

Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report 2022

The Law Society of Ontario collects self-identification data through the Lawyer Annual Report Filing. This snapshot is based on data collected from the 2022 Annual Report and reveals the changes in the profession over time and in comparison to the Ontario population.

Contents

Table 1: Indigenous and Racialized Lawyers 3
Table 2: Year of Call by Indigeneity and Racialization 5
Table 3: Age by Indigeneity and Racialization 8
Table 4: Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French, and Disability by Age 9
Table 5: Status and Sector of Practice, Size of Law Firm and Region by Indigeneity and Racialization 12
Table 6: Status and Sector of Practice by Gender by Age, and Size of Law Firm and Region by Gender 16
Table 7: Status and Sector of Practice, Size of Law Firm and Region by Francophone Identity and Ability to Practise in French 17
Table 8: Status and Sector of Practice, Size of Law Firm and Region by Disability 19
Table 9: Status and Sector of Practice, Size of Law Firm and Region by Sexual Orientation 20
Table 10: Area of Practice by Indigeneity and Racialization and by Gender 21

RESPONSE RATE BY QUESTION, 2022

Response rate in per cent

Question*	Lawyers
Indigenous	92.5
Racialization	75.4
Sexual Orientation	74.6
Identify as Francophone	86.5
Able to Practise in French	82.0
Have a Disability	78.3
Total Number	52,315

*There is no missing data for gender, which is obtained from administrative records.

TABLES

The tables include licensees who in 2022 were:

- sole practitioners
- law firm partners, associates and employees
- lawyers working in legal clinics, in-house or in government
- law professors, who may not practise
- lawyers in other employment who “work but do not practise law or provide legal services, including lawyers employed in education, in government or in a corporate position where they do not practise law or provide legal services”
- lawyers under the age of 70 who are retired or not working, who “do not engage in any remunerative work and do not engage in the practice of law or provision of legal services”
- new licensees who have not yet reported on their employment.

The tables exclude:

- lawyers whose practice is outside of Ontario
- legal advisors
- honorary licensees
- lawyers whose licence is suspended
- lawyers whose fee is excused on grounds of disability
- lawyers whose licence is in abeyance when serving on a court or board
- lawyers 70 and older who are “retired or not working”.

Further explanation may be found at <https://www.lso.ca/lawyers/about-your-licence/annual-reports-fees-and-insurance/fee-categories>

The tables are based on responses to the equity survey included in licensees’ Annual Report Filings. Licensees may decline to answer the questions about Indigeneity, racialization, sexual orientation, Francophone identity, the ability to counsel and represent in French, and disability, in the Annual Report. The measure of “gender” is taken from the Law Society of Ontario records, which list everyone as either male or female, except for one individual.

Occasionally, the sum of the percentages in a row or column of a table is not exactly 100 per cent, but 99 per cent or 101 per cent. This is due to rounding error, whereby each entry is rounded to the nearest whole number. For example, the values in three categories might be 29.3 per cent, 33.3 per cent and 37.4 per cent, which, if they are given to the nearest percent in a table, round to 29 per cent, 33 per cent and 37 per cent respectively and totalling 99 per cent, not 100 per cent. Regardless of the actual sum, in all tables the totals are given as 100 per cent.

The total number of observations describing a group varies as a result of missing information. For example, for some lawyers and a large proportion of paralegals, the areas of practice are not available from the Annual Report. For example, Table 9 gives the sector and status of lawyer licensees who answer the question about sexual orientation, but not for licensees who decline to answer the question.

Table 1: **Indigenous and Racialized Lawyers** in Ontario in 2022, Compared to the 2021 Ontario Population

Group	Lawyers			2021 Ontario Population		
				Everyone	Persons in the Labour Force, Age 25–69	University Graduates in the Labour Force, Age 25–69
	Number	Per cent	Per cent Women	per cent		
Indigenous						
First Nations	383	0.88	59.5	1.85	1.45	0.59
Inuk	9	0.02	*	0.03	0.03	0.01
Métis	208	0.48	53.4	1.02	0.97	0.49
Multiple Indigenous				0.05	0.04	0.01
Total	600	1.38	57.3	2.95	2.49	1.10
Racialized						
Arab	593	1.5	54.6	1.95	1.56	2.26
Black	1,707	4.3	64.1	5.35	4.91	4.04
Chinese	1,826	4.6	59.7	5.80	5.82	9.32
Filipino	172	0.4	58.1	2.60	3.13	3.60
Japanese	61	0.2	47.5	0.21	0.21	0.31
Korean	438	1.1	60.3	0.67	0.70	1.16
Latin American	323	0.8	55.1	1.73	2.04	1.96
South Asian	3,843	9.8	51.5	10.84	11.37	17.86
Southeast Asian	182	0.5	60.4	1.12	1.16	1.01
West Asian	706	1.8	61.9	1.49	1.52	2.20
Other Visible Minority				0.95	0.98	0.69
Other and More than One Racialized Group	121	0.3	57.0	1.27	1.02	1.25
Racialized and White	821	2.1	59.8			
Total	10,793	27.4	57.1	33.98	34.42	45.66
White	28,076	71.2	48.1	63.08	63.09	53.25
Not Indigenous, Declined Racialization Question	3,946		45.6			
Declined Indigenous and Racialization Questions	8,900		35.7			
Total		100.0	47.8	100.00	100.00	100.00
Number	52,315			369,688	163,270	64,273

Sources: 2022 Lawyer Annual Report and 2021 Canadian Census Public-Use Master File; analysis by Michael Ornstein

* too few in total for a meaningful estimate

Table 1: **Indigenous and Racialized Lawyers** in Ontario in 2022, Compared to the 2021 Ontario Population

In the equity survey, 8,900 out of the 52,315 licensees did not answer the questions about Indigeneity and racialization, while another 3,946 answered the question about Indigeneity, but not the one about racialization. The percentage distribution of groups in Table 1, which excludes non-response, may be biased if the characteristics of licensees who do and do not answer are different.

