



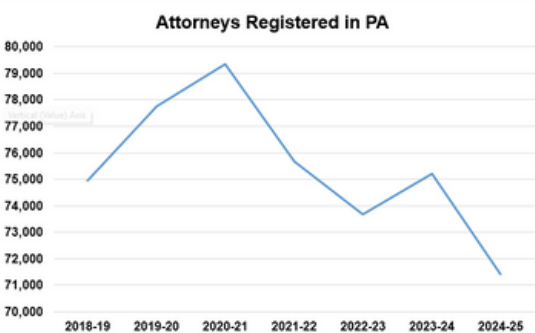
# PA ATTORNEY DEMOGRAPHICS

## Data, Trends & Observations

At the suggestion of the Pennsylvania Commission for Fairness & Justice, along with various legal community organizations, the Disciplinary Board (“Board”) of the Supreme Court of Pennsylvania initiated the collection and reporting of voluntary self-identification inquiries regarding gender and race/ethnicity on attorney registration forms in 2018. This infographic showcases data from the 2024-25 reporting period, highlights trends observed over the past seven years, and provides comparisons with law school demographics, U.S. Census data, and the national lawyer population.

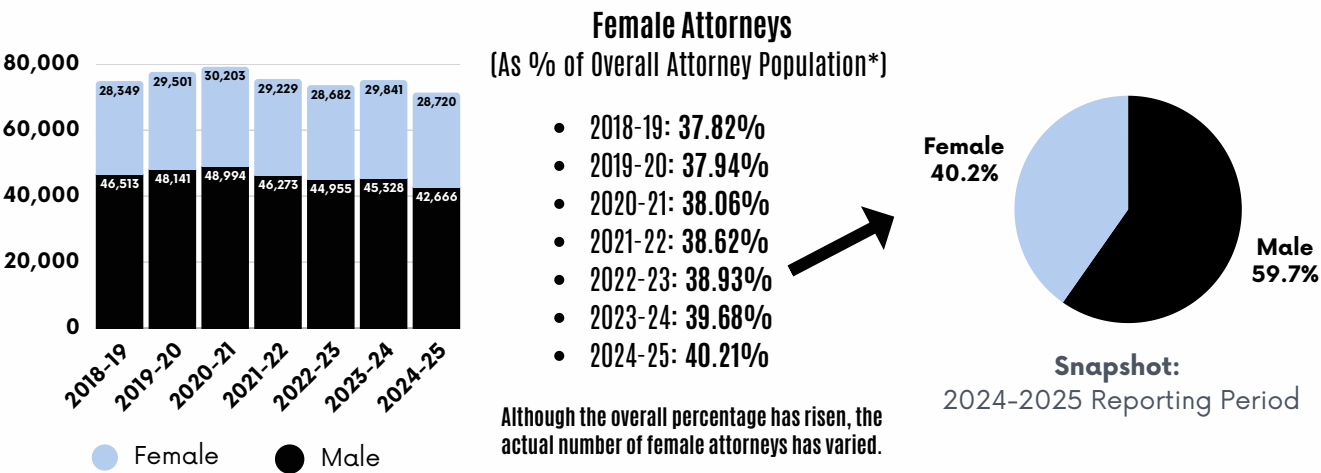
### TOTAL ATTORNEYS IN PA

Over the past 7 years, an average of 75,290 attorneys registered each year. The largest fluctuation in registration occurred from 2020-21 to 2021-22 (a decrease from 79,352 to 75,680).<sup>1</sup> The emerging trend is a gradual decline in attorneys.

