



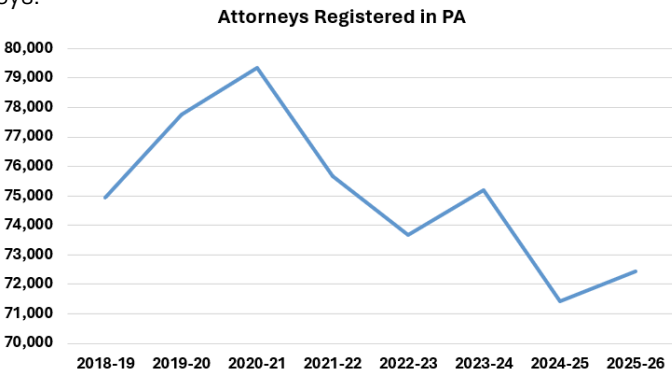
PA ATTORNEY DEMOGRAPHICS

Data, Trends & Observations

Since 2018, the Disciplinary Board of the Supreme Court of Pennsylvania, at the urging of the Pennsylvania Commission for Fairness & Justice and other legal organizations, has collected and reported gender and race/ethnicity of registered attorneys in Pennsylvania. This infographic showcases data from the 2025-26 reporting period, highlights trends over the past eight years, and provides comparisons with U.S. Census data and the national lawyer population.

TOTAL ATTORNEYS IN PA

Over the last 8 years, there was an average of 75,062 registered attorneys. The largest fluctuation in attorney registration occurred from 2023-24 to 2024-25 (a decrease from 75,207 to 71,423). The emerging trend is a nonlinear but gradual decline in attorneys.

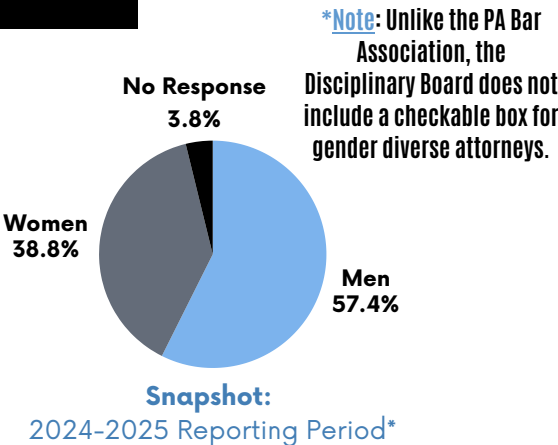


GENDER TRENDS

Women Attorneys (As % of Overall Attorney Population)

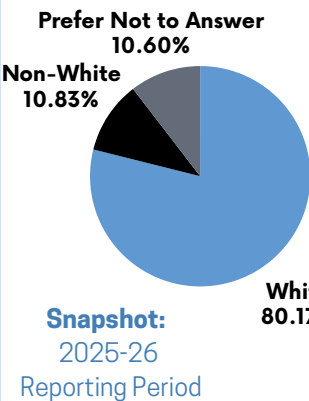
- 2018-19: 37.82%
- 2019-20: 37.94%
- 2020-21: 38.06%
- 2021-22: 38.62%
- 2022-23: 38.93%
- 2023-24: 39.68%
- 2024-25: 40.21%
- 2025-26: 38.79%

The percentage of registered women attorneys declined for the first time in 2025-26, representing the lowest figure on record since 2021-22.

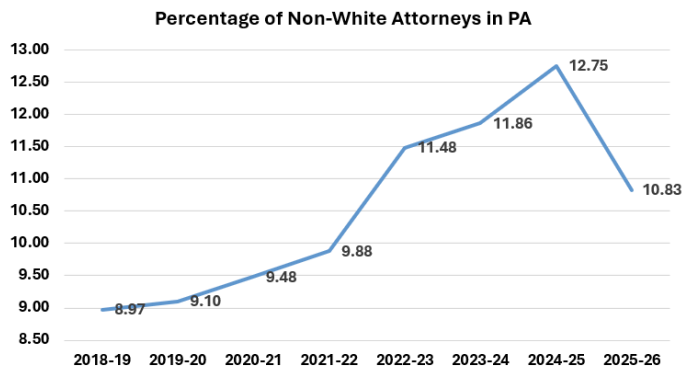


The percentage of registered attorneys who did not respond to the gender query increased by 7,500%, from 37 attorneys (0.05%) in 2024-25 to 2,772 attorneys (3.8%) in 2025-26.

RACE/ETHNICITY TRENDS



Following a modest but steady rise in the percentage of non-white attorneys registered in PA, that percentage dipped for the first time in the 2025-26 reporting period.

