

Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report (LAR) 2018

RESPONSE RATES

The Law Society of Ontario has been collecting self-identification data in the Lawyer Annual Report since 2009. The structure of the survey at the time permitted the lawyer to pass over the question and provide no response. This option has been modified so that, while a lawyer can still decline to self-identify, the person must now so indicate by expressly entering this response.

EQUITY SURVEY: LAWYER RESPONSE RATE BY QUESTION, 2018*

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Indigenous	91.4%	Identify as Francophone	83.0%
Racialization	70.0%	Able to Practise in French	90.1%
Sexual Orientation	79.3%	Have a Disability	83.0%
Total Number	44,665		

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

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Key Points about Lawyers in the 2018 Snapshots

Michael Ornstein
25 March 2020

These tabulations include lawyers who in 2018 were:

- sole practitioners
- law firm partners, associates and employees
- lawyers employed in legal clinics, in-house, government
- lawyers in education (who may or may not practise)
- lawyers in “other employment” “who work but do not practise law or provide legal services, including those employed in education, in government or in a corporation in a position where they are not required to practise law or provide legal services.”
- lawyers “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.

The tabulations do not include lawyers practising outside the province, “legal advisors”, honorary licensees, lawyers who are suspended, lawyers whose fee is “excused” on grounds of disability, and lawyers whose licence is in abeyance when serving on a court or board. For a complete explanation, go to <https://www.iso.ca/lawyers/about-your-licence/annual-reports-fees-and-insurance/fee-categories>

Table 1: **Indigenous and Racialized Lawyers** in Ontario in 2018, compared to the 2016 Ontario population

Group	Lawyers					Ontario Population		
						Everyone	Persons in the Labour Force, Ages 25-69	University Graduates in the Labour Force, Ages 25-69
	Number	Percent, ignoring missing	Percent, imputing missing	Percent Women	Percent Women Accounting for Age	Percent		
Indigenous								
First Nations	353	0.91	0.89	57.8	55.3	1.84	1.40	0.54
Inuk	6	0.02	0.02	66.7	73.8	0.03	0.02	0.01
Métis	188	0.48	0.47	55.9	51.7	0.94	0.89	0.49
Other and Multiple Indigenous						0.10	0.07	0.04
Total Indigenous	547	1.40	1.38	57.2	54.3	2.91	2.38	1.08
Racialized								
Arab	358	1.02	0.91	52.8	47.0	1.56	1.12	1.89
Black	1,242	3.54	3.16	59.7	55.6	4.20	4.00	2.91
Chinese	1,386	3.95	3.53	58.7	53.7	5.41	5.44	9.05
Filipino	137	0.39	0.35	55.5	51.4	2.24	2.75	3.43
Japanese	65	0.19	0.17	47.7	49.7	0.14	0.15	0.25
Korean	334	0.95	0.85	58.1	52.0	0.60	0.60	1.04
Latino	224	0.64	0.57	51.3	45.7	1.42	1.59	1.29
South Asian	2,615	7.45	6.65	50.9	45.6	8.50	8.35	13.21
Southeast Asian	137	0.39	0.35	62.8	56.9	0.90	0.89	0.66
West Asian	443	1.26	1.13	58.9	51.7	1.10	1.03	1.61
Other Visible Minority						0.71	0.70	0.45
More than one Racialized Group	319	0.91	0.81	59.6	53.9	0.74	0.54	0.66
Racialized and White	617	1.76	1.57	62.1	56.0	1.76	0.79	1.16
Total Racialized	7,877	22.45	20.05	56.0	50.3	29.28	27.95	37.61
White	26,711	76.14	78.58	46.2	47.2	67.82	69.65	61.32
Not Indigenous, Declined Racialization Question	3,849			38.8	40.1			
Declined Indigenous and Racialization Questions	5,681			28.0	29.5			
Total		100.0	100.0	45.1		100.0	100.0	100.0
Number	44,665					12,998,640	5,810,371	1,962,679

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 1: **Representation of Indigenous and Racialized Persons** for Ontario Lawyers, 2018, compared to the Ontario population

