



The
DISCIPLINARY BOARD
of the Supreme Court of Pennsylvania

March 25, 2019 | Harrisburg, Pennsylvania

At the request of the Supreme Court of Pennsylvania and in an effort to establish otherwise unavailable baseline data relevant to increasing diversity in the Bar, the Disciplinary Board collected demographic data from Pennsylvania attorneys during the 2018-2019 annual registration process. Attorneys were asked to provide voluntary responses to one question regarding gender and one question regarding race/ethnicity. The questions mirrored those utilized by the Unified Judicial System to collect and report employment data to the federal government.

Relative to gender, attorneys were provided with three options for response:

- *Male*
- *Female*
- *Prefer Not to Answer*

Relative to race/ethnicity, attorneys were provided with nine (9) options for response, with definitions provided as follows:

- *Hispanic/Latino*: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- *White (Not Hispanic or Latino)*: A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- *Black/African American (Not Hispanic or Latino)*: A person having origins in any black racial groups of Africa.
- *Asian (Not Hispanic or Latino)*: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- *American Indian or Alaska Native (Not Hispanic or Latino)*: A person having origins in any of the original peoples of North and South American (including Central America), and who maintain tribal affiliation or community attachment.
- *Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)*: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- *Two or More Races*: All persons who identify with more than one of the above races.
- *Other*
- *Prefer Not to Answer*

The tables and graphs below are representative of the aggregate responses with respect to age, gender, and race and/or ethnicity for all attorney-registrants who provided responses to the questions, including those who do not maintain an office in Pennsylvania. These figures include attorneys who are registered as either Active (which includes the following statuses: Active, In-House Corporate Counsel, Temporary Licensee, and Foreign Legal Consultant) or Inactive. There exists slight variation in the total calculations for each chart because some attorneys did not respond to each question.

Table 1. Gender and Age of All Registered Pennsylvania Attorneys.

Age	Male	Female	No Response	TOTAL	%
20-29	1,343	1,348	29	2,720	3.63 %
30-39	8,707	7,765	28	16,500	22.01 %
40-49	9,048	6,863	11	15,922	21.24 %
50-59	11,604	7,147	6	18,757	25.02 %
60-69	10,640	4,450	13	15,103	20.15 %
70-79	4,453	719	6	5,178	6.91 %
80+	718	57	4	779	1.04 %
TOTAL	46,513	28,349	97	74,959	
%	62.05 %	37.82 %	0.13 %		

Graph 1. Pennsylvania Attorney Population by Gender.

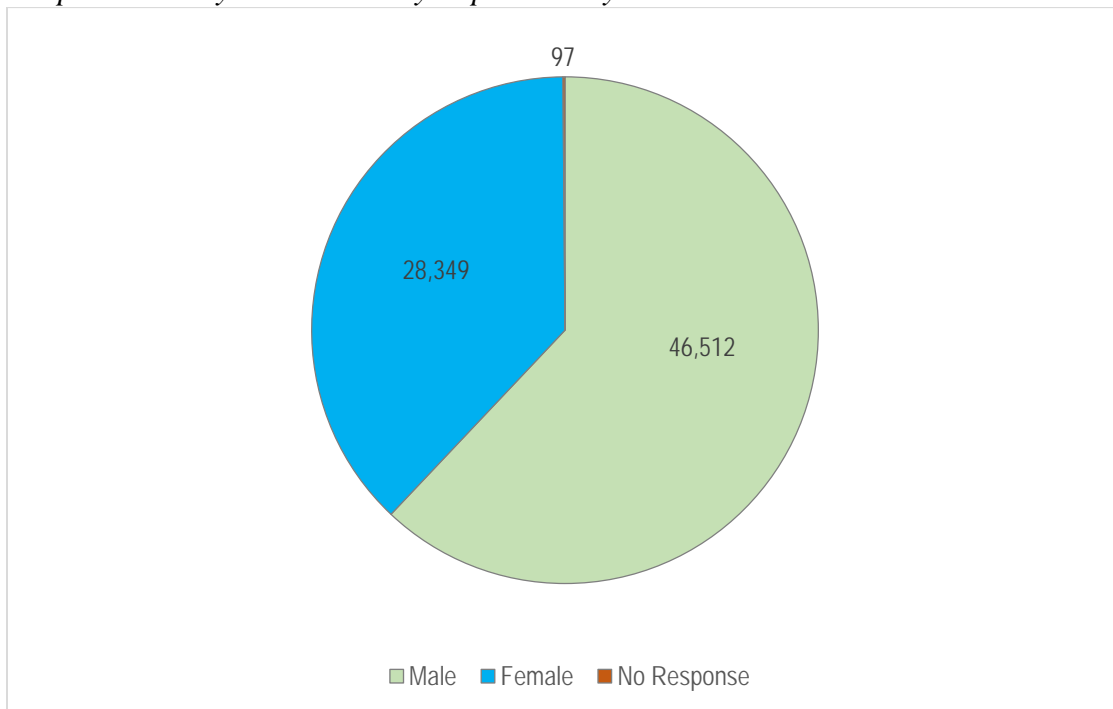


Table 2. Gender and Race/Ethnicity of All Registered Pennsylvania Attorneys.

