2.67	0.91	1.78	0.60	1.99	0.54	0.15	0.06	0.04	0.01	0.46	0.15
2012	2.48	0.89	1.73	0.60	1.91	0.48	0.15	0.06	0.07	0.01	0.37	0.12
2011	2.36	0.82	1.71	0.58	1.92	0.48	0.13	0.04	0.05	0.01	0.37	0.10
2010	2.30	0.81	1.70	0.56	1.70	0.44	0.12	0.04	0.06	0.02	0.28	0.08
2009	2.20	0.76	1.71	0.57	1.65	0.41	0.15	0.04	0.07	0.02	0.26	0.08
2008	2.05	0.71	1.71	0.56	1.68	0.42	0.17	0.10	0.06	0.02	0.24	0.07
2007	1.94	0.68	1.64	0.50	1.56	0.39	0.13	0.04	NA	NA	0.13	0.04
2006	1.78	0.59	1.55	0.48	1.38	0.32	0.15	0.05	NA	NA	0.14	0.04

# DEMOGRAPHICS CHARTS

## LAW FIRM ASSOCIATES DEMOGRAPHICS: 2006 - 2022

Source: National Association for Law Placement, 2022 Report on Diversity in U.S. Law Firms

	Asian		Black		Hispanic		Native American or Alaska Native		Native Hawaiian or Other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2022	12.12%	7.29%	5.77%	3.45%	6.55%	3.57%	0.18%	0.10%	0.08%	0.04%	3.62%	2.05%
2021	12.49	7.39	5.22	3.17	6.11	3.25	0.18	0.10	0.09	0.05	3.52	1.98
2020	12.12	7.18	5.10	3.04	5.64	2.99	0.17	0.09	0.08	0.04	3.36	1.83
2019	12.17	7.17	4.76	2.80	5.17	2.70	0.21	0.11	0.08	0.04	3.05	1.67
2018	11.69	6.64	4.48	2.55	4.71	2.45	0.19	0.11	0.08	0.04	3.08	1.73
2017	11.40	6.52	4.28	2.42	4.57	2.23	0.18	0.10	0.08	0.04	2.81	1.56
2016	11.25	6.35	4.11	2.32	4.42	2.15	0.19	0.09	0.08	0.04	2.67	1.46
2015	10.93	6.00	3.95	2.25	4.28	2.03	0.19	0.08	0.09	0.04	2.56	1.38
2014	10.80	5.81	4.01	2.31	3.95	1.89	0.22	0.10	0.10	0.05	2.56	1.35
2013	10.48	5.64	4.10	2.43	3.82	1.89	0.24	0.09	0.11	0.07	2.20	1.17
2012	10.01	5.40	4.19	2.55	3.90	1.95	0.21	0.11	0.10	0.06	1.91	1.02
2011	9.65	5.31	4.29	2.61	3.83	1.92	0.18	0.09	0.15	0.09	1.79	0.94
2010	9.39	5.15	4.36	2.75	3.81	1.94	0.19	0.10	0.20	0.11	1.58	0.85
2009	9.28	5.12	4.66	2.93	3.89	2.00	0.24	0.11	0.21	0.13	1.39	0.74
2008	9.05	5.04	4.75	2.97	3.86	1.94	0.22	0.10	0.23	0.13	0.97	0.54
2007	8.94	4.96	4.65	2.85	3.68	1.84	0.21	0.09	NA	NA	0.59	0.32
2006	8.13	4.42	4.49	2.72	3.44	1.66	0.24	0.12	NA	NA	0.42	0.24



# DEMOGRAPHICS CHARTS

## WOMEN AND LAWYERS OF COLOR AT LAW FIRMS BY METRO AREA: 2022

Source: National Association for Law Placement, 2022 Report on Diversity in U.S. Law Firms

	Partners				Associates				
	Total	% Women	% People of color	% Women of color	Total #	% Women	% People of color	% Women of color	Number of offices
Atlanta	674	26.41	10.83	4.15	644	49.07	25.62	14.75	18
Austin	233	29.61	17.17	6.87	211	38.39	28.91	12.32	15
Boston	1,344	28.35	7.74	3.2	1,818	50.44	23.38	14.19	30
Charlotte	428	19.86	5.37	1.64	416	46.39	16.83	9.38	11
Chicago	2,489	26.44	9.76	3.82	2,308	46.45	23.22	12.74	42
Cleveland	454	21.81	3.74	0.88	328	42.99	10.37	4.88	7
Columbus	566	27.56	9.89	4.24	324	49.69	20.06	10.8	11
Dallas	756	22.75	12.17	3.84	786	45.55	25.19	13.1	31
Denver	486	29.42	9.05	4.12	465	48.82	16.34	9.68	21
Detroit area	622	29.74	6.75	2.73	231	44.16	12.99	7.79	10
Houston	781	23.05	16.39	5.51	916	46.18	28.6	15.5	30
Kansas City, MO	410	27.32	5.12	1.95	209	46.41	18.18	9.57	6
Los Angeles area	1,373	26.88	19.74	7.06	1,804	51.88	38.25	23	57
Miami	290	27.24	29.66	8.28	216	52.78	50.93	29.17	15
Milwaukee	512	25.78	5.08	2.34	255	48.24	12.16	6.27	6
Minneapolis	887	28.86	6.43	2.82	538	50.37	16.91	10.22	16
New York City	5,407	24.51	12.98	4.96	10,280	48.82	31.82	18.99	74
Northern NJ/ Newark area	208	24.52	9.13	4.81	132	46.21	19.7	10.61	5
Northern Virginia	97	17.53	13.4	4.12	82	46.34	20.73	7.32	5
Orange County, CA	236	22.88	17.37	6.36	253	50.99	37.15	22.53	12
Philadelphia	583	26.76	7.38	2.74	519	49.71	20.81	11.56	12
Phoenix	247	24.29	8.91	2.02	128	49.22	18.75	6.25	10
Pittsburgh	155	24.52	2.58	1.94	129	45.74	13.95	6.98	5
Portland, OR	345	29.28	8.41	2.9	176	43.75	21.59	11.36	11
Raleigh/Durham	130	25.38	3.85	2.31	64	50	21.88	18.75	6
Sacramento	99	35.35	3.03	0	82	45.12	28.05	9.76	6
Salt Lake City	76	15.79	3.95	2.63	115	33.04	13.91	6.96	7
San Diego	132	28.03	33.33	10.61	240	45.83	33.33	18.75	9
San Francisco	1,076	32.06	19.8	7.9	1,417	55.12	40.08	24.7	39
Seattle	703	30.44	13.37	5.83	534	49.81	32.4	19.66	20
Silicon Valley	546	27.29	25.82	9.16	899	53.17	50.39	29.92	27
St. Louis	393	29.52	6.62	3.05	154	46.1	12.34	6.49	8
Tampa	116	16.38	7.76	1.72	93	55.91	20.43	13.98	6
Washington, DC	3,825	28.31	13.65	5.67	4,306	51.37	30.07	17.46	72
Wilmington, DE	312	27.56	6.09	2.88	313	44.73	12.46	7.03	14

# DEMOGRAPHICS CHARTS

## LGBTQ LAWYERS AT LAW FIRMS: 2022

Source: National Association for Law Placement, 2022 Report on Diversity in U.S. Law Firms

	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	999	2.46%	32	2.20%	116	2.22%	139	2.12%	138	2.70%	574	2.57%
Associates	2,549	6.14	35	4.46	138	4.85	235	5.08	265	5.89	1,876	6.51
Other Lawyers	458	3.27	—	—	20	1.69	55	2.74	47	2.34	327	3.85
All Lawyers	4,006	4.17	76	3.3	274	2.61	429	3.25	450	3.87	2,777	4.65
Summer Associates	616	9.37	—	—	38	10.61	45	7.26	73	9.93	455	9.62

## LAWYERS WITH DISABILITIES AT LAW FIRMS: 2022

Source: National Association for Law Placement, 2022 Report on Diversity in U.S. Law Firms

	All Firms		Firms of 250 lawyers or Fewer		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total
Partners	330	1.08%	62	1.02%	45	0.83%	49	1.24%	174	1.15%
Associates	492	1.63	42	1.33	51	1.27	60	1.61	339	1.75
Other Lawyers	174	1.79	19	1.41	19	1.12	26	1.83	110	2.08
All Lawyers	996	1.41	123	1.16	115	1.03	135	1.48	623	1.57
Summer Associates	114	2.43	—	—	—	—	18	2.95	84	2.71

# DEMOGRAPHICS CHARTS

## LEGAL DEMAND BY METRO AREA: 2022

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

Metro area	Location quotient*
Washington-Arlington-Alexandria, DC-VA-MD-WV	3.23
Tallahassee, FL	2.31
Miami-Fort Lauderdale-West Palm Beach, FL	2.13
New York-Newark-Jersey City, NY-NJ-PA	2.04
Santa Fe, NM	1.99
Trenton, NJ	1.89
New Orleans-Metairie, LA	1.75
Charleston, WV	1.67
Carson City, NV	1.57
Denver-Aurora-Lakewood, CO	1.56
Albany-Schenectady-Troy, NY	1.53
Cheyenne, WY	1.50
San Francisco-Oakland-Hayward, CA	1.50
Missoula, MT	1.48
Hartford-West Hartford-East Hartford, CT	1.47
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	1.39
Boston-Cambridge-Nashua, MA-NH	1.39
Sacramento--Roseville--Arden-Arcade, CA	1.38
Topeka, KS	1.38
Montgomery, AL	1.34
Buffalo-Cheektowaga-Niagara Falls, NY	1.33
Tampa-St. Petersburg-Clearwater, FL	1.33
Los Angeles-Long Beach-Anaheim, CA	1.32
Chicago-Naperville-Elgin, IL-IN-WI	1.29
Bridgeport-Stamford-Norwalk, CT	1.28
Jackson, MS	1.25
Atlanta-Sandy Springs-Roswell, GA	1.21
Oklahoma City, OK	1.21
Albuquerque, NM	1.20
Austin-Round Rock, TX	1.20
Columbia, SC	1.17
Cleveland-Elyria, OH	1.16
Baltimore-Columbia-Towson, MD	1.15
Lansing-East Lansing, MI	1.15
Naples-Immokalee-Marco Island, FL	1.15
Detroit-Warren-Dearborn, MI	1.14
Richmond, VA	1.14

\*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.

