

Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report (LAR) 2019

The Law Society of Ontario collects self-identification data through the Lawyer Annual Report Filing. This snapshot is based on data collected from the 2019 Annual Report and reveals the changes in the profession over time and in comparison to the Ontario population.

The comparisons to the Ontario population are based on the most recently available 2016 Canadian Census. An update using the 2021 Census will be possible in 2023.

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RESPONSE RATE BY QUESTION, 2019

Response Rate in Percent

Question*	Lawyers
Indigenous	91.5
Racialization	78.2
Sexual Orientation	78.9
Identify as Francophone	89.5
Able to Practise in French	87.7
Have a Disability	82.7
Total Number	47,219

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

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.

TABULATIONS

The tabulations include lawyers who in 2019 were:

- sole practitioners
- law firm partners, associates, and employees
- lawyers working in legal clinics, in-house, or in 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 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

The tabulations *exclude*: lawyers whose professional address is outside the Province of Ontario, “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, and lawyers age 70 and older who are “retired or not working”. An explanation of these categories is at <https://www.lso.ca/lawyers/about-your-licence/annual-reports-fees-and-insurance/fee-categories>

These tabulations are based on responses to the equity survey in licensees’ annual reports. While gender is taken from Law Society of Ontario records, licensees may decline the questions about Indigeneity, racialization, sexual orientation, Francophone identity, the ability to counsel and represent in French, and disability.

Table 1: **Indigenous and Racialized Lawyers** for Ontario, 2019, compared to the 2016 Ontario Population

Group	Lawyers			2016 Ontario Population		
				Everyone	Persons in the Labour Force, Age 25-69	University Graduates in the Labour Force, Age 25-69
	number	percent	percent Women	percent		
Indigenous						
First Nations	367	0.90	58.3	1.84	1.40	0.54
Inuk	7	0.02	*	0.03	0.02	0.01
Métis	211	0.52	53.6	0.94	0.89	0.49
Other and Multiple Indigenous				0.10	0.07	0.04
Total Indigenous	585	1.43	56.9	2.91	2.38	1.08
Racialized						
Arab	390	1.1	54.6	1.56	1.12	1.89
Black	1,381	3.7	61.3	4.20	4.00	2.91
Chinese	1,544	4.2	58.2	5.41	5.44	9.05
Filipino	140	0.4	58.6	2.24	2.75	3.43
Japanese	65	0.2	47.7	0.14	0.15	0.25
Korean	368	1.0	58.4	0.60	0.60	1.04
Latino	247	0.7	52.6	1.42	1.59	1.29
South Asian	2,910	7.9	52.0	8.50	8.35	13.21
Southeast Asian	141	0.4	61.7	0.90	0.89	0.66
West Asian	512	1.4	60.7	1.10	1.03	1.61
Other Visible Minority	381	1.0	57.7	0.71	0.70	0.45
More than one Racialized Group		0.0		0.74	0.54	0.66
Racialized and White	648	1.8	62.0	1.76	0.79	1.16
Total Racialized	8,727	23.7	56.7	29.28	27.95	37.61
White	27,618	74.9	46.7	67.82	69.65	61.32
Not Indigenous, Declined Racialization Question	3,994		41.5			
Declined Indigenous and Racialization Questions	6,295		29.4			
Total		100.0	46.0	100.00	100.00	100.00
Number	47,219			12,998,640	5,810,371	1,962,679

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

* too few in total for a meaningful estimate

Table 1: **Indigenous and Racialized Lawyers** for Ontario, 2019, compared to the 2016 Ontario Population

In the equity survey, 3,994 out of 47,219 licensees answered the question about Indigeneity, but not about racialization and a further 6,295 answered neither question. The percentages in Table 1, which necessarily exclude the non-responses, are potentially biased because there is no reason to believe that non-respondents are the same as the licensees who do answer.

The comparisons to the Ontario population are based on the most recently available 2016 Canadian Census. An update using the 2021 Census will be possible in 2023.

