



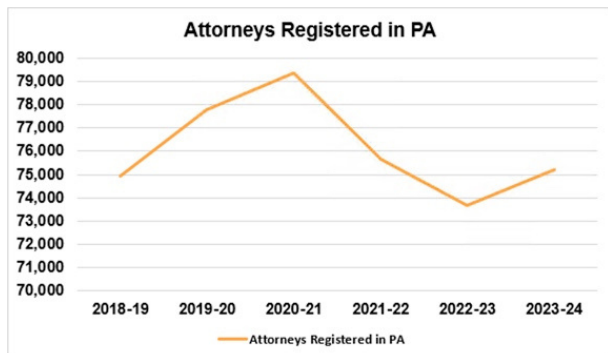
PA ATTORNEY DEMOGRAPHICS

Data, Trends & Observations

At the recommendation of the Pennsylvania Interbranch Commission for Gender, Racial, and Ethnic Fairness and other groups in the legal community, in 2018 the Disciplinary Board (“Board”) of the Supreme Court of Pennsylvania began collecting and later reporting voluntary self-identification queries for gender and race/ethnicity on attorney registration forms. This infographic presents data from the 2023-24 reporting period, data trends over the last six years, and comparisons to both law school and census demographics.

TOTAL ATTORNEYS IN PA

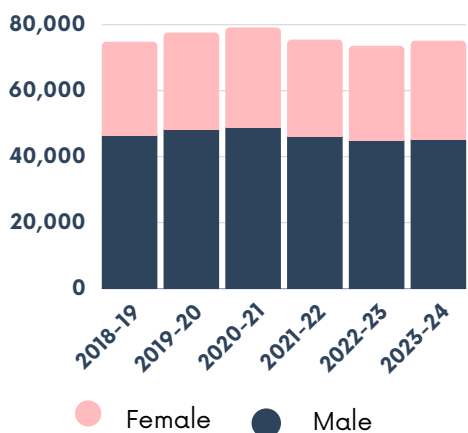
An average of **76,106 attorneys** registered each year. The largest fluctuation in attorney registrations occurred from 2020-21 to 2021-22. During that time, there was a decrease in the number of registered attorneys from 79,352 to 75,680.¹



1. It is suspected that this decrease was the result of the recent pandemic.

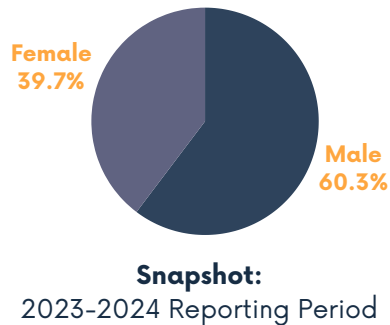
GENDER TRENDS

Over the past six years, there has been a **modest** but **gradual** increase in the percentage of female attorneys registered in PA.

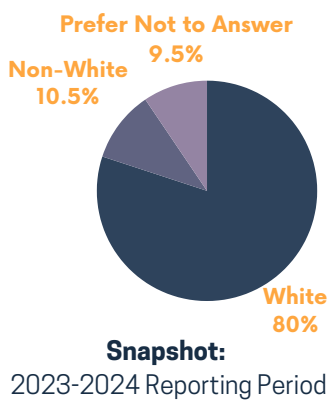


Female Attorneys (As % of Overall Attorney Population)

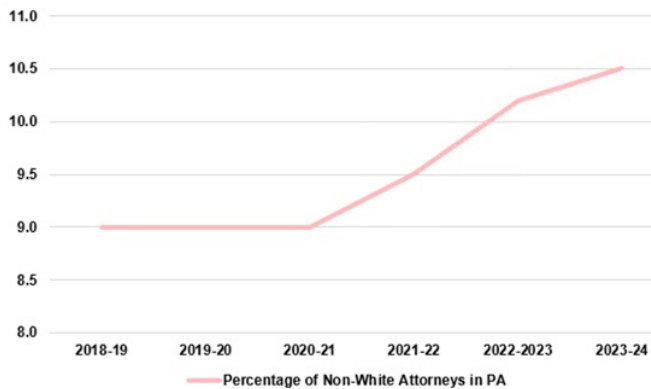
- 2018-19: 37.82%
- 2019-20: 37.94%
- 2020-21: 38.06%
- 2021-22: 38.62%
- 2022-23: 38.93%
- 2023-24: 39.68%