Metro area	Location quotient*
Harrisburg-Carlisle, PA	1.13
North Port-Sarasota-Bradenton, FL	1.13
Pensacola-Ferry Pass-Brent, FL	1.13
Springfield, IL	1.12
Portland-South Portland, ME	1.12
San Diego-Carlsbad, CA	1.11
San Juan-Carolina-Caguas, PR	1.11
Kansas City, MO-KS	1.09
St. Louis, MO-IL	1.09
Raleigh, NC	1.08
Charleston-North Charleston, SC	1.07
Jefferson City, MO	1.07
Birmingham-Hoover, AL	1.05
Milwaukee-Waukesha-West Allis, WI	1.04
Bloomington, IL	1.03
Brunswick, GA	1.01
Houston-The Woodlands-Sugar Land, TX	1.01
San Jose-Sunnyvale-Santa Clara, CA	1.01
Manchester, NH	1.01
Hilton Head Island-Bluffton-Beaufort, SC	1.00
Little Rock-North Little Rock-Conway, AR	1.00
Bismarck, ND	0.99
Corpus Christi, TX	0.99
Minneapolis-St. Paul-Bloomington, MN-WI	0.99
Dallas-Fort Worth-Arlington, TX	0.97
Salem, OR	0.97
Burlington-South Burlington, VT	0.97
Providence-Warwick, RI-MA	0.97
Olympia-Tumwater, WA	0.96
Las Vegas-Henderson-Paradise, NV	0.95
Madison, WI	0.95
Portland-Vancouver-Hillsboro, OR-WA	0.94
Boulder, CO	0.93
Des Moines-West Des Moines, IA	0.93
Jacksonville, FL	0.93
Lincoln, NE	0.93

# DEMOGRAPHICS CHARTS

## LEGAL DEMAND BY METRO AREA: 2022 [continued]

Metro area	Location quotient*
Great Falls, MT	0.91
Urban Honolulu, HI	0.91
Anchorage, AK	0.90
Pittsburgh, PA	0.90
Seattle-Tacoma-Bellevue, WA	0.90
Baton Rouge, LA	0.89
Billings, MT	0.89
Macon, GA	0.89
Columbus, OH	0.88
Durham-Chapel Hill, NC	0.88
Salt Lake City, UT	0.87
Boise City, ID	0.86
Indianapolis-Carmel-Anderson, IN	0.86
Lexington-Fayette, KY	0.86
Omaha-Council Bluffs, NE-IA	0.86
Sebastian-Vero Beach, FL	0.86
Rochester, NY	0.85
Phoenix-Mesa-Scottsdale, AZ	0.83
Colorado Springs, CO	0.81
Lafayette, LA	0.81
Orlando-Kissimmee-Sanford, FL	0.81
Springfield, MO	0.81
Syracuse, NY	0.81
Deltona-Daytona Beach-Ormond Beach, FL	0.80
Lake Charles, LA	0.80
Louisville/Jefferson County, KY-IN	0.80
Tulsa, OK	0.80
Bloomington, IN	0.78
Charlottesville, VA	0.78
Coeur d'Alene, ID	0.78
Hammond, LA	0.78
Nashville-Davidson--Murfreesboro--Franklin, TN	0.78
Savannah, GA	0.78
Wheeling, WV-OH	0.78
Eugene, OR	0.77
Dover, DE	0.76
Morgantown, WV	0.76
New Bern, NC	0.76
Port St. Lucie, FL	0.76
Alexandria, LA	0.75

Metro area	Location quotient*
Fresno, CA	0.75
New Haven, CT	0.75
Columbia, MO	0.74
Mobile, AL	0.74
Rapid City, SD	0.74
Wichita, KS	0.74
Atlantic City-Hammonton, NJ	0.72
Binghamton, NY	0.72
San Antonio-New Braunfels, TX	0.71
Virginia Beach-Norfolk-Newport News, VA-NC	0.71
Waterbury, CT	0.71
Asheville, NC	0.70
Bowling Green, KY	0.70
Cape Coral-Fort Myers, FL	0.70
Oxnard-Thousand Oaks-Ventura, CA	0.70
Tucson, AZ	0.70
Charlotte-Concord-Gastonia, NC-SC	0.69
Punta Gorda, FL	0.69
Terre Haute, IN	0.69
Bangor, ME	0.69
Ann Arbor, MI	0.68
Carbondale-Marion, IL	0.68
Cincinnati, OH-KY-IN	0.68
Grand Junction, CO	0.68
Greenville-Anderson-Mauldin, SC	0.68
Kingston, NY	0.68
Spokane-Spokane Valley, WA	0.68
Fayetteville-Springdale-Rogers, AR-MO	0.66
Flagstaff, AZ	0.66
Akron, OH	0.65
Albany, GA	0.65
Crestview-Fort Walton Beach-Destin, FL	0.65
Gainesville, FL	0.65
Knoxville, TN	0.65
Ocean City, NJ	0.65
Chattanooga, TN-GA	0.64
Huntington-Ashland, WV-KY-OH	0.64
Peoria, IL	0.64
Tyler, TX	0.64
Worcester, MA-CT	0.64

# DEMOGRAPHICS CHARTS

## LEGAL DEMAND BY METRO AREA: 2022 [continued]

Metro area	Location quotient*
Athens-Clarke County, GA	0.63
Memphis, TN-MS-AR	0.63
Panama City, FL	0.63
Midland, MI	0.62
Ocala, FL	0.62
Palm Bay-Melbourne-Titusville, FL	0.62
Elmira, NY	0.61
Lakeland-Winter Haven, FL	0.61
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	0.61
Daphne-Fairhope-Foley, AL	0.60
Parkersburg-Vienna, WV	0.60
Reno, NV	0.60
Roanoke, VA	0.60
California-Lexington Park, MD	0.59
Fargo, ND-MN	0.59
Huntsville, AL	0.59
Winston-Salem, NC	0.59
Portsmouth, NH-ME	0.59
Beaumont-Port Arthur, TX	0.58
Evansville, IN-KY	0.58
Hattiesburg, MS	0.58
Hot Springs, AR	0.58
Muncie, IN	0.58
Rome, GA	0.58
Santa Cruz-Watsonville, CA	0.58
Norwich-New London-Westerly, CT-RI	0.58
Amarillo, TX	0.57
Redding, CA	0.57
Wilmington, NC	0.57
Lewiston-Auburn, ME	0.57
Elizabethtown-Fort Knox, KY	0.56
Fort Collins, CO	0.56
Grand Forks, ND-MN	0.56
Jacksonville, NC	0.56
Monroe, LA	0.56
Prescott, AZ	0.56
Santa Maria-Santa Barbara, CA	0.56
Danbury, CT	0.56
Casper, WY	0.55
Cedar Rapids, IA	0.55

Metro area	Location quotient*
Fort Wayne, IN	0.55
Homosassa Springs, FL	0.55
Mankato-North Mankato, MN	0.55
St. Cloud, MN	0.55
Williamsport, PA	0.55
Grand Rapids-Wyoming, MI	0.54
Gulfport-Biloxi-Pascagoula, MS	0.54
Kingsport-Bristol-Bristol, TN-VA	0.54
South Bend-Mishawaka, IN-MI	0.54
Dayton, OH	0.53
Duluth, MN-WI	0.53
Glens Falls, NY	0.53
Idaho Falls, ID	0.53
The Villages, FL	0.53
Wausau, WI	0.53
Bend-Redmond, OR	0.52
Columbus, GA-AL	0.52
Greensboro-High Point, NC	0.52
Santa Rosa, CA	0.52
Champaign-Urbana, IL	0.51
College Station-Bryan, TX	0.51
Enid, OK	0.51
Kalamazoo-Portage, MI	0.51
Lake Havasu City-Kingman, AZ	0.51
Rockford, IL	0.51
St. Joseph, MO-KS	0.51
Salisbury, MD-DE	0.51
Sebring, FL	0.51
Vineland-Bridgeton, NJ	0.51
Barnstable Town, MA	0.51
Grand Island, NE	0.50
Hagerstown-Martinsburg, MD-WV	0.50
Lubbock, TX	0.50
Owensboro, KY	0.50
Saginaw, MI	0.50
Tuscaloosa, AL	0.50
Pittsfield, MA	0.50
Allentown-Bethlehem-Easton, PA-NJ	0.49
Decatur, IL	0.49
Florence, SC	0.49

# DEMOGRAPHICS CHARTS

## LEGAL DEMAND BY METRO AREA: 2022 [continued]

Metro area	Location quotient*
Greenville, NC	0.49
Lawrence, KS	0.49
Lynchburg, VA	0.49
Scranton--Wilkes-Barre--Hazleton, PA	0.49
Sioux Falls, SD	0.49
Springfield, MA-CT	0.49
Davenport-Moline-Rock Island, IA-IL	0.48
Dothan, AL	0.48
Fairbanks, AK	0.48
Gainesville, GA	0.48
Ithaca, NY	0.48
Kokomo, IN	0.48
Provo-Orem, UT	0.48
Sierra Vista-Douglas, AZ	0.48
Toledo, OH	0.48
New Bedford, MA	0.48
Ames, IA	0.47
Farmington, NM	0.47
Kennewick-Richland, WA	0.47
Canton-Massillon, OH	0.46
Joplin, MO	0.46
San Luis Obispo-Paso Robles-Arroyo Grande, CA	0.46
Cape Girardeau, MO-IL	0.45
Fayetteville, NC	0.45
Flint, MI	0.45
Hanford-Corcoran, CA	0.45
Harrisonburg, VA	0.45
Jackson, TN	0.45
Lewiston, ID-WA	0.45
Pueblo, CO	0.45
Shreveport-Bossier City, LA	0.45
Texarkana, TX-AR	0.45
Youngstown-Warren-Boardman, OH-PA	0.45
Augusta-Richmond County, GA-SC	0.44
Bremerton-Silverdale, WA	0.44
Brownsville-Harlingen, TX	0.44
Greeley, CO	0.44
Midland, TX	0.44
Pocatello, ID	0.44
Utica-Rome, NY	0.44

Metro area	Location quotient*
Yuma, AZ	0.44
Beckley, WV	0.43
Napa, CA	0.43
Waco, TX	0.43
Erie, PA	0.42
Fort Smith, AR-OK	0.42
Las Cruces, NM	0.42
Racine, WI	0.42
St. George, UT	0.42
Springfield, OH	0.42
Waterloo-Cedar Falls, IA	0.42
Bellingham, WA	0.41
Bloomsburg-Berwick, PA	0.41
Cumberland, MD-WV	0.41
Hinesville, GA	0.41
Reading, PA	0.41
San Angelo, TX	0.41
State College, PA	0.41
Stockton-Lodi, CA	0.41
Twin Falls, ID	0.41
Warner Robins, GA	0.41
Appleton, WI	0.40
East Stroudsburg, PA	0.40
Houma-Thibodaux, LA	0.40
Salinas, CA	0.40
Wichita Falls, TX	0.40
Winchester, VA-WV	0.40
York-Hanover, PA	0.40
Anniston-Oxford-Jacksonville, AL	0.39
El Paso, TX	0.39
Green Bay, WI	0.39
Killeen-Temple, TX	0.39
Laredo, TX	0.39
Medford, OR	0.39
Modesto, CA	0.39
Oshkosh-Neenah, WI	0.39
Riverside-San Bernardino-Ontario, CA	0.39
Yuba City, CA	0.39
Grants Pass, OR	0.38
Mount Vernon-Anacortes, WA	0.38