1. 1.43% of lawyers are Indigenous, compared to 2.91% of the 2016 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 23.7% of lawyers, compared to 29.3% of the 2016 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 1.0% of lawyers who identify with two or more racialized groups or with a racialized group not listed on the survey form (such as non-Canadian Indigenous people) and 1.8% who identify as racialized and white.
3. 74.9% 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.
4. The representation of women is considerably higher for Indigenous lawyers, who are 56.9% women, and racialized lawyers, 56.7%, than for white lawyers, who are 46.7% women. This is partly because non-white lawyers are younger, on average – see Table 3.
5. Black lawyers account for 3.7% of all licensees, compared to 4.2% of the 2016 Ontario population, 4.0% of the Ontario labour force age 25-69, and 2.9% of university graduates in the labour force age 25-69. All the other racialized groups have a smaller percentage of lawyers than their representation among Ontario university graduates in the labour force age 25-69, but the groups vary radically. For example, 9.1% of Ontario university graduates in the labour force age 25-69 identify as Chinese, compared to 4.2% of lawyers; for Latinos the comparable figures are 1.3% and 0.7%; and for Filipinos 3.4% and 0.4%. 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. After that, the Arab, Chinese, Latino, and South Asian groups are the most under-represented groups, with about 40 to 50% as many lawyers as their percentage of employed university graduates.

Table 2a: **Racialization by Year of Call** for Ontario Lawyers, 2019, numbers

Year Since Call	0	1	2-4	5-9	10-14	15-19	20-24	25-29	30-39	40+	
Year of Call	2019	2018	2015-2017	2010-2014	2005-2009	2000-2004	1995-1999	1990-1994	1980-1989	Before 1980	Total
	<i>number</i>										
Indigenous											
First Nations and Inuk	24	22	49	58	58	60	50	22	24	7	374
Métis	13	11	45	45	33	20	16	17	10	1	211
Total Indigenous	37	33	94	103	91	80	66	39	34	8	585
Racialized											
Arab	62	29	84	76	56	41	20	10	10	2	390
Black	111	118	234	291	213	212	119	56	23	4	1,381
Chinese	146	112	307	332	214	173	114	82	50	14	1,544
Filipino	10	12	28	33	28	16	7	4	2	0	140
Japanese	1	0	1	5	11	9	19	7	8	4	65
Korean	29	36	59	76	64	55	27	15	7	0	368
Latino	25	23	51	72	39	17	12	4	3	1	247
South Asian	277	271	625	696	432	338	162	68	34	7	2,910
Southeast Asian	8	13	31	36	26	17	6	3	1	0	141
West Asian	58	48	126	156	70	32	13	6	3	0	512
More than one Racialized Group	35	32	71	96	54	42	26	14	10	1	381
Racialized and White	65	56	156	141	91	70	35	19	13	2	648
Total Racialized	827	750	1,773	2,010	1,298	1,022	560	288	164	35	8,727
White	1,198	1,118	2,991	4,202	3,413	3,571	2,629	2,493	3,980	2,023	27,618
Not Indigenous, Declined Racialization Question	169	171	447	608	484	517	360	347	620	271	3,994
Declined Indigenous and Racialization Questions	144	176	603	955	745	829	709	641	1,031	462	6,295
Total	2,375	2,248	5,908	7,878	6,031	6,019	4,324	3,808	5,829	2,799	47,219

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Table 2b: **Racialization by Year of Call** for Ontario Lawyers, 2019, percentages