1. Based on lawyers who answered the survey questions about both indigeneity and racialization, 1.40% of lawyers are Indigenous, compared to 2.91% of the 2018 Ontario population, 2.38% of the labour force age 25-69 and 1.08% of university graduates in the labour force age 25-69.
2. Racialized Ontarians (which *excludes* Indigenous persons, following Statistics Canada practice) account for 22.5% of lawyers, compared to 29.3% of the 2018 Ontario population, 28.0% of the labour force age 25-69 and 37.6% of university graduates in the labour force age 25-69. These totals include 0.9% who identify with two or more racialized groups or with a racialized group not listed on the survey form (for example Indigenous people of Mexico and Central America, who are not counted in the principle category for Canadian Indigenous persons) and 1.8% who identify as racialized and White.
3. 76.1% of Ontario lawyers are White, compared to 67.8% of the 2016 Ontario population, 69.7% of the Ontario labour force age 25-69 and 61.3% of Ontario university graduates in the labour force age 25-69. These figures, however, exclude lawyers who have not answered the questions about indigeneity or racialization.
4. The lawyers who decline to answer the two questions about Indigenous and racialized identity likely are different – and *more* likely to be White – than those who do. This means that the percentages in the second column of Table 1 and described above *overestimate* diversity. The figures can be improved if it is possible to estimate the composition of the non-respondents, with fair accuracy and a clue is provided by the linkage of the 2013 and 2018 equity survey records, which includes some individuals who did not answer in 2018, but did answer the questions about identity in their 2013 Annual Report. This information is used to compute figures in the third column of Table 1, labelled *Percent, imputing missing*. It gives a slightly lower estimates of 1.38% Indigenous lawyers and 20.05% racialized lawyers, while the estimated percentage of White lawyers rises to 78.58%.
5. The representation of women is much higher for Indigenous lawyers, 57.2% women, and racialized lawyers, 56.0%, than White lawyers, who are 46.2% women. This is because non-White lawyers are younger, on average. Taking account of age, the fifth column of Table 1 estimates that Indigenous lawyers are 54.3% women, racialized lawyers 50.3% women and White lawyers 47.2% women.
6. Using the imputed figures, Black lawyers account for 3.16% of lawyers, compared to 4.20% of the 2018 Ontario population, 4.00% of the 2011 labour force age 25-69 and 2.91% of university graduates in the labour force age 25-69. All the other racialized groups have a smaller percentage of lawyers than their proportions of Ontario university graduates in the labour force age 25 or more, but they vary radically. For example, 9.05% of Ontario university graduates in the labour force age 25 to 69 identify as Chinese, versus just 3.53% of lawyers; for Latinos the comparable figures are 1.29% and 0.57%; and for Filipinos 3.43% and 0.35%. Comparing lawyers and university graduates, in order to account for differential access to higher education, Filipinos have the fewest lawyers relative to population, by a wide margin. Then the most under-represented groups, with about 40 to 50% the number of many lawyers expected on the basis of their university graduates, are the Arab, Chinese, Latino and South Asian groups.

Table 2a: **Year of Call by Racialization** by number, for Ontario Lawyers, 2018

Year of Call	2018	2017	2014-16	2009-13	1999-2008	1989-98	1979-88	Before 1979	Total
	<i>Number</i>								
Indigenous									
First Nations and Inuk	23	22	41	54	123	71	21	4	362
Métis	10	17	34	41	53	24	7	2	189
Indigenous Total	33	39	75	95	176	95	28	6	551
Racialized									
Arab	36	39	68	72	99	30	12	2	358
Black	104	87	209	261	396	170	12	3	1,242
Chinese	120	99	262	314	349	179	52	11	1,387
Filipino	14	9	30	27	43	13	1	0	137
Japanese	0	0	2	8	20	23	8	4	65
Korean	36	26	52	72	107	35	6	0	334
Latino	28	18	50	65	47	12	4	0	224
South Asian	278	218	552	634	694	205	27	7	2,615
Southeast Asian	16	10	30	30	42	8	0	1	137
West Asian	43	48	106	151	81	13	1	0	444
More than one Racialized Group	34	20	69	69	88	32	7	0	320
Racialized and White	54	61	113	141	170	59	16	3	616
Racialized Total	763	635	1,543	1,844	2,136	779	146	31	7,879
White	1,124	1,024	2,891	3,989	6,683	5,022	4,035	1,943	26,741
Not Indigenous, Declined Racialization Question	161	136	453	509	965	760	593	272	3,851
Declined Indigenous and Racialization Questions	157	169	518	811	1,392	1,240	982	412	5,642
Total	2,238	2,003	5,480	7,248	11,352	7,896	5,784	2,664	44,665

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 2b: **Year of Call by Racialization** by percent, excluding missing, for Ontario Lawyers, 2018

Year of Call	2018	2017	2014-16	2009-13	1999-2008	1989-98	1979-88	Before 1979	Total
	<i>Percent, excluding missing</i>								
Indigenous									
First Nations and Inuk	1.2	1.3	0.9	0.9	1.4	1.2	0.5	0.2	1.0
Métis	0.5	1.0	0.8	0.7	0.6	0.4	0.2	0.1	0.5
Indigenous Total	1.7	2.3	1.7	1.6	2.0	1.6	0.7	0.3	1.6
Racialized									
Arab	1.9	2.3	1.5	1.2	1.1	0.5	0.3	0.1	1.0
Black	5.4	5.1	4.6	4.4	4.4	2.9	0.3	0.2	3.5
Chinese	6.3	5.8	5.8	5.3	3.9	3.0	1.2	0.6	3.9
Filipino	0.7	0.5	0.7	0.5	0.5	0.2	0.0	0.0	0.4
Japanese	0.0	0.0	0.0	0.1	0.2	0.4	0.2	0.2	0.2
Korean	1.9	1.5	1.2	1.2	1.2	0.6	0.1	0.0	0.9
Latino	1.5	1.1	1.1	1.1	0.5	0.2	0.1	0.0	0.6
South Asian	14.5	12.8	12.2	10.7	7.7	3.5	0.6	0.4	7.4
Southeast Asian	0.8	0.6	0.7	0.5	0.5	0.1	0.0	0.1	0.4
West Asian	2.2	2.8	2.4	2.5	0.9	0.2	0.0	0.0	1.3
More than one Racialized Group	1.8	1.2	1.5	1.2	1.0	0.5	0.2	0.0	0.9
Racialized and White	2.8	3.6	2.5	2.4	1.9	1.0	0.4	0.2	1.8
Racialized Total	39.7	37.4	34.2	31.1	23.7	13.2	3.5	1.6	22.4
White	58.5	60.3	64.1	67.3	74.3	85.2	95.9	98.1	76.0
Not Indigenous, Declined Racialization Question									
Declined Indigenous and Racialization Questions									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 2 **Detailed Racialization by Year of Call** for Ontario Lawyers, 2018