RACE/ETHNICITY TRENDS

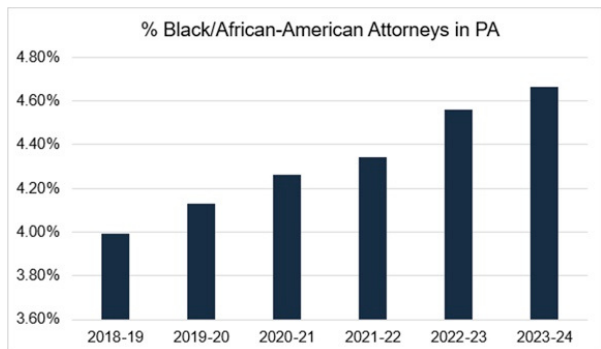


Over the last six years, there has been a **modest** but **gradual** increase in the number and percentage of non-white attorneys registered in PA.

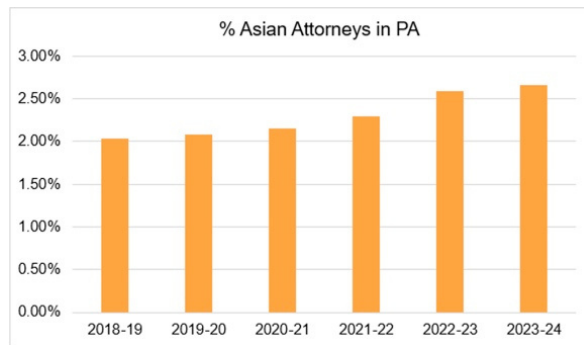


RACE & ETHNICITY TRENDS: A DEEPER DIVE

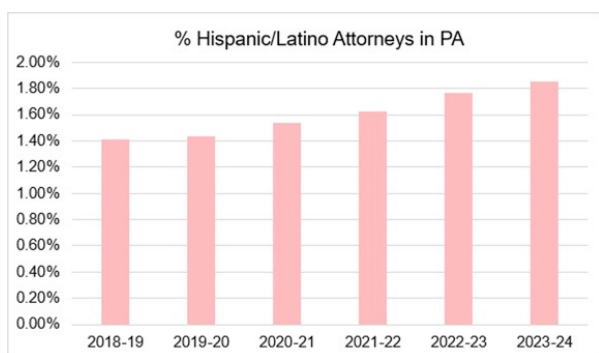
Black/African-American



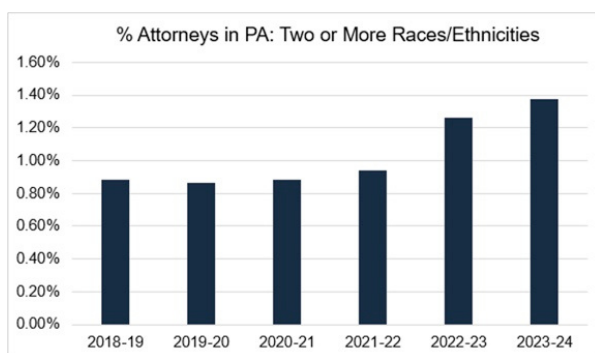
Asian



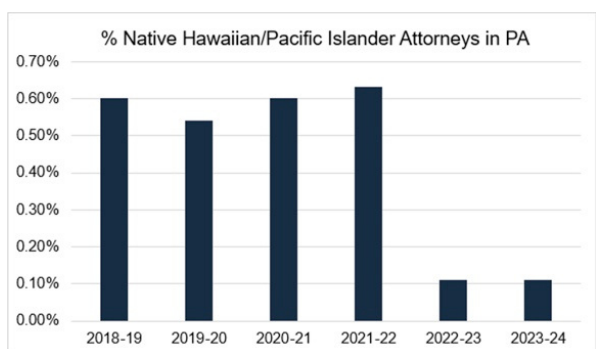
Hispanic/Latino



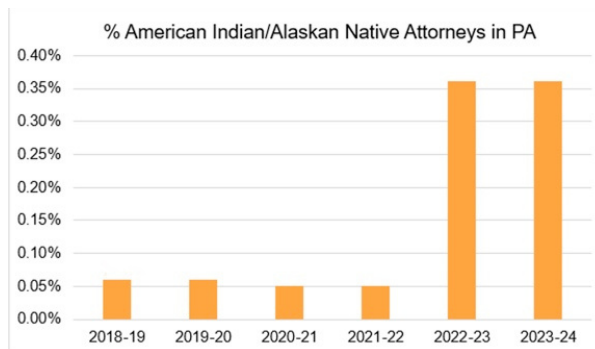
Two or More Races/Ethnicities



Native Hawaiian/Pacific Islander



American Indian/Alaskan Native





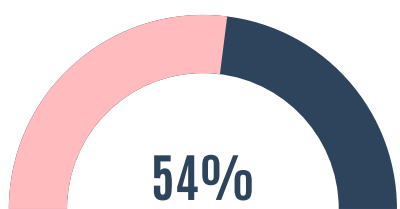
PA ATTORNEY DEMOGRAPHICS

RACE & ETHNICITY: FINAL NOTE

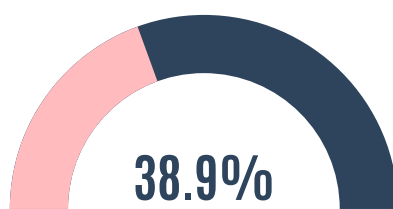
