

# Statistical Snapshot of Paralegals in Ontario

from the Paralegal Annual Report (PAR) 2015

## REPRESENTATION IN PROFESSION VS. REPRESENTATION IN ONTARIO POPULATION — RACIALIZED

Profession 35.5%

Population 25.9%

## REPRESENTATION IN PROFESSION VS. REPRESENTATION IN ONTARIO POPULATION — ABORIGINAL

Profession 1.7%

Population 2.3%

## RACIALIZED & ABORIGINAL BY PERCENTAGE OF RESPONDENTS

First Nations	0.93
Inuk	0.03
Métis	0.72
Arab	1.2
Black (e.g., African-Canadian, African, Caribbean)	7.2
Chinese	5.6
East Asian (e.g., Japanese, Korean)	1.0
Latin American, Hispanic	4.0
South Asian (e.g., Indo-Canadian, Indian Subcontinent)	9.1
Southeast Asian	3.0
West Asian (e.g., Iranian, Afghan)	2.6
More than one Racialized Group	0.7
Racialized and White	1.0
<b>Total Racialized and Aboriginal</b>	<b>35.5</b>
White	62.9

## TYPE OF LICENCE BY RACIALIZATION — IN PERCENTAGES

for Ontario Paralegals, 2015

Group	Sole Practice	Partner	Associate	Employee at a Firm	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees
	<i>Percentages for each Group</i>									
First Nations and Inuk	26	2	0	7	7	4	9	0	20	26
Métis	47	0	6	3	3	6	9	0	16	9
Arab	28	0	2	8	2	5	5	0	23	29
Black	26	1	0	7	1	6	7	1	23	27
Chinese	29	2	0	13	1	2	4	1	22	26
East Asian	13	9	7	20	0	2	4	0	22	24
Latino	21	5	2	11	3	5	9	1	17	26
South Asian	29	3	2	8	1	2	5	0	24	27
Southeast Asian	21	1	3	10	0	5	2	1	26	29
West Asian	24	1	4	13	0	6	4	0	28	19
More than One Group	19	2	0	7	5	5	12	5	24	21
Racialized and White	16	0	5	12	2	0	12	0	23	30

**GENDER — TOTAL**

Women 62%

Men 38%

**TYPE OF LICENCE — IN PERCENTAGES**

	Sole Practice	Partner	Associate	Employee at a Firm	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees
	Percent									
Women	36.9	3.5	2.8	9.4	0.6	6.9	4.9	0.3	15.0	19.8
Men	12.9	1.3	2.4	10.9	1.9	4.5	7.9	1.0	20.2	37.0

**REPRESENTATION OF ABORIGINAL AND RACIALIZED PERSONS**

among Ontario Paralegals, 2015, compared to the Ontario Population, 2011

Group	Paralegals		Ontario Population		
			Everyone	Persons in the Labour Force, Age 25 or more	University Graduates in the Labour Force, Age 25 or more
	Number	Percent excluding missing	Percent		
First Nations	54	0.9	1.6	1.2	0.5
Inuk	2	0.0	0.02	0.02	0.01
Métis	42	0.7	0.7	0.6	0.3
Multiple Aboriginal			0.02	0.02	0.01
<b>Total Aboriginal</b>	<b>98</b>	<b>1.7</b>	<b>2.3</b>	<b>1.9</b>	<b>0.8</b>
Arab	70	1.2	1.1	0.9	1.5
Black	418	7.2	4.3	3.8	2.7
Chinese	328	5.6	5.0	5.1	8.5
East Asian (includes Japanese, Korean)	56	1.0			
East Asian + Japanese + Korean			3.0	3.2	4.7
Latino	233	4.0	1.4	1.5	1.2
South Asian	531	9.1	7.7	7.2	10.8
Southeast Asian	176	3.0	1.1	1.1	0.9
West Asian	153	2.6	1.0	0.8	1.3
Other Visible Minority			0.6	0.6	0.4
Other Aboriginal			0.1	0.1	0.1
More than one Racialized Group	43	0.7	0.7	0.5	0.7
Racialized and White	60	1.0			
<b>Total Racialized</b>	<b>2,068</b>	<b>35.5</b>	<b>25.9</b>	<b>24.8</b>	<b>32.7</b>
<b>White</b>	<b>3,666</b>	<b>62.9</b>	<b>71.8</b>	<b>73.4</b>	<b>66.4</b>
Not Aboriginal, Declined Racialization Question	775				
Declined Aboriginal and Racialization Questions	604				
Total		100.0	100.0	100.0	100.0
<b>Number</b>	<b>7,211</b>	<b>5,832</b>	<b>12,595,534</b>	<b>5,812,410</b>	<b>1,778,891</b>