Year Since Call	0	1	2-4	5-9	10-14	15-19	20-24	25-29	30-39	40+	
Year of Call	2019	2018	2015-2017	2010-2014	2005-2009	2000-2004	1995-1999	1990-1994	1980-1989	Before 1980	Total
<i>percent, excluding missing</i>											
Indigenous											
First Nations and Inuk	1.2	1.2	1.0	0.9	1.2	1.3	1.5	0.8	0.6	0.3	1.0
Métis	0.6	0.6	0.9	0.7	0.7	0.4	0.5	0.6	0.2	0.0	0.6
Total Indigenous	1.8	1.7	1.9	1.6	1.9	1.7	2.0	1.4	0.8	0.4	1.6
Racialized											
Arab	3.0	1.5	1.7	1.2	1.2	0.9	0.6	0.4	0.2	0.1	1.1
Black	5.4	6.2	4.8	4.6	4.4	4.5	3.7	2.0	0.6	0.2	3.7
Chinese	7.1	5.9	6.3	5.3	4.5	3.7	3.5	2.9	1.2	0.7	4.2
Filipino	0.5	0.6	0.6	0.5	0.6	0.3	0.2	0.1	0.0	0.0	0.4
Japanese	0.0	0.0	0.0	0.1	0.2	0.2	0.6	0.2	0.2	0.2	0.2
Korean	1.4	1.9	1.2	1.2	1.3	1.2	0.8	0.5	0.2	0.0	1.0
Latino	1.2	1.2	1.0	1.1	0.8	0.4	0.4	0.1	0.1	0.0	0.7
South Asian	13.4	14.3	12.9	11.0	9.0	7.2	5.0	2.4	0.8	0.3	7.9
Southeast Asian	0.4	0.7	0.6	0.6	0.5	0.4	0.2	0.1	0.0	0.0	0.4
West Asian	2.8	2.5	2.6	2.5	1.5	0.7	0.4	0.2	0.1	0.0	1.4
More than one Racialized Group	1.7	1.7	1.5	1.5	1.1	0.9	0.8	0.5	0.2	0.0	1.0
Racialized and White	3.2	2.9	3.2	2.2	1.9	1.5	1.1	0.7	0.3	0.1	1.8
Total Racialized	40.1	39.5	36.5	31.8	27.0	21.9	17.2	10.2	3.9	1.7	23.6
White	58.1	58.8	61.6	66.5	71.1	76.4	80.8	88.4	95.3	97.9	74.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Tables 2 and 3 for Year of Call and Age

Differences between Table 2, based on year of call, and Table 3, based on age, result from group differences in age at call, age-related rates of withdrawal from the profession, and age at retirement. The figures for year of call allow finely detailed study of new lawyers, but not too much emphasis should be placed on comparisons between single years.

Table 2: **Racialization by Year of Call** for Ontario Lawyers, 2019

1. After steady gains between 1980 and 1999 — just 0.4% of lawyers called before 1980 were Indigenous, rising to 2.0% for years of call 1995-1999 — the proportion of Indigenous lawyers, roughly 1.8% of all licensees called in 2019, has not increased since the mid-1990s.
2. The proportion of racialized lawyers reached its highest-ever figure of 40.1% for the 2019 year of call, versus 39.5% for 2018, 36.5% for 2015-17, 31.8% for 2010-2014, and 27.0% for 2005-2009. There has been remarkable uninterrupted growth, from a base of just 1.7% racialized licensees called in 1980 or earlier.
3. The representation of the Arab, Black, Chinese, Korean, and South Asian groups has increased substantially in the last five years, reaching 3.0, 5.4, 7.1, and 13.4%, respectively. This partly reflects demographic change in number of young adults potentially able to attend university and then law school. This effect could be quantified with more detailed analysis of the 2016 Census.

Table 3: **Racialization by Age** for Ontario Lawyers, 2019

Group	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	79	100	111	69	15	0.8	1.0	1.4	1.1	0.4
Métis	55	80	44	24	8	0.6	0.8	0.6	0.4	0.2
Total Indigenous	134	180	155	93	23	1.4	1.8	2.0	1.5	0.7
Racialized										
Arab	181	129	54	23	3	1.9	1.3	0.7	0.4	0.1
Black	351	461	377	159	33	3.7	4.6	4.8	2.6	1.0
Chinese	606	498	277	120	43	6.4	5.0	3.5	2.0	1.3
Filipino	28	56	39	12	5	0.3	0.6	0.5	0.2	0.1
Japanese	3	12	29	13	8	0.0	0.1	0.4	0.2	0.2
Korean	126	133	85	23	1	1.3	1.3	1.1	0.4	0.0
Latino	75	104	53	12	3	0.8	1.0	0.7	0.2	0.1
South Asian	1,110	976	592	178	54	11.7	9.7	7.5	2.9	1.6
Southeast Asian	53	55	24	7	2	0.6	0.5	0.3	0.1	0.1
West Asian	235	209	49	18	1	2.5	2.1	0.6	0.3	0.0
More than one Racialized Group	141	140	72	22	6	1.5	1.4	0.9	0.4	0.2
Racialized and White	276	222	104	42	4	2.9	2.2	1.3	0.7	0.1
Total Racialized	3,185	2,995	1,755	629	163	33.6	29.8	22.2	10.3	4.8
White	6,170	6,880	5,993	5,357	3,218	65.0	68.4	75.8	88.1	94.5
Not Indigenous, Declined Racialization Question	803	1,028	862	805	496					
Declined Indigenous and Racialization Questions	1,049	1,482	1,523	1,431	810					
Total	11,341	12,565	10,288	8,315	4,710	100.0	100.0	100.0	100.0	100.0