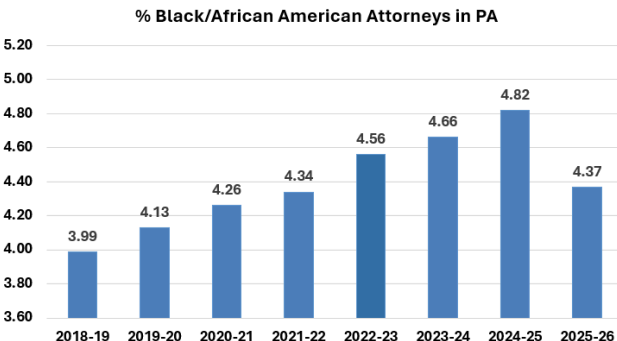


RACE & ETHNICITY: INTRODUCTION

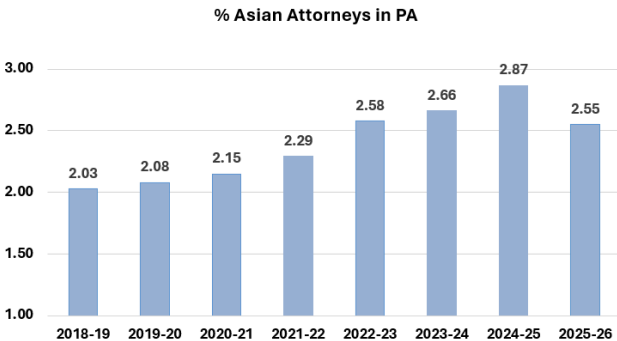
Over the past seven years, there was a steady decrease in the number of attorneys choosing to omit their race and/or ethnicity, dropping from 13.00% in 2018-19 to 6.84% in 2024-25. In 2025-26, that percentage rose to 10.60%. This increase tracks a similar trend for the gender query response rate: while that figure has remained relatively stable, fluctuating between 0.05% and 0.13%, it increased to 3.83% in 2025-26. This dip in the number of attorneys voluntarily providing their gender, race, and ethnicity to the Board mirrors headwinds at the national level - see page 3, *infra*, for more information.