1. 1.38 per cent of lawyers are Indigenous, compared to 2.95 per cent of the 2021 Ontario population, 2.49 per cent of the labour force ages 25–69 and 1.10 per cent of university graduates in the labour force ages 25–69.
2. Racialized Ontarians — which, following Statistics Canada practice, exclude Indigenous persons — account for 27.4 per cent of lawyers, compared to 33.98 per cent of the 2021 Ontario population, 34.42 per cent of the labour force ages 25–69 and 45.66 per cent of university graduates in the labour force ages 25–69. The Census totals include around 2.0 per cent of lawyers who identify with two or more racialized groups or as a member of a racialized group not listed on the survey form (such as *non-Canadian Indigenous people*). 2.1 per cent of lawyers identify as racialized *and* white, but the Census does not provide an equivalent figure.
3. Despite dramatic growth in their numbers, the proportion of Indigenous and racialized lawyers, non-white lawyers, 27.4 per cent, is somewhat lower than their representation in the population and labour force, around 34 per cent; and much lower, 27.4 per cent versus 45.7 per cent, compared to university graduates. The same holds true for Indigenous lawyers, just 1.38 per cent versus nearly 3 per cent of the population, but it is comparable to the percentage of Indigenous university graduates, 1.10 per cent (for labour force participants ages 25–69).
4. 71.2 per cent of Ontario lawyers identify as white, compared to 63.08 per cent of the 2021 Ontario population, 63.09 per cent of the Ontario labour force ages 25–69 and 53.25 per cent of Ontario university graduates in the labour force ages 25–69. Naturally, this overrepresentation of white lawyers corresponds to the underrepresentation of Indigenous and especially racialized lawyers.
5. 57.3 per cent of Indigenous lawyers are women, along with 57.1 per cent of racialized lawyers, compared to 48.1 per cent of white lawyers. Table 3 shows that this is partly because non-white lawyers are younger, on average.
6. Black lawyers account for 4.3 per cent of all licensees, compared to 5.35 per cent of the 2021 Ontario population, 4.91 per cent of the Ontario labour force ages 25–69 and 4.04 per cent of university graduates in the labour force ages 25–69. All the other racialized groups have a *smaller* percentage of lawyers than their representation among Ontario university graduates in the labour force ages 25–69, but the groups vary dramatically. 9.32 per cent of 2021 Ontario university graduates in the labour force ages 25–69 identify as Chinese compared to 4.6 per cent of lawyers and for Latin Americans the comparable figures are 1.96 per cent and 0.8 per cent. By a wide margin, Filipinos have the fewest lawyers relative to their university-graduate labour force ages 25–69 population, 3.60 per cent versus 0.4 per cent. After that, the Arab, Japanese, Korean, Latin American and Southeast Asian groups are the most under-represented groups.

Table 2a: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2022, numbers

Year Since Call	0	1	2–4	5–9	10–14	15–19	20–24	25–29	30–39	40+	
Year of Call	2022	2021	2018–2020	2013–2017	2008–2012	2003–2007	1998–2002	1993–1997	1983–1992	Before 1983	Total
Group	<i>number</i>										
Indigenous											
First Nations and Inuk	14	18	67	67	47	54	65	31	21	8	392
Métis	10	10	30	47	38	30	21	8	10	4	208
Total	24	28	97	114	85	84	86	39	31	12	600
Racialized											
Arab	71	52	136	123	79	53	37	21	16	5	593
Black	189	133	328	340	225	195	152	100	40	5	1,707
Chinese	146	116	357	429	260	175	151	101	72	19	1,826
Filipino	14	8	36	39	31	19	15	5	5	0	172
Japanese	1	1	1	2	8	9	9	17	7	6	61
Korean	32	29	83	91	71	47	52	20	12	1	438
Latin American	36	30	63	82	53	36	12	9	1	1	323
South Asian	420	375	844	878	535	350	261	126	47	7	3,843
Southeast Asian	12	9	38	45	28	26	15	6	3	0	182
West Asian	79	70	145	192	118	54	35	9	3	1	706
Other and More than One Racialized Group	3	6	15	24	16	22	20	8	6	1	121
Racialized and White	48	63	161	215	125	97	63	32	14	3	821
Total	1,051	892	2,207	2,460	1,549	1,083	822	454	226	49	10,793
White	1,044	985	3,132	4,545	3,614	3,055	3,174	2,408	3,906	2,213	28,076
Not Indigenous, Declined Racialization Question	191	162	475	674	478	414	428	283	556	285	3,946
Declined Indigenous and Racialization Questions	202	353	914	1,548	1,217	1,001	1,042	840	1,214	569	8,900
Total	2,512	2,420	6,825	9,341	6,943	5,637	5,552	4,024	5,933	3,128	52,315

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 2b: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2022, percentages

Year Since Call	0	1	2–4	5–9	10–14	15–19	20–24	25–29	30–39	40+	
Year of Call	2022	2021	2018–2020	2013–2017	2008–2012	2003–2007	1998–2002	1993–1997	1983–1992	Before 1983	Total
<i>per cent, excluding missing</i>											
Indigenous											
First Nations and Inuk	0.7	0.9	1.2	0.9	0.9	1.3	1.6	1.1	0.5	0.4	1.0
Métis	0.5	0.5	0.6	0.7	0.7	0.7	0.5	0.3	0.2	0.2	0.5
Total	1.1	1.5	1.8	1.6	1.6	2.0	2.1	1.3	0.7	0.5	1.5
Racialized											
Arab	3.4	2.7	2.5	1.7	1.5	1.3	0.9	0.7	0.4	0.2	1.5
Black	8.9	7.0	6.0	4.8	4.3	4.6	3.7	3.4	1.0	0.2	4.3
Chinese	6.9	6.1	6.6	6.0	5.0	4.1	3.7	3.5	1.7	0.8	4.6
Filipino	0.7	0.4	0.7	0.5	0.6	0.5	0.4	0.2	0.1	0.0	0.4
Japanese	0.0	0.1	0.0	0.0	0.2	0.2	0.2	0.6	0.2	0.3	0.2
Korean	1.5	1.5	1.5	1.3	1.4	1.1	1.3	0.7	0.3	0.0	1.1
Latin American	1.7	1.6	1.2	1.2	1.0	0.9	0.3	0.3	0.0	0.0	0.8
South Asian	19.8	19.7	15.5	12.3	10.2	8.3	6.4	4.3	1.1	0.3	9.7
Southeast Asian	0.6	0.5	0.7	0.6	0.5	0.6	0.4	0.2	0.1	0.0	0.5
West Asian	3.7	3.7	2.7	2.7	2.2	1.3	0.9	0.3	0.1	0.0	1.8
Other and More than One Racialized Group	0.1	0.3	0.3	0.3	0.3	0.5	0.5	0.3	0.1	0.0	0.3
Racialized and White	2.3	3.3	3.0	3.0	2.4	2.3	1.5	1.1	0.3	0.1	2.1
Total	49.6	46.8	40.6	34.6	29.5	25.7	20.1	15.6	5.4	2.2	27.3
White	49.3	51.7	57.6	63.8	68.9	72.4	77.8	83.0	93.8	97.3	71.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Tables 2 and 3: **Year of Call and Age by Indigeneity and Racialization**

Lawyers' ages and their year of call are strongly related, but they vary because not everyone moving from an undergraduate degree to law school is the same age, because some licensees attended law school some time after their first degree, and due to immigration. The two measures are conceptually different. The age distribution of the licensees in a group affects its internal dynamics, especially the numbers of new licensees compared to more senior members. Years from call, on the other hand, is a direct measure of seniority in a career that involves a great deal of practical learning, especially in their first years, and where complex judgments draw on years of experience. The two concepts interact: being a novice is not the same experience for (the majority of) new licensees who begin to practise after about 20 years of continuous schooling in Canada, as it is for licensees with other work experience or who have come to Canada.

Seeming inconsistencies between Tables 2 and 3, based on year of call and age, result from group differences in age at call, age-related withdrawal from the profession and age at retirement. The figures for year of call allow finely detailed study of new licensees, but not too much emphasis should be placed on comparisons between single years, some variation is just the effect of chance.

Table 1 gives the number of Inuk lawyers, but their small numbers make it inappropriate to report their years of call and ages in detail. So, Tables 2 and 3 combine Inuk and First Nations lawyers.

