

# Statistical Snapshot of Paralegals in Ontario

from the Paralegal Annual Report 2021

The Law Society of Ontario collects self-identification data through the Paralegal Annual Report Filing. This snapshot is based on data collected from the 2021 Annual Report and reveals the changes in the profession over time and in comparison to the Ontario population.

## RESPONSE RATE BY QUESTION, 2021

Response rate in per cent

Question*	Paralegals
Indigenous	92.9
Racialization	80.3
Sexual Orientation	79.4
Identify as Francophone	90.2
Able to Practise in French	59.5
Have a Disability	84.3
<b>Total Number</b>	<b>9,976</b>

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

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Table 1: **Indigenous and Racialized Paralegals** for Ontario, 2021, compared to the Ontario Population

Group	Paralegals			2016 Ontario Population		
	number	per cent, excluding missing	per cent Women	Everyone	Persons in the Labour Force, Age 25–69	University Graduates in the Labour Force, Age 25–69
				per cent		
<b>Indigenous</b>						
First Nations	89	1.02	79	1.84	1.40	0.54
Inuk	1	0.01	*	0.03	0.02	0.01
Métis	63	0.72	65	0.94	0.89	0.49
Other and Multiple Indigenous				0.10	0.07	0.04
<b>Total</b>	<b>153</b>	<b>1.75</b>	<b>73</b>	<b>2.91</b>	<b>2.38</b>	<b>1.08</b>
<b>Racialized</b>						
Arab	154	1.9	68	1.56	1.12	1.89
Black	696	8.7	72	4.20	4.00	2.91
Chinese	504	6.3	65	5.41	5.44	9.05
Filipino	176	2.2	68	2.24	2.75	3.43
Japanese	9	0.1	*	0.14	0.15	0.25
Korean	72	0.9	69	0.60	0.60	1.04
Latino	313	3.9	68	1.42	1.59	1.29
South Asian	905	11.3	60	8.50	8.35	13.21
Southeast Asian	114	1.4	68	0.90	0.89	0.66
West Asian	266	3.3	65	1.10	1.03	1.61
Other Visible Minority	18	0.2	89	0.71	0.70	0.45
More than one Racialized Group		0.0		0.74	0.54	0.66
Racialized and White	114	1.4	70	1.76	0.79	1.16
<b>Total</b>	<b>3,341</b>	<b>41.8</b>	<b>66</b>	<b>29.28</b>	<b>27.95</b>	<b>37.61</b>
<b>White</b>	<b>4,521</b>	<b>56.5</b>	<b>72</b>	<b>67.82</b>	<b>69.65</b>	<b>61.32</b>
Not Indigenous, Declined Racialization Question	708		68			
Declined Indigenous and Racialization Questions	1,253		58			
<b>Total</b>		<b>100.0</b>	<b>68</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
<b>Number</b>	<b>9,976</b>			<b>12,998,640</b>	<b>5,810,371</b>	<b>1,962,679</b>

Source: 2021 Paralegal Annual Report and 2016 Canadian Census Public-Use Master File;  
analysis by Michael Ornstein

*\*too few cases for a meaningful estimate*

*Comparisons to the Ontario population in Table 1 are based on the most recently available, 2016 Canadian Census. An update using the 2021 Census will be possible in Fall 2023.*