RACE & ETHNICITY TRENDS: A DEEPER DIVE

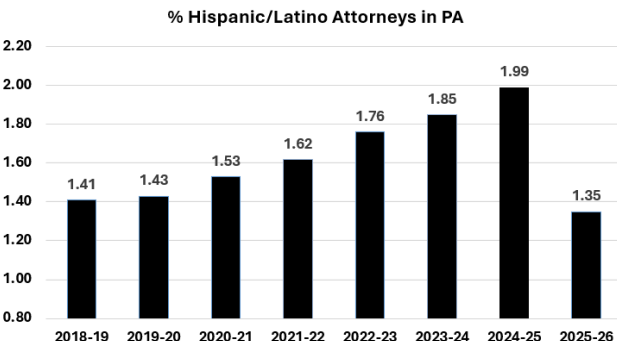
Black/African-American



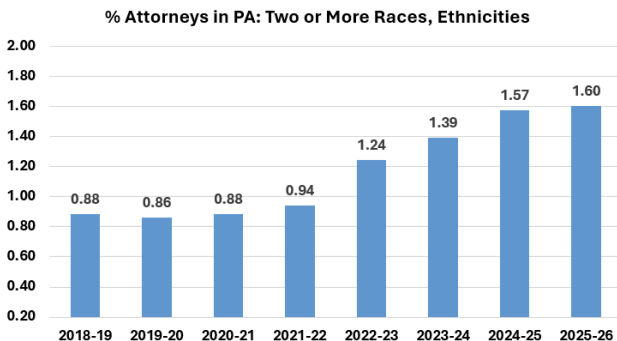
Asian



Hispanic/Latino



Two or More Races/Ethnicities



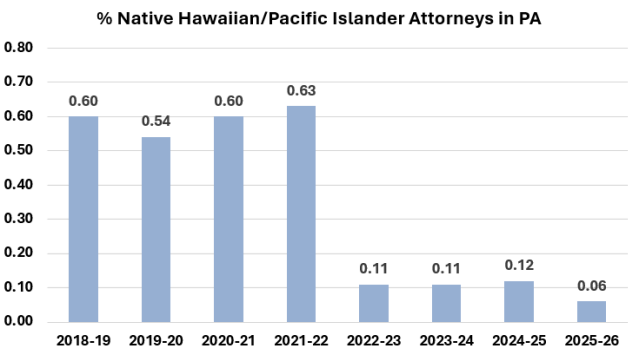


PA ATTORNEY DEMOGRAPHICS

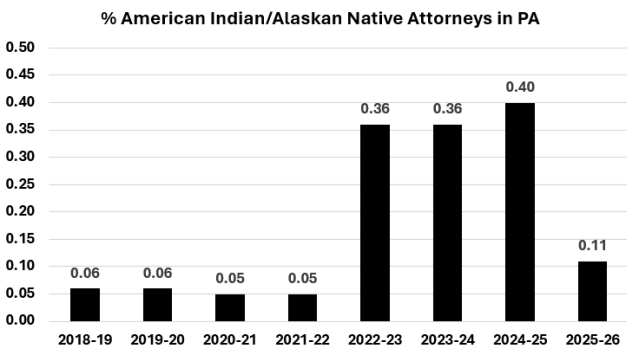
Continued

RACE & ETHNICITY TRENDS: A DEEPER DIVE

Native Hawaiian/Pacific Islander



American Indian/Alaskan Native



PA ATTORNEY DATA VS. PA CENSUS DATA



The following analysis compares data from the U.S. Census (July 1, 2025 estimates) with data published by the Disciplinary Board in PA over the same time period (2025).

LEGEND



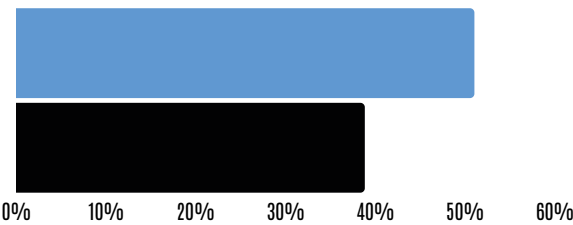
% OF POPULATION IN PA (CENSUS)



% OF PA ATTORNEY POPULATION

GENDER

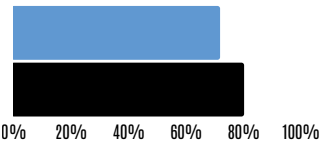
AS OF 2025, 51.0% OF PENNSYLVANIANS ARE WOMEN. IN 2025, 38.8% OF ATTORNEYS IN PA WERE WOMEN.



RACE/ETHNICITY

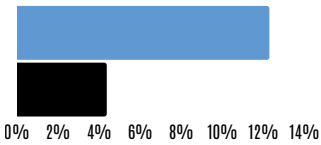
WHITE

Census: 71.8% of Pennsylvanians
PA Attorney Population: 80.17%



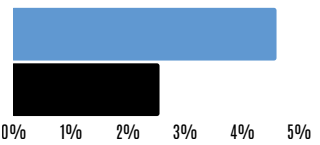
BLACK/AFRICAN AMERICAN

Census: 12.3% of Pennsylvanians
PA Attorney Population: 4.37%



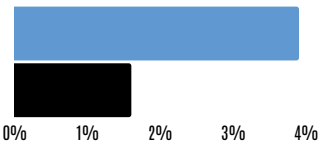
ASIAN

Census: 4.6% of Pennsylvanians
PA Attorney Population: 2.55%



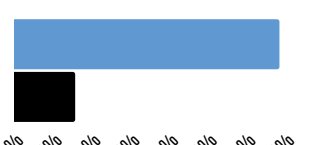
TWO OR MORE RACES/ETHNICITIES

Census: 3.9% of Pennsylvanians
PA Attorney Population: 1.60%



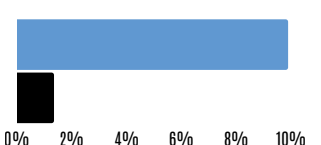
OTHER

Census: 3.43% of Pennsylvanians
PA Attorney Population: 0.79%



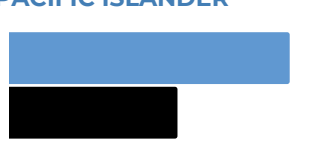
HISPANIC/LATINO

Census: 9.9% of Pennsylvanians
PA Attorney Population: 1.35%



NATIVE HAWAIIAN/PACIFIC ISLANDER

Census: 0.10% of Pennsylvanians
PA Attorney Population: 0.06%



AMERICAN INDIAN/ALASKAN NATIVE

Census: 0.70% of Pennsylvanians
PA Attorney Population: 0.11%



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 (2025).^{1,2}

LEGEND



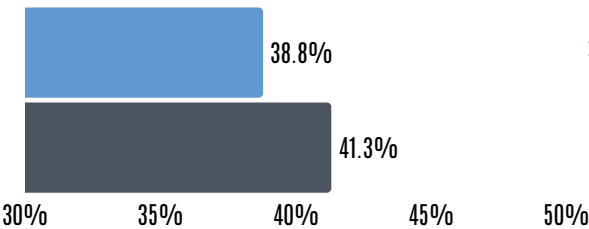
% OF PA ATTORNEY POPULATION



% OF U.S. ATTORNEY POPULATION

GENDER

38.8% OF ATTORNEYS IN PA WERE WOMEN IN 2025. 41.3% OF ATTORNEYS IN THE U.S. WERE WOMEN IN 2025.