Over the last six years, there has been a gradual decline in the number of attorneys electing to omit the race and/or ethnicity with which they identify (13.00% in 2018-19, compared to 9.46% in 2023-24). More attorneys are opting in and voluntarily sharing race and ethnicity information with the Board.

PA LAW STUDENTS VS. PA ATTORNEYS

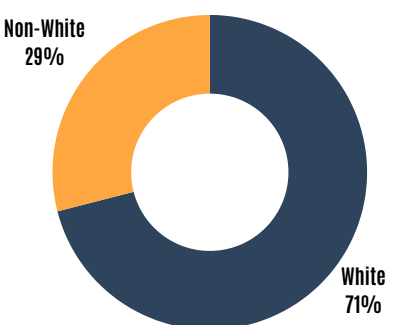
Enjuris collects and publishes demographic data on law students in PA. Below is a comparison of Enjuris data with the data reported by the Board for the same 2022-2023 period.



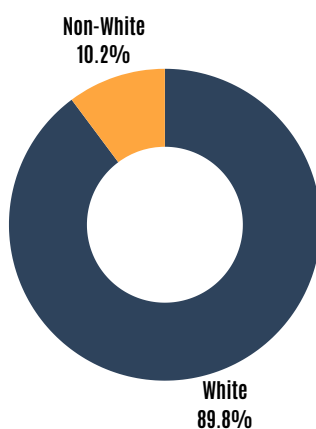
ENJURIS REPORTED THAT 54% OF LAW STUDENTS IN PA WERE FEMALE



THE BOARD REPORTED THAT 38.9% OF REGISTERED ATTORNEYS WERE FEMALE



ENJURIS REPORTED THAT 29% OF LAW STUDENTS IN PA BELONGED TO A RACIAL OR ETHNIC MINORITY



THE BOARD REPORTED THAT 10.2% OF ATTORNEYS IN PA BELONGED TO A RACIAL OR ETHNIC MINORITY.