**Table 1: Indigenous and Racialized Paralegals** for Ontario, 2021, compared to the Ontario Population

1. 1.75 per cent of paralegals are Indigenous, compared to 2.91 per cent of the 2016 Ontario population, 2.38 per cent of labour force participants age 25-69 and 1.08 per cent of university graduates in the labour force age 25-69.
2. 41.8 per cent of paralegals are racialized, compared to 29.28 per cent of the 2016 Ontario population, 27.95 per cent of labour force participants age 25-69 and 37.61 per cent of university graduates in the labour force age 25-69.
3. There are considerably greater percentages of Black, Latino and West Asian paralegals than their representation in the population. South Asian paralegals are the largest non-white group, counting for 11.3 per cent of all paralegals, followed by Black paralegals, 8.7 per cent, and Chinese paralegals, 6.3 per cent.
4. Some groups have absolutely small numbers of paralegals. In all of Ontario, there are just 9 Japanese, 72 Korean, 114 Southeast Asian and 153 Indigenous paralegals.
5. The feminization of paralegal practice is plain: 68 per cent of all paralegals are women, including 73 per cent of Indigenous paralegals, 66 per cent of racialized paralegals and 72 per cent of white paralegals.

Table 2: **Age by Indigeneity and Racialization** for Ontario Paralegals, 2021

Group	Age					Age					Age					
	20-29	30-39	40-49	50-59	60 or more	20-29	30-39	40-49	50-59	60 or more	20-29	30-39	40-49	50-59	60 or more	Total
	number					percentage within age groups, excluding missing					percentage within Indigenous and Racialization category					
<b>Indigenous</b>																
First Nations and Inuk	21	27	18	16	8	1.1	1.1	1.2	1.2	1.0	23.3	30.0	20.0	17.8	8.9	100.0
Métis	15	19	11	11	7	0.8	0.7	0.8	0.9	0.9	23.8	30.2	17.5	17.5	11.1	100.0
<b>Total</b>	<b>36</b>	<b>46</b>	<b>29</b>	<b>27</b>	<b>15</b>	<b>1.9</b>	<b>1.8</b>	<b>2.0</b>	<b>2.1</b>	<b>1.9</b>	<b>23.5</b>	<b>30.1</b>	<b>19.0</b>	<b>17.6</b>	<b>9.8</b>	<b>100.0</b>
<b>Racialized</b>																
Arab	54	47	32	16	5	2.8	1.9	2.2	1.2	0.6	35.1	30.5	20.8	10.4	3.2	100.0
Black	152	206	167	127	44	7.8	8.1	11.5	9.9	5.5	21.8	29.6	24.0	18.2	6.3	100.0
Chinese	84	157	131	101	31	4.3	6.2	9.0	7.8	3.9	16.7	31.2	26.0	20.0	6.2	100.0
Filipino	53	56	35	28	4	2.7	2.2	2.4	2.2	0.5	30.1	31.8	19.9	15.9	2.3	100.0
Japanese	2	0	3	3	1	0.1	0.0	0.2	0.2	0.1	22.2	0.0	33.3	33.3	11.1	100.0
Korean	20	30	13	8	1	1.0	1.2	0.9	0.6	0.1	27.8	41.7	18.1	11.1	1.4	100.0
Latino	53	117	73	49	21	2.7	4.6	5.0	3.8	2.6	16.9	37.4	23.3	15.7	6.7	100.0
South Asian	279	271	135	124	96	14.4	10.7	9.3	9.6	12.0	30.8	29.9	14.9	13.7	10.6	100.0
Southeast Asian	31	41	19	17	6	1.6	1.6	1.3	1.3	0.8	27.2	36.0	16.7	14.9	5.3	100.0
West Asian	53	88	73	35	17	2.7	3.5	5.0	2.7	2.1	19.9	33.1	27.4	13.2	6.4	100.0
More than one Racialized Group	2	7	5	3	1	0.1	0.3	0.3	0.2	0.1	11.1	38.9	27.8	16.7	5.6	100.0
Racialized and White	41	43	19	9	2	2.1	1.7	1.3	0.7	0.3	36.0	37.7	16.7	7.9	1.8	100.0
<b>Total</b>	<b>824</b>	<b>1,063</b>	<b>705</b>	<b>520</b>	<b>229</b>	<b>42.4</b>	<b>41.9</b>	<b>48.6</b>	<b>40.4</b>	<b>28.7</b>	<b>24.7</b>	<b>31.8</b>	<b>21.1</b>	<b>15.6</b>	<b>6.9</b>	<b>100.0</b>
<b>White</b>	<b>1,082</b>	<b>1,426</b>	<b>718</b>	<b>740</b>	<b>555</b>	<b>55.7</b>	<b>56.3</b>	<b>49.4</b>	<b>57.5</b>	<b>69.5</b>	<b>23.9</b>	<b>31.5</b>	<b>15.9</b>	<b>16.4</b>	<b>12.3</b>	<b>100.0</b>
Not Indigenous, Declined Racialization Question	168	241	131	111	57						23.7	34.0	18.5	15.7	8.1	100.0
Declined Indigenous and Racialization Questions	219	447	255	190	142						17.5	35.7	20.4	15.2	11.3	100.0
<b>Total</b>	<b>2,329</b>	<b>3,223</b>	<b>1,838</b>	<b>1,588</b>	<b>998</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>23.3</b>	<b>32.3</b>	<b>18.4</b>	<b>15.9</b>	<b>10.0</b>	<b>100.0</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein

Table 2: **Age by Indigeneity and Racialization** for Ontario Paralegals, 2021

1. In each of the five age groups, about 2 per cent of paralegals identify as Indigenous. 69.5 per cent of paralegals age 60 or more are white, compared to 57.5 per cent for ages 50-59, 49.4 per cent for ages 40-49, 56.3 per cent for ages 30-39, and 55.7 per cent for the youngest, 20-29 age group.
2. There are fewer racialized paralegals 60 and older, 28.7 per cent of the total, than in the younger groups where the figures are between 40.4 and 48.6 per cent; the youngest group, age 20-29, is 42.4 per cent racialized. Younger paralegals are less likely to identify as Filipino, Chinese, Latino and West Asian, but more likely to be South Asian.

Table 3: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French, and Disability by Age**  
for Ontario Paralegals, 2021

Group	Age						Age					
	20–29	30–39	40–49	50–59	60 or more	Total	20–29	30–39	40–49	50–59	60 or more	Total
	number						per cent					
<b>Gender</b>												
Women	1,877	2,420	1,236	879	376	<b>6,788</b>	80.6	75.1	67.2	55.4	37.7	<b>68.0</b>
Men	452	803	602	709	622	<b>3,188</b>	19.4	24.9	32.8	44.6	62.3	<b>32.0</b>
<b>Sexual Orientation</b>												
LGBT2Q	159	167	59	29	18	<b>432</b>	8.4	6.7	4.1	2.3	2.3	<b>5.5</b>
Not LGBT2Q	1,736	2,342	1,388	1,249	769	<b>7,484</b>	91.6	93.3	95.9	97.7	97.7	<b>94.5</b>
Declined to Answer	434	714	391	310	211	<b>2,060</b>						
Declined to Answer	184	343	179	157	118	<b>981</b>						
<b>Identify as Francophone</b>												
Yes	61	72	56	52	31	<b>272</b>	2.8	2.5	3.4	3.6	3.5	<b>3.0</b>
No	2,084	2,808	1,603	1,379	849	<b>8,723</b>	97.2	97.5	96.6	96.4	96.5	<b>97.0</b>
Declined to Answer	184	343	179	157	118	<b>981</b>						
<b>Able to Practise in French</b>												
Can Counsel and Represent	29	48	36	37	27	<b>177</b>	2.8	2.6	3.0	3.3	3.7	<b>3.0</b>
Can Counsel But Not Represent	15	15	30	14	15	<b>89</b>	1.4	0.8	2.5	1.3	2.0	<b>1.5</b>
Cannot	1,000	1,795	1,120	1,055	695	<b>5,665</b>	95.8	96.6	94.4	95.4	94.3	<b>95.5</b>
Declined to Answer	1,285	1,365	652	482	261	<b>4,045</b>						
<b>Have a Disability</b>												
Yes	103	157	131	130	84	<b>605</b>	5.1	5.9	8.6	9.7	10.2	<b>7.2</b>
No	1,933	2,525	1,389	1,213	741	<b>7,801</b>	94.9	94.1	91.4	90.3	89.8	<b>92.8</b>
Declined to Answer	293	541	318	245	173	<b>1,570</b>						
<b>Total</b>	<b>2,329</b>	<b>3,223</b>	<b>1,838</b>	<b>1,588</b>	<b>998</b>	<b>9,976</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein

Table 3: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French, and Disability by Age**  
for Ontario Paralegals, 2021

- 68.0 per cent of paralegals are women. The striking and continuing feminization of paralegal practice is apparent from comparing age groups. 37.7 per cent of paralegals age 60 or more are women, compared to 55.4 per cent for ages 50-59, 67.2 per cent for ages 40-49, 75.1 per cent for ages 30-39 and 80.6 per cent for paralegals under 30.
- 5.5 per cent of paralegals identify as LGBT2Q; 8.4 per cent of paralegals age 20-29, 6.7 per cent for ages 30-39, 4.1 per cent for 40-49 and 2.3 per cent for ages 50 or more.
- 3.0 per cent of Ontario paralegals identify as Francophone, 3.0 per cent can counsel and represent clients in French; and another 1.5 per cent can counsel but not represent clients in French. Both indicators are slightly higher for older paralegals.
- The incidence of disability is 7.2 per cent overall, climbing steadily from 5.1 per cent for paralegals under 30 to 8.6 per cent of paralegals age 40-49 to 10.2 per cent of paralegals 60 or older.

Table 4a: **Status and Sector of Practice\*** by Indigeneity and Racialization for Ontario Paralegals, 2021

Group	Sole Practitioner	Firm Partner	Firm Associate	Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
<b>Indigenous</b>												
First Nations and Inuk	24	2	5	10	5	4	10	1	22	18	100	83
Métis	34	5	0	7	2	2	8	0	20	23	100	61
<b>Total</b>	<b>28</b>	<b>3</b>	<b>3</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>21</b>	<b>20</b>	<b>100</b>	<b>144</b>
<b>Racialized</b>												
Arab	24	1	1	6	2	4	11	2	27	22	100	140
Black	20	0	2	5	1	5	10	1	32	24	100	639
Chinese	20	1	2	9	1	3	4	1	31	27	100	475
Filipino	14	4	4	4	1	6	9	1	39	19	100	170
Japanese	22	0	0	22	0	0	0	11	33	11	100	9
Korean	17	2	2	6	2	0	5	0	45	23	100	65
Latino	18	1	2	9	3	4	7	1	31	23	100	291
South Asian	20	3	2	5	1	3	6	1	34	26	100	841
Southeast Asian	19	1	2	5	1	2	5	1	36	29	100	105
West Asian	33	1	1	7	0	2	5	0	23	27	100	242
More than one Racialized Group	17	0	0	11	0	6	11	0	44	11	100	18
Racialized and White	12	0	3	9	0	4	12	2	37	22	100	101
<b>Total</b>	<b>20</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>32</b>	<b>25</b>	<b>100</b>	<b>3,096</b>
<b>White</b>												
Not Indigenous, Declined Racialization Question	17	3	3	8	0	4	9	1	29	26	100	673
Declined Indigenous and Racialization Questions	20	2	2	7	1	3	11	1	28	26	100	1,215
<b>Total</b>	<b>18</b>	<b>2</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>1</b>	<b>30</b>	<b>21</b>	<b>100</b>	<b>9,438</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein

\*excludes new licensees

Table 4b: **Region\*\* by Indigeneity and Racialization** for Ontario Paralegals, 2021