Table 2: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2022, numbers

1. For the first time ever, less than half the lawyers called in 2022 were white, compared to around two-thirds of new calls around 2010 and three-quarters around 2005.
2. Before 1983, just 0.5 per cent of lawyers called were Indigenous, rising to 2.1 per cent for lawyers called between 1998 and 2002. But after these gains, the proportion of Indigenous lawyers, 1.1 per cent of 2022 calls, 1.5 per cent for 2021 and 1.8 per cent for 2018–2020 has not increased in 20 years.
3. The proportion of racialized lawyers reached its highest-ever figure of 49.6 per cent for the class of 2022, up from 46.8 per cent for lawyers called in 2021, 40.6 per cent for 2018–2020, 34.6 per cent for 2013–2017 and 29.5 per cent for 2008–2012. There has been remarkable, uninterrupted growth, from a base of just 2.2 per cent racialized licensees called before 1983.
4. Nearly one-fifth, 19.8 per cent, of all lawyers called in 2022 were South Asian, 8.9 per cent were Black and 6.9 per cent were Chinese. West Asian and Arab lawyers accounted for 3.7 per cent and 3.4 per cent of 2022 calls. In part, but not entirely, this reflects the changing numbers of young people potentially able to attend university and then law school.
5. Compared to the rapid growth of some groups, in the last decade there has been little increase in the representation of Filipino, Japanese, Korean and Southeast Asian licensees. Respectively, these groups account for 0.7 per cent, 0.1 per cent, 1.5 per cent, and 0.6 per cent of lawyers called in the last three years.

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2022

Group	Under 35	35–44	45–54	55–64	65 or more	Under 35	35–44	45–54	55–64	65 or more	Total	Under 35	35–44	45–54	55–64	65 or more
	percentage within age groups, excluding missing					percentage within Indigenous and Racialization category						number				
Indigenous																
First Nations and Inuk	0.9	0.9	1.2	1.2	0.7	22.7	26.8	25.5	18.4	6.6	100.0	89	105	100	72	26
Métis	0.6	0.6	0.6	0.4	0.2	28.8	29.8	25.0	12.5	3.8	100.0	60	62	52	26	8
Total	1.5	1.5	1.8	1.6	0.9	24.8	27.8	25.3	16.3	5.7	100.0	149	167	152	98	34
Racialized																
Arab	2.7	1.6	1.2	0.5	0.3	46.0	30.5	16.4	5.2	1.9	100.0	273	181	97	31	11
Black	4.3	5.3	4.9	3.7	1.2	25.2	34.9	23.8	13.6	2.6	100.0	430	595	406	232	44
Chinese	6.8	5.4	4.1	2.4	1.5	37.3	33.1	18.3	8.1	3.1	100.0	682	605	335	148	56
Filipino	0.4	0.5	0.6	0.3	0.2	22.1	34.3	27.9	11.0	4.7	100.0	38	59	48	19	8
Japanese	0.0	0.1	0.3	0.3	0.2	3.3	16.4	36.1	31.1	13.1	100.0	2	10	22	19	8
Korean	1.5	1.4	1.2	0.5	0.1	34.9	34.7	22.8	6.8	0.7	100.0	153	152	100	30	3
Latin American	0.9	1.3	0.9	0.3	0.1	26.3	44.6	22.9	5.6	0.6	100.0	85	144	74	18	2
South Asian	14.7	11.3	9.2	4.2	2.3	38.0	33.2	19.7	6.9	2.2	100.0	1,462	1,276	756	264	85
Southeast Asian	0.5	0.6	0.5	0.2	0.1	28.0	38.5	22.5	8.2	2.7	100.0	51	70	41	15	5
West Asian	2.8	2.8	1.0	0.4	0.1	39.4	44.8	11.9	3.5	0.4	100.0	278	316	84	25	3
Other and More than One Racialized Group	0.2	0.4	0.4	0.3	0.1	13.2	39.7	28.9	16.5	1.7	100.0	16	48	35	20	2
Racialized and White	3.3	2.5	1.8	0.8	0.1	40.0	34.7	18.4	6.5	0.5	100.0	328	285	151	53	4
Total	38.1	33.3	26.1	14.0	6.1	35.2	34.7	19.9	8.1	2.1	100.0	3,798	3,741	2,149	874	231
White	60.4	65.2	72.1	84.4	93.0	21.5	26.1	21.1	18.8	12.5	100.0	6,028	7,336	5,933	5,277	3,502
Not Indigenous, Declined Racialization Question						21.1	26.8	21.9	18.3	12.0	100.0	832	1,057	864	721	472
Declined Indigenous and Racialization Questions						18.5	27.8	22.7	20.0	11.0	100.0	1,645	2,474	2,022	1,781	979
Total	100.0	100.0	100.0	100.0	100.0	23.8	28.2	21.3	16.7	10.0	100.0	12,452	14,775	11,119	8,751	5,218

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2022

1. The first panel of the Table summarizes the effects of the changing composition of new licensees over ten-year periods. Compared to Table 2, the group differences are muted because the age groups cover a significant span. Especially, the “Under 35” category does not reflect the very recent, large increase in racialized calls. Still, 38.1 per cent of lawyers under 35 are racialized, compared to 33.3 per cent for ages 35–44, 26.1 per cent for ages 45–54 and just 14.0 per cent for ages 55–64 and 6.1 per cent for age 65 and older.

2. Reflecting stalled growth, Indigenous lawyers constitute 1.5 per cent of licensees under 35, 1.5 per cent for ages 35–44, 1.8 per cent for ages 45–54 and 1.6 per cent for ages 55–64.
3. The pace of increase in racialized licensees varies between groups. Comparing the 55–64 and 65-and-older groups, for example, the percentage of Black licensees triples to 3.7 per cent, the South Asian lawyers increase from 2.3 per cent to 4.2 per cent and the Chinese from 1.5 per cent to 2.4 per cent. Under age 45, the groups diverge, with the Arab, Chinese and South Asian groups making more progress in recent years. Black lawyers account for 4.3 per cent of lawyers under 35, 5.3 per cent of lawyers 35–44, and 4.9 per cent of lawyers 45–54. This contrasts with Table 2, based on year of call, which shows a slow, but continuing increase in the representation of Black lawyers.
4. The middle panel of Table 3 compares the age distributions of the groups. Overall, there is a gentle peak for the 35–44 age group, accounting for 28.2 per cent of lawyers, followed by the under 35 group, 23.8 per cent and the 45–54 age group 21.3 per cent. Reflecting the larger size of recent cohorts and retirement, respectively the 55–64 age group and licensees 65 and older account for 16.7 per cent and 10.0 per cent of all licensees.
5. There are quite radical differences in the age profiles of the different groups. Because they are the majority, the age distribution of white licensees is quite similar to figures for all licensees. Notably, the age profile of Indigenous lawyers is also similar, as there has been no dramatic increase in recent years to parallel the experience of racialized groups. Also, the Japanese group is exceptional, in that every other non-white group is younger — in some cases much younger. This reflects the demography of the Japanese community in Canada, with roots in migration long before the waves that brought the other groups.
6. Aside from the Japanese, younger lawyers dominate the non-white groups. Some groups are much younger: no less than 46.0 per cent of Arab licensees are under 35, along with between 35 per cent and 40 per cent of the Chinese, Korean, South Asian, West Asian and “racialized and white” groups. Naturally, these groups include very few more senior lawyers, typically 6 per cent to 10 per cent are 55 and older. Still younger than the white majority, Black, Filipino and Southeast Asian lawyers ages 35–44 outnumber their compatriots under 35.