# DEMOGRAPHICS CHARTS

## LEGAL DEMAND BY METRO AREA: 2022 [continued]

Metro area	Location quotient*
Valdosta, GA	0.38
Clarksville, TN-KY	0.37
Eau Claire, WI	0.37
Gadsden, AL	0.37
McAllen-Edinburg-Mission, TX	0.37
Merced, CA	0.37
Rochester, MN	0.37
Victoria, TX	0.37
Goldsboro, NC	0.36
Kankakee, IL	0.36
Lancaster, PA	0.36
Manhattan, KS	0.36
Sioux City, IA-NE-SD	0.36
Sumter, SC	0.36
Yakima, WA	0.36
Jackson, MI	0.35
Johnstown, PA	0.35
Kahului-Wailuku-Lahaina, HI	0.35
Wenatchee, WA	0.35
Abilene, TX	0.34
Bakersfield, CA	0.34
Lafayette-West Lafayette, IN	0.34
Sherman-Denison, TX	0.34
Weirton-Steubenville, WV-OH	0.34
Dover-Durham, NH-ME	0.34
Chico, CA	0.33
Cleveland, TN	0.33
Florence-Muscle Shoals, AL	0.33
Gettysburg, PA	0.33
Hickory-Lenoir-Morganton, NC	0.33
Lawton, OK	0.33
Lima, OH	0.33
Longview, TX	0.33
Mayaguez, PR	0.33
Monroe, MI	0.33
Odessa, TX	0.33
Ogden-Clearfield, UT	0.33
Altoona, PA	0.32
Corvallis, OR	0.32
Fond du Lac, WI	0.32

Metro area	Location quotient*
Iowa City, IA	0.32
La Crosse-Onalaska, WI-MN	0.32
Rocky Mount, NC	0.32
Arecibo, PR	0.31
Dubuque, IA	0.31
El Centro, CA	0.31
Janesville-Beloit, WI	0.31
Muskegon, MI	0.31
Bay City, MI	0.30
Blacksburg-Christiansburg-Radford, VA	0.30
Chambersburg-Waynesboro, PA	0.30
Danville, IL	0.30
Mansfield, OH	0.30
Spartanburg, SC	0.30
Walla Walla, WA	0.30
Watertown-Fort Drum, NY	0.30
Dalton, GA	0.29
Decatur, AL	0.29
Johnson City, TN	0.29
Longview, WA	0.29
Ponce, PR	0.29
Visalia-Porterville, CA	0.29
Auburn-Opelika, AL	0.28
Leominster-Gardner, MA	0.28
Albany, OR	0.27
Lebanon, PA	0.27
Michigan City-La Porte, IN	0.27
Vallejo-Fairfield, CA	0.27
Battle Creek, MI	0.26
Pine Bluff, AR	0.26
Staunton-Waynesboro, VA	0.26
Burlington, NC	0.25
Columbus, IN	0.25
Logan, UT-ID	0.25
Niles-Benton Harbor, MI	0.25
Jonesboro, AR	0.23
Morristown, TN	0.20
Aguadilla-Isabela, PR	0.18
Sheboygan, WI	0.17
Elkhart-Goshen, IN	0.16

# PAY CHARTS

## AVERAGE ANNUAL SALARY FOR U.S. LAWYERS: 2000-2022

Source: U.S. Bureau of Labor Statistics

	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%
2021	\$148,030	-0.6%
2022	\$163,770	10.6%



# PAY CHARTS

## AVERAGE LAWYER WAGES BY METRO AREA: 2022

Source: U.S. Bureau of Labor Statistics

Metropolitan area	Average annual lawyer salary
San Jose-Sunnyvale-Santa Clara, CA	\$267,840
San Francisco-Oakland-Hayward, CA	\$239,330
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$211,850
Bridgeport-Stamford-Norwalk, CT	\$209,770
Oxnard-Thousand Oaks-Ventura, CA	\$207,970
Boston-Cambridge-Nashua, MA-NH	\$202,900
Los Angeles-Long Beach-Anaheim, CA	\$194,870
New York-Newark-Jersey City, NY-NJ-PA	\$193,280
San Diego-Carlsbad, CA	\$186,440
Santa Rosa, CA	\$184,950
Midland, MI	\$184,610
Fort Collins, CO	\$183,150
Midland, TX	\$182,870
Dallas-Fort Worth-Arlington, TX	\$181,840
Dothan, AL	\$178,740
Houston-The Woodlands-Sugar Land, TX	\$176,370
Atlanta-Sandy Springs-Roswell, GA	\$176,230
Denver-Aurora-Lakewood, CO	\$174,870
Seattle-Tacoma-Bellevue, WA	\$174,420
Minneapolis-St. Paul-Bloomington, MN-WI	\$173,170
Las Vegas-Henderson-Paradise, NV	\$172,510
Napa, CA	\$170,340
Winston-Salem, NC	\$170,000
Corpus Christi, TX	\$169,950
Milwaukee-Waukesha-West Allis, WI	\$167,110
Richmond, VA	\$166,500
Riverside-San Bernardino-Ontario, CA	\$166,310
Danbury, CT	\$166,280
Sacramento--Roseville--Arden-Arcade, CA	\$165,720
San Luis Obispo-Paso Robles-Arroyo Grande, CA	\$165,580
Chattanooga, TN-GA	\$163,450
Chicago-Naperville-Elgin, IL-IN-WI	\$163,220
Knoxville, TN	\$162,430
Charlotte-Concord-Gastonia, NC-SC	\$162,310
Baltimore-Columbia-Towson, MD	\$161,120
Battle Creek, MI	\$161,010
Fresno, CA	\$160,840
Chico, CA	\$160,690

Metropolitan area	Average annual lawyer salary
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	\$159,900
Hartford-West Hartford-East Hartford, CT	\$159,200
Kingsport-Bristol-Bristol, TN-VA	\$158,330
College Station-Bryan, TX	\$158,040
Modesto, CA	\$157,950
Salinas, CA	\$157,950
Victoria, TX	\$155,850
Bakersfield, CA	\$155,130
Grants Pass, OR	\$155,080
Santa Cruz-Watsonville, CA	\$154,970
Charlottesville, VA	\$154,790
Providence-Warwick, RI-MA	\$154,710
Vallejo-Fairfield, CA	\$154,580
Fayetteville-Springdale-Rogers, AR-MO	\$154,120
Indianapolis-Carmel-Anderson, IN	\$153,970
Santa Maria-Santa Barbara, CA	\$153,680
New Haven, CT	\$153,650
Durham-Chapel Hill, NC	\$153,620
Syracuse, NY	\$153,310
Portland-Vancouver-Hillsboro, OR-WA	\$153,030
Roanoke, VA	\$152,900
Birmingham-Hoover, AL	\$152,450
Atlantic City-Hammonton, NJ	\$152,360
Odessa, TX	\$152,070
Nashville-Davidson--Murfreesboro--Franklin, TN	\$151,950
Stockton-Lodi, CA	\$151,400
Pittsfield, MA	\$151,080
Green Bay, WI	\$150,940
Trenton, NJ	\$150,660
Bloomington, IL	\$150,530
Austin-Round Rock, TX	\$150,400
Phoenix-Mesa-Scottsdale, AZ	\$150,390
Charleston, WV	\$150,000
Provo-Orem, UT	\$149,900
Reno, NV	\$149,760
Waco, TX	\$148,340
Peoria, IL	\$146,910
Valdosta, GA	\$146,360
Kansas City, MO-KS	\$145,930

# PAY CHARTS

## AVERAGE LAWYER WAGES BY METRO AREA: 2022 [continued] Source: U.S. Bureau of Labor Statistics

Metropolitan area	Average annual lawyer salary
Orlando-Kissimmee-Sanford, FL	\$145,750
Muskegon, MI	\$145,430
Appleton, WI	\$145,360
Worcester, MA-CT	\$145,070
Huntsville, AL	\$145,020
Miami-Fort Lauderdale-West Palm Beach, FL	\$144,960
Bloomsburg-Berwick, PA	\$144,710
Manchester, NH	\$144,570
Greenville, NC	\$144,520
Kennewick-Richland, WA	\$144,390
Ithaca, NY	\$143,840
Jackson, MI	\$143,700
Leominster-Gardner, MA	\$143,360
Barnstable Town, MA	\$143,230
Killeen-Temple, TX	\$143,220
San Antonio-New Braunfels, TX	\$143,130
Springfield, MA-CT	\$142,390
St. Louis, MO-IL	\$142,150
New Orleans-Metairie, LA	\$142,000
Mobile, AL	\$141,800
Waterbury, CT	\$141,560
Hanford-Corcoran, CA	\$141,470
Greeley, CO	\$140,820
Raleigh, NC	\$140,340
Salem, OR	\$140,310
Portsmouth, NH-ME	\$140,140
Utica-Rome, NY	\$139,910
Columbus, IN	\$139,830
Terre Haute, IN	\$139,430
Greensboro-High Point, NC	\$139,190
Bay City, MI	\$139,150
Winchester, VA-WV	\$139,080
El Centro, CA	\$138,260
Tampa-St. Petersburg-Clearwater, FL	\$138,120
Lynchburg, VA	\$137,920
Madison, WI	\$137,860
Pittsburgh, PA	\$137,860
Bloomington, IN	\$137,710
Rochester, NY	\$137,360
Merced, CA	\$137,190

Metropolitan area	Average annual lawyer salary
Decatur, IL	\$136,990
Albany-Schenectady-Troy, NY	\$136,710
Reading, PA	\$136,470
Salisbury, MD-DE	\$136,370
Columbus, OH	\$135,740
Lafayette-West Lafayette, IN	\$135,720
California-Lexington Park, MD	\$135,630
Spartanburg, SC	\$135,630
El Paso, TX	\$135,620
Salt Lake City, UT	\$135,440
Redding, CA	\$135,100
Lubbock, TX	\$135,040
Corvallis, OR	\$134,770
Beaumont-Port Arthur, TX	\$134,620
Allentown-Bethlehem-Easton, PA-NJ	\$134,530
Longview, TX	\$134,370
Jackson, TN	\$134,220
New Bern, NC	\$134,070
Johnson City, TN	\$133,810
Cleveland-Elyria, OH	\$133,710
Grand Rapids-Wyoming, MI	\$133,510
Cincinnati, OH-KY-IN	\$133,490
La Crosse-Onalaska, WI-MN	\$133,240
New Bedford, MA	\$133,040
Memphis, TN-MS-AR	\$132,180
Oshkosh-Neenah, WI	\$132,120
Sheboygan, WI	\$131,850
Gainesville, FL	\$131,820
Medford, OR	\$130,960
Gainesville, GA	\$130,690
Champaign-Urbana, IL	\$130,580
Jacksonville, FL	\$130,500
Evansville, IN-KY	\$130,280
Fort Wayne, IN	\$130,090
Augusta-Richmond County, GA-SC	\$129,850
Auburn-Opelika, AL	\$129,630
Tyler, TX	\$129,020
Wilmington, NC	\$128,940
San Angelo, TX	\$128,630
Staunton-Waynesboro, VA	\$128,530
Springfield, IL	\$128,290