1. The proportion of Indigenous lawyers, roughly 1.7% of all licensees called in 2018, has not increased since the 1990s, despite a one-time uptick in 2017.
2. The profession is becoming increasingly diverse. The proportion of racialized lawyers reached its highest-ever figure of 39.7% for the 2018 year of call, versus 37.4% for 2017, 34.2% for 2013-15, 31.1% for 2009-2013 and 23.7% for 1999-2008.
3. The representation of the Arab, Black, Chinese, Korean, South Asian, Southeast Asian and West Asian groups is up substantially in the last five years. This must partly reflect population change, especially an increased number of young adults potentially able to attend university and then law school.

Differences between Table 2, based on year of call and Table 3, based on age, can result from group differences in age at call and whether lawyers continue in the profession. While the figures for year of call allow finely detailed study of new lawyers, not too much emphasis should be placed on variation between single years.

Table 3: **Racialization by Age** for Ontario Lawyers, 2018

	Under 35	35-44	45-54	55-64	65 or more	Under 35	35-44	45-54	55-64	65 or more
	Number					Percent, excluding missing				
Indigenous										
First Nations and Inuk	72	111	101	62	13	0.8	1.2	1.4	1.0	0.4
Métis	52	76	36	18	6	0.6	0.8	0.5	0.3	0.2
Total Indigenous	124	187	137	80	19	1.4	2.0	1.8	1.3	0.6
Racialized										
Arab	142	136	53	23	4	1.6	1.4	0.7	0.4	0.1
Black	308	411	360	133	30	3.5	4.3	4.8	2.2	0.9
Chinese	525	466	242	109	44	5.9	4.9	3.3	1.8	1.3
Filipino	32	52	37	11	5	0.4	0.5	0.5	0.2	0.1
Japanese	3	16	26	12	8	0.0	0.2	0.3	0.2	0.2
Korean	118	121	73	20	2	1.3	1.3	1.0	0.3	0.1
Latino	71	98	41	13	1	0.8	1.0	0.6	0.2	0.0
South Asian	998	885	514	167	51	11.3	9.3	6.9	2.8	1.5
Southeast Asian	50	55	23	7	2	0.6	0.6	0.3	0.1	0.1
West Asian	219	179	33	11	1	2.5	1.9	0.4	0.2	0.0
More than one Racialized Group	125	111	59	18	6	1.4	1.2	0.8	0.3	0.2
Racialized and White	242	227	109	33	6	2.7	2.4	1.5	0.6	0.2
Total Racialized	2,833	2,757	1,570	557	160	32.1	29.0	21.1	9.4	4.7
White	5,876	6,565	5,731	5,319	3,220	66.5	69.0	77.1	89.3	94.7
Not Indigenous, Declined Racialization Question	767	939	882	771	490					
Declined Indigenous and Racialization Questions	917	1,313	1,407	1,336	708					
Total	10,517	11,761	9,727	8,063	4,597	100.0	100.0	100.0	100.0	100.0

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 3 **Detailed Racialization by Age** for Ontario Lawyers, 2018

1. Consistent with the figures for year of call in Table 2, 1.4% of lawyers under 35 are Indigenous, compared to 2.0% of lawyers age 35-44 and 1.9% of lawyers 45-54. An increase in the percentage of lawyers who are Métis is accompanied by a *decline* in First Nations and Inuk lawyers (Table 1 shows the number of Inuk lawyers is very small, they are not reported separately).
2. Racialized lawyers increased from just 4.7% of Ontario lawyers 65 or more to 21.1% of lawyers age 45-54 and 32.1% of lawyers under 35. That this trend is a bit slower than the increase of racialized lawyers by year of call, seen in Table 2, is due a quite small difference in age at call, which is greater for racialized lawyers.
3. Comparing the 45-54, 55-64 and 65 and older groups, there is a very large increase in the representation of every racialized group; this representing the initial progress in equity about 30 years ago. Under age 45, the groups diverge, however, with the Arab, Chinese, South Asian and West Asian groups making greater progress in recent years, but not the Black, Japanese and Filipino groups. Black lawyers account for 3.5% of lawyers under 35, versus 4.3% of lawyers 35-44 and 4.8% of lawyers 45-54 (but note that the figures for year of call in Table 2 show a continuing increase).

Table 4: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French, and Disability by Age** for Ontario Lawyers, 2018