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Table 3: **Racialization by Age** for Ontario Lawyers, 2019

- 1.4% of lawyers under 35 are Indigenous, compared to 1.8% of lawyers age 35-44, and 2.0% of lawyers 45-54. This appears to contradict the trend in Indigenous representation for year of call in Table 2, which shows a flat-lining of the percentage of Indigenous lawyers since 1995, but not a decline. The discrepancy must reflect group differences in age at call. Table 1 gives the number of Inuk lawyers but due to their small number it is not appropriate to report their years of call or ages in detail. Instead, Inuk lawyers are combined with First Nations lawyers in Tables 2 and 3.
- Racialized lawyers are just 4.8% of Ontario lawyers age 65 and older, rising to 22.2% of lawyers age 45-54, and 33.6% of lawyers under 35.
- Comparing the 45-54, 55-64, and 65 and older groups, reveals a large increase in the representation of every racialized group, starting around 1990. 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 3.7% of lawyers under 35, 4.6% of lawyers 35-44, and 4.8% of lawyers 45-54. This contrasts with Table 2, which shows a slow, but continuing increase in the representation of Black lawyers. These figures are influenced by group differences in birth rates, immigration, and age at immigration that affect the size of their university-age populations.

Table 4: **Gender, Sexual Orientation, Francophone Identity, Ability to Practice in French and Disability by Age**
for Ontario Lawyers, 2019

Group	Under 35	35-44	45-54	55-64	65 or more	Total	Under 35	35-44	45-54	55-64	65 or more	Total
	number						percent, excluding missing					
Gender												
Women	6,301	6,577	4,888	3,191	743	21,700	55.6	52.3	47.5	38.4	15.8	46.0
Men	5,040	5,988	5,400	5,124	3,967	25,519	44.4	47.7	52.5	61.6	84.2	54.0
Sexual Orientation												
LGBT2Q	597	481	305	210	52	1,645	6.4	4.7	3.8	3.4	1.5	4.4
Not LGBT2Q	8,795	9,690	7,700	5,975	3,463	35,623	93.6	95.3	96.2	96.6	98.5	95.6
Declined to Answer	1,949	2,394	2,283	2,130	1,195	9,951						
Identify as Francophone												
Yes	751	702	579	292	90	2,414	7.1	6.1	6.4	4.1	2.2	5.7
No	9,757	10,716	8,522	6,861	3,998	39,854	92.9	93.9	93.6	95.9	97.8	94.3
Declined to Answer	833	1,147	1,187	1,162	622	4,951						
Able to Practise in French												
Can Counsel and Represent	1,041	1,168	941	511	179	3,840	10.5	10.5	10.3	7.1	4.3	9.3
Can Counsel But Not Represent	383	635	489	307	151	1,965	3.9	5.7	5.4	4.3	3.7	4.7
Cannot	8,453	9,346	7,672	6,338	3,789	35,598	85.6	83.8	84.3	88.6	92.0	86.0
Declined to Answer	1,464	1,416	1,186	1,159	591	5,816						
Have a Disability												
Yes	344	432	380	365	179	1,700	3.5	4.1	4.5	5.6	4.7	4.4
No	9,431	10,118	7,992	6,203	3,600	37,344	96.5	95.9	95.5	94.4	95.3	95.6
Declined to Answer	1,566	2,015	1,916	1,747	931	8,175						
All Lawyers	11,341	12,565	10,288	8,315	4,710	47,219	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2019 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, 2019