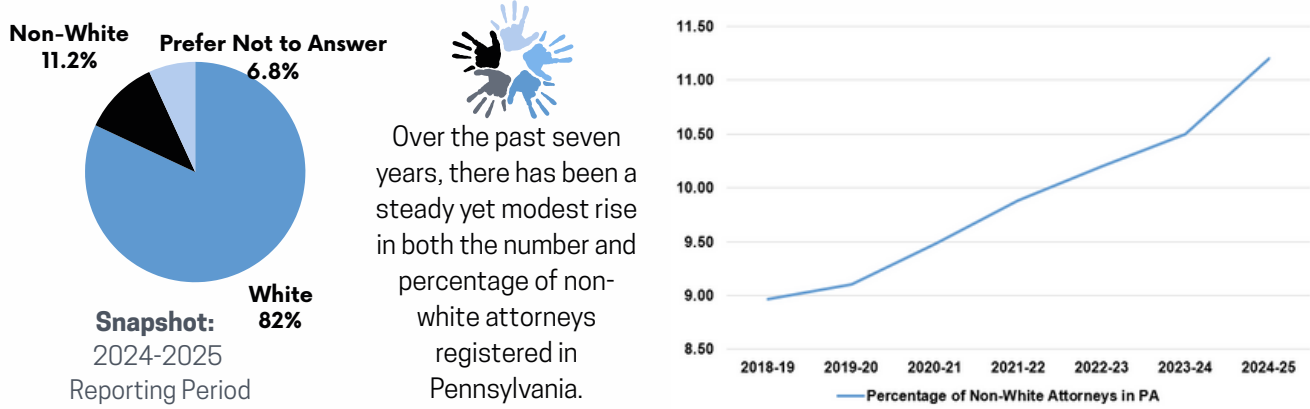


1. It is suspected that this decrease was the result of the COVID-19 pandemic.

### GENDER TRENDS



### RACE/ETHNICITY TRENDS

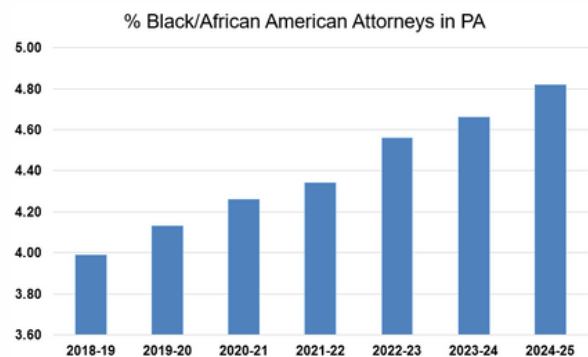


### RACE & ETHNICITY: INTRODUCTION

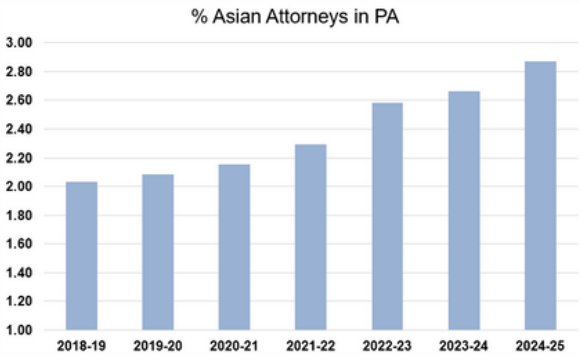
Over the past seven years, there has been a steady decrease in the number of attorneys choosing to omit their race and/or ethnicity identification, dropping from 13.00% in 2018-19 to 6.84% in 2024-25. In contrast, the gender response rate has remained relatively stable, with an omission rate of 0.13% in 2018-19 compared to 0.05% in 2024-25. Overall, an increasing number of attorneys are voluntarily providing their gender, race, and ethnicity information to the Board.