	Total	Under 35	35-44	45-54	55-64	65 or more	Total	Under 35	35-44	45-54	55-64	65 or more
	Number						Percent, excluding missing					
Gender												
Women	20,150	5,806	6,102	4,549	2,991	702	45.1	55.2	51.9	46.8	37.1	15.3
Men	24,515	4,711	5,659	5,178	5,072	3,895	54.9	44.8	48.1	53.2	62.9	84.7
Sexual Orientation												
LGBT2Q	1,420	502	401	296	183	38	4.0	5.7	4.2	3.9	3.0	1.1
Not LGBT2Q	34,005	8,309	9,160	7,256	5,849	3,431	96.0	94.3	95.8	96.1	97.0	98.9
Declined to Answer	9,240	1,706	2,200	2,175	2,031	1,128						
Identify as Francophone												
Yes	2,175	644	664	499	274	94	5.4	6.6	6.2	5.8	3.9	2.3
No	37,902	9,151	10,012	8,086	6,710	3,943	94.6	93.4	93.8	94.2	96.1	97.7
Declined to Answer	4,588	722	1,085	1,142	1,079	560						
Able to Practise in French												
Can Counsel and Represent	3,482	908	1,090	840	463	181	8.7	9.7	10.3	9.6	6.4	4.3
Can Counsel But Not Represent	1,936	400	611	477	308	140	4.8	4.3	5.7	5.4	4.3	3.3
Cannot	34,834	8,046	8,931	7,475	6,457	3,925	86.5	86.0	84.0	85.0	89.3	92.4
Declined to Answer	4,413	1,163	1,129	935	835	351						
Have a Disability												
Yes	1,591	298	395	361	365	172	4.3	3.3	4.0	4.6	5.7	4.6
No	35,468	8,815	9,522	7,535	6,003	3,593	95.7	96.7	96.0	95.4	94.3	95.4
Declined to Answer	7,606	1,404	1,844	1,831	1,695	832						
All Lawyers	44,665	10,517	11,761	9,727	8,063	4,597	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2018 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, 2018

1. Table 4 shows the remarkable growth in the representation of women, from 15.3% of lawyers over 65 to 51.9% of lawyers age 35-44, with a further small increase to 55.2% of lawyers under 35.
2. 5.7% of lawyers under 35 identify as LGBT2Q, compared to 4.2% for ages 35-44, 3.9% for 45-54, 3.0% for ages 55-64 and 1.1% age 65 or more. Around one-fifth of licensees, however, do not answer this question.
3. Considerably more lawyers can work in French than identify as Francophone, though the age patterns are similar. There is a dramatic increase in the proportion of lawyers identifying as Francophone, from 2.3% of lawyers over 65 to 6.6% of lawyers under 35; while the percentage for lawyers able to counsel and represent in French rose from 4.3% to 9.7%, percentages that increase by about one-third counting lawyers who indicate they can counsel, but not represent in French. Assuming that the 4,400 lawyers who do not answer the questions are predominantly non-Francophone and unable to practice in French, the percentages of Francophone and French practicing lawyers would decrease by about 10%.
4. 3.3% of lawyers entering the profession have a disability, increasing to 4.6% of lawyers age 45-54 and 5.8% for ages 55-64. The lower proportion with a disability for ages 65 or more, 4.6%, suggests that disability leads to earlier retirement. About 15% of licensees did not answer the question. These figures should be treated with caution, because they are based on a single survey question, not informed by contemporary thinking about disability.

Table 5a: **Status by Racialization*** for Ontario Lawyers, 2018

	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>Percent</i>											
Indigenous												
First Nations and Inuk	24	8	11	3	5	10	19	2	7	11	100	351
Métis	18	9	20	3	3	10	22	2	5	8	100	181
Indigenous Total	22	8	14	3	5	10	20	2	6	10	100	532
Racialized												
Arab	23	10	23	4	2	10	15	0	6	6	100	345
Black	31	6	15	3	4	11	17	1	5	7	100	1,216
Chinese	19	9	24	2	1	18	13	1	6	8	100	1,339
Filipino	31	9	18	4	0	15	10	1	7	5	100	137
Japanese	9	25	6	0	3	17	20	0	11	9	100	65
Korean	13	9	22	4	1	18	17	0	6	9	100	327
Latino	21	9	25	4	3	17	10	0	5	8	100	218
South Asian	29	9	19	3	2	12	11	1	6	8	100	2,539
Southeast Asian	22	8	23	4	4	7	13	0	8	11	100	134
West Asian	25	7	27	5	1	13	8	1	6	9	100	429
More than one Racialized Group	19	6	24	2	2	10	20	1	8	9	100	306
Racialized and White	12	8	24	4	3	16	19	2	5	8	100	593
Racialized Total	24	8	21	3	2	13	14	1	6	8	100	7,648
White	18	17	19	3	1	12	14	1	6	8	100	26,228
Not Indigenous, Declined Racialization Question	25	16	15	3	1	13	12	1	7	8	100	3,790
Declined Indigenous and Racialization Questions	24	19	14	4	1	11	13	1	5	7	100	5,603
Total	21	16	18	3	1	12	13	1	6	8	100	43,801

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 5b: **Size of Law Firm by Racialization** for Ontario Lawyers, 2018

	Size of Law Firm, Based on Partners, Associates and Employees								Number
	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	
	Percent								
Indigenous									
First Nations and Inuk	40	21	23	6	1	3	5	100	77
Métis	30	19	23	7	0	4	18	100	57
Indigenous Total	20		23	7	1	3	10	64	134
Racialized									
Arab	34	13	16	6	6	8	18	100	127
Black	38	15	16	6	3	9	13	100	288
Chinese	27	14	16	8	5	11	20	100	466
Filipino	42	14	5	9	5	9	16	100	43
Japanese	15	15	15	25	5	5	20	100	20
Korean	29	15	15	9	3	11	18	100	115
Latino	49	12	11	9	0	11	7	100	81
South Asian	44	15	15	6	2	7	11	100	788
Southeast Asian	40	23	11	2	0	4	19	100	47
West Asian	32	16	23	7	3	8	10	100	166
More than one Racialized Group	32	13	18	9	2	5	20	100	98
Racialized and White	30	13	18	9	4	8	18	100	208
Racialized Total	36	15	16	7	3	8	15	100	2,447
White	24	13	17	11	5	13	17	100	10,321
Not Indigenous, Declined Racialization Question	28	14	18	10	5	11	13	100	1,292
Declined Indigenous and Racialization Questions	30	15	18	10	5	10	12	100	2,084
Total	27	14	17	10	5	12	16	100	16,278