Source: 2015 LSUC Paralegal Annual Report, 2011 National Household Survey public use microdata; analysis by Michael Ornstein

**DETAILED RACIALIZATION BY AGE**

for Ontario Paralegals, 2015

	20-29	30-39	40-49	50-59	60 or more	20-29	30-39	40-49	50-59	60 or more
	<i>number</i>					<i>percent excluding missing</i>				
<b>Aboriginal</b>										
First Nations and Inuk	14	14	12	14	2	0.7	1.1	1.0	1.4	0.4
Métis	15	6	11	6	4	0.8	0.5	0.9	0.6	0.9
<b>Aboriginal Total</b>	<b>29</b>	<b>20</b>	<b>23</b>	<b>20</b>	<b>6</b>	<b>1.5</b>	<b>1.5</b>	<b>1.9</b>	<b>2.0</b>	<b>1.3</b>
<b>Racialized</b>										
Arab	34	14	15	6	1	1.8	1.1	1.2	0.6	0.2
Black	108	122	106	59	23	5.7	9.4	8.8	5.9	5.2
Chinese	73	97	89	52	17	3.9	7.5	7.4	5.2	3.8
East Asian	19	15	13	6	3	1.0	1.2	1.1	0.6	0.7
Latino	81	61	50	33	8	4.3	4.7	4.1	3.3	1.8
South Asian	182	119	108	87	35	9.7	9.2	8.9	8.8	7.8
Southeast Asian	58	56	34	24	4	3.1	4.3	2.8	2.4	0.9
West Asian	55	45	29	20	4	2.9	3.5	2.4	2.0	0.9
More than one Racialized Group	23	11	6	3	0	1.2	0.8	0.5	0.3	0.0
Racialized and White	33	17	3	6	1	1.8	1.3	0.2	0.6	0.2
<b>Racialized Total</b>	<b>666</b>	<b>557</b>	<b>453</b>	<b>296</b>	<b>96</b>	<b>35.3</b>	<b>42.9</b>	<b>37.4</b>	<b>29.8</b>	<b>21.5</b>
<b>White</b>	<b>1,190</b>	<b>720</b>	<b>734</b>	<b>678</b>	<b>344</b>	<b>63.1</b>	<b>55.5</b>	<b>60.7</b>	<b>68.2</b>	<b>77.1</b>
Not Aboriginal, Declined Racialization Question	265	188	169	102	51					
Declined Aboriginal and Racialization Questions	150	143	137	114	60					
<b>Total</b>	<b>2,300</b>	<b>1,628</b>	<b>1,516</b>	<b>1,210</b>	<b>557</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: 2015 LSUC Paralegal Annual Report; analysis by Michael Ornstein

## GENDER, SEXUAL ORIENTATION, FRANCOPHONE IDENTITY, ABILITY TO PRACTICE IN FRENCH AND DISABILITY BY AGE

for Ontario Paralegals, 2015

	Total	20-29	30-39	40-49	50-59	60 or more	Total	20-29	30-39	40-49	50-59	60 or more
	number						percent excluding missing					
<b>Gender</b>												
Women	4,471	1,776	1,108	870	584	133	62.0	77.2	68.1	57.4	48.3	23.9
Men	2,740	524	520	646	626	424	38.0	22.8	31.9	42.6	51.7	76.1
<b>Sexual Orientation</b>												
LGBTQ	146	72	31	18	22	3	2.4	3.5	2.2	1.4	2.1	0.6
Not LGBTQ	6,043	1,967	1,351	1,258	1,006	461	97.6	96.5	97.8	98.6	97.9	99.4
Declined to Answer	1,022	261	246	240	182	93						
<b>Identify as Francophone</b>												
Yes	203	55	43	49	40	16	3.1	2.6	2.9	3.5	3.6	3.1
No	6,418	2,062	1,452	1,332	1,070	502	96.9	97.4	97.1	96.5	96.4	96.9
Declined to Answer	590	183	133	135	100	39						
<b>Able to Practise in French</b>												
Can Counsel and Represent	193	42	40	48	40	23	3.2	2.3	2.9	3.7	3.9	4.8
Can Counsel But Not Represent	92	25	23	16	19	9	1.5	1.4	1.7	1.2	1.9	1.9
Cannot	5,677	1,741	1,293	1,240	960	443	95.2	96.3	95.4	95.1	94.2	93.3
Declined to Answer	1,249	492	272	212	191	82						
<b>Have a Disability</b>												
Yes	342	63	57	82	101	39	5.4	3.0	4.0	6.3	9.7	7.9
No	6,009	2,027	1,359	1,230	938	455	94.6	97.0	96.0	93.8	90.3	92.1
Declined to Answer	860	210	212	204	171	63						
<b>All Paralegals</b>	<b>7,211</b>	<b>2,300</b>	<b>1,628</b>	<b>1,516</b>	<b>1,210</b>	<b>557</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: 2015 LSUC Paralegal Annual Report; analysis by Michael Ornstein