- Table 4 shows the remarkable growth in the representation of women, from 15.8% of lawyers over 65 to 52.3% of lawyers age 35-44, with a further small increase to 55.6% of lawyers under 35. The gender differences in age groups are affected by women's higher rate of withdrawal from the profession and earlier retirement.
- In the right-hand column of Table 4, observe the markedly older distribution of male lawyers: 15.8% are 65 and older, compared to just 3.5% of women; and 20.4% are between 55 and 64, compared to 15.0 percent of women. 28.0% of women lawyers are under 35, and 30.7% are 35-44, considerably more than 18.8% and 23.6% of men in these two age groups.
- 6.4% of lawyers under age 35 identify as LGBT2Q, compared to 4.7% for ages 35-44, 3.8% for ages 45-54, 3.4% for ages 55-64, and 1.5% age 65 or more. Around one-fifth of licensees did not answer this question.
- 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 2.2% of lawyers over 65 to 7.1% of lawyers under 35. Over the same range of ages, lawyers able to counsel and represent in French increased from 4.3% to 10.5%. The figures increase by about one-third if we include lawyers who say they can counsel, but not represent in French. Assuming the 4,951 lawyers who did not answer the question about Francophone identity and 5,816 who did not answer about practising in French are non-Francophone, English-only practitioners, decreases percentages of Francophone and French practising lawyers by about 10%.
- 3.5% of lawyers under 35 have a disability, rising to 4.5% for ages 45-54, and 5.6% for ages 55-64. The lower proportion with a disability for ages 65 or more, 4.7%, 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 that is not informed by contemporary thinking about disability and its measurement in surveys.

Table 5a: **Status by Racialization*** for Ontario Lawyers, 2019

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
	percent											
Indigenous												
First Nations and Inuk	27	11	11	1	4	10	17	2	8	10	100	363
Métis	21	8	17	3	3	10	21	3	6	8	100	207
Total	25	10	13	2	4	10	18	2	7	10	100	570
Racialized												
Arab	18	10	23	3	2	13	16	1	7	7	100	380
Black	29	6	15	3	3	12	15	1	5	9	100	1,354
Chinese	19	7	25	3	1	17	12	0	5	10	100	1,499
Filipino	33	7	18	2	1	11	12	1	7	7	100	139
Japanese	11	20	9	0	3	20	20	0	9	8	100	65
Korean	13	10	22	3	1	16	16	0	7	11	100	357
Latino	24	7	21	4	2	18	12	1	4	8	100	242
South Asian	28	9	19	3	2	13	11	1	6	9	100	2,838
Southeast Asian	21	7	25	2	3	10	9	1	11	11	100	138
West Asian	23	6	27	4	1	12	7	1	6	12	100	503
More than one Racialized Group	20	5	22	3	3	10	16	1	8	11	100	366
Racialized and White	12	7	27	4	2	15	17	2	6	8	100	621
Total	23	8	21	3	2	14	13	1	6	10	100	8,502
White	17	17	19	3	1	12	13	1	6	9	100	27,170
Not Indigenous, Declined Racialization Question	25	15	16	3	1	13	11	1	6	9	100	3,934
Declined Indigenous and Racialization Questions	23	18	14	3	1	12	13	1	6	9	100	6,224
Total	20	15	19	3	1	13	13	1	6	9	100	46,400

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 5b: **Size of Law Firm by Racialization** for Ontario Lawyers, 2019

Group	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	31	17	11	18	7	2	14	100	84	
Métis	33	21	22	10	2	0	12	100	58	
Total Indigenous	18	15	15	15	5	1	13	84	142	
Racialized										
Arab	33	9	16	12	6	4	20	100	137	
Black	41	16	11	7	3	5	18	100	336	
Chinese	26	15	13	10	5	8	24	100	523	
Filipino	39	13	5	11	3	3	26	100	38	
Japanese	21	11	11	32	5	11	11	100	19	
Korean	28	13	13	9	4	9	22	100	127	
Latino	45	14	12	9	1	8	12	100	78	
South Asian	41	14	13	7	3	6	15	100	879	
Southeast Asian	30	15	15	9	2	4	24	100	46	
West Asian	32	14	22	8	6	5	12	100	188	
More than one Racialized Group	32	13	16	12	4	6	18	100	111	
Racialized and White	28	14	13	11	3	6	24	100	240	
Total Racialized	35	14	14	9	4	6	19	100	2,722	
White	23	14	15	11	5	10	21	100	10,740	
Not Indigenous, Declined Racialization Question	28	15	16	10	5	10	16	100	1,338	
Declined Indigenous and Racialization Questions	29	15	16	10	6	9	14	100	2,221	
Total	26	14	15	11	5	9	19	100	17,163	