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 5c: **Region by Racialization**** for Ontario Lawyers, 2018

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	<i>Percent</i>									
Indigenous										
First Nations and Inuk	8	10	27	10	8	17	15	4	100	347
Métis	6	3	34	8	8	11	25	5	100	177
Indigenous Total	7	8	30	9	8	15	19	4	100	524
Racialized										
Arab	8	3	47	15	1	1	26	0	100	346
Black	3	4	57	22	2	1	10	1	100	1,215
Chinese	1	2	68	22	0	0	6	0	100	1,359
Filipino	4	6	61	22	2	0	5	0	100	135
Japanese	2	6	70	9	2	0	9	2	100	64
Korean	2	4	70	16	1	1	6	0	100	327
Latino	5	6	55	20	3	1	8	2	100	216
South Asian	1	4	53	34	1	0	6	1	100	2,571
Southeast Asian	1	2	59	25	1	2	11	0	100	133
West Asian	0	1	69	21	1	0	7	0	100	437
More than one Racialized Group	2	2	64	15	2	0	13	1	100	311
Racialized and White	3	4	60	13	1	2	16	1	100	605
Racialized Total	2	3	59	24	1	1	9	1	100	7,719
White	6	6	55	12	4	3	13	2	100	26,300
Not Indigenous, Declined Racialization Question	4	5	58	17	3	2	10	2	100	3,800
Declined Indigenous and Racialization Questions	6	7	52	15	4	3	11	3	100	5,598
Total	5	6	55	15	3	2	12	2	100	43,941

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 5 **Status, Size of Law Firm and Region by Racialization** for Ontario Lawyers, 2018

Status – especially the distinction between firm partners and lawyers, but true across the board – differs substantially for Indigenous, racialized and White lawyers. In part, these differences result from White lawyers being older, on average. The figures for location of practice should be seen in the context of the total population; lawyers and law firms are concentrated in Toronto, but so is the Ontario population.

1. 23% of Indigenous lawyers are sole practitioners, compared to 18% of White lawyers; 22% of Indigenous lawyers work for government, compared to 14% of White lawyers; 4% work in legal clinics, compared to just 1% of White lawyers; and 2% are in education versus 1% of White lawyers. Indigenous lawyers are much *less* likely to be law firm partners – 7% versus 18% for White lawyers – and they are somewhat less likely to be in-house and associates. Indigenous lawyers tend to work at smaller firms. 14% of Indigenous lawyers work in the North, compared to just 2% of non-Indigenous lawyers.
2. Compared to White lawyers, racialized lawyers are more likely to be sole practitioners. While racialized lawyers are just 8% of law firm partners, compared to 17% of White lawyers, 21% of associates are racialized, compared to about 19% of White lawyers, which portends growth in the percentage of racialized partners. To a degree, the low percentages of racialized law firm partners reflect their younger age (except for the distinctly older Japanese group).
3. There are complex differences in the workplaces of the eight racialized groups, with Black, Filipino and Japanese lawyers most distinctive. Notably, there are low numbers of Black partners and associates, compared to a high level of sole practice.
4. Indigenous lawyers are much more likely to practice in the Central North, Eastern Ontario and Ottawa, and especially in the North. Racialized lawyers are concentrated in Toronto, except for the concentration of Arab lawyers in Ottawa and South Asian lawyers in (the combined area of) Durham, Halton, Peel and York. Chinese and East Asian lawyers are concentrated in Toronto.

Table 6a: **Status by Gender by Age*** for Ontario Lawyers, 2018

	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
	<i>Percent</i>												
Women													
Total	14.7	9.0	19.4	3.4	2.1	14.0	17.5	1.7	6.9	11.4	100.0	19,700	100.0
Under 35	7.6	2.0	43.8	5.2	2.6	10.4	12.5	0.4	5.6	10.0	100.0	5,425	27.5
35-44	12.9	9.2	16.9	3.3	2.2	17.7	18.6	1.6	6.9	10.7	100.0	6,046	30.7
45-54	17.4	13.3	6.3	2.2	1.4	16.9	23.1	2.3	8.1	8.9	100.0	4,540	23.0
55-64	21.4	13.3	3.7	2.5	2.1	10.8	17.7	2.5	8.0	17.9	100.0	2,988	15.2
65 or more	37.7	14.8	3.7	2.4	1.6	5.0	10.0	3.4	5.4	16.0	100.0	701	3.6
Men													
Total	25.6	21.4	17.2	3.0	0.7	10.9	10.2	1.0	5.6	4.5	100.0	24,101	100.0
Under 35	13.0	3.1	48.6	5.5	1.1	9.7	9.7	0.3	5.0	4.0	100.0	4,386	18.2
35-44	17.4	16.2	22.8	3.2	1.1	16.6	13.1	0.9	5.3	3.5	100.0	5,598	23.2
45-54	22.5	28.6	6.0	2.5	0.4	14.4	13.3	1.7	7.0	3.6	100.0	5,162	21.4
55-64	30.5	30.3	3.9	1.6	0.5	8.1	9.6	1.1	6.8	7.7	100.0	5,062	21.0
65 or more	49.2	28.4	6.1	2.1	0.4	3.0	3.2	0.6	3.6	3.4	100.0	3,893	16.2