# PAY CHARTS

## AVERAGE LAWYER WAGES BY METRO AREA: 2022 [continued] Source: U.S. Bureau of Labor Statistics

Metropolitan area	Average annual lawyer salary
Bremerton-Silverdale, WA	\$128,250
Grand Junction, CO	\$128,230
Harrisburg-Carlisle, PA	\$128,120
Tucson, AZ	\$128,120
Morristown, TN	\$128,090
Buffalo-Cheektowaga-Niagara Falls, NY	\$127,820
Detroit-Warren-Dearborn, MI	\$127,580
Lansing-East Lansing, MI	\$127,530
Visalia-Porterville, CA	\$127,440
Lakeland-Winter Haven, FL	\$127,400
Wausau, WI	\$127,360
Kokomo, IN	\$127,250
Virginia Beach-Norfolk-Newport News, VA-NC	\$127,090
Fargo, ND-MN	\$126,980
Flint, MI	\$126,880
Yuba City, CA	\$126,880
Greenville-Anderson-Mauldin, SC	\$126,560
Ann Arbor, MI	\$126,370
Sioux Falls, SD	\$126,200
Tulsa, OK	\$126,070
Akron, OH	\$126,000
Toledo, OH	\$125,970
Cleveland, TN	\$125,940
Montgomery, AL	\$125,820
South Bend-Mishawaka, IN-MI	\$125,590
Columbus, GA-AL	\$125,430
Amarillo, TX	\$125,290
Kingston, NY	\$125,260
Elmira, NY	\$124,970
Springfield, MO	\$124,970
Ames, IA	\$124,760
Jonesboro, AR	\$124,710
Palm Bay-Melbourne-Titusville, FL	\$124,660
Wheeling, WV-OH	\$124,630
York-Hanover, PA	\$124,590
Morgantown, WV	\$124,450
Omaha-Council Bluffs, NE-IA	\$124,260
Flagstaff, AZ	\$124,170
Carson City, NV	\$124,140

Metropolitan area	Average annual lawyer salary
Scranton--Wilkes-Barre--Hazleton, PA	\$123,710
Yuma, AZ	\$123,710
Eugene, OR	\$123,560
Niles-Benton Harbor, MI	\$123,550
Harrisonburg, VA	\$123,510
Lancaster, PA	\$123,280
Monroe, MI	\$123,120
Olympia-Tumwater, WA	\$123,060
Eau Claire, WI	\$122,950
Des Moines-West Des Moines, IA	\$122,880
Jacksonville, NC	\$122,510
Sebastian-Vero Beach, FL	\$122,450
Bend-Redmond, OR	\$122,310
Grand Forks, ND-MN	\$122,040
Columbia, MO	\$121,890
Spokane-Spokane Valley, WA	\$121,880
Sioux City, IA-NE-SD	\$121,710
Kalamazoo-Portage, MI	\$121,590
St. Joseph, MO-KS	\$121,410
Sherman-Denison, TX	\$121,280
Anchorage, AK	\$121,170
Iowa City, IA	\$121,090
Cape Coral-Fort Myers, FL	\$121,070
Abilene, TX	\$121,050
St. Cloud, MN	\$121,020
Parkersburg-Vienna, WV	\$120,810
Burlington, NC	\$120,550
Rome, GA	\$120,380
Elkhart-Goshen, IN	\$120,290
Houma-Thibodaux, LA	\$120,160
Rochester, MN	\$120,030
Shreveport-Bossier City, LA	\$119,800
Cedar Rapids, IA	\$119,790
Joplin, MO	\$119,370
Saginaw, MI	\$119,140
Brunswick, GA	\$119,080
Sierra Vista-Douglas, AZ	\$118,770
Albany, OR	\$118,310
State College, PA	\$118,190
Wenatchee, WA	\$118,140

# PAY CHARTS

## AVERAGE LAWYER WAGES BY METRO AREA: 2022 [continued] Source: U.S. Bureau of Labor Statistics

Metropolitan area	Average annual lawyer salary
Vineland-Bridgeton, NJ	\$117,990
Florence-Muscle Shoals, AL	\$117,700
Canton-Massillon, OH	\$117,660
Davenport-Moline-Rock Island, IA-IL	\$117,660
Yakima, WA	\$117,460
Bellingham, WA	\$117,300
Bismarck, ND	\$117,140
Dalton, GA	\$117,110
Naples-Immokalee-Marco Island, FL	\$116,750
Lake Havasu City-Kingman, AZ	\$116,690
Ocean City, NJ	\$116,690
Jefferson City, MO	\$116,670
Brownsville-Harlingen, TX	\$116,620
Watertown-Fort Drum, NY	\$116,620
Hickory-Lenoir-Morganton, NC	\$116,550
Lincoln, NE	\$116,500
Kahului-Wailuku-Lahaina, HI	\$116,440
Ogden-Clearfield, UT	\$116,440
Baton Rouge, LA	\$115,970
Pensacola-Ferry Pass-Brent, FL	\$115,960
Tuscaloosa, AL	\$115,710
Warner Robins, GA	\$115,480
Binghamton, NY	\$115,230
Crestview-Fort Walton Beach-Destin, FL	\$115,220
Dover-Durham, NH-ME	\$115,200
McAllen-Edinburg-Mission, TX	\$114,900
St. George, UT	\$114,860
Lake Charles, LA	\$114,620
Waterloo-Cedar Falls, IA	\$114,610
Logan, UT-ID	\$114,590
Texarkana, TX-AR	\$114,360
Hagerstown-Martinsburg, MD-WV	\$114,300
Mount Vernon-Anacortes, WA	\$114,200
Punta Gorda, FL	\$113,720
Springfield, OH	\$113,220
Albuquerque, NM	\$113,170
Monroe, LA	\$112,610
Wichita, KS	\$112,470
Decatur, AL	\$112,330
Santa Fe, NM	\$112,140

Metropolitan area	Average annual lawyer salary
Burlington-South Burlington, VT	\$111,930
Fairbanks, AK	\$111,740
Columbia, SC	\$111,730
Cape Girardeau, MO-IL	\$111,560
Colorado Springs, CO	\$111,530
Duluth, MN-WI	\$111,440
Racine, WI	\$111,410
Pueblo, CO	\$111,330
Charleston-North Charleston, SC	\$111,240
Portland-South Portland, ME	\$111,170
Janesville-Beloit, WI	\$111,080
Johnstown, PA	\$111,080
Prescott, AZ	\$111,040
Erie, PA	\$110,920
Oklahoma City, OK	\$110,780
Blacksburg-Christiansburg-Radford, VA	\$110,770
Lafayette, LA	\$110,740
Longview, WA	\$110,650
Lebanon, PA	\$110,450
Manhattan, KS	\$110,370
Las Cruces, NM	\$110,310
Fond du Lac, WI	\$110,210
Port St. Lucie, FL	\$109,960
Rockford, IL	\$109,620
Dayton, OH	\$109,530
Williamsport, PA	\$109,500
Chambersburg-Waynesboro, PA	\$109,170
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	\$109,050
Rocky Mount, NC	\$109,040
Danville, IL	\$108,960
Beckley, WV	\$108,710
Panama City, FL	\$108,640
Louisville/Jefferson County, KY-IN	\$108,310
Fayetteville, NC	\$108,270
The Villages, FL	\$108,150
Kankakee, IL	\$108,120
Florence, SC	\$107,970
Weirton-Steubenville, WV-OH	\$107,930
Glens Falls, NY	\$107,700

# PAY CHARTS

## AVERAGE LAWYER WAGES BY METRO AREA: 2022 [continued] Source: U.S. Bureau of Labor Statistics

Metropolitan area	Average annual lawyer salary
Deltona-Daytona Beach-Ormond Beach, FL	\$107,690
Wichita Falls, TX	\$107,550
Daphne-Fairhope-Foley, AL	\$107,490
Hilton Head Island-Bluffton-Beaufort, SC	\$107,340
Clarksville, TN-KY	\$107,080
Mankato-North Mankato, MN	\$107,000
Laredo, TX	\$106,980
East Stroudsburg, PA	\$106,970
Lexington-Fayette, KY	\$106,530
Michigan City-La Porte, IN	\$106,400
Sumter, SC	\$106,200
Little Rock-North Little Rock-Conway, AR	\$106,010
Urban Honolulu, HI	\$105,970
Dubuque, IA	\$105,910
Idaho Falls, ID	\$105,600
Carbondale-Marion, IL	\$105,540
Cumberland, MD-WV	\$105,350
North Port-Sarasota-Bradenton, FL	\$104,860
Albany, GA	\$104,630
Ocala, FL	\$103,870
Hattiesburg, MS	\$103,860
Hinesville, GA	\$103,580
Rapid City, SD	\$103,240
Bangor, ME	\$102,410
Gettysburg, PA	\$102,360
Anniston-Oxford-Jacksonville, AL	\$102,040
Lawton, OK	\$102,040
Enid, OK	\$101,900
Lawrence, KS	\$101,750
Fort Smith, AR-OK	\$101,720
Billings, MT	\$101,600
Boise City, ID	\$101,000
Huntington-Ashland, WV-KY-OH	\$100,430
Hammond, LA	\$100,250
Youngstown-Warren-Boardman, OH-PA	\$100,220
Alexandria, LA	\$99,490
Homosassa Springs, FL	\$99,430
Grand Island, NE	\$99,260

Metropolitan area	Average annual lawyer salary
Gulfport-Biloxi-Pascagoula, MS	\$99,260
Cheyenne, WY	\$98,600
Bowling Green, KY	\$98,590
Owensboro, KY	\$98,300
Topeka, KS	\$97,640
Tallahassee, FL	\$97,620
Mansfield, OH	\$97,190
Casper, WY	\$96,790
Sebring, FL	\$96,280
Jackson, MS	\$96,270
Missoula, MT	\$95,720
Lima, OH	\$95,560
Farmington, NM	\$95,170
Great Falls, MT	\$94,440
Gadsden, AL	\$93,330
Lewiston-Auburn, ME	\$92,840
Coeur d'Alene, ID	\$92,120
Elizabethtown-Fort Knox, KY	\$90,990
Altoona, PA	\$88,710
Pocatello, ID	\$88,220
Lewiston, ID-WA	\$87,600
Muncie, IN	\$85,970
Twin Falls, ID	\$83,090
Hot Springs, AR	\$82,430
Pine Bluff, AR	\$70,420
San Juan-Carolina-Caguas, PR	\$69,680
Arecibo, PR	\$62,880
Ponce, PR	\$59,690
Aguadilla-Isabela, PR	\$56,010
Mayaguez, PR	\$53,850

# PAY CHARTS

## MEDIAN SALARIES BY ASSOCIATE YEAR AND FIRM SIZE: 2023

Source: National Association for Law Placement, 2023 Associate Salary Survey

	100 lawyers or fewer	101-250 lawyers	251-500 lawyers	501-700 lawyers	701-1,000 lawyers	1,001+ lawyers	All sizes
Associate year							
First	\$155,000	\$160,000	\$190,000	\$200,000	\$200,000	\$215,000	\$200,000
Second	\$165,000	\$170,000	\$195,000	\$207,500	\$209,000	\$225,000	\$209,000
Third	\$180,000	\$180,000	\$207,500	\$215,000	\$220,000	\$250,000	\$220,000
Fourth	\$181,250	\$195,000	\$239,025	\$230,000	\$255,000	\$285,000	\$245,000
Fifth	\$192,500	\$200,000	\$243,325	\$255,000	\$280,000	\$315,000	\$265,000
Sixth	\$193,450	\$210,000	\$245,000	\$265,000	\$290,000	\$355,000	\$280,000
Seventh	\$210,000	\$225,000	\$285,250	\$275,000	\$303,750	\$387,500	\$295,000
Eighth	\$213,950	\$217,775	\$235,000	\$300,000	\$310,000	\$395,000	\$307,500
Summer associates (salary per week)							
1st year	\$2,600	\$3,000	\$3,550	\$3,600	\$3,650	\$4,000	\$3,650
2nd year	\$2,975	\$3,275	\$3,500	\$3,600	\$3,650	\$4,000	\$3,550
3rd year	\$1,550	\$3,300	\$4,125	\$3,600	-	-	\$3,450