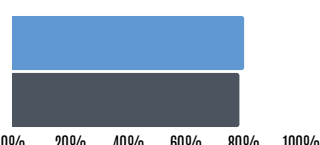


* In 2025, 45 states asked attorneys their gender, constituting 73% of all U.S. lawyers.

RACE/ETHNICITY

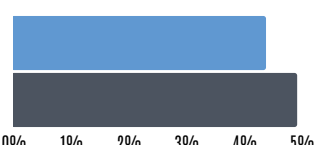
WHITE

PA Attorney Population: 80.17%
US Attorney Population: 78.54%



BLACK/AFRICAN AMERICAN

PA Attorney Population: 4.37%
US Attorney Population: 4.91%



ASIAN

PA Attorney Population: 2.55%
US Attorney Population: 6.37%



TWO OR MORE RACES/ETHNICITIES

PA Attorney Population: 1.60%
US Attorney Population: 3.76%



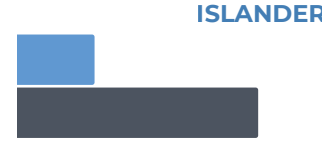
HISPANIC/LATINO

PA Attorney Population: 1.35%
US Attorney Population: 5.89%



NATIVE AMERICAN/PACIFIC ISLANDER/NATIVE HAWAIIAN

PA Attorney Population: 0.17%
US Attorney Population: 0.53%



1. In 2025, 28 states asked attorneys their race and ethnicity, constituting 44% 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 DEMOGRAPHICS: *What's on the Horizon?*

Then (2018-19) *VS* Now (2025-26): The Long Run

The first demographic reporting period occurred in PA in 2018-19. How does the most recent period (2025-26) stack up to the original data?

Raw Numbers

- The raw number of **Black** (177), **Asian** (330), **American Indian or Alaskan Native** (33), and **Other** (570) attorneys has *increased* from the first to this year's reporting period.
- The raw number of **White** (-428), **Hispanic or Latino** (-78), and **Native Hawaiian or Pacific Islander** (-406) has *decreased*.

Race, Ethnicity, & Gender: Intersectional Data

- The number of **White** (+917), **Other** (+237), **Asian** (+210), **Black** (+173), and **American Indian or Alaskan Native** (+6) women attorneys has *increased*.
- The number of **Native Hawaiian or Other Pacific Islander** (-172) and **Hispanic or Latino** (-29) women attorneys has *decreased*.

Then (2024-25) *VS* Now (2025-26): Data Attrition

In 2025-26, there were 1,016 *more* registered attorneys in Pennsylvania than in 2024-25. However:

- The reported numbers for both **male** and **female** attorneys *decreased* over the same time frame.
- The raw numbers of White (-480), Black (-277), Asian (-201), Hispanic or Latino (-442), American Indian or Alaskan Native (-208), Native Hawaiian or Other Pacific Islander (-45), and Other (-125) – i.e., **nearly all collected racial and ethnic categories** – also *decreased*.

How is this possible?

After several years of linear, positive strides, Pennsylvania attorneys' self-reporting of gender, race, and ethnicity experienced a **significant decline**:

- The number of attorneys not responding to the gender query increased from 37 respondents to 2,772 **(+2,735)**.
- The number of attorneys not responding to the race/ethnicity query increased from 4,887 respondents to 7,681 **(+2,794)**.

PA Trends Reflect a National Phenomenon, Uncertain Future

The decline in PA attorneys' participation in demographic data collection mirrors an emerging trend across the United States.

Each year, the National Association for Law Placement (NALP) produces a Report on Diversity, reflecting its analysis of demographic findings from data provided by legal employers across the United States. Check out the chart below to see what this year's Report found.

	Finding
Declining Participation	Nearly one-third (32%) fewer law offices provided demographic data. The steepest drop in response rates came from the largest firms (i.e., more than 700 attorneys).
What the Limited Data Shows	Just over 30% of law firm associates last year were people of color, the first decline since 2010. The percentage of Black partners at law firms also decreased for the first time since 2014. The percentage of summer associates of color fell by 5.5 points to 37.53%, the largest decrease recorded in NALP's tracking.

Trends and Takeaways: An Uncertain Future

- As in Pennsylvania, the available pool of U.S. attorney demographic data is shrinking.
- The limited data suggests the profession is backsliding after years of slow progress.
- This is a challenging time to lose insight into legal profession demographics: next year's summer associates will represent the first law school class admitted after the Supreme Court's landmark decision striking down collegiate affirmative action.
- Law firms' withholding data makes it harder for new graduates to decide where to work.



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

**Pennsylvania Judicial Center
601 Commonwealth Avenue, Suite 1400
Harrisburg, PA 17106
Phone: (717) 231-3300, ext. 4139**

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