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

**excludes new licensees*

 Table 6b: **Size of Law Firm by Gender** for Ontario Lawyers, 2018

	Size of 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	Total	Number	
	<i>Percent</i>									
Women	28.8	13.5	16.7	10.4	4.3	10.3	16.0	100.0	6,262	
Men	25.4	14.0	17.1	10.1	5.0	12.5	15.8	100.0	10,016	
Total	26.7	13.8	17.0	10.2	4.7	11.7	15.9	100.0	16,278	

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

 Table 6c: **Region by Gender**** for Ontario Lawyers, 2018

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	<i>Percent</i>									
Women	4.9	4.8	56.1	13.8	3.2	2.0	13.2	2.0	100.0	19,333
Men	5.4	6.5	54.4	15.1	3.4	2.6	10.4	2.2	100.0	23,818
Total	5.2	5.7	55.2	14.5	3.3	2.3	11.7	2.1	100.0	43,151

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

***excludes lawyers whose address is outside Ontario*

Table 6 **Gender by Status, Size of Law Firm and Region** for Lawyers, 2018

1. Men are more likely to be sole practitioners, 25.6% versus 14.7% for women, and men more likely to be law firm partners, 21.4% versus 8.7% for women. There is a higher proportion of women in all the other categories, including employment in-house, at clinics, for government and in education. While women lawyers are younger than men, on average, this does not account for the gender difference in partners. In the 45-54, 55-64 and 65 and older age groups, respectively 13.3, 13.3 and 14.8% of women are partners, compared to 28.6, 30.3 and 28.4% of men.
2. More generally, *in every age group* men are more likely to be sole practitioners and partners. But up to age 44 there is only a smaller preponderance of men among law firm associates, so women associates are considerably less likely to become partners. Women are more likely to leave law firms in their 30's for employment in government, education and in-house.
3. There is a very large gender difference in lawyers who are "retired, or not working," which accounts for 11.4% of all women, more than twice the figure of 4.5% of men.
4. Gender differences in geographical location are small.

Table 7a: **Status by Francophone Identity and Ability to Practise in French*** for Ontario Lawyers, 2018

	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>Percent</i>											
Identify as Francophone												
Yes	14.5	10.6	15.3	2.9	2.6	11.0	28.0	1.9	6.5	6.6	100.0	2,124
No	20.6	15.7	18.8	3.2	1.3	12.4	12.7	1.2	6.3	7.7	100.0	37,152
Total	20.3	15.5	18.6	3.2	1.4	12.3	13.5	1.3	6.4	7.6	100.0	39,276
Able to Provide Service in French?												
Yes, Represent and Counsel	15.9	10.4	14.0	2.9	2.8	11.2	28.6	1.8	5.6	6.8	100.0	3,407
Counsel, but not Represent	19.6	12.4	15.6	2.4	2.5	11.4	24.0	1.2	4.5	6.4	100.0	1,907
Neither	22.2	17.3	19.2	3.3	1.2	12.4	11.1	1.1	5.5	6.7	100.0	34,175
Total	21.5	16.4	18.6	3.2	1.4	12.3	13.3	1.2	5.4	6.7	100.0	39,489

Source: 2018 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** for Ontario Lawyers, 2018

	Size of 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	Percent		
Identify as Francophone										
Yes	33.8	13.1	16.3	9.0	2.0	7.0	18.9	100.0	613	
No	26.1	13.7	17.0	10.2	4.8	12.0	16.2	100.0	14,024	
Total	26.4	13.7	17.0	10.2	4.7	11.8	16.3	100.0	14,637	
Able to Provide Service in French?										
Counsel	33.1	14.5	15.9	8.3	2.6	6.9	18.8	100.0	931	
Represent	26.6	14.0	15.5	9.7	5.2	10.2	19.0	100.0	580	
Neither	26.4	13.9	17.2	10.5	4.9	11.9	15.2	100.0	13,602	
Total	26.9	116.5	17.1	10.3	4.8	11.6	15.5	100.0	15,113	

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 7c: **Region by Francophone Identity and Ability to Practise in French**** for Ontario Lawyers, 2018

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	Percent									
Identify as Francophone										
Yes	2.6	1.7	27.3	5.4	27.3	7.8	48.5	5.6	126.2	2,077
No	5.2	5.8	57.1	15.1	57.1	2.0	9.7	1.9	153.8	37,347
Total	5.1	5.6	55.5	14.6	55.5	2.3	11.7	2.1	152.3	39,424
Able to Provide Service in French?										
Yes, Represent and Counsel	2.3	2.1	32.5	6.0	1.2	1.1	45.8	4.6	95.7	3,315
Counsel, but not Represent	3.6	2.9	48.6	8.3	1.9	2.5	29.8	2.4	100.0	1,872
Neither	5.7	6.4	57.1	15.8	3.7	2.1	7.3	1.9	100.0	34,480
Total	5.3	5.9	54.6	14.6	3.4	2.4	11.6	2.2	100.0	39,667

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 7 **Status, Size of Law Firm and Region by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2018

1. Francophone lawyers and the larger number of lawyers able to practise in French are roughly twice as likely to work in government and five times more likely to work in Ottawa. Fully 48.5% of Francophone lawyers are in Ottawa versus 9.7% of non-Francophones. 27.9% of Francophone lawyers work in government, and similar for lawyers who can counsel and represent in French. Just 12.7% of non-Francophone lawyers work in government and 9.7% are in Ottawa. Lawyers able to practice in French are also more likely to work in Eastern Ontario.
2. Their concentration in government means that Francophone lawyers are less likely to be in other sectors, including sole practice and partners, associates and law firm employees. Nearly the same differences are found for lawyers who practice in French.