## PUBLIC SERVICE LAWYER SALARIES BY TYPE AND SENIORITY: 2004 - 2022

Source: National Association for Law Placement, 2022 Public Service Attorney Salary Survey

Years of Experience	2004	2006	2008	2010	2012	2014	2018	2022
Civil Legal Services								
Entry-level	\$34,000	\$36,000	\$40,000	\$42,000	\$42,800	\$44,600	\$48,000	\$57,500
5 years	40,000	43,300	48,000	49,400	50,200	51,000	54,800	67,100
11-15 years	51,900	55,000	60,000	62,500	64,900	65,000	69,400	78,500
Public Defenders								
Entry-level	39,000	43,300	47,400	47,500	50,500	50,400	58,300	59,700
5 years	50,000	54,700	60,000	60,300	62,800	63,000	68,000	75,700
11-15 years	65,000	65,500	75,000	76,200	78,600	84,500	96,400	100,500
Public Interest Organizations								
Entry-level	36,700	40,000	41,000	45,000	45,000	46,000	50,300	63,000
5 years	46,300	52,000	53,800	53,600	56,300	59,000	65,000	78,700
11-15 years	64,000	65,000	69,200	70,900	75,000	75,000	80,500	95,000

# LEGAL EDUCATION CHARTS

## LAW SCHOOL ENROLLMENT\*, TOTAL AND BY GENDER: 1970-2022

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

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

	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

	Male	Female	Total
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
2021	52,058	64,861	116,919
2022	50,969	65,073	116,042

# LEGAL EDUCATION CHARTS

## GENDER BY LAW SCHOOL: 2022

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

School	Men	% Men	Women	% Women	Others	% Others	TOTAL
AKRON, UNIVERSITY OF	214	49.7%	217	50.3%	0	0.0%	431
ALABAMA, UNIVERSITY OF	213	50.1%	211	49.6%	1	0.2%	425
ALBANY LAW SCHOOL OF UNION UNIVERSITY	253	44.7%	311	54.9%	1	0.2%	566
AMERICAN UNIVERSITY	389	33.3%	778	66.7%	0	0.0%	1,167
APPALACHIAN SCHOOL OF LAW	83	54.6%	69	45.4%	0	0.0%	152
ARIZONA STATE UNIVERSITY	413	48.4%	433	50.8%	2	0.2%	853
ARIZONA, UNIVERSITY OF	161	43.6%	204	55.3%	2	0.5%	369
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	182	49.5%	186	50.5%	0	0.0%	368
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	207	46.8%	235	53.2%	0	0.0%	442
ATLANTA'S JOHN MARSHALL LAW SCHOOL	119	35.0%	221	65.0%	0	0.0%	340
AVE MARIA SCHOOL OF LAW	134	45.9%	158	54.1%	0	0.0%	292
BALTIMORE, UNIVERSITY OF	276	39.0%	427	60.3%	0	0.0%	708
BARRY UNIVERSITY	286	37.3%	479	62.5%	0	0.0%	766
BAYLOR UNIVERSITY	193	45.1%	235	54.9%	0	0.0%	428
BELMONT UNIVERSITY	129	36.8%	219	62.4%	0	0.0%	351
BOSTON COLLEGE	369	46.1%	432	53.9%	0	0.0%	801
BOSTON UNIVERSITY	353	46.5%	406	53.5%	0	0.0%	759
BRIGHAM YOUNG UNIVERSITY	205	53.4%	179	46.6%	0	0.0%	384
BROOKLYN LAW SCHOOL	467	39.0%	717	59.8%	12	1.0%	1,198
CALIFORNIA WESTERN SCHOOL OF LAW	240	38.5%	382	61.3%	1	0.2%	623
CALIFORNIA-BERKELEY, UNIVERSITY OF	370	36.3%	629	61.7%	18	1.8%	1,019
CALIFORNIA-DAVIS, UNIVERSITY OF	239	37.3%	389	60.7%	13	2.0%	641
CALIFORNIA-HASTINGS, UNIVERSITY OF	446	39.6%	672	59.7%	7	0.6%	1,125
CALIFORNIA-IRVINE, UNIVERSITY OF	196	42.0%	260	55.7%	5	1.1%	467
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	437	43.4%	560	55.7%	6	0.6%	1,006
CAMPBELL UNIVERSITY	232	42.1%	319	57.9%	0	0.0%	551
CAPITAL UNIVERSITY	212	45.5%	254	54.5%	0	0.0%	466
CARDOZO SCHOOL OF LAW	379	39.6%	569	59.5%	2	0.2%	956
CASE WESTERN RESERVE UNIVERSITY	199	45.6%	233	53.4%	4	0.9%	436
CATHOLIC UNIVERSITY OF AMERICA	164	40.4%	242	59.6%	0	0.0%	406
CHAPMAN UNIVERSITY	198	45.7%	235	54.3%	0	0.0%	433
CHARLESTON SCHOOL OF LAW	237	38.3%	382	61.7%	0	0.0%	619
CHICAGO, UNIVERSITY OF	310	50.8%	300	49.2%	0	0.0%	610
CHICAGO-KENT COLLEGE OF LAW-IIT	314	43.9%	396	55.3%	4	0.6%	716
CINCINNATI, UNIVERSITY OF	163	42.0%	213	54.9%	0	0.0%	388
CITY UNIVERSITY OF NEW YORK	205	29.4%	442	63.3%	47	6.7%	698
CLEVELAND STATE UNIVERSITY	175	42.9%	233	57.1%	0	0.0%	408
COLORADO, UNIVERSITY OF	232	45.8%	269	53.2%	5	1.0%	506



# LEGAL EDUCATION CHARTS

## **GENDER BY LAW SCHOOL: 2022** [continued] Source: ABA Section of Legal Education and Admissions to the Bar

School	Men	% Men	Women	% Women	Others	% Others	TOTAL
COLUMBIA UNIVERSITY	678	50.0%	650	47.9%	0	0.0%	1,357
CONNECTICUT, UNIVERSITY OF	191	39.5%	293	60.5%	0	0.0%	484
CORNELL UNIVERSITY	294	50.3%	289	49.4%	2	0.3%	585
CREIGHTON UNIVERSITY	200	51.8%	186	48.2%	0	0.0%	386
DAYTON, UNIVERSITY OF	157	41.2%	219	57.5%	0	0.0%	381
DENVER, UNIVERSITY OF	306	36.4%	521	62.0%	5	0.6%	840
DEPAUL UNIVERSITY	205	38.5%	322	60.4%	1	0.2%	533
DETROIT MERCY, UNIVERSITY OF	245	40.0%	367	60.0%	0	0.0%	612
DISTRICT OF COLUMBIA	77	34.8%	144	65.2%	0	0.0%	221
DRAKE UNIVERSITY	153	47.1%	172	52.9%	0	0.0%	325
DREXEL UNIVERSITY	167	40.0%	250	59.8%	0	0.0%	418
DUKE UNIVERSITY	318	42.1%	415	55.0%	8	1.1%	755
DUQUESNE UNIVERSITY	235	48.3%	250	51.3%	0	0.0%	487
ELON UNIVERSITY	161	36.8%	277	63.2%	0	0.0%	438
EMORY UNIVERSITY	328	41.4%	464	58.6%	0	0.0%	792
FAULKNER UNIVERSITY	123	47.7%	135	52.3%	0	0.0%	258
FLORIDA A&M UNIVERSITY	119	32.9%	243	67.1%	0	0.0%	362
FLORIDA INTERNATIONAL UNIVERSITY	215	42.5%	291	57.5%	0	0.0%	506
FLORIDA STATE UNIVERSITY	227	45.6%	271	54.4%	0	0.0%	498
FLORIDA, UNIVERSITY OF	366	53.0%	324	47.0%	0	0.0%	690
FORDHAM UNIVERSITY	597	44.6%	742	55.4%	0	0.0%	1,339
GEORGE MASON UNIVERSITY	318	52.4%	289	47.6%	0	0.0%	607
GEORGE WASHINGTON UNIVERSITY	747	44.1%	943	55.7%	2	0.1%	1,692
GEORGETOWN UNIVERSITY	904	44.0%	1138	55.4%	0	0.0%	2,053
GEORGIA STATE UNIVERSITY	285	41.9%	395	58.1%	0	0.0%	680
GEORGIA, UNIVERSITY OF	255	47.5%	279	52.0%	3	0.6%	537
GOLDEN GATE UNIVERSITY	112	37.6%	185	62.1%	1	0.3%	298
GONZAGA UNIVERSITY	229	45.9%	266	53.3%	4	0.8%	499
HARVARD UNIVERSITY	816	46.4%	935	53.2%	5	0.3%	1,758
HAWAII, UNIVERSITY OF	114	37.1%	191	62.2%	2	0.7%	307
HOFSTRA UNIVERSITY	406	48.9%	425	51.1%	0	0.0%	831
HOUSTON, UNIVERSITY OF	356	46.4%	411	53.6%	0	0.0%	767
HOWARD UNIVERSITY	148	31.9%	315	67.9%	1	0.2%	464
IDAHO, UNIVERSITY OF	224	56.6%	170	42.9%	0	0.0%	396
ILLINOIS, UNIVERSITY OF	278	53.1%	244	46.6%	2	0.4%	524
INDIANA UNIVERSITY - BLOOMINGTON	268	49.2%	273	50.1%	0	0.0%	545
INDIANA UNIVERSITY - INDIANAPOLIS	311	42.8%	415	57.2%	0	0.0%	726
INTER AMERICAN UNIVERSITY OF PUERTO RICO	245	37.8%	402	61.9%	2	0.3%	649
IOWA, UNIVERSITY OF	232	46.4%	221	44.2%	0	0.0%	500
KANSAS, UNIVERSITY OF	151	43.9%	188	54.7%	5	1.5%	344