Group	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
<b>Indigenous</b>										
First Nations and Inuk	10	24	18	18	16	6	5	3	100	88
Métis	11	10	21	16	16	10	11	5	100	62
<b>Total</b>	<b>11</b>	<b>18</b>	<b>19</b>	<b>17</b>	<b>16</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>100</b>	<b>150</b>
<b>Racialized</b>										
Arab	14	9	31	36	1	0	9	0	100	152
Black	3	6	46	36	3	0	6	0	100	688
Chinese	2	2	53	39	1	1	2	0	100	496
Filipino	2	3	64	26	1	0	3	1	100	174
Japanese	0	0	78	11	11	0	0	0	100	9
Korean	1	3	73	19	0	0	4	0	100	70
Latino	6	8	51	28	2	0	4	0	100	306
South Asian	1	4	39	53	1	0	2	0	100	891
Southeast Asian	1	10	52	33	2	0	3	0	100	112
West Asian	1	5	45	43	2	0	3	0	100	263
More than one Racialized Group	11	6	56	17	0	0	11	0	100	18
Racialized and White	8	5	52	26	3	0	5	2	100	106
<b>Total</b>	<b>3</b>	<b>5</b>	<b>47</b>	<b>39</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>100</b>	<b>3,285</b>
<b>White</b>	<b>9</b>	<b>13</b>	<b>29</b>	<b>26</b>	<b>11</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>100</b>	<b>4,435</b>
Not Indigenous, Declined Racialization Question	5	6	44	36	3	1	4	1	100	696
Declined Indigenous and Racialization Questions	6	8	38	35	5	1	5	2	100	1,224
<b>Total</b>	<b>6</b>	<b>9</b>	<b>37</b>	<b>32</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>100</b>	<b>9,790</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein

\*\*excludes paralegals whose address is outside Ontario

Table 4: **Status and Sector of Practice and Region by Indigeneity and Racialization** for Ontario Paralegals, 2021

1. Just over half of all paralegals are not practising: 30 per cent have other remunerative employment and 21 per cent report they are retired or not employed. Respectively, 41, 57 and 47 per cent of Indigenous, racialized and white paralegals are in other employment, retired or not employed.
2. 18 per cent of paralegals are in sole practice and 14 per cent work at a firm, with sole practice accounting for 28 per cent of Indigenous paralegals, 20 per cent of racialized paralegals and 17 per cent of white paralegals.
3. The largest number of paralegals is in Toronto, 37 per cent of the total. The combination of the Durham, Halton, Peel and York areas surrounding Toronto accounts for another 32 per cent. 9 per cent of paralegals work in the Central South, 7 per cent in the Central North, 6 per cent in the Southwest, and 5 per cent in Ottawa. Just 1 per cent of paralegals are in the North and 2 per cent in Eastern Ontario.
4. 47 per cent of racialized paralegals are in Toronto and 39 per cent are in Durham, Halton, Peel and York, leaving only 14 per cent in the rest of the province. In contrast, 19 per cent of Indigenous paralegals are in Toronto and 17 per cent in Durham, Halton, Peel and York. The North accounts for 7 per cent of Indigenous paralegals, compared to 2 per cent of white paralegals.

Table 5a: **Status and Sector of Practice\* by Gender by Age** for Ontario Paralegals, 2021