Table 8a: **Status by Disability*** for Ontario Lawyers, 2018

	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>Percent</i>											
Has a Disability	23.1	9.0	11.1	2.4	3.1	7.3	21.1	2.5	7.3	13.3	100.0	1,572
No Disability	19.9	16.0	19.3	3.2	1.3	12.6	13.0	1.2	6.3	7.2	100.0	34,738
Total	20.0	15.7	18.9	3.1	1.4	12.4	13.4	1.3	6.3	7.5	100.0	36,310

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

**excludes new licensees*

 Table 8b: **Size of Law Firm by Disability** for Ontario Lawyers, 2018

	Size of 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	Total	Number	
	<i>Percent</i>									
Has a Disability	29.3	13.9	18.8	9.7	5.4	9.9	13.1	100.0	352	
No Disability	26.1	13.6	16.9	10.3	4.6	11.9	16.6	100.0	13,350	
Total	26.2	13.6	17.0	10.3	4.6	11.8	16.5	100.0	13,702	

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

 Table 8c: **Region by Disability**** for Ontario Lawyers, 2018

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	<i>Percent</i>									
Has a Disability	6.0	5.6	52.6	10.4	4.4	2.6	15.4	2.9	100.0	1,561
No Disability	5.0	5.5	55.8	14.8	3.1	2.2	11.5	2.0	100.0	34,897
Total	5.1	5.5	55.7	14.6	3.2	2.3	11.6	2.1	100.0	36,458

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

***excludes lawyers whose address is outside Ontario*

 Table 8 **Status, Size of Law Firm and Region by Disability** for Ontario Lawyers, 2018

While no measure is available, it is likely that lawyers with a disability can be divided according to whether they had a disability when called. Lawyers affected by disability only in mid-career may not receive accommodation or may be forced to change employment or into retirement, but this is different from the barriers to the initial employment of lawyers with a disability.

1. Disability is significantly related to sector of employment. Most notably, 21.1% of lawyers with a disability work for government, compared to 13.0% without a disability; law firm partners account for 9.0% of lawyers with a disability, compared to 16.0% without, and for law firm associates the corresponding figures are 11.1% and 19.3%. About one-eighth of lawyers with a disability are "retired or not working", versus 7.2% for all other lawyers.

Table 9a: **Status by Sexual Orientation*** for Ontario Lawyers, 2018

	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>Percent</i>											
LGBT2Q	14.7	7.5	19.5	3.2	3.1	13.2	21.7	2.8	6.1	8.2	100.0	1,359
Not LGBT2Q	19.8	15.8	19.1	3.1	1.3	12.5	13.1	1.2	6.4	7.6	100.0	33,315
Total	19.6	15.5	19.1	3.1	1.4	12.5	13.5	1.3	6.4	7.6	100.0	34,674

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 9b: **Size of Law Firm by Sexual Orientation** for Ontario Lawyers, 2018

	Size of 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	Total	Number	
	<i>Percent</i>									
LGBT2Q	28.0	11.5	17.1	9.3	4.1	11.7	18.3	100.0	410	
Not LGBT2Q	25.8	13.9	17.0	10.3	4.7	12.1	16.6	100.3	12,650	
Total	25.8	13.7	16.8	10.3	4.7	12.1	16.7	100.0	13,060	

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 9c: **Region by Sexual Orientation**** for Ontario Lawyers, 2018

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	<i>Percent</i>									
LGBT2Q	3.8	3.2	65.8	8.0	1.8	2.4	13.3	1.8	100.0	1,358
Not LGBT2Q	5.1	5.5	55.4	14.9	3.1	2.2	11.7	2.0	100.0	33,462
Total	5.0	5.4	55.8	14.6	3.1	2.2	11.7	2.0	100.0	34,820

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 9 **Status, Size of Law Firm and Region by Sexual Orientation** for Ontario Lawyers, 2018

1. LGBT2Q lawyers face some of the same cultural and institutional forces affecting other minorities. LGBT2Q lawyers are more than twice as likely to be employed in education – 2.8% compared to 1.2% of non-LGBT2Q lawyers, to work in a legal clinic – 3.1% compared to 1.3% non-LGBT2Q lawyers, and to practice in government – 21.7% compared to 13.1% non-LGBT2Q lawyers. They are slightly less likely to be sole practitioners and half as likely to be law firm partners.
2. LGBT2Q lawyers are concentrated in Toronto and Ottawa.