PA ATTORNEY DATA VS. PA CENSUS DATA

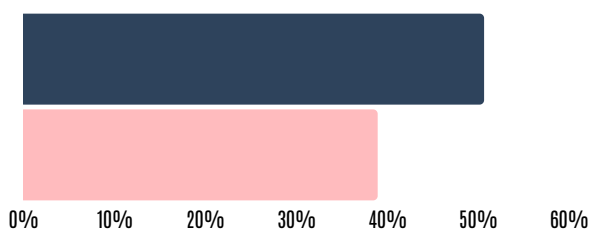
The following compares data reported by the U.S. Census to those published by the Board over the past six attorney reporting periods (2018-2023).

LEGEND



GENDER

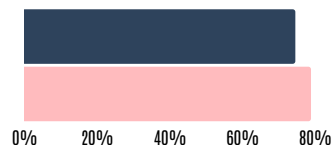
50.6% OF PENNSYLVANIANS ARE WOMEN. 38.5% OF ATTORNEYS IN PA ARE WOMEN.



RACE/ETHNICITY

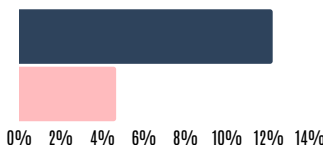
WHITE

Census: 74.5% of Pennsylvanians
PA Attorney Population: 78.81%



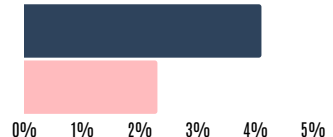
BLACK/AFRICAN-AMERICAN

Census: 12.2% of Pennsylvanians
PA Attorney Population: 4.32%



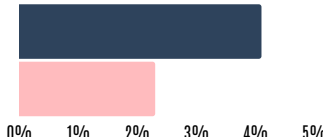
ASIAN

Census: 4.1% of Pennsylvanians
PA Attorney Population: 2.30%



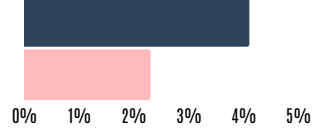
TWO OR MORE RACES/ETHNICITIES

Census: 2.4% of Pennsylvanians
PA Attorney Population: 1.03%



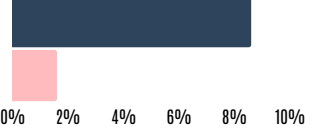
OTHER

Census: 3.91% of Pennsylvanians
PA Attorney Population: 0.29%



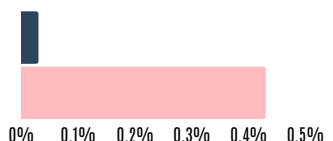
HISPANIC/LATINO

Census: 8.6% of Pennsylvanians
PA Attorney Population: 1.60%



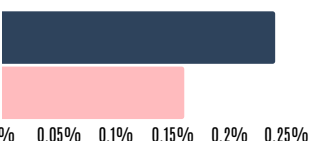
NATIVE HAWAIIAN/PACIFIC ISLANDER

Census: 0.03% of Pennsylvanians
PA Attorney Population: 0.43%



AMERICAN INDIAN/ALASKAN NATIVE

Census: 0.24% of Pennsylvanians
PA Attorney Population: 0.16%



ATTORNEY DEMOGRAPHIC TRENDS: PURPOSE, BENEFITS

Purpose

- To establish a demographic baseline of all individuals registered as attorneys in PA
- To track demographic changes and measure progress in diversifying the legal profession
- To provide data informing appointing authorities and employers of the availability of diverse attorneys for career-enhancing appointments and job hirings

Benefits

- Enhanced functioning of and competitiveness within the profession
- Increased opportunity to attract qualified individuals
- Strengthened public trust and confidence in the justice system
- Improved access for historically marginalized individuals



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