Table 4a: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2022

Group	Under 35	35–44	45–54	55–64	65 or more	Total
	<i>per cent in each age group, excluding missing</i>					
Gender						
Women	56.5	52.5	50.3	41.2	19.2	47.8
Men	43.5	47.5	49.7	58.8	80.8	52.2
Sexual Orientation						
LGBT2Q	8.4	6.0	3.5	4.0	1.3	5.3
Not LGBT2Q	91.6	94.0	96.5	96.0	98.7	94.7
Identify as Francophone						
Yes	7.8	6.8	7.2	5.2	3.0	6.5
No	92.2	93.2	92.8	94.8	97.0	93.5
Able to Practise in French						
Can Counsel and Represent	10.0	10.1	10.7	7.9	4.6	9.3
Can Counsel But Not Represent	3.0	4.7	5.0	4.3	3.6	4.2
Neither	87.0	85.2	84.3	87.8	91.7	86.5
Have a Disability						
Yes	5.4	5.5	5.6	6.4	5.0	5.6
No	94.6	94.5	94.4	93.6	95.0	94.4
All Lawyers	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 4b: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2022

Group	Under 35	35–44	45–54	55–64	65 or more	Total
	group percentage distribution of age					
Gender						
Women	28.1	31.0	22.4	14.4	4.0	100.0
Men	19.8	25.7	20.2	18.8	15.4	100.0
Sexual Orientation						
LGBT2Q	39.0	32.4	14.0	12.1	2.4	100.0
Not LGBT2Q	23.7	28.3	21.5	16.3	10.2	100.0
Identify as Francophone						
Yes	29.5	29.7	23.4	12.9	4.5	100.0
No	24.2	28.3	20.8	16.4	10.3	100.0
Able to Practise in French						
Can Counsel and Represent	26.3	31.0	24.1	13.4	5.2	100.0
Can Counsel But Not Represent	17.7	32.1	24.9	16.2	9.1	100.0
Neither	24.6	28.0	20.3	16.0	11.1	100.0
Have a Disability						
Yes	23.8	27.6	21.2	18.4	8.9	100.0
No	24.7	28.2	21.1	15.9	10.1	100.0
All Lawyers	23.8	28.2	21.3	16.7	10.0	100.0

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 4c: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2022

Group	Under 35	35–44	45–54	55–64	65 or more	Total
	number					
Gender						
Women	7,033	7,755	5,589	3,605	1,003	24,985
Men	5,418	7,020	5,530	5,146	4,215	27,329
Sexual Orientation						
LGBT2Q	803	666	289	249	50	2,057
Not LGBT2Q	8,770	10,449	7,954	6,017	3,787	36,977
Declined to Answer	2,879	3,660	2,876	2,485	1,381	13,281
Identify as Francophone						
Yes	865	871	687	377	133	2,933
No	10,248	11,954	8,813	6,943	4,351	42,309
Declined to Answer	1,339	1,950	1,619	1,431	734	7,073
Able to Practise in French						
Can Counsel and Represent	1,047	1,234	960	536	209	3,986
Can Counsel But Not Represent	316	575	445	290	163	1,789
Neither	9,122	10,381	7,535	5,944	4,128	37,110
Declined to Answer	1,967	2,585	2,179	1,981	718	9,430
Have a Disability						
Yes	543	630	484	419	204	2,280
No	9,547	10,915	8,140	6,161	3,901	38,664
Declined to Answer	2,362	3,230	2,495	2,171	1,113	11,371
All Lawyers	12,452	14,775	11,119	8,751	5,218	52,315

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 4: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability* by Age for Ontario Lawyers, 2022**

*Regarding the measurement of disability, see the notes for Table 8, below.

1. Table 4 shows the remarkable growth in the representation of women, from 19.2 per cent of lawyers over 65 to 41.2 per cent of lawyers ages 55–64, with a smaller increase to 50.3 per cent of lawyers 45–54. The increase continues, but slows, reaching 56.5 per cent for lawyers under 35. Largely, this trend is the result of dramatic growth in law school enrollment and licensing, but the gender differences in age groups are somewhat increased by women’s higher rate of withdrawal from the profession and earlier retirement.
2. The Table also shows that male lawyers are markedly older: 15.4 per cent are 65 and older, compared to just 4.0 per cent of women; and 18.8 per cent of men are between 55 and 64, compared to 14.4 per cent of women. 28.1 per cent of women lawyers are under 35 and 31.0 per cent are 35–44, considerably more than 19.8 per cent and 25.7 per cent of men in these age groups.
3. 8.4 per cent of lawyers under 35 identify as LGBT2Q, compared to 6.0 per cent for ages 35–44, about 4.0 per cent for ages 45–64 and 1.3 per cent for age 65 or more. Around one-fifth of licensees do not answer this question.
4. Additional analysis, *not* in a Table, reveals an interesting gender difference: 4.24 per cent of men identify as gay/queer/two-spirited, 0.63 per cent identify as bisexual or non-binary and .04 per cent as transgender; for women the figures are 1.80 per cent lesbian/gay/queer/two-spirited, 3.46 per cent bisexual or non-binary and .06 per cent transgender. Thus, while the overall percentages of women and men identifying as LGBT2Q are nearly the same, women are five times more likely to identify as bisexual or non-binary and correspondingly less likely to say they are lesbian, queer or two-spirited. A source of uncertainty and possibly bias, however, is that men are more likely to decline to answer this question, by a margin of 28.7 per cent to 21.8 per cent.
5. Considerably more lawyers are able to practise in French than identify as Francophone, though the age patterns are similar. There has been a dramatic increase in the proportion of lawyers who identify as Francophone, from 3.0 per cent of lawyers over 65 to 7.8 per cent of lawyers under 35. Over the same age range, lawyers able to counsel *and represent* in French increases from 4.6 to 10.0 per cent, from 8.2 per cent to 13.0 per cent adding lawyers who can counsel *but not represent* in French. Assuming that lawyers who do not answer the questions about Francophone identity and practising in French are non-Francophone and English-only practitioners, would decrease the percentages of Francophone and French-practising lawyers by about 10 per cent. Note that with respect to counselling and representation in French, there is very little difference between the under 35, 35–44, and 45–54 age groups, suggesting the increase in the role of French dates to the 1990s.
6. Disability is surprisingly unrelated to age: about 5.5 per cent of lawyers under 54 indicate that they have a disability — with essentially no difference between the three ten-year age groups, then the figure rises only to 6.4 per cent for ages 55–64 and 5.0 per cent for age 65 and older. Without more detailed questions, it is not possible to understand the barriers to entry into the profession, differential experiences, and retirement decisions. About 9 per cent of licensees do not answer the question.
7. The Table reveals a remarkable change in the profession. Comparing lawyers ages 55–64 and lawyers 65 and older, the percentage of women increases by 114 per cent from 19.2 per cent to 41.2 per cent, and the percentage of LGBT2Q licensees *triples*; Francophones increased by 73 per cent and licensees able to counsel and represent in French increased by 71 per cent. The decisive change among licensees who are now 55–64 years of age, so it involves the cohort born between about 1969 and 1978, who entered law school between about 1990–1999 and were called between 1993 and 2002.