**TYPE OF LICENCE BY RACIALIZATION**

for Ontario Paralegals, 2015

	Sole Practice	Partner	Associate	Employee	Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
<i>Percentages for each Group</i>												
<b>Aboriginal</b>												
First Nations and Inuk	21	4	4	4	11	5	9	0	14	29	100	56
Métis	33	2	2	5	5	7	10	0	14	21	100	42
<b>Aboriginal Total</b>	<b>27</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>14</b>	<b>26</b>	<b>100</b>	<b>98</b>
<b>Racialized</b>												
Arab	26	0	0	6	1	6	3	0	23	36	100	70
Black	23	1	1	6	0	6	7	1	22	34	100	418
Chinese	23	2	0	11	1	2	4	1	22	34	100	328
East Asian	13	5	5	9	0	2	2	0	25	39	100	56
Latino	20	4	2	9	3	4	9	1	20	28	100	233
South Asian	26	2	2	7	1	1	3	0	26	32	100	531
Southeast Asian	18	2	3	8	0	4	4	1	23	38	100	176
West Asian	25	1	4	13	0	3	3	0	24	27	100	153
More than One Group	14	2	0	9	7	5	9	5	26	23	100	43
Racialized and White	25	2	7	7	2	2	8	0	15	33	100	60
<b>Racialized Total</b>	<b>23</b>	<b>2</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>22</b>	<b>32</b>	<b>100</b>	<b>2,166</b>
<b>White</b>	<b>21</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>2</b>	<b>7</b>	<b>8</b>	<b>1</b>	<b>15</b>	<b>30</b>	<b>100</b>	<b>3,666</b>
<b>Total</b>	<b>22</b>	<b>2</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>6</b>	<b>7</b>	<b>1</b>	<b>18</b>	<b>31</b>	<b>100</b>	<b>5,832</b>

Source: 2015 LSUC Paralegal Annual Report; analysis by Michael Ornstein

**REGION BY RACIALIZATION\***

for Ontario Paralegals, 2015

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
<i>Percentages for each Group</i>										
<b>Aboriginal</b>										
First Nations and Inuk	13	5	25	29	13	5	0	11	100	56
Métis	14	7	21	7	17	24	10	0	100	42
<b>Aboriginal Total</b>	<b>13</b>	<b>6</b>	<b>23</b>	<b>19</b>	<b>14</b>	<b>13</b>	<b>4</b>	<b>6</b>	<b>100</b>	<b>98</b>
<b>Racialized</b>										
Arab	14	4	32	33	3	0	13	0	100	69
Black	2	3	52	36	1	0	5	0	100	417
Chinese	2	1	63	32	1	0	1	0	100	326
East Asian	0	0	70	30	0	0	0	0	100	56
Latino	4	6	57	29	1	0	3	0	100	230
South Asian	1	2	37	58	1	0	1	0	100	528
Southeast Asian	2	5	63	28	1	0	2	0	100	176
West Asian	2	3	56	36	1	0	3	0	100	153
More than One Group	0	2	58	35	0	0	5	0	100	43
Racialized and White	3	5	47	33	2	2	7	2	100	60
<b>Racialized Total</b>	<b>3</b>	<b>3</b>	<b>50</b>	<b>38</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>100</b>	<b>2,156</b>
<b>White</b>	<b>10</b>	<b>10</b>	<b>31</b>	<b>27</b>	<b>9</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>100</b>	<b>3,666</b>
<b>Total</b>	<b>7</b>	<b>7</b>	<b>38</b>	<b>31</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>100</b>	<b>5,822</b>