Table 10: **Area of Practice by Racialization and Gender** for Ontario Lawyers, 2018

	Indigenous	Environment	Criminal	Family	Immigration	Real Estate	Wills and Estates	Civil Litigation – Plaintiff	Civil Litigation – Defendent	Workplace
	Percent									
First Nations and Inuk	31	0	18	20	0	8	3	10	9	0
Métis	6	0	22	14	1	10	5	13	9	1
Arab	0	1	14	9	8	11	3	8	9	1
Black	1	1	15	20	9	20	4	8	10	1
Chinese	0	1	5	7	3	20	6	9	9	0
Filipino	1	1	8	11	7	4	6	6	25	0
Japanese	2	0	13	2	2	15	2	11	11	0
Korean	0	0	10	7	4	10	5	14	11	1
Latino	1	1	11	13	8	25	3	11	11	1
South Asian	1	0	9	12	5	20	5	13	12	0
Southeast Asian	1	0	9	14	3	15	1	15	16	0
West Asian	1	1	9	10	10	10	4	8	15	0
More than one Racialized Group	0	0	9	15	8	5	5	9	11	1
Racialized and White	2	1	16	10	3	13	6	10	13	1
White	1	1	11	10	2	16	6	12	11	1
Not Indigenous, Declined Racialization Question	1	1	10	10	3	16	7	12	12	1
Declined Indigenous and Racialization Questions	1	1	12	9	2	0	0	0	0	0
Women	1	1	11	14	3	10	6	8	12	1
Men	1	1	11	7	2	18	6	13	12	1
Total	1	1	11	10	3	15	6	11	12	1

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice by Racialization and Gender** for Ontario Lawyers, 2018 (continued)

	Employment and Labour	Administrative	ADR	Corporate	Securities	Taxation	Bankruptcy	Construction	Franchise	Intellectual Property	Municipal Law
	Percent										
First Nations and Inuk	9	9	1	9	0	1	0	1	0	3	0
Métis	6	8	0	20	5	0	0	3	0	5	1
Arab	5	8	1	15	3	1	0	2	1	1	0
Black	4	5	0	27	6	4	1	2	1	7	1
Chinese	6	3	1	21	4	0	1	1	0	1	1
Filipino	6	6	0	27	2	4	4	2	0	6	0
Japanese	3	5	0	26	9	4	1	2	0	4	2
Korean	8	6	1	19	3	2	0	2	1	2	1
Latino	6	5	0	16	4	2	1	1	0	2	1
South Asian	5	9	0	22	5	2	0	1	0	2	1
Southeast Asian	4	4	0	16	4	2	1	1	1	3	2
West Asian	8	9	0	14	2	1	0	2	0	3	1
More than one Racialized Group	7	7	0	19	4	3	1	1	0	4	3
Racialized and White	7	6	1	20	4	2	1	2	0	3	1
White	5	5	1	21	4	2	1	1	0	4	1
Not Indigenous, Declined Racialization Question	5	5	0	21	4	3	1	1	0	4	1
Declined Indigenous and Racialization Questions	0	0	0	0	0	0	0	0	0	0	2
Women	8	8	0	17	4	2	1	1	0	3	1
Men	6	5	1	21	4	3	1	2	0	3	1
Total	6	6	1	20	4	2	1	2	0	3	1

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice by Racialization and Gender** for Ontario Lawyers, 2018 (continued)

	No area 30 percent or more	One area 30% or more	More than one area 30% or more	Total	Number
	Percent				
First Nations and Inuk	4	80	16	100	274
Métis	3	86	11	100	150
Arab	5	77	19	100	285
Black	5	77	18	100	1,016
Chinese	5	76	19	100	1,156
Filipino	5	80	15	100	114
Japanese	6	69	25	100	48
Korean	6	76	18	100	271
Latino	6	72	22	100	188
South Asian	4	78	18	100	2,171
Southeast Asian	5	71	25	100	112
West Asian	5	77	18	100	379
More than one Racialized Group	10	70	20	100	254
Racialized and White	8	76	16	100	507
White	6	75	20	100	22,109
Not Indigenous, Declined Racialization Question	5	74	21	100	3,153
Declined Indigenous and Racialization Questions	5	73	22	100	4,797
Women	7	77	17	100	15,715
Men	5	73	22	100	21,269
Total	5	75	20	100	36,984

Source: 2018 Lawyer Annual Report; analysis by Michael Ornstein

Table 10 **Area of Practice by Racialization and Gender** for Ontario Lawyers, 2018

In Table 10, specializing in an area of practice indicates that at least 30% of a lawyer's practice is in the area. While many lawyers have 50%, and up to 100%, of their work in one area, 19.8% of lawyers spend at least 30% of their time in two or more areas. This is likely due to the similarities between some of the categories, for example between the two categories of civil litigation, acting for the plaintiff or defendant.

1. 31% of First Nations and 6% of Métis lawyers specialize in Aboriginal law, compared to just one percent of lawyers overall. First Nations lawyers are also more likely to specialize in criminal and family law and less likely to specialize in civil litigation, corporate law and real estate.
2. One cannot generalize about racialized lawyers. For example, while Black lawyers are more likely to practice family and immigration law, Chinese lawyers are concentrated in corporate, real estate and securities law. It appears that lawyers from communities with higher income gravitate towards real estate and business law, while lawyers from poorer communities gravitate towards criminal, family and immigration law.
3. There are notable gender differences in specialization. Civil litigation representing plaintiffs accounts for 8% of women lawyers versus 13% of men (but there is no difference for civil litigation representing defendants); 14% of women and 7% of men specialize in family law; and 10% of women and 18% of men specialize in real estate.