Group	Sole Practitioner	Firm Partner	Firm Associate	Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
<b>Women</b>												
20–29	2.9	0.4	2.7	9.4	0.5	3.3	10.3	0.7	49.9	19.9	100.0	1,647
30–39	7.7	0.9	3.0	8.5	0.6	4.2	11.1	1.0	40.2	22.8	100.0	2,333
40–49	17.4	1.9	2.7	9.6	2.5	6.1	12.2	1.7	24.0	21.8	100.0	1,171
50–59	23.6	1.8	1.8	8.9	2.1	5.2	9.8	1.6	21.0	24.0	100.0	865
60 or more	28.2	2.7	2.1	9.1	5.6	4.0	8.6	2.4	12.9	24.4	100.0	373
<b>Total</b>	<b>11.6</b>	<b>1.2</b>	<b>2.7</b>	<b>9.0</b>	<b>1.4</b>	<b>4.4</b>	<b>10.8</b>	<b>1.2</b>	<b>35.5</b>	<b>22.1</b>	<b>100.0</b>	<b>6,389</b>
<b>Men</b>												
20–29	11.6	1.3	3.9	7.9	0.8	2.6	8.4	0.3	33.9	29.2	100.0	380
30–39	20.4	2.3	3.4	9.4	1.0	4.2	8.8	0.6	28.1	21.8	100.0	770
40–49	32.0	3.1	4.3	8.2	0.5	6.0	8.6	0.3	18.0	19.0	100.0	584
50–59	39.3	5.3	2.6	8.7	0.3	4.9	5.9	1.1	13.5	18.5	100.0	698
60 or more	54.6	5.0	2.6	6.5	0.3	4.9	4.7	0.6	7.9	12.8	100.0	617
<b>Total</b>	<b>32.8</b>	<b>3.6</b>	<b>3.3</b>	<b>8.2</b>	<b>0.6</b>	<b>4.6</b>	<b>7.2</b>	<b>0.7</b>	<b>19.4</b>	<b>19.6</b>	<b>100.0</b>	<b>3,049</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein

\*excludes new licensees

Table 5b: **Status, Excluding Other Employment and Retired or Not Working by Gender by Age** for Ontario Paralegals, 2021

Group	Sole Practitioner	Firm Partner	Firm Associate	Firm Employee	Legal Clinic	In-House	Government	Education	Total	Number
	per cent									
<b>Women</b>										
20–29	9.5	1.4	9.1	31.0	1.8	11.1	34.0	2.2	100.0	497
30–39	20.7	2.3	8.0	23.1	1.7	11.2	30.1	2.8	100.0	863
40–49	32.1	3.5	5.0	17.8	4.6	11.3	22.5	3.1	100.0	635
50–59	42.9	3.4	3.4	16.2	3.8	9.5	17.9	2.9	100.0	475
60 or more	44.9	4.3	3.4	14.5	9.0	6.4	13.7	3.8	100.0	234
<b>Total</b>	<b>27.3</b>	<b>2.8</b>	<b>6.3</b>	<b>21.3</b>	<b>3.4</b>	<b>10.5</b>	<b>25.5</b>	<b>2.9</b>	<b>100.0</b>	<b>2,704</b>
<b>Men</b>										
20–29	31.4	3.6	10.7	21.4	2.1	7.1	22.9	0.7	100.0	140
30–39	40.7	4.7	6.7	18.7	2.1	8.3	17.6	1.3	100.0	386
40–49	50.8	4.9	6.8	13.0	0.8	9.5	13.6	0.5	100.0	368
50–59	57.7	7.8	3.8	12.8	0.4	7.2	8.6	1.7	100.0	475
60 or more	68.9	6.3	3.3	8.2	0.4	6.1	5.9	0.8	100.0	489
<b>Total</b>	<b>53.8</b>	<b>5.9</b>	<b>5.4</b>	<b>13.5</b>	<b>1.0</b>	<b>7.6</b>	<b>11.8</b>	<b>1.1</b>	<b>100.0</b>	<b>1,858</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein



Table 5c: **Region\*\* by Gender** for Ontario Paralegals, 2021

Group	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Women	6.3	9.3	37.3	30.7	7.4	1.5	5.2	2.2	100.0	6,659
Men	6.7	8.7	36.5	35.0	5.4	1.3	4.5	1.9	100.0	3,131
<b>Total</b>	<b>6.5</b>	<b>9.1</b>	<b>37.1</b>	<b>32.1</b>	<b>6.8</b>	<b>1.4</b>	<b>4.9</b>	<b>2.1</b>	<b>100.0</b>	<b>9,790</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein

\*\*excludes paralegals whose address is outside Ontario

Table 5: **Status and Sector of Practice by Gender by Age and Region by Gender** for Ontario Paralegals, 2021

