



DIVERSIFYING THE LEGAL PROFESSION IN PENNSYLVANIA

VOLUNTARY DEMOGRAPHIC CHECK-OFF BOXES ON PA LAW LICENSE APPLICATIONS- 2025-26

After recommendations from the Pennsylvania Commission for Fairness & Justice, the Pennsylvania Bar Association, and other groups in the legal community, the Disciplinary Board of the Supreme Court of Pennsylvania included a voluntary race/ethnicity self-identification question on attorney registration forms beginning in 2018. On October 27, 2025, the Board reported the following results. Of 72,439 attorney registrants, 89.4 percent answered information regarding their race/ethnicity (**the lowest percentage since 2022-23**). 96.2 percent of attorneys provided information regarding their gender (**the lowest percentage to date**).

89.4%
Race/Ethnicity

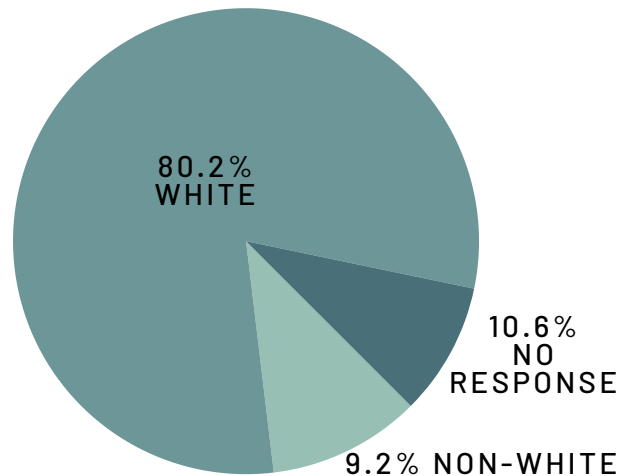
96.2%
Gender

CURRENT DIVERSITY MAKE UP

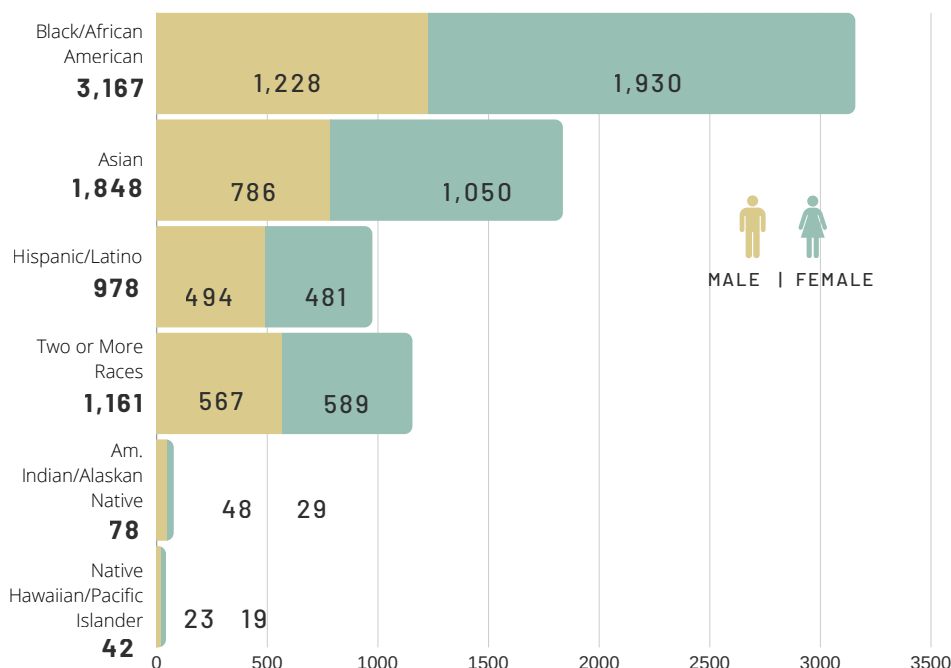


57.4% of lawyers in PA identify as male. **38.8%** identify as female (the lowest since 2021-22).

Note: The Disciplinary Board does not provide a checkable option for transgender, nonbinary, or other gender diverse attorneys.



RACE/ETHNICITY OF NON-WHITE ATTORNEYS



PURPOSES:

- To establish a demographic baseline of all applicants for Pennsylvania law licenses
- To track changes in demographics for purposes of measuring progress in diversifying the profession
- To provide data to help inform appointing authorities of the availability of diverse attorneys for career-enhancing appointments

BENEFITS



ENHANCED FUNCTIONING AND COMPETITIVENESS OF THE PROFESSION



INCREASED OPPORTUNITY TO ATTRACT QUALIFIED INDIVIDUALS



INCREASED PUBLIC TRUST AND CONFIDENCE IN THE JUSTICE SYSTEM



INCREASED ACCESS FOR HISTORICALLY MARGINALIZED GROUPS