# LEGAL EDUCATION CHARTS

## GENDER BY LAW SCHOOL: 2022 [continued] Source: ABA Section of Legal Education and Admissions to the Bar

School	Men	% Men	Women	% Women	Others	% Others	TOTAL
KENTUCKY, UNIVERSITY OF	192	49.1%	199	50.9%	0	0.0%	391
LEWIS AND CLARK COLLEGE	219	38.9%	344	61.1%	0	0.0%	563
LIBERTY UNIVERSITY	185	55.7%	147	44.3%	0	0.0%	332
LINCOLN MEMORIAL	146	42.9%	193	56.8%	1	0.3%	340
LOUISIANA STATE UNIVERSITY	301	49.6%	306	50.4%	0	0.0%	607
LOUISVILLE, UNIVERSITY OF	168	46.0%	196	53.7%	0	0.0%	365
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	379	37.2%	641	62.8%	0	0.0%	1,020
LOYOLA UNIVERSITY-CHICAGO	318	35.1%	585	64.6%	1	0.1%	905
LOYOLA UNIVERSITY-NEW ORLEANS	278	46.6%	318	53.4%	0	0.0%	596
MAINE, UNIVERSITY OF	108	41.4%	151	57.9%	0	0.0%	261
MARQUETTE UNIVERSITY	285	49.0%	297	51.0%	0	0.0%	582
MARYLAND, UNIVERSITY OF	264	37.8%	428	61.3%	6	0.9%	698
MCGEORGE SCHOOL OF LAW	211	41.4%	290	56.9%	9	1.8%	510
MEMPHIS, UNIVERSITY OF	159	50.0%	159	50.0%	0	0.0%	318
MERCER UNIVERSITY	163	42.9%	217	57.1%	0	0.0%	380
MIAMI, UNIVERSITY OF	519	44.1%	650	55.3%	0	0.0%	1,176
MICHIGAN STATE UNIVERSITY	322	50.7%	312	49.1%	1	0.2%	635
MICHIGAN, UNIVERSITY OF	476	48.8%	490	50.2%	0	0.0%	976
MINNESOTA, UNIVERSITY OF	317	47.4%	349	52.2%	3	0.4%	669
MISSISSIPPI COLLEGE	179	48.9%	187	51.1%	0	0.0%	366
MISSISSIPPI, UNIVERSITY OF	260	51.0%	250	49.0%	0	0.0%	510
MISSOURI, UNIVERSITY OF	179	48.1%	193	51.9%	0	0.0%	372
MISSOURI-KANSAS CITY, UNIVERSITY OF	196	45.7%	232	54.1%	1	0.2%	429
MITCHELL HAMLINE	484	40.0%	705	58.2%	22	1.8%	1,211
MONTANA, UNIVERSITY OF	117	46.6%	134	53.4%	0	0.0%	251
NEBRASKA, UNIVERSITY OF	228	52.7%	205	47.3%	0	0.0%	433
NEW ENGLAND LAW   BOSTON	379	35.5%	674	63.2%	11	1.0%	1,067
NEW HAMPSHIRE UNIVERSITY OF	333	55.9%	263	44.1%	0	0.0%	596
NEW MEXICO, UNIVERSITY OF	143	45.5%	171	54.5%	0	0.0%	314
NEW YORK LAW SCHOOL	385	37.1%	645	62.2%	0	0.0%	1,037
NEW YORK UNIVERSITY	568	41.8%	754	55.5%	21	1.5%	1,359
NORTH CAROLINA CENTRAL UNIVERSITY	135	29.3%	324	70.3%	2	0.4%	461
NORTH CAROLINA, UNIVERSITY OF	276	46.6%	313	52.9%	2	0.3%	592
NORTH DAKOTA, UNIVERSITY OF	120	52.4%	108	47.2%	0	0.0%	229
NORTHEASTERN UNIVERSITY	175	26.6%	475	72.1%	3	0.5%	659
NORTHERN ILLINOIS UNIVERSITY	149	47.8%	162	51.9%	1	0.3%	312
NORTHERN KENTUCKY UNIVERSITY	182	50.1%	181	49.9%	0	0.0%	363
NORTHWESTERN UNIVERSITY	362	47.4%	397	52.0%	4	0.5%	763
NOTRE DAME, UNIVERSITY OF	276	52.2%	253	47.8%	0	0.0%	529
NOVA SOUTHEASTERN UNIVERSITY	263	42.4%	352	56.8%	0	0.0%	620

# LEGAL EDUCATION CHARTS

## GENDER BY LAW SCHOOL: 2022 [continued] Source: ABA Section of Legal Education and Admissions to the Bar

School	Men	% Men	Women	% Women	Others	% Others	TOTAL
OHIO NORTHERN UNIVERSITY	81	45.5%	97	54.5%	0	0.0%	178
OHIO STATE UNIVERSITY	239	45.9%	278	53.4%	4	0.8%	521
OKLAHOMA CITY UNIVERSITY	202	44.6%	251	55.4%	0	0.0%	453
OKLAHOMA, UNIVERSITY OF	256	47.3%	285	52.7%	0	0.0%	541
OREGON, UNIVERSITY OF	213	44.0%	270	55.8%	0	0.0%	484
PACE UNIVERSITY	310	37.8%	510	62.2%	0	0.0%	820
PENNSYLVANIA STATE - DICKINSON LAW	126	46.3%	139	51.1%	7	2.6%	272
PENNSYLVANIA STATE - PENN STATE LAW	175	43.5%	224	55.7%	3	0.7%	402
PENNSYLVANIA, UNIVERSITY OF	371	45.9%	431	53.3%	6	0.7%	808
PEPPERDINE UNIVERSITY	226	41.0%	325	59.0%	0	0.0%	551
PITTSBURGH, UNIVERSITY OF	187	49.1%	192	50.4%	1	0.3%	381
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	204	41.5%	287	58.5%	0	0.0%	491
PUERTO RICO, UNIVERSITY OF	181	37.9%	297	62.1%	0	0.0%	478
QUINNIPIAC UNIVERSITY	147	38.3%	237	61.7%	0	0.0%	384
REGENT UNIVERSITY	155	47.7%	170	52.3%	0	0.0%	325
RICHMOND, UNIVERSITY OF	167	39.4%	256	60.4%	0	0.0%	424
ROGER WILLIAMS UNIVERSITY	227	41.3%	316	57.5%	7	1.3%	550
RUTGERS UNIVERSITY	633	50.7%	605	48.5%	4	0.3%	1,248
SAINT LOUIS UNIVERSITY	248	42.7%	331	57.0%	0	0.0%	581
SAMFORD UNIVERSITY	186	42.0%	257	58.0%	0	0.0%	443
SAN DIEGO, UNIVERSITY OF	305	40.5%	448	59.4%	1	0.1%	754
SAN FRANCISCO, UNIVERSITY OF	139	39.4%	211	59.8%	3	0.8%	353
SANTA CLARA UNIVERSITY	297	44.7%	368	55.3%	0	0.0%	665
SEATTLE UNIVERSITY	242	36.1%	426	63.6%	0	0.0%	670
SETON HALL UNIVERSITY	375	45.6%	446	54.3%	0	0.0%	822
SOUTH CAROLINA, UNIVERSITY OF	298	47.4%	330	52.5%	0	0.0%	629
SOUTH DAKOTA, UNIVERSITY OF	114	51.6%	107	48.4%	0	0.0%	221
SOUTH TEXAS COLLEGE OF LAW HOUSTON	457	45.6%	545	54.3%	0	0.0%	1,003
SOUTHERN CALIFORNIA, UNIVERSITY OF	235	37.2%	394	62.4%	2	0.3%	631
SOUTHERN ILLINOIS UNIVERSITY-CARBON-DALE	133	52.8%	119	47.2%	0	0.0%	252
SOUTHERN METHODIST UNIVERSITY	300	43.7%	387	56.3%	0	0.0%	687
SOUTHERN UNIVERSITY	356	38.0%	574	61.2%	8	0.9%	938
SOUTHWESTERN LAW SCHOOL	374	40.6%	545	59.1%	0	0.0%	922
ST. JOHN'S UNIVERSITY	363	47.7%	398	52.3%	0	0.0%	761
ST. MARY'S UNIVERSITY	332	43.7%	426	56.1%	2	0.3%	760
ST. THOMAS UNIVERSITY (FLORIDA)	313	44.3%	393	55.7%	0	0.0%	706
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	172	36.8%	295	63.0%	1	0.2%	468
STANFORD UNIVERSITY	292	50.6%	283	49.0%	1	0.2%	577
STETSON UNIVERSITY	413	44.6%	510	55.1%	2	0.2%	925
SUFFOLK UNIVERSITY	461	36.6%	795	63.2%	0	0.0%	1,258

# LEGAL EDUCATION CHARTS

## GENDER BY LAW SCHOOL: 2022 [continued] Source: ABA Section of Legal Education and Admissions to the Bar

School	Men	% Men	Women	% Women	Others	% Others	TOTAL
SYRACUSE UNIVERSITY	310	45.6%	365	53.7%	3	0.4%	680
TEMPLE UNIVERSITY	321	48.7%	325	49.3%	10	1.5%	659
TENNESSEE, UNIVERSITY OF	196	51.3%	181	47.4%	0	0.0%	382
TEXAS A&M UNIVERSITY	235	49.7%	238	50.3%	0	0.0%	473
TEXAS AT AUSTIN, UNIVERSITY OF	468	47.1%	526	52.9%	0	0.0%	994
TEXAS SOUTHERN UNIVERSITY	216	39.0%	337	60.8%	0	0.0%	554
TEXAS TECH UNIVERSITY	197	44.4%	247	55.6%	0	0.0%	444
TOLEDO, UNIVERSITY OF	167	47.0%	188	53.0%	0	0.0%	355
TOURO UNIVERSITY	292	51.2%	274	48.1%	0	0.0%	570
TULANE UNIVERSITY	294	45.1%	358	54.9%	0	0.0%	652
TULSA, UNIVERSITY OF	187	51.9%	173	48.1%	0	0.0%	360
UNIVERSITY OF BUFFALO-SUNY	193	41.8%	269	58.2%	0	0.0%	462
UNIVERSITY OF ILLINOIS CHICAGO SCHOOL OF LAW	382	38.2%	598	59.7%	0	0.0%	1,001
UNIVERSITY OF MASSACHUSETTS DARTMOUTH	152	40.4%	224	59.6%	0	0.0%	376
UNIVERSITY OF NEVADA - LAS VEGAS	214	48.5%	227	51.5%	0	0.0%	441
UNT DALLAS COLLEGE OF LAW	154	40.7%	224	59.3%	0	0.0%	378
UTAH, UNIVERSITY OF	126	45.5%	148	53.4%	1	0.4%	277
VANDERBILT UNIVERSITY	235	44.3%	295	55.6%	0	0.0%	531
VERMONT LAW SCHOOL	143	33.3%	282	65.7%	4	0.9%	429
VILLANOVA UNIVERSITY	226	40.2%	336	59.8%	0	0.0%	562
VIRGINIA, UNIVERSITY OF	435	48.4%	459	51.1%	4	0.4%	898
WAKE FOREST UNIVERSITY	190	47.3%	210	52.2%	2	0.5%	402
WASHBURN UNIVERSITY	153	52.6%	138	47.4%	0	0.0%	291
WASHINGTON AND LEE UNIVERSITY	188	50.0%	186	49.5%	0	0.0%	376
WASHINGTON UNIVERSITY	370	47.4%	401	51.4%	6	0.8%	780
WASHINGTON, UNIVERSITY OF	195	37.4%	319	61.1%	0	0.0%	522
WAYNE STATE UNIVERSITY	158	40.9%	227	58.8%	0	0.0%	386
WEST VIRGINIA UNIVERSITY	171	54.1%	145	45.9%	0	0.0%	316
WESTERN MICHIGAN UNIVERSITY	222	42.0%	307	58.0%	0	0.0%	529
WESTERN NEW ENGLAND UNIVERSITY	125	37.2%	207	61.6%	4	1.2%	336
WESTERN STATE COLLEGE OF LAW	120	41.4%	169	58.3%	1	0.3%	290
WIDENER UNIVERSITY-DELAWARE	303	46.0%	356	54.0%	0	0.0%	659
WIDENER-COMMONWEALTH	130	37.6%	215	62.1%	1	0.3%	346
WILLAMETTE UNIVERSITY	149	44.9%	176	53.0%	2	0.6%	332
WILLIAM AND MARY LAW SCHOOL	266	43.9%	339	55.9%	1	0.2%	606
WISCONSIN, UNIVERSITY OF	394	52.0%	364	48.0%	0	0.0%	758
WYOMING, UNIVERSITY OF	124	53.4%	108	46.6%	0	0.0%	232
YALE UNIVERSITY	309	48.8%	318	50.2%	6	0.9%	633