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Table 5c: **Region** by Racialization** for Ontario Lawyers, 2019

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Indigenous										
First Nations and Inuk	8	10	30	9	9	17	14	3	100	347
Métis	7	2	35	7	10	10	25	4	100	193
Total Indigenous	7	7	32	8	10	15	18	3	100	540
Racialized										
Arab	8	2	46	17	0	1	25	1	100	368
Black	3	3	59	20	2	1	11	1	100	1,316
Chinese	1	2	68	21	0	0	6	0	100	1,451
Filipino	4	5	59	22	4	0	7	0	100	134
Japanese	3	3	67	11	2	0	10	3	100	61
Korean	2	3	69	17	1	1	6	1	100	344
Latino	4	6	57	19	2	1	11	1	100	235
South Asian	1	3	52	35	1	0	6	1	100	2,785
Southeast Asian	2	4	61	25	0	1	8	0	100	129
West Asian	1	2	66	22	1	0	8	0	100	485
More than one Racialized Group	3	3	59	18	3	1	12	1	100	358
Racialized and White	4	4	61	12	1	1	16	1	100	608
Total Racialized	2	3	59	25	1	1	9	1	100	8,274
White										
Not Indigenous, Declined Racialization Question	4	5	59	17	3	2	9	1	100	3,849
Declined Indigenous and Racialization Questions	6	6	51	15	4	3	12	3	100	6,027
Total	5	6	55	15	3	2	12	2	100	45,049

Source: 2019 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, 2019

Licensee status – especially the distinction between partners and associates, but true across the board – differs substantially for Indigenous, racialized, and white lawyers. These differences partly 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, though to a lesser extent.

1. 25% of Indigenous lawyers are sole practitioners, compared to 17% of white lawyers; 18% of Indigenous lawyers work for government, compared to 13% 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 – 10% versus 17% for white lawyers – and they are somewhat less likely to be in-house and associates. Indigenous lawyers tend to work at smaller firms. Indigenous lawyers are much more likely to practice in the Central North, Eastern Ontario and Ottawa, and especially in the North, where 15% of Indigenous lawyers practice.
2. Compared to white lawyers, racialized lawyers are somewhat more likely to be sole practitioners. Just 8% of racialized lawyers are law firm partners, compared to 17% of white lawyers. In contrast, 21% of law firm associates are racialized, compared to 19% of white lawyers, which portends considerable growth in the percentage of racialized partners.
3. There are complex differences in the distribution of workplaces of the eight different racialized groups, with Black, Filipino, and Japanese lawyers most distinctive. Notably, there are low numbers of Black partners and associates, combined with a high level of sole practice.
4. 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 lawyers are concentrated in Toronto.

Table 6a: **Status by Gender by Age*** for Ontario Lawyers, 2019

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
	percent												
Women													
under 35	7.4	1.8	44.1	4.9	2.4	10.4	12.3	0.4	5.4	10.9	100.0	5,967	28.0
35-44	12.5	8.5	17.4	3.1	2.1	17.6	17.4	1.5	6.7	13.2	100.0	6,539	30.7
45-54	17.0	13.5	6.2	1.9	1.3	17.1	22.2	2.5	7.8	10.6	100.0	4,873	22.9
55-64	21.0	13.1	3.5	2.4	2.0	10.6	16.5	2.6	8.8	19.4	100.0	3,186	15.0
65 or more	39.4	14.2	4.2	2.2	1.2	5.9	9.2	3.0	6.5	14.4	100.0	742	3.5
Total	14.3	8.7	19.8	3.2	2.0	14.0	16.7	1.6	6.9	12.9	100.0	21,307	100.0
Men													
under 35	12.0	3.1	48.4	5.5	0.8	9.8	9.4	0.4	4.6	6.0	100.0	4,711	18.8
35-44	17.2	15.1	23.6	3.2	1.1	17.1	12.3	0.9	5.8	3.8	100.0	5,930	23.6
45-54	21.8	28.1	6.2	2.4	0.4	14.8	13.3	1.5	6.9	4.6	100.0	5,378	21.4
55-64	29.6	30.0	3.9	1.7	0.6	8.3	9.6	1.2	6.6	8.4	100.0	5,112	20.4
65 or more	49.3	28.6	6.1	2.0	0.4	3.3	3.1	0.6	3.2	3.6	100.0	3,962	15.8
Total	24.8	20.8	17.7	3.0	0.7	11.3	10.0	0.9	5.6	5.3	100.0	25,093	100.0