Table 5a: **Status and Sector of Practice*** by Indigeneity and Racialization for Ontario Lawyers, 2022

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	<i>per cent</i>											
Indigenous												
First Nations and Inuk	26	8	16	2	3	12	16	2	8	7	100	385
Métis	19	9	20	3	2	10	23	3	7	3	100	202
Total	24	8	18	2	3	11	19	3	7	6	100	587
Racialized												
Arab	16	9	29	5	3	13	17	1	4	6	100	580
Black	27	5	17	4	3	14	16	2	6	7	100	1,658
Chinese	17	7	26	3	1	20	13	1	5	8	100	1,798
Filipino	25	7	21	4	2	17	11	1	5	7	100	169
Japanese	10	18	10	2	3	21	21	0	7	8	100	61
Korean	11	9	25	3	1	20	16	0	5	9	100	434
Latin American	19	8	22	6	3	17	14	1	5	5	100	315
South Asian	27	8	23	4	2	13	10	1	5	8	100	3,752
Southeast Asian	22	7	25	3	2	14	12	1	5	8	100	177
West Asian	24	7	29	4	1	14	9	1	4	6	100	691
Other and More than One Racialized Group	18	11	16	6	3	10	23	3	5	4	100	116
Racialized and White	10	6	31	4	2	16	18	1	5	6	100	804
Total	22	7	24	4	2	15	13	1	5	7	100	10,555
White	17	16	22	3	1	13	14	1	5	7	100	27,688
Not Indigenous, Declined Racialization Question	24	14	18	3	1	15	11	1	6	8	100	3,882
Declined Indigenous and Racialization Questions	18	13	15	3	1	12	13	2	10	12	100	8,807
Total	19	13	21	4	1	14	14	1	6	8	100	51,519

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 5b: **Status and Sector of Practice* by Indigeneity and Racialization** for Ontario Lawyers, 2022 (based on Partners, Associates and Employees)

Group	fewer than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	per cent								
Indigenous									
First Nations and Inuk	35	8	16	15	1	2	22	100	98
Métis	40	15	19	9	7	1	7	100	67
Total	37	11	18	13	4	2	16	100	165
Racialized									
Arab	34	13	13	11	7	6	18	100	245
Black	42	10	15	7	5	4	17	100	418
Chinese	29	11	13	8	8	6	25	100	655
Filipino	45	7	18	2	7	5	15	100	55
Japanese	28	17	6	22	6	6	17	100	18
Korean	30	13	12	9	4	9	24	100	162
Latin American	49	15	11	10	2	3	10	100	115
South Asian	43	13	13	7	4	4	16	100	1,288
Southeast Asian	39	16	18	3	3	2	19	100	62
West Asian	32	12	18	9	10	4	14	100	283
More than one Racialized Group	28	13	26	5	5	0	23	100	39
Racialized and White	30	14	13	10	6	5	23	100	330
Total	37	12	14	8	6	5	19	100	3,670
White	24	13	14	12	5	9	22	100	11,390
Not Indigenous, Declined Racialization Question	30	14	16	8	6	7	19	100	1,376
Declined Indigenous and Racialization Questions	31	13	15	10	6	6	20	100	2,819
Total	28	13	15	10	6	7	22	100	19,432

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 5c: **Region** by Indigeneity and Racialization** for Ontario Lawyers, 2022

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Indigenous										
First Nations and Inuk	6	8	30	9	9	18	15	5	100	361
Métis	7	5	30	6	10	14	23	5	100	188
Indigenous Total	7	7	30	8	9	17	18	5	100	549
Racialized										
Arab	7	3	46	17	1	0	25	1	100	544
Black	3	4	57	21	2	0	12	1	100	1,582
Chinese	2	2	68	20	1	0	7	0	100	1,671
Filipino	2	4	61	20	2	0	9	1	100	161
Japanese	4	4	66	13	2	0	11	2	100	56
Korean	2	3	72	15	1	0	6	0	100	401
Latin American	5	6	58	16	2	1	11	1	100	297
South Asian	2	3	51	37	1	0	5	0	100	3,635
Southeast Asian	2	5	55	26	1	1	9	1	100	167
West Asian	1	2	66	22	1	0	7	0	100	655
More than one Racialized Group	2	2	58	16	3	2	17	1	100	112
Racialized and White	3	3	60	13	3	2	14	2	100	760
Total	2	3	58	25	2	1	9	1	100	10,041
White	6	6	55	11	4	2	13	2	100	26,262
Not Indigenous, Declined Racialization Question	3	5	59	18	3	2	9	1	100	3,690
Declined Indigenous and Racialization Questions	5	6	54	16	3	2	12	2	100	8,181
Total	5	5	55	15	3	2	12	2	100	48,723

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 5: **Status and Sector of Practice*, Size of Law Firm and Region** by Indigeneity and Racialization**
for Ontario Lawyers, 2022

**Licensee status within law firms and employment in different sectors differs substantially for Indigenous, racialized and white lawyers. This is partly, but not entirely, because white lawyers are older, on average.*

***The figures for location partly reflect the total population; lawyers and law firms are concentrated in Toronto, but so is the Ontario population, although to a lesser extent.*