### RACE & ETHNICITY TRENDS: A DEEPER DIVE

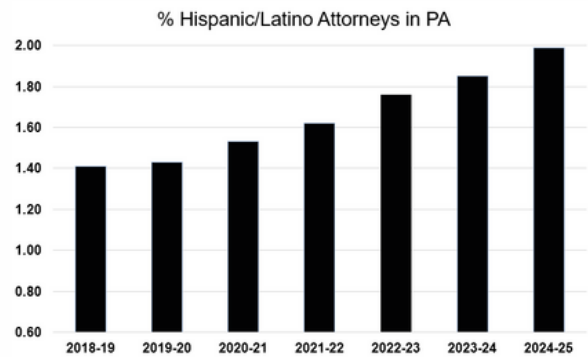
#### Black/African-American



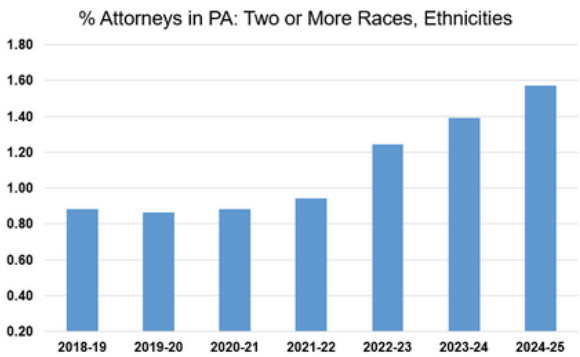
#### Asian



#### Hispanic/Latino



#### Two or More Races/Ethnicities



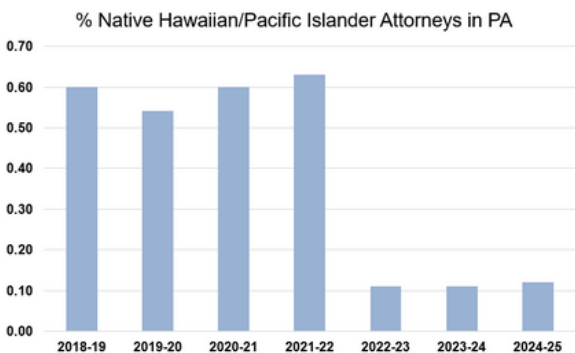


# PA ATTORNEY DEMOGRAPHICS

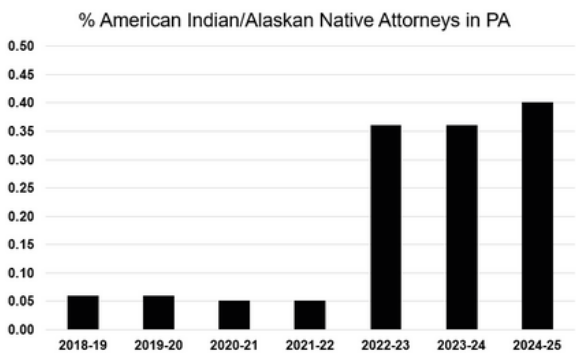
## Continued

### RACE & ETHNICITY TRENDS: A DEEPER DIVE

#### Native Hawaiian/Pacific Islander

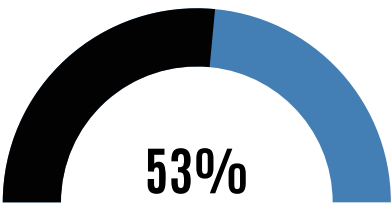


#### American Indian/Alaskan Native

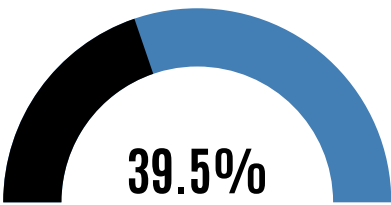


### PA LAW STUDENTS VS. PA ATTORNEYS

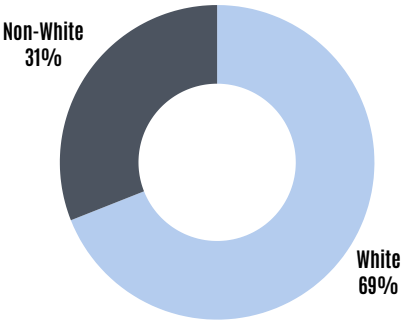
Enjuris collects and publishes demographic data on law students in PA. Below is a comparison of the most recent Enjuris data with the data reported by the Board for the same period (2023-24).



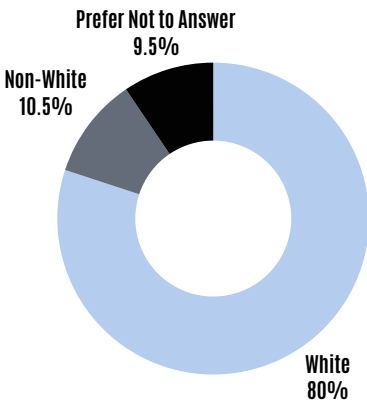
ENJURIS REPORTED THAT 53% OF LAW STUDENTS IN PA WERE WOMEN



THE BOARD REPORTED THAT 39.5% OF REGISTERED ATTORNEYS WERE WOMEN



ENJURIS REPORTED THAT 31% OF LAW STUDENTS IN PA BELONGED TO A RACIAL OR ETHNIC MINORITY



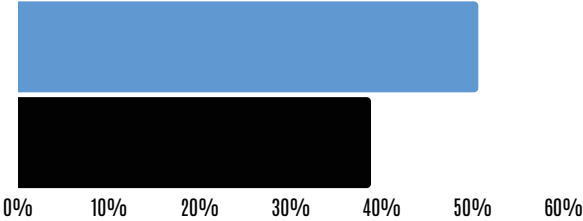
THE BOARD REPORTED THAT 10.5% OF ATTORNEYS IN PA BELONGED TO A RACIAL OR ETHNIC MINORITY.

### PA ATTORNEY DATA VS. PA CENSUS DATA

The following analysis compares data from the U.S. Census with reports published by the Board over the last seven attorney reporting periods, spanning from 2018 to 2024.

#### GENDER

50.6% OF PENNSYLVANIANS ARE WOMEN. 38.8% OF ATTORNEYS IN PA ARE WOMEN.