Source: 2019 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, 2019

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
Women	27.8	13.7	14.9	10.6	5.1	8.6	19.3	100.0	6,742
Men	25.0	14.3	15.6	10.7	5.1	10.0	19.2	100.0	10,421
Total	26.1	14.1	15.3	10.7	5.1	9.4	19.3	100.0	17,163

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

 Table 6c: **Region by Gender**** for Ontario Lawyers, 2019

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Women	4.9	4.7	55.8	14.0	3.2	2.0	13.3	2.0	100.0	20,222
Men	5.3	6.3	54.6	15.2	3.4	2.5	10.5	2.3	100.0	24,086
Total	5.1	5.6	55.2	14.7	3.3	2.3	11.8	2.2	100.0	44,308

Source: 2019 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 Ontario Lawyers, 2019

1. Men are more much likely to be sole practitioners, 24.8% versus 14.3% of women, and law firm partners, 20.8% of men versus 8.7% of 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 13.5, 13.1 and 14.2% of women are partners, compared to 28.1, 30.0 and 28.6% of men.
2. In every age group, men are more likely to be sole practitioners and partners. There is a smaller preponderance of men among law firm associates, which implies that women associates are much less likely to become partners. Other research shows that 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 12.9% of all women, more than twice the figure of 5.3% 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, 2019

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
	percent											
Identify as Francophone												
Yes	13.9	11.1	17.1	2.8	2.1	10.4	26.0	1.8	6.1	8.6	100.0	2,366
No	19.9	15.3	19.4	3.1	1.3	12.7	12.2	1.2	6.2	8.7	100.0	39,143
Total	19.6	15.0	19.2	3.1	1.3	12.5	13.0	1.3	6.2	8.7	100.0	41,509
Able to Provide Service in French?												
Yes, Represent and Counsel	15.4	10.7	15.2	2.7	2.4	11.4	26.7	1.6	4.9	8.9	100.0	3,771
Counsel, but not Represent	18.6	12.0	15.4	2.3	2.4	11.7	24.2	1.8	4.2	7.3	100.0	1,932
Neither	21.0	16.5	19.8	3.3	1.2	12.7	10.9	1.1	5.7	8.0	100.0	34,985
Total	20.4	15.8	19.2	3.2	1.3	12.5	13.0	1.2	5.5	8.0	100.0	40,688

Source: 2019 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, 2019

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
Identify as Francophone									
Yes	31.3	12.0	16.1	9.8	2.5	5.7	22.6	100.0	734
No	25.5	14.0	15.3	10.7	5.2	9.6	19.5	100.0	14,781
Total	25.8	13.9	15.3	10.7	5.1	9.4	19.7	100.0	15,515
Able to Provide Service in French?									
Yes, Represent and Counsel	32.1	12.6	14.5	9.2	3.2	6.1	22.4	100.0	1,079
Counsel, but not Represent	24.3	15.5	14.4	11.1	5.2	9.4	20.0	100.0	575
Neither	26.0	14.3	15.5	10.9	5.2	9.7	18.5	100.0	13,847
Total	26.3	14.2	15.4	10.8	5.0	9.4	18.8	100.0	15,501

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Table 7c: **Region by Francophone Identity and Ability to Practise in French**** for Ontario Lawyers, 2019