# LEGAL EDUCATION CHARTS

## LAW STUDENTS BY RACE, ETHNICITY AND GENDER: 2022

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

Hispanic men	6,455	6.2%
Hispanic women	9,478	9.0%
Hispanic other	72	0.1%
TOTAL Hispanic	16,005	15.3%
Native American men	226	0.2%
Native American women	287	0.3%
Native American other	2	0.0%
TOTAL Native American	515	0.5%
Asian men	2,991	2.9%
Asian women	5,107	4.9%
Asian other	54	0.1%
TOTAL Asian	8,152	7.8%
Black men	3,070	2.9%
Black women	5,979	5.7%
Black other	30	0.0%
TOTAL Black	9,079	8.7%
Native Hawaiian or Pacific Islander men	68	0.1%
Native Hawaiian or Pacific Islander women	115	0.1%
Native Hawaiian or Pacific Islander other	11	0.0%
TOTAL Native Hawaiian or Pacific Islander	194	0.2%
White men	32,950	31.4%
White women	37,577	35.8%
White other	353	0.3%
TOTAL White	70,880	67.6%
Total men	45,760	43.7%
Total women	58,543	55.8%
Total other	522	0.5%
TOTAL ALL	104,825	100.0%

# LEGAL EDUCATION CHARTS

## STUDENTS OF COLOR RECEIVING JURIS DOCTOR DEGREES BY SCHOOL: 2022

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

School	Students of color receiving JDs	% Students of color	Total degrees awarded
AKRON, UNIVERSITY OF	13	11.9%	109
ALABAMA, UNIVERSITY OF	25	18.9%	132
ALBANY LAW SCHOOL OF UNION UNIVERSITY	34	20.7%	164
AMERICAN UNIVERSITY	120	37.4%	321
APPALACHIAN SCHOOL OF LAW	11	27.5%	40
ARIZONA STATE UNIVERSITY	77	28.1%	274
ARIZONA, UNIVERSITY OF	33	22.8%	145
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	19	16.1%	118
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	22	15.1%	146
AVE MARIA SCHOOL OF LAW	20	27.0%	74
BALTIMORE, UNIVERSITY OF	75	38.3%	196
BARRY UNIVERSITY	88	50.3%	175
BAYLOR UNIVERSITY	36	24.8%	145
BELMONT UNIVERSITY	12	10.0%	120
BOSTON COLLEGE	61	23.8%	256
BOSTON UNIVERSITY	67	29.0%	231
BRIGHAM YOUNG UNIVERSITY	18	14.9%	121
BROOKLYN LAW SCHOOL	118	34.5%	342
CALIFORNIA WESTERN SCHOOL OF LAW	103	44.2%	233
CALIFORNIA-BERKELEY, UNIVERSITY OF	133	37.0%	359
CALIFORNIA-DAVIS, UNIVERSITY OF	108	50.0%	216
CALIFORNIA-HASTINGS, UNIVERSITY OF	143	46.3%	309
CALIFORNIA-IRVINE, UNIVERSITY OF	72	50.7%	142
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	117	34.6%	338
CAMPBELL UNIVERSITY	25	15.9%	157
CAPITAL UNIVERSITY	22	16.9%	130
CARDOZO SCHOOL OF LAW	60	20.9%	287
CASE WESTERN RESERVE UNIVERSITY	19	16.5%	115
CATHOLIC UNIVERSITY OF AMERICA	30	27.3%	110
CHAPMAN UNIVERSITY	60	40.0%	150
CHARLESTON SCHOOL OF LAW	25	14.5%	173
CHICAGO, UNIVERSITY OF	81	37.3%	217
CHICAGO-KENT COLLEGE OF LAW-IIT	61	26.8%	228
CINCINNATI, UNIVERSITY OF	27	20.8%	130
CITY UNIVERSITY OF NEW YORK	91	48.4%	188
CLEVELAND STATE UNIVERSITY	28	21.2%	132
COLORADO, UNIVERSITY OF	54	32.5%	166
COLUMBIA UNIVERSITY	114	27.6%	413
CONNECTICUT, UNIVERSITY OF	34	22.4%	152

# LEGAL EDUCATION CHARTS

## STUDENTS OF COLOR RECEIVING JURIS DOCTOR DEGREES BY SCHOOL: 2022 [continued]

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

School	Students of color receiving JDs	% Students of color	Total degrees awarded
CORNELL UNIVERSITY	65	32.3%	201
CREIGHTON UNIVERSITY	30	26.3%	114
DAYTON, UNIVERSITY OF	23	26.4%	87
DENVER, UNIVERSITY OF	39	15.7%	248
DEPAUL UNIVERSITY	63	33.3%	189
DETROIT MERCY, UNIVERSITY OF	25	13.8%	181
DISTRICT OF COLUMBIA	46	73.0%	63
DRAKE UNIVERSITY	13	12.0%	108
DREXEL UNIVERSITY	30	19.1%	157
DUKE UNIVERSITY	64	29.6%	216
DUQUESNE UNIVERSITY	23	17.8%	129
ELON UNIVERSITY	38	29.9%	127
EMORY UNIVERSITY	76	31.0%	245
FAULKNER UNIVERSITY	10	19.6%	51
FLORIDA A&M UNIVERSITY	109	69.0%	158
FLORIDA INTERNATIONAL UNIVERSITY	110	64.0%	172
FLORIDA STATE UNIVERSITY	73	34.1%	214
FLORIDA, UNIVERSITY OF	72	32.3%	223
FORDHAM UNIVERSITY	127	31.6%	402
GEORGE MASON UNIVERSITY	28	19.2%	146
GEORGE WASHINGTON UNIVERSITY	132	23.3%	566
GEORGETOWN UNIVERSITY	169	25.7%	658
GEORGIA STATE UNIVERSITY	61	27.7%	220
GEORGIA, UNIVERSITY OF	34	17.7%	192
GOLDEN GATE UNIVERSITY	64	54.2%	118
GONZAGA UNIVERSITY	23	17.7%	130
HARVARD UNIVERSITY	194	31.8%	611
HAWAII, UNIVERSITY OF	73	68.9%	106
HOFSTRA UNIVERSITY	74	28.6%	259
HOUSTON, UNIVERSITY OF	79	38.5%	205
HOWARD UNIVERSITY	154	95.7%	161
IDAHO, UNIVERSITY OF	46	27.4%	168
ILLINOIS, UNIVERSITY OF	22	17.1%	129
INDIANA UNIVERSITY - BLOOMINGTON	30	17.3%	173
INDIANA UNIVERSITY - INDIANAPOLIS	44	22.3%	197
INTER AMERICAN UNIVERSITY OF PUERTO RICO	185	98.4%	188
IOWA, UNIVERSITY OF	27	16.8%	161
KANSAS, UNIVERSITY OF	15	15.2%	99
KENTUCKY, UNIVERSITY OF	12	14.1%	85

# LEGAL EDUCATION CHARTS

## STUDENTS OF COLOR RECEIVING JURIS DOCTOR DEGREES BY SCHOOL: 2022 [continued]

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

School	Students of color receiving JDs	% Students of color	Total degrees awarded
LEWIS AND CLARK COLLEGE	41	23.3%	176
LIBERTY UNIVERSITY	20	29.0%	69
LINCOLN MEMORIAL	14	16.7%	84
LOUISIANA STATE UNIVERSITY	38	19.2%	198
LOUISVILLE, UNIVERSITY OF	14	15.9%	88
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	135	40.7%	332
LOYOLA UNIVERSITY-CHICAGO	65	24.9%	261
LOYOLA UNIVERSITY-NEW ORLEANS	55	34.8%	158
MAINE, UNIVERSITY OF	7	9.6%	73
MARQUETTE UNIVERSITY	42	22.5%	187
MARYLAND, UNIVERSITY OF	56	27.1%	207
MCGEORGE SCHOOL OF LAW	57	37.3%	153
MEMPHIS, UNIVERSITY OF	39	32.0%	122
MERCER UNIVERSITY	25	20.8%	120
MIAMI, UNIVERSITY OF	183	47.2%	388
MICHIGAN STATE UNIVERSITY	40	17.6%	227
MICHIGAN, UNIVERSITY OF	86	26.5%	325
MINNESOTA, UNIVERSITY OF	41	17.4%	235
MISSISSIPPI COLLEGE	21	19.4%	108
MISSISSIPPI, UNIVERSITY OF	43	28.9%	149
MISSOURI, UNIVERSITY OF	12	13.2%	91
MISSOURI-KANSAS CITY, UNIVERSITY OF	22	18.0%	122
MITCHELL HAMLINE	66	20.1%	328
MONTANA, UNIVERSITY OF	8	9.9%	81
NEBRASKA, UNIVERSITY OF	12	8.6%	139
NEW ENGLAND LAW   BOSTON	67	23.7%	283
NEW HAMPSHIRE UNIVERSITY OF	14	13.9%	101
NEW MEXICO, UNIVERSITY OF	38	49.4%	77
NEW YORK LAW SCHOOL	99	27.0%	366
NEW YORK UNIVERSITY	149	31.6%	472
NORTH CAROLINA CENTRAL UNIVERSITY	93	71.5%	130
NORTH CAROLINA, UNIVERSITY OF	46	24.3%	189
NORTH DAKOTA, UNIVERSITY OF	10	12.5%	80
NORTHEASTERN UNIVERSITY	53	29.0%	183
NORTHERN ILLINOIS UNIVERSITY	24	23.8%	101
NORTHERN KENTUCKY UNIVERSITY	16	13.7%	117
NORTHWESTERN UNIVERSITY	86	32.5%	265
NOTRE DAME, UNIVERSITY OF	58	27.6%	210
NOVA SOUTHEASTERN UNIVERSITY	78	46.4%	168