1. 26 per cent of First Nations and Inuk lawyers and 19 per cent of Métis are sole practitioners, compared to 17 per cent of white lawyers; 19 per cent of Indigenous lawyers work for government, compared to 14 per cent of white lawyers. Indigenous lawyers are much less likely to be law firm partners, 8 per cent versus 16 per cent for white lawyers, and they are somewhat less likely to be law firm associates or practise in-house. Indigenous lawyers tend to work at smaller firms.
2. Compared to white lawyers, racialized lawyers are somewhat more likely to be sole practitioners. Just 7 per cent of racialized lawyers are law firm partners, compared to 16 per cent of white lawyers. In contrast, 24 per cent racialized lawyers are law firm associates, compared to 22 per cent of whites, which portends considerable growth in the percentage of racialized partners. Considering these figures, remember that eligibility for partnership is related to years in practice and that, on average, racialized licensees are younger.
3. Around 25 per cent of Black, Filipino, South Asian, Southeast Asian and West Asian licensees are sole practitioners, but only about 10 per cent of Japanese, Korean and racialized and white licensees — with white, Arab, Chinese and Latin American licensees in the middle with 17–20 per cent sole practitioners. 26 per cent of Black lawyers work at law firms, compared to 41 per cent of white lawyers. Japanese, Korean and Chinese are about 5 per cent more likely than whites to be employed in-house; racialized lawyers are twice as likely to practise in legal clinics (which employ just 655 out of more than 51,000 licensees); and 14 per cent of racialized lawyers work for government, compared to 11 per cent of white lawyers.
4. Table 5b shows that white licensees are the least likely to work in the smallest firms with less than five licensees. Indigenous, Black, Filipino, Latin American, South Asian and Southeast Asian lawyers are substantially more likely to work in the smallest firms: the figures range from 39 per cent to 49 per cent, compared to 25 per cent of white licensees. In terms of firm size, Chinese, Japanese and Korean licensees resemble white lawyers.
5. Table 5c shows that 17 per cent of Indigenous lawyers work in the North and 9 per cent in the “Central North” area, compared to just 2 per cent of white and 1 per cent of racialized lawyers in the North and 4 per cent and 2 per cent in the Central North. Compared to white and racialized lawyers, Indigenous lawyers are more likely to practise in Eastern Ontario and Ottawa. 30 per cent of Indigenous lawyers are in Toronto, compared to 55 per cent of white lawyers and 58 per cent of racialized lawyers. Also, note the concentration of Arab lawyers in Ottawa and South Asian lawyers, especially, and the other racialized groups also in (the combined area of) Durham, Halton, Peel and York. Chinese and Korean lawyers are concentrated in Toronto. Much of this variation can be understood in terms of the Ontario geographical distribution of racialized populations.

Table 6a: **Status and Sector of Practice* by Gender by Age** for Ontario Lawyers, 2022

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number	Percentage by Age
	per cent												
Women													
under 35	6.3	1.3	46.6	5.0	2.1	11.0	14.0	0.6	5.0	8.2	100.0	6,690	27.3
35–44	12.1	6.8	21.3	3.7	2.1	18.6	16.0	1.5	7.1	10.7	100.0	7,684	31.3
45–54	15.4	12.7	7.0	2.3	1.7	18.8	22.4	2.5	7.1	10.1	100.0	5,567	22.7
55–64	20.6	12.6	3.6	2.2	1.4	12.7	17.0	2.4	9.0	18.4	100.0	3,595	14.7
65 or more	36.0	13.0	4.1	3.1	2.0	5.9	9.5	2.7	7.6	16.3	100.0	1,003	4.1
Total	13.5	7.8	21.7	3.5	1.9	15.2	16.8	1.7	6.8	11.2	100.0	24,539	100.0
Men													
under 35	9.8	2.9	50.1	6.3	0.9	10.5	10.5	0.4	4.0	4.6	100.0	5,183	19.2
35–44	16.7	11.7	27.1	4.0	1.1	16.7	12.5	0.8	5.6	3.8	100.0	6,945	25.7
45–54	20.2	24.9	7.8	2.7	0.5	16.8	14.2	1.4	6.9	4.5	100.0	5,506	20.4
55–64	28.8	28.5	4.2	2.1	0.4	9.7	9.5	1.3	7.1	8.4	100.0	5,136	19.0
65 or more	47.7	28.8	6.3	2.4	0.4	3.1	3.9	0.6	3.4	3.5	100.0	4,210	15.6
Total	23.2	18.6	20.0	3.5	0.7	12.1	10.6	0.9	5.5	4.9	100.0	26,980	100.0

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

**excludes new licensees*

 Table 6b: **Size of Law Firm by Gender** (based on Partners, Associates and Employees) for Ontario Lawyers, 2022

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	per cent								
Women	28.4	12.7	15.4	9.6	5.9	6.2	21.9	100.0	8,037
Men	26.8	13.0	15.7	9.9	5.7	7.0	22.0	100.0	11,325
Total	27.5	12.9	15.6	9.7	5.8	6.7	21.9	100.0	19,362

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

 Table 6c: **Region** by Gender** for Ontario Lawyers, 2022

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Women	4.8	4.6	55.9	14.4	3.1	2.0	13.3	1.9	100.0	22,763
Men	5.0	5.8	55.1	16.0	3.1	2.3	10.6	2.1	100.0	25,306
Total	4.9	5.3	55.5	15.2	3.1	2.1	11.9	2.0	100.0	48,069

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

***excludes lawyers whose address is outside Ontario*

Table 6: **Status and Sector of Practice by Gender by Age, and Size of Law Firm and Region by Gender**
for Ontario Lawyers, 2022

1. Men are much more likely to be sole practitioners, 23.2 per cent versus 13.5 per cent of women, and law firm partners, 18.6 per cent of men versus 7.8 per cent of women. As a result, there are more women in each of the other sectors, including in-house, legal clinics, government and education. That the women are younger, on average, but this does not account for the dramatic gender difference in partners. In the 45–54, 55–64 and 65 and older age groups, respectively, 12.7 per cent, 12.6 per cent and 13.0 per cent of women are law firm partners, compared to 24.9 per cent, 28.5 per cent and 28.8 per cent of men (the comparison is inexact because of possible gender differences *within* age groups — for example, women in, say, the 45–54 age group, could on average be younger than men in that same age range). The stability of this gender difference from age 45 suggests that it arises from deep and stable institutional factors.
2. The much lower representation of women among law firm partners compared to associates, where the gender difference is just 46.6 per cent versus 50.1 per cent for licensees under 35, shows that women associates are much less likely than men to become partners. This is consistent with other research, also based on these Annual Reports, that shows women are more likely to leave law firms for employment in government, education and in-house and outside of law practice. Another aspect of the gender difference is that 11.2 per cent of all women licensees are “Retired, or not working,” compared to 4.9 per cent of men; and women are somewhat more likely to be engaged in “other”, that is *non*-practising, employment.
3. To fully understand gender differences necessitates a longitudinal perspective, beyond what is possible in these *Snapshots*. It is clear that gender differences are less the result of initial differences in careers than transitions, especially between the ages of 30 and 35, whereby female law firm associates move to employment in other sectors. The remarkable *lack* of change in the comparison of age groups from 35 on suggests this pattern has not changed in three decades.
4. Gender differences in geographical location are small.

Table 7a: **Status and Sector of Practice* by Francophone Identity and Ability to Practise in French**
for Ontario Lawyers, 2022

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
Identify as Francophone												
Yes	13.3	10.4	18.3	3.3	1.9	12.1	26.4	1.4	5.7	7.1	100.0	2,873
No	19.3	13.9	22.1	3.6	1.3	14.0	12.5	1.1	5.2	7.0	100.0	41,657
Total	18.9	13.7	21.8	3.6	1.4	13.9	13.4	1.2	5.3	7.0	100.0	44,530
Able to Provide Service in French?												
Yes, Represent and Counsel	15.3	11.2	18.0	3.6	2.2	14.8	27.3	0.8	2.6	4.2	100.0	3,907
Counsel, but not Represent	19.4	12.9	18.8	3.1	2.5	13.6	23.1	1.0	1.9	3.8	100.0	1,769
Neither	22.0	16.1	24.4	4.0	1.3	14.9	10.5	0.5	2.4	3.9	100.0	36,604
Total	21.3	15.6	23.6	3.9	1.4	14.8	12.6	0.5	2.4	3.9	100.0	42,280