Group	South West	Central South	Toronto	Durham, Hamilton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Identify as Francophone										
Yes	2.4	2.1	27.8	4.4	1.1	7.9	48.7	5.7	100.0	2,135
No	5.2	5.7	57.2	15.3	3.3	1.9	9.6	1.9	100.0	38,224
Total	5.0	5.5	55.6	14.7	3.2	2.2	11.7	2.1	100.0	40,359
Able to Provide Service in French?										
Yes, Represent and Counsel	2.5	2.2	32.1	5.8	1.1	5.3	46.4	4.6	100.0	3,317
Counsel, but not Represent	3.3	3.1	47.0	8.6	1.8	2.6	31.2	2.5	100.0	1,832
Neither	5.6	6.1	57.4	15.9	3.7	2.1	7.3	1.9	100.0	34,430
Total	5.3	5.7	54.8	14.7	3.4	2.4	11.7	2.2	100.0	39,579

Source: 2019 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, 2019

1. Francophone lawyers and the considerably 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 48.7% of Francophone lawyers are in Ottawa versus 9.6% of non-Francophones. 26.0% of Francophone lawyers work in government, and the percentages are similar for lawyers who can counsel and represent in French. Just 12.2% of non-Francophone lawyers work in government and 9.6% are in Ottawa. Lawyers able to practise in French are also more likely to work in Eastern Ontario.
2. The 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 able to practise in French.

Table 8a: **Status by Disability*** for Ontario Lawyers, 2019

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
	percent											
Has a Disability	23.1	8.9	11.9	2.4	3.2	7.5	18.9	2.3	6.8	14.9	100.0	1,681
No Disability	19.2	15.4	19.8	3.1	1.2	12.9	12.6	1.2	6.3	8.3	100.0	36,659
Total	19.4	15.1	19.4	3.1	1.3	12.7	12.8	1.3	6.3	8.6	100.0	38,340

Source: 2019 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, 2019

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
Has a Disability	27.2	16.9	16.2	11.0	5.6	7.7	15.4	100.0	390
No Disability	25.5	13.8	15.3	10.8	5.1	9.6	20.0	100.0	14,034
Total	25.6	13.9	15.3	10.8	5.1	9.5	19.8	100.0	14,424

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Table 8c: **Region by Disability**** for Ontario Lawyers, 2019

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Has a Disability	5.4	6.2	52.7	10.9	3.9	2.6	15.3	3.1	100.0	1,626
No Disability	5.0	5.4	55.7	15.0	3.1	2.2	11.5	2.0	100.0	35,579
Total	5.0	5.4	55.6	14.8	3.2	2.2	11.7	2.1	100.0	37,205

Source: 2019 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, 2019

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 retire, 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, 18.9% of lawyers with a disability work for government, compared to 12.6% without a disability; law firm partners account for 8.9% of lawyers with a disability, compared to 15.4% without, and for law firm associates, the corresponding figures are 11.9% and 19.8%. About 14.9% of lawyers with a disability are "retired or not working" versus 8.3% for all other lawyers.

Table 9a: **Status by Sexual Orientation*** for Ontario Lawyers, 2019

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
	percent											
LGBT2Q	15.2	7.8	21.1	2.9	3.1	12.3	19.1	2.6	6.5	9.3	100.0	1,563
Not LGBT2Q	19.2	15.3	19.5	3.1	1.3	12.8	12.6	1.2	6.3	8.7	100.0	34,990
Total	19.0	15.0	19.6	3.1	1.4	12.8	12.9	1.3	6.3	8.8	100.0	36,553

Source: 2019 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, 2019

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
LGBT2Q	25.9	12.2	14.7	9.6	4.4	9.0	24.1	100.0	498
Not LGBT2Q	25.4	13.9	15.3	10.9	5.1	9.6	20.2	100.3	13,262
Total	25.4	13.7	15.1	10.8	5.1	9.5	20.3	100.0	13,760

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Table 9c: **Region by Sexual Orientation**** for Ontario Lawyers, 2019

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
LGBT2Q	3.3	3.2	66.3	8.3	2.2	2.1	13.0	1.7	100.0	1,488
Not LGBT2Q	5.0	5.5	55.4	15.1	3.1	2.2	11.7	2.1	100.0	33,984
Total	5.0	5.4	55.8	14.8	3.1	2.2	11.8	2.1	100.0	35,472

Source: 2019 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, 2019

1. LGBT2Q lawyers face some of the same cultural and institutional forces affecting other minorities. They are