# LEGAL EDUCATION CHARTS

## STUDENTS OF COLOR RECEIVING JURIS DOCTOR DEGREES BY SCHOOL: 2022 [continued]

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

School	Students of color receiving JDs	% Students of color	Total degrees awarded
OHIO NORTHERN UNIVERSITY	9	22.0%	41
OHIO STATE UNIVERSITY	29	15.4%	188
OKLAHOMA CITY UNIVERSITY	46	31.3%	147
OKLAHOMA, UNIVERSITY OF	47	28.1%	167
OREGON, UNIVERSITY OF	31	22.3%	139
PACE UNIVERSITY	64	30.5%	210
PENNSYLVANIA STATE - DICKINSON LAW	14	17.1%	82
PENNSYLVANIA STATE - PENN STATE LAW	23	17.0%	135
PENNSYLVANIA, UNIVERSITY OF	90	34.4%	262
PEPPERDINE UNIVERSITY	44	25.3%	174
PITTSBURGH, UNIVERSITY OF	22	17.6%	125
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	103	100.0%	103
PUERTO RICO, UNIVERSITY OF	147	100.0%	147
QUINNIPIAC UNIVERSITY	24	18.9%	127
REGENT UNIVERSITY	14	14.4%	97
RICHMOND, UNIVERSITY OF	29	23.0%	126
ROGER WILLIAMS UNIVERSITY	34	22.4%	152
RUTGERS UNIVERSITY	117	30.5%	383
SAINT LOUIS UNIVERSITY	37	20.2%	183
SAMFORD UNIVERSITY	19	13.1%	145
SAN DIEGO, UNIVERSITY OF	75	30.6%	245
SAN FRANCISCO, UNIVERSITY OF	74	55.6%	133
SANTA CLARA UNIVERSITY	122	54.0%	226
SEATTLE UNIVERSITY	80	38.5%	208
SETON HALL UNIVERSITY	40	20.3%	197
SOUTH CAROLINA, UNIVERSITY OF	39	19.6%	199
SOUTH DAKOTA, UNIVERSITY OF	5	6.0%	83
SOUTH TEXAS COLLEGE OF LAW HOUSTON	134	45.3%	296
SOUTHERN CALIFORNIA, UNIVERSITY OF	85	39.9%	213
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	15	19.2%	78
SOUTHERN METHODIST UNIVERSITY	78	28.9%	270
SOUTHERN UNIVERSITY	118	60.8%	194
SOUTHWESTERN LAW SCHOOL	130	43.5%	299
ST. JOHN'S UNIVERSITY	69	29.0%	238
ST. MARY'S UNIVERSITY	139	59.4%	234
ST. THOMAS UNIVERSITY (FLORIDA)	161	82.6%	195
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	26	16.0%	163
STANFORD UNIVERSITY	79	40.9%	193
STETSON UNIVERSITY	78	29.0%	269
SUFFOLK UNIVERSITY	61	18.7%	326

# LEGAL EDUCATION CHARTS

## STUDENTS OF COLOR RECEIVING JURIS DOCTOR DEGREES BY SCHOOL: 2022 [continued]

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

School	Students of color receiving JDs	% Students of color	Total degrees awarded
SYRACUSE UNIVERSITY	59	29.9%	197
TEMPLE UNIVERSITY	69	29.0%	238
TENNESSEE, UNIVERSITY OF	23	18.9%	122
TEXAS A&M UNIVERSITY	49	28.5%	172
TEXAS AT AUSTIN, UNIVERSITY OF	98	33.9%	289
TEXAS SOUTHERN UNIVERSITY	164	94.8%	173
TEXAS TECH UNIVERSITY	47	37.0%	127
TOLEDO, UNIVERSITY OF	19	20.4%	93
TOURO UNIVERSITY	56	35.7%	157
TULANE UNIVERSITY	55	30.4%	181
TULSA, UNIVERSITY OF	26	25.7%	101
UNIVERSITY OF BUFFALO-SUNY	27	20.3%	133
UNIVERSITY OF ILLINOIS CHICAGO SCHOOL OF LAW	82	29.4%	279
UNIVERSITY OF MASSACHUSETTS DARTMOUTH	20	23.8%	84
UNIVERSITY OF NEVADA - LAS VEGAS	47	34.6%	136
UNT DALLAS COLLEGE OF LAW	55	50.5%	109
UTAH, UNIVERSITY OF	18	17.1%	105
VANDERBILT UNIVERSITY	35	19.7%	178
VERMONT LAW SCHOOL	43	28.5%	151
VILLANOVA UNIVERSITY	32	17.2%	186
VIRGINIA, UNIVERSITY OF	71	21.7%	327
WAKE FOREST UNIVERSITY	56	28.6%	196
WASHBURN UNIVERSITY	23	20.5%	112
WASHINGTON AND LEE UNIVERSITY	34	28.6%	119
WASHINGTON UNIVERSITY	48	21.1%	227
WASHINGTON, UNIVERSITY OF	39	25.5%	153
WAYNE STATE UNIVERSITY	25	20.3%	123
WEST VIRGINIA UNIVERSITY	9	8.4%	107
WESTERN NEW ENGLAND UNIVERSITY	14	17.7%	79
WESTERN STATE COLLEGE OF LAW	23	53.5%	43
WIDENER UNIVERSITY-DELAWARE	41	21.9%	187
WIDENER-COMMONWEALTH	28	28.6%	98
WILLAMETTE UNIVERSITY	23	23.5%	98
WILLIAM AND MARY LAW SCHOOL	31	13.8%	225
WISCONSIN, UNIVERSITY OF	50	22.2%	225
WYOMING, UNIVERSITY OF	14	20.0%	70
YALE UNIVERSITY	96	45.9%	209
TOTALS	10,931	30.6%	35,675

# LEGAL EDUCATION CHARTS

## BAR EXAM RESULTS BY STATE: 2022 Source: National Conference of Bar Examiners

Jurisdiction	First-Time Takers/ Repeaters	Taking	Passing	% Passing
Alabama	First-Time Takers	436	332	76%
Alabama	Repeaters	372	59	16%
Alaska	First-Time Takers	75	46	61%
Alaska	Repeaters	27	8	30%
Arizona	First-Time Takers	533	375	70%
Arizona	Repeaters	190	40	21%
Arkansas	First-Time Takers	228	167	73%
Arkansas	Repeaters	81	40	49%
California	First-Time Takers	6,091	3,915	64%
California	Repeaters	4,186	895	21%
Colorado	First-Time Takers	766	561	73%
Colorado	Repeaters	194	59	30%
Connecticut	First-Time Takers	333	231	69%
Connecticut	Repeaters	129	38	29%
Delaware	First-Time Takers	181	116	64%
Delaware	Repeaters	78	21	27%
District of Columbia	First-Time Takers	1,595	1,216	76%
District of Columbia	Repeaters	411	112	27%
Florida	First-Time Takers	2,915	1,857	64%
Florida	Repeaters	1,227	297	24%
Georgia	First-Time Takers	894	686	77%
Georgia	Repeaters	525	143	27%
Hawaii	First-Time Takers	194	144	74%
Hawaii	Repeaters	61	20	33%
Idaho	First-Time Takers	190	131	69%
Idaho	Repeaters	71	24	34%
Illinois	First-Time Takers	1,955	1,456	74%
Illinois	Repeaters	740	215	29%
Indiana	First-Time Takers	459	344	75%
Indiana	Repeaters	150	49	33%
Iowa	First-Time Takers	196	163	83%
Iowa	Repeaters	45	19	42%
Kansas	First-Time Takers	163	131	80%
Kansas	Repeaters	33	13	39%
Kentucky	First-Time Takers	273	192	70%
Kentucky	Repeaters	110	44	40%
Louisiana	First-Time Takers	485	353	73%

# LEGAL EDUCATION CHARTS

## BAR EXAM RESULTS BY STATE: 2022 [continued] Source: National Conference of Bar Examiners

Jurisdiction	First-Time Takers/ Repeaters	Taking	Passing	% Passing
Louisiana	Repeaters	131	40	31%
Maine	First-Time Takers	183	131	72%
Maine	Repeaters	51	13	25%
Maryland	First-Time Takers	1,015	758	75%
Maryland	Repeaters	326	76	23%
Massachusetts	First-Time Takers	1,419	1,116	79%
Massachusetts	Repeaters	403	104	26%
Michigan	First-Time Takers	565	420	74%
Michigan	Repeaters	315	124	39%
Minnesota	First-Time Takers	588	509	87%
Minnesota	Repeaters	160	74	46%
Mississippi	First-Time Takers	151	112	74%
Mississippi	Repeaters	34	11	32%
Missouri	First-Time Takers	660	512	78%
Missouri	Repeaters	194	69	36%
Montana	First-Time Takers	136	103	76%
Montana	Repeaters	30	14	47%
Nebraska	First-Time Takers	209	169	81%
Nebraska	Repeaters	42	23	55%
Nevada	First-Time Takers	416	255	61%
Nevada	Repeaters	98	39	40%
New Hampshire	First-Time Takers	93	57	61%
New Hampshire	Repeaters	27	7	26%
New Jersey	First-Time Takers	923	645	70%
New Jersey	Repeaters	500	153	31%
New Mexico	First-Time Takers	149	117	79%
New Mexico	Repeaters	56	33	59%
New York	First-Time Takers	9,457	6,867	73%
New York	Repeaters	3,220	861	27%
North Carolina	First-Time Takers	900	651	72%
North Carolina	Repeaters	283	92	33%
North Dakota	First-Time Takers	70	48	69%
North Dakota	Repeaters	21	8	38%
Ohio	First-Time Takers	977	767	79%
Ohio	Repeaters	297	79	27%
Oklahoma	First-Time Takers	388	265	68%
Oklahoma	Repeaters	129	47	36%
Oregon	First-Time Takers	445	343	77%

# LEGAL EDUCATION CHARTS

## BAR EXAM RESULTS BY STATE: 2022 Source: National Conference of Bar Examiners

Jurisdiction	First-Time Takers/ Repeaters	Taking	Passing	% Passing
Oregon	Repeaters	86	42	49%
Pennsylvania	First-Time Takers	1,381	1,014	73%
Pennsylvania	Repeaters	445	119	27%
Rhode Island	First-Time Takers	103	60	58%
Rhode Island	Repeaters	20	7	35%
South Carolina	First-Time Takers	395	302	76%
South Carolina	Repeaters	153	52	34%
South Dakota	First-Time Takers	82	65	79%
South Dakota	Repeaters	30	8	27%
Tennessee	First-Time Takers	726	489	67%
Tennessee	Repeaters	282	80	28%
Texas	First-Time Takers	2,993	2,201	74%
Texas	Repeaters	1,123	376	33%
Utah	First-Time Takers	316	280	89%
Utah	Repeaters	36	7	19%
Vermont	First-Time Takers	81	48	59%
Vermont	Repeaters	30	6	20%
Virginia	First-Time Takers	558	435	78%
Virginia	Repeaters	169	85	50%
Washington	First-Time Takers	681	523	77%
Washington	Repeaters	207	66	32%
West Virginia	First-Time Takers	131	85	65%
West Virginia	Repeaters	54	19	35%
Wisconsin	First-Time Takers	132	83	63%
Wisconsin	Repeaters	55	14	25%
Wyoming	First-Time Takers	58	35	60%
Wyoming	Repeaters	12	5	42%
Guam	First-Time Takers	11	7	64%
Guam	Repeaters	5	2	40%
Northern Mariana Islands	First-Time Takers	1	1	100%
Northern Mariana Islands	Repeaters	1	1	100%
Palau	First-Time Takers	8	5	63%
Palau	Repeaters	4	1	33%
Puerto Rico	First-Time Takers	393	181	46%
Puerto Rico	Repeaters	515	240	47%
Virgin Islands	First-Time Takers	9	7	78%
Virgin Islands	Repeaters	6	3	50%
Total for All Jurisdictions	First-Time Takers	44,771	32,088	72%
Total for All Jurisdictions	Repeaters	18,180	5,096	28%

# LEGAL EDUCATION CHARTS

## WHERE LAW SCHOOL GRADUATES WORK 10 MONTHS AFTER GRADUATION: CLASS OF 2012-2022

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

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%	14.6%	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%
2021	50.6%	10.0%	10.4%	5.3%	9.6%	7.7%	0.7%	1.2%	1.2%
2022	52.0%	9.0%	10.4%	5.3%	9.1%	8.4%	0.5%	1.3%	1.0%