Race/Ethnicity	Male	Female	No Response	TOTAL	%
Native Hawaiian/Pacific Islander	257	191	0	448	<i>0.60 %</i>
Black/African American	1,233	1,757	0	2,990	<i>3.99 %</i>
Asian	678	840	0	1,518	<i>2.03 %</i>
White	36,901	21,592	8	58,501	<i>78.05 %</i>
American Indian/Alaskan Native	22	23	0	45	<i>0.06 %</i>
Hispanic/Latino	546	510	0	1,056	<i>1.41 %</i>
No Response	6,576	3,077	89	9,742	<i>13.00 %</i>
Other	0	2	0	2	<i>0.00 %</i>
Two or More Races	299	357	0	656	<i>0.88 %</i>
TOTAL	46,512	28,349	97	74,958	
%	<i>62.05 %</i>	<i>37.82 %</i>	<i>0.13 %</i>		

Graph 2. Pennsylvania Attorney Population by Race/Ethnicity.

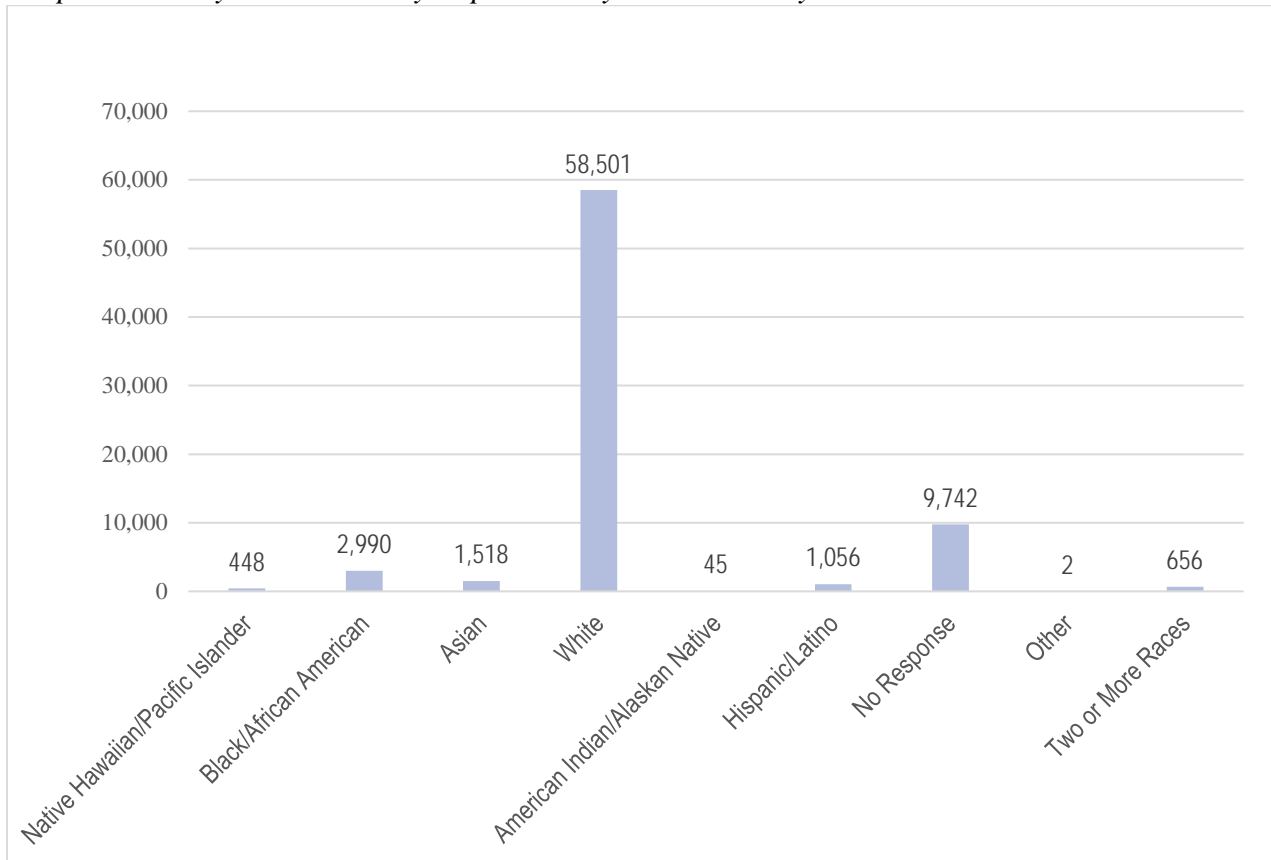


Table 3. Age and Race/Ethnicity of All Registered Pennsylvania Attorneys.

Race/Ethnicity	20-29	30-39	40-49	50-59	60-69	70-79	80+	TOTAL	%
Native Hawaiian/ Pacific Islander	20	106	112	114	81	12	4	449	0.60 %
Black/African American	117	699	561	803	630	168	12	2,990	3.99 %
Asian	82	595	455	290	75	19	2	1,518	2.03 %
White	2,137	12,516	12,213	14,519	12,036	4,387	694	58,502	78.05 %
American Indian/ Alaskan Native	4	7	10	12	11	1	0	45	0.06 %
Hispanic/Latino	74	342	243	245	127	23	2	1,056	1.41 %
No Response	239	2,021	2,144	2,634	2,080	558	65	9,741	13.00 %
Other	0	0	0	0	2	0	0	2	0.00 %
Two or More Races	47	214	184	140	61	10	0	656	0.88 %
TOTAL	2,720	16,500	15,922	18,757	15,103	5,178	779	74,959	
%	3.63%	22.01%	21.24%	25.02%	20.15%	6.91%	1.04%		

Graph 3. Pennsylvania Attorney Population by Age.