Source: 2015 LSUC Paralegal Annual Report; analysis by Michael Ornstein

\*excludes paralegals whose address is outside Ontario

**SIZE OF LAW FIRM BY RACIALIZATION**

for Ontario Paralegals, 2015

	Size of Law Firm, based on Partners, Associates and Employees								Total	Number
	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more			
<i>Percentages for each Group</i>										
<b>Aboriginal</b>										
First Nations and Inuk	60	20	20	0	0	0	0	100	5	
Métis	0	25	50	25	0	0	0	100	4	
<b>Aboriginal Total</b>	<b>33</b>	<b>22</b>	<b>33</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100</b>	<b>9</b>	
<b>Racialized</b>										
Arab	60	0	20	0	0	0	20	100	5	
Black	46	25	8	13	8	0	0	100	24	
Chinese	59	19	8	11	0	0	3	100	37	
East Asian	46	23	23	0	8	0	0	100	13	
Latino	29	21	26	9	12	3	0	100	34	
South Asian	67	16	12	6	0	0	0	100	51	
Southeast Asian	63	19	13	0	6	0	0	100	16	
West Asian	61	17	11	6	6	0	0	100	18	
More than One Group	80	0	0	20	0	0	0	100	5	
Racialized and White	67	0	0	33	0	0	0	100	3	
<b>Racialized Total</b>	<b>55</b>	<b>18</b>	<b>14</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>100</b>	<b>206</b>	
<b>White</b>	<b>53</b>	<b>21</b>	<b>10</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>100</b>	<b>582</b>	
<b>Total</b>	<b>53</b>	<b>20</b>	<b>11</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>100</b>	<b>797</b>	

Source: 2015 LSUC Paralegal Annual Report; analysis by Michael Ornstein

**TYPE OF LICENCE BY GENDER BY AGE**

for Ontario Paralegals, 2015

	Sole Practice	Partner	Associate	Employee at a Firm	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
	<i>Percent</i>											
<b>Women</b>												
<b>Total</b>	<b>36.9</b>	<b>3.5</b>	<b>2.8</b>	<b>9.4</b>	<b>0.6</b>	<b>6.9</b>	<b>4.9</b>	<b>0.3</b>	<b>15.0</b>	<b>19.8</b>	<b>100.0</b>	<b>2,740</b>
20-29	18.3	1.9	3.2	10.5	0.2	2.3	3.4	0.2	24.2	35.7	100.0	524
30-39	30.4	2.3	3.3	12.3	0.4	7.3	6.9	0.2	14.4	22.5	100.0	520
40-49	38.1	4.8	3.9	9.0	0.6	6.8	5.4	0.3	14.1	17.0	100.0	646
50-59	42.2	4.0	1.9	7.3	0.6	8.0	5.9	0.5	13.3	16.3	100.0	626
60 or more	58.0	4.2	1.4	8.0	1.2	10.8	1.9	0.0	8.3	6.1	100.0	424
<b>Men</b>												
<b>Total</b>	<b>12.9</b>	<b>1.3</b>	<b>2.4</b>	<b>10.9</b>	<b>1.9</b>	<b>4.5</b>	<b>7.9</b>	<b>1.0</b>	<b>20.2</b>	<b>37.0</b>	<b>100.0</b>	<b>4,471</b>
20-29	4.1	0.6	2.5	9.7	0.7	2.6	6.1	0.5	19.7	53.5	100.0	1,776
30-39	11.6	1.5	2.9	12.5	1.4	4.6	9.7	1.3	21.4	33.3	100.0	1,108
40-49	21.3	1.7	2.0	12.9	2.4	5.9	8.3	0.9	19.7	25.1	100.0	870
50-59	27.4	2.4	1.7	8.4	4.8	6.2	10.4	2.4	18.8	17.5	100.0	584
60 or more	21.8	3.0	2.3	12.0	6.0	12.0	5.3	0.0	27.8	9.8	100.0	133

Source: 2015 LSUC Paralegal Annual Report; analysis by Michael Ornstein

**REGION BY GENDER\***

for Ontario Paralegals, 2015

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	<i>Percent</i>									
Women	7.1	6.5	38.8	35.2	5.2	1.5	3.9	1.9	100.0	2,727
Men	6.6	7.4	39.6	30.6	6.8	2.2	4.3	2.5	100.0	4,454
<b>Total</b>	<b>6.8</b>	<b>7.0</b>	<b>39.3</b>	<b>32.3</b>	<b>6.2</b>	<b>1.9</b>	<b>4.1</b>	<b>2.3</b>	<b>100.0</b>	<b>7,181</b>

Source: 2015 LSUC Paralegal Annual Report; analysis by Michael Ornstein

\*excludes paralegals whose address is outside Ontario