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 7b: **Size of Law Firm by Francophone Identity and Ability to Practise in French**
(based on Partners, Associates and Employees) for Ontario Lawyers, 2022

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	per cent								
Identify as Francophone									
Yes	31.9	12.3	16.1	9.6	2.8	3.6	23.6	100.0	914
No	26.8	13.0	15.6	9.8	6.0	6.9	21.9	100.0	16,435
Total	27.1	12.9	15.7	9.8	5.8	6.7	22.0	100.0	17,349
Able to Provide Service in French?									
Yes, Represent and Counsel	32.3	12.3	14.8	8.0	3.4	4.1	25.1	100.0	1,277
Counsel, but not Represent	26.8	13.2	15.0	11.3	6.0	5.2	22.5	100.0	613
Neither	27.1	13.0	15.8	9.9	5.9	7.0	21.3	100.0	16,244
Total	27.4	13.0	15.7	9.8	5.8	6.7	21.6	100.0	18,134

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 7c: **Region** by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2022

Group	South West	Central South	Toronto	Durham, Hamilton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Identify as Francophone										
Yes	2.5	2.2	29.8	5.7	1.1	6.7	47.0	4.9	100.0	2,463
No	5.1	5.4	57.1	16.0	3.2	1.8	9.5	1.8	100.0	39,821
Total	5.0	5.3	55.5	15.4	3.1	2.1	11.7	2.0	100.0	42,284
Able to Provide Service in French?										
Yes, Represent and Counsel	2.1	2.2	32.8	6.2	1.2	5.2	45.9	4.4	100.0	3,268
Counsel, but not Represent	3.4	3.0	48.2	7.9	1.5	2.8	31.2	2.1	100.0	1,638
Neither	5.5	5.9	57.4	17.0	3.5	2.0	6.8	1.8	100.0	35,533
Total	5.2	5.5	55.1	15.8	3.3	2.3	10.9	2.1	100.0	40,439

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 7: **Status and Sector of Practice, Size of Law Firm and Region by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2022

1. Francophone lawyers and the considerably larger number able to practise in French are more than twice as likely to work in government and five times more likely to work in Ottawa. 47.0 per cent of Francophone lawyers are in Ottawa and 26.4 per cent of Francophone lawyers work in government; with similar percentages for lawyers able to counsel and represent in French; compared to 12.5 per cent of non-Francophone lawyers in government and 9.5 per cent practising in Ottawa. Francophone lawyers are less likely to be sole practitioners — 13.3 per cent versus 19.3 per cent of non-Francophones, less likely to be law firm partners, 10.4 versus 13.9 per cent and law firm associates, 18.3 per cent versus 22.1 per cent. Lawyers able to practise in French are also more likely to work in the North and in Eastern Ontario, presumably reflecting their historical populations.
2. Francophone lawyers are somewhat more likely to work in smaller firms, but also in the largest law firms.

Table 8a: **Status and Sector of Practice* by Disability** for Ontario Lawyers, 2022

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
Has a Disability	18.1	8.1	15.4	3.0	3.1	11.6	21.1	2.3	6.4	10.8	100.0	2,233
No Disability	18.8	14.2	22.3	3.6	1.3	14.0	12.9	1.1	5.3	6.6	100.0	38,053
Total	18.7	13.9	21.9	3.6	1.4	13.9	13.4	1.2	5.3	6.8	100.0	40,286

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 8b: **Size of Law Firm by Disability** (based on Partners, Associates and Employees) for Ontario Lawyers, 2022

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	per cent								
Has a Disability	28.6	12.9	15.7	10.2	7.4	5.8	19.5	100.0	591
No Disability	27.9	12.5	14.8	9.9	6.0	6.7	22.2	100.0	15,253
Total	27.9	12.5	14.8	9.9	6.1	6.7	22.1	100.0	15,844

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 8c: **Region** by Disability** for Ontario Lawyers, 2022

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Has a Disability	4.5	5.2	52.6	11.6	3.6	2.2	17.7	2.7	100.0	2,121
No Disability	5.0	5.1	55.8	15.7	3.0	2.1	11.4	1.9	100.0	36,119
Total	4.9	5.1	55.6	15.5	3.1	2.1	11.7	2.0	100.0	38,240

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 8: **Status and Sector of Practice, Size of Law Firm and Region by Disability** for Ontario Lawyers, 2022

*The annual reports do not allow a full understanding of disability, which would necessitate separating lawyers with a disability when called from those who developed it later. In mid-career, a licensee might require accommodation, they may be forced to change employment or retire, but this is different from the barriers to the initial employment of lawyers with a disability. The one question about disability in the Annual Report does not differentiate types of disability or consider their effects on a lawyer's practice. It is likely that disability is under-reported, perhaps out of concern it will cast doubt on a lawyer's competence. Collecting better data is perfectly feasible, though it raises serious, but not insurmountable, concerns about privacy.

1. More than one in five, 21.1 per cent, of lawyers with a disability work for government, compared to 12.9 per cent of lawyers without a disability; and, likely related, 17.7 per cent of licensees with a disability work in Ottawa, compared to 11.4 per cent.
2. Licensees with a disability are less likely to find initial employment at law firms and those who do are much less likely to become partners: lawyers with a disability account for 15.4 per cent of law firm associates, compared to 22.3 per cent without; and 8.1 per cent of lawyers with a disability are law firm partners, compared to 14.2 per cent without. For licensees working at law firms, having a disability is unrelated to firm size.
3. Of lawyers with a disability, 10.8 per cent are "retired or not working", versus 6.6 per cent for lawyers who do not report a disability.

Table 9a: **Status and Sector of Practice* by Sexual Orientation** for Ontario Lawyers, 2022

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
LGBT2Q	12.4	6.7	26.8	3.3	2.8	13.2	20.1	2.5	5.5	6.7	100.0	1,988
Not LGBT2Q	18.7	14.1	21.7	3.5	1.3	14.1	13.1	1.1	5.4	7.0	100.0	36,408
Total	18.4	13.7	22.0	3.5	1.4	14.1	13.5	1.2	5.4	7.0	100.0	38,396

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 9b: **Size of Law Firm by Sexual Orientation** (based on Partners, Associates and Employees) for Ontario Lawyers, 2022

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	per cent								
LGBT2Q	28.6	12.3	16.1	9.7	4.8	7.1	21.4	100.0	733
Not LGBT2Q	27.4	12.7	15.2	10.1	6.1	6.9	22.3	100.7	14,326
Total	27.5	12.4	14.9	10.0	6.1	6.9	22.2	100.0	15,059

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 9c: **Region** by Sexual Orientation** for Ontario Lawyers, 2022

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
LGBT2Q	3.3	4.1	63.8	7.9	2.0	2.3	14.7	1.8	100.0	1,851
Not LGBT2Q	5.0	5.1	55.2	15.8	3.1	2.1	11.7	2.0	100.0	34,623
Total	4.9	5.1	55.6	15.4	3.1	2.1	11.9	2.0	100.0	36,474

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 9: **Status and Sector of Practice, Size of Law Firm and Region by Sexual Orientation** for Ontario Lawyers, 2022