#### LEGEND



% OF POPULATION IN PA (CENSUS)

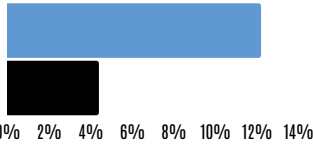
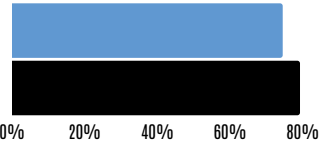


% OF PA ATTORNEY POPULATION

#### RACE/ETHNICITY

##### WHITE

Census: 74.5% of Pennsylvanians  
PA Attorney Population: 79.26%

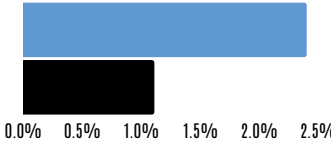
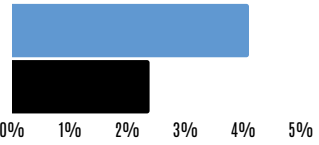


##### BLACK/AFRICAN-AMERICAN

Census: 12.2% of Pennsylvanians  
PA Attorney Population: 4.39%

##### ASIAN

Census: 4.1% of Pennsylvanians  
PA Attorney Population: 2.38%

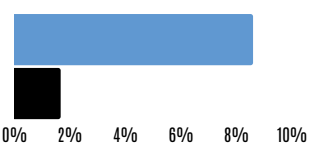
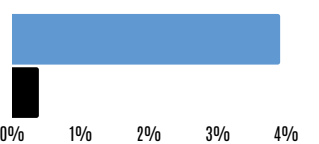


##### TWO OR MORE RACES/ETHNICITIES

Census: 2.4% of Pennsylvanians  
PA Attorney Population: 1.11%

##### OTHER

Census: 3.91% of Pennsylvanians  
PA Attorney Population: 0.39%

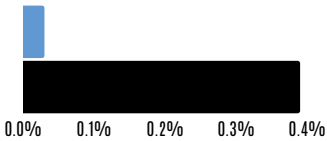


##### HISPANIC/LATINO

Census: 8.6% of Pennsylvanians  
PA Attorney Population: 1.66%

##### NATIVE HAWAIIAN/PACIFIC ISLANDER

Census: 0.03% of Pennsylvanians  
PA Attorney Population: 0.39%



##### AMERICAN INDIAN/ALASKAN NATIVE

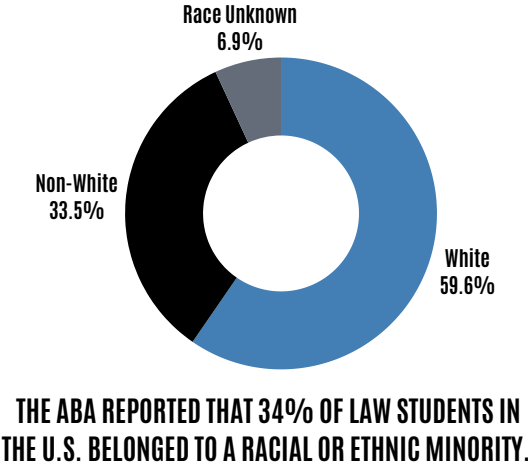
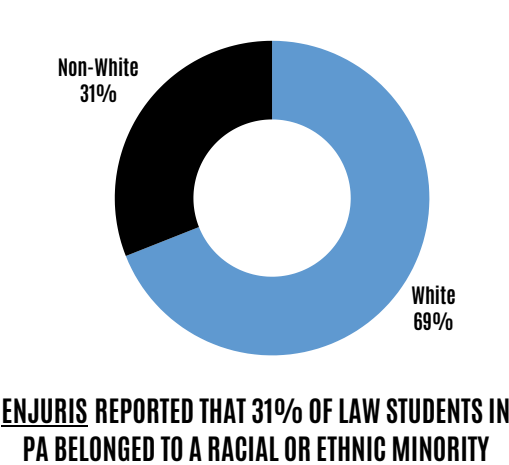
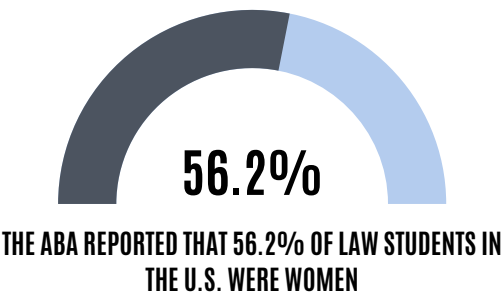
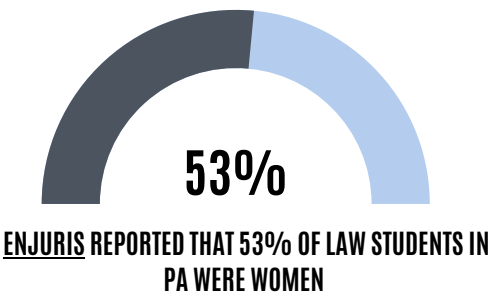
Census: 0.24% of Pennsylvanians  
PA Attorney Population: 0.19%