1. Male paralegals are much more likely to be sole practitioners, by a margin of 32.8 per cent to 11.6 per cent. This difference is almost entirely made up by “other [non-paralegal] employment”, which accounts for 35.5 per cent of all women paralegals, compared to 19.4 per cent of men. Sole practice increases with age, from just 2.9 per cent of women paralegals under 30 to 17.4 per cent for ages 40-49; and the comparable figures for men are 11.6 per cent and 32.0 per cent.
2. “Other employment” outside of paralegal practice, decreases from 49.9 per cent of women paralegals under the age of 30 to 40.2 per cent for ages 30-39 and 24.0 per cent for ages 40-49; with comparable figures for men of 33.9, 28.1 and 18.0 per cent. This might mean that most younger paralegals eventually practise as paralegals, but it is also possible that licensees who cannot or choose not to practise do not maintain their licence.
3. Gender has little impact on the geographical distribution of paralegals.

Table 6: **Area of Practice by Indigeneity and Racialization and by Gender** for Ontario Paralegals, 2021

Group	Accident Benefits	Human Rights	Landlord and Tenant	Provincial Offences	Property Tax	Small Claims	Summary Conviction	Workers' Compensation	Other	Number
	<i>per cent of paralegals whose work in the area accounts for at least 30 per cent of their total practice</i>									
First Nations and Inuk	10	5	31	26	0	0	0	0	0	39
Métis	3	3	33	33	0	15	3	10	13	33
Arab	13	5	23	30	0	33	6	9	6	56
Black	13	3	23	22	4	20	2	4	20	213
Chinese	13	1	31	24	4	33	5	6	12	153
Filipino	10	0	25	25	0	26	1	4	12	51
Japanese										4
Korean	36	0	23	14	0	50	0	0	25	22
Latino	25	1	18	16	1	27	0	0	18	104
South Asian	20	3	27	29	1	16	4	8	26	250
Southeast Asian	21	0	14	29	0	25	0	3	10	28
West Asian	7	2	29	28	1	25	0	0	29	92
More than one Racialized Group	0	0	43	0	0	33	4	3	15	7
Racialized and White	4	12	12	12	12	29	14	0	0	26
White	10	2	24	23	7	35	0	4	12	1,815
Not Indigenous, Declined Racialization Question	15	2	23	23	4	22	3	13	10	227
Declined Indigenous and Racialization Questions	8	2	23	27	8	24	2	11	11	425
Women	12	2	27	18	4	23	3	9	16	1,961
Men	11	2	21	31	8	24	2	10	7	1,584
<b>Total</b>	<b>12</b>	<b>2</b>	<b>24</b>	<b>24</b>	<b>6</b>	<b>23</b>	<b>3</b>	<b>10</b>	<b>12</b>	<b>3,545</b>

Source: 2021 Paralegal Annual Report; analysis by Michael Ornstein

Table 6: **Area of Practice by Indigeneity and Racialization and by Gender** for Ontario Paralegals, 2021

To be counted as specializing in an area of practice in Table 6, at least 30 per cent of a paralegal's practice must be in the area. By this criterion, most paralegals' practice is concentrated in just one area. Note that Table 6 reports on less than half of the total licensees shown in Table 1.

1. The number of paralegals reporting their area of practice, in the right-most column, is quite small for many of the racialized groups and this results in some random variation. For example, not too much should be made of 36 per cent of Korean paralegals reporting "Accident Benefits" as an area of specialization, as the figure describes just 8 out of 22 individuals reporting, compared to 72 Korean paralegals in Table 1.
2. It is difficult to discern meaningful differences in the areas of practice of the individual racialized groups or between racialized, Indigenous and white paralegals.
3. Similarly, the gender differences are small, except that 31 per cent of male paralegals report practising in the area of "Provincial Offences", compared to 18 per cent of women, while 16 per cent of women work in "other" areas (not among the eight areas listed specifically), compared to 7 per cent of men.