1. Similar to Francophones and licensees with a disability, 20.1 per cent of LGBT2Q lawyers work for government, compared to 13.1 per cent of non-LGBT2Q lawyers; 2.8 per cent of LGBT2Q lawyers work in legal clinics, compared to 1.3 per cent of non-LGBT2Q lawyers; and the figures for employment in education are 2.5 per cent and 1.1 per cent.
2. 12.4 per cent of LGBT2Q lawyers are sole practitioners and 6.7 per cent are law firm partners, compared to 18.7 per cent and 14.1 per cent for non-LGBT2Q lawyers. By a margin of 26.8 per cent to 21.7 per cent, LGBT2Q lawyers are more likely to be law firm associates. In part, it reflects the younger ages of LGBT2Q licensees, shown in Table 4, but it may also reflect the early to mid-career mobility out of law firms, characteristic of women — though note comment 4 on Table 4, pointing out that sexual orientation is not correlated with gender.
3. Among licensees in law firms, sexual orientation is unrelated to the size of firm.
4. LGBT2Q lawyers are concentrated in Toronto and Ottawa.

Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2022

Group	Indigenous Law	Environment	Criminal	Family	Health	Immigration	Real Estate	Wills and Estates
	<i>per cent of lawyers whose work in the area accounts for at least 30 per cent of their total practice</i>							
First Nations and Inuk	29	1	18	20	0	1	7	3
Métis	11	1	20	17	1	2	10	4
Arab	1	0	9	7	1	8	13	4
Black	0	0	13	16	2	12	10	3
Chinese	1	0	4	6	1	4	18	4
Filipino	1	0	8	11	1	10	21	9
Japanese	0	0	11	2	0	6	2	2
Korean	0	0	8	5	2	5	13	2
Latin American	1	1	12	12	1	10	11	3
South Asian	1	0	8	11	1	7	27	3
Southeast Asian	1	1	6	12	1	6	21	5
West Asian	0	0	8	9	1	10	16	3
More than one Racialized Group	1	0	12	8	1	6	14	5
Racialized and White	1	1	15	10	2	3	7	4
White	1	1	10	9	1	2	12	6
Not Indigenous, Declined Racialization Question	1	1	9	9	1	4	16	6
Declined Indigenous and Racialization Questions	1	0	11	8	1	2	15	7
Women	2	1	10	13	2	4	11	6
Men	1	1	11	6	1	3	17	6
Total	1	1	10	9	1	3	14	6

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2022 (continued)

Group	Civil Litigation – Plaintiff	Civil Litigation – Defendant	Workplace	Employment and Labour	Administrative	ADR	Corporate	Securities
	<i>per cent of lawyers whose work in the area accounts for at least 30 per cent of their total practice</i>							
First Nations and Inuk	5	4	0	5	6	0	10	1
Métis	10	9	0	7	8	1	8	1
Arab	12	15	1	7	7	0	20	3
Black	7	8	1	7	6	1	17	3
Chinese	7	10	0	5	5	0	28	6
Filipino	4	7	0	5	4	0	20	4
Japanese	6	21	0	9	9	0	17	11
Korean	9	10	1	4	4	0	27	8
Latin American	10	10	1	6	6	0	18	5
South Asian	9	11	0	5	4	0	17	3
Southeast Asian	6	9	0	3	6	0	24	5
West Asian	14	14	1	6	5	1	18	4
More than one Racialized Group	11	14	1	10	10	0	18	2
Racialized and White	9	12	1	7	8	0	24	4
White	10	13	1	8	6	1	21	4
Not Indigenous, Declined Racialization Question	11	10	1	6	5	1	21	3
Declined Indigenous and Racialization Questions	11	12	0	5	5	1	23	4
Women	7	12	1	8	7	1	19	4
Men	12	12	0	6	4	1	22	4
Total	10	12	1	7	5	1	21	4

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2022 (continued)

Group	Taxation	Bankruptcy	Construction	Franchise	Intellectual Property	Municipal Law	Other Law	Number
	<i>per cent of lawyers whose work in the area accounts for at least 30 per cent of their total practice</i>							
First Nations and Inuk	2	0	0	0	1	0	3	305
Métis	2	0	2	0	1	1	6	167
Arab	1	0	2	0	2	1	6	482
Black	1	0	2	0	2	1	7	1,321
Chinese	4	0	1	0	6	1	5	1,471
Filipino	1	0	0	0	3	1	5	142
Japanese	2	0	2	0	6	9	9	47
Korean	4	1	1	1	4	1	9	338
Latin American	1	0	1	1	2	0	8	268
South Asian	1	0	1	0	2	1	5	3,138
Southeast Asian	3	0	1	0	3	0	5	145
West Asian	2	1	1	0	2	1	5	591
More than one Racialized Group	0	0	1	0	2	1	7	97
Racialized and White	3	1	1	0	2	1	6	663
White	2	1	2	0	3	2	6	23,144
Not Indigenous, Declined Racialization Question	2	1	2	0	3	1	6	3,226
Declined Indigenous and Racialization Questions	3	1	2	0	3	2	5	6,116
Women	2	1	1	0	3	2	7	18,716
Men	3	1	2	0	3	2	4	22,944
Total	2	1	2	0	3	2	6	41,661

Source: 2022 Lawyer Annual Report; analysis by Michael Ornstein

Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2022

**To be counted as specializing in an area, at least 30 per cent of a lawyer's practice must be in the area. By this criterion, most lawyers' practice is concentrated in just one of the 23 areas listed in the Annual Report, although about one-fifth of licensees spend at least 30 per cent of their time in two or more areas. The result is that the rows in Table 10 total to more than 100 per cent. There is also more missing information than in most of the other tables, in part because Table 10 excludes licensees who were not practising in 2022.*

1. 29 per cent of First Nations and 11 per cent of Métis lawyers specialize in Indigenous law, compared to just 1 per cent of lawyers overall. First Nations lawyers are also more likely to specialize in criminal and family law, about 20 per cent specialize in each area and they are much less likely than non-Indigenous licensees to specialize in civil litigation, corporate law, securities and real estate.
2. The most systematic difference is that while 2 per cent of white lawyers specialize in immigration law, this compares to 12 per cent of Black lawyers, 10 per cent of Filipino and Latin American and West Asian lawyers, 8 per cent of Arab lawyers, 7 per cent of South Asian lawyers and 6 per cent of Japanese, Southeast Asian lawyers and licensees identifying with more than one racialized group.
3. The relatively small percentages in many of the areas give rise to random variation that obscures the group differences, although a few are quite large. For example, Black lawyers are more likely to practise family law, as well as immigration law, while Chinese lawyers are under-represented in these areas and are concentrated in corporate, real estate and securities law.
4. There are notable gender differences in specialization. Civil litigation representing plaintiffs accounts for 7 per cent of women lawyers versus 12 per cent of men, but there is no difference for civil litigation representing defendants; 13 per cent of women and 6 per cent of men specialize in family law; 11 per cent of women and 17 per cent of men specialize in real estate; and there is also some greater concentration of men in corporate, securities and tax law. These differences must be related to the gender differences in sector of employment, in Table 6.