# ATTORNEY DEMOGRAPHICS: PA Versus U.S. Data

## PA VERSUS NATIONAL LAW STUDENT DATA

Here is a comparison of the latest Enjuris data alongside the information released by the American Bar Association in its annual report titled “Profile of the Legal Profession” for the same timeframe (2023).



## PA ATTORNEY DATA VS. NATIONAL ATTORNEY DATA

The following compares the most recent national attorney data reported by the ABA to data published by the Disciplinary Board in PA over the same time period (2024).<sup>1,2</sup>

### LEGEND



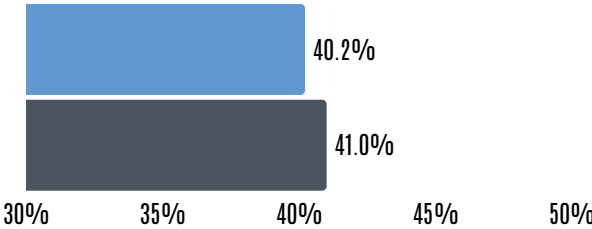
% OF PA ATTORNEY POPULATION



% OF U.S. ATTORNEY POPULATION

### GENDER

40.2% OF ATTORNEYS IN PA WERE WOMEN IN 2024.  
41% OF ATTORNEYS IN THE U.S. WERE WOMEN IN 2024.

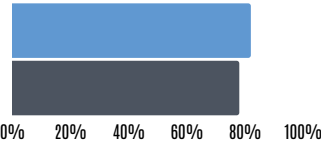


### RACE/ETHNICITY

#### WHITE

PA Attorney Population:  
81.98%

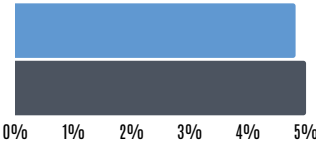
US Attorney Population:  
78.00%



#### BLACK/AFRICAN-AMERICAN

PA Attorney Population:  
4.82%

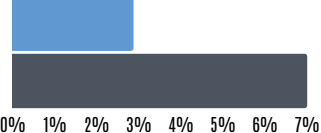
US Attorney Population:  
5.00%



#### ASIAN

PA Attorney Population:  
2.87%

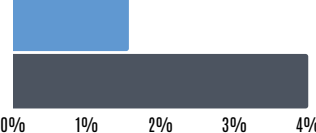
US Attorney Population:  
7.00%



#### TWO OR MORE RACES/ETHNICITIES

PA Attorney Population:  
1.57%

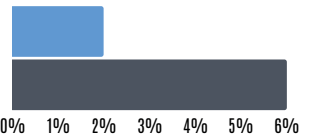
US Attorney Population:  
4.00%



#### HISPANIC/LATINO

PA Attorney Population:  
1.99%

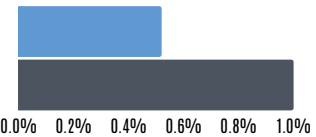
US Attorney Population:  
6.00%



#### NATIVE AMERICAN/PACIFIC ISLANDER/NATIVE HAWAIIAN

PA Attorney Population:  
0.52%

US Attorney Population:  
1.00%



1. 24 states ask attorneys their race and ethnicity, constituting 43% of all U.S. lawyers.

2. The ABA report captures additional categories not currently collected in PA, including lawyers with disabilities and LGBTQIA+ lawyers. Such data allows for a fuller accounting of the diversity of the profession.

## ATTORNEY DEMOGRAPHIC TRENDS: PURPOSE, BENEFITS



### Purpose

- Establish a demographic baseline for all individuals registered as attorneys in Pennsylvania.
- Monitor demographic changes and assess progress in diversifying the legal profession.
- Supply data to inform appointing authorities and employers about the availability of diverse attorneys for career-advancing appointments and job opportunities.

### Benefits

- Improved performance and competitiveness within the profession
- Greater ability to attract qualified candidates
- Boosted public trust and confidence in the justice system
- Enhanced access for historically marginalized communities

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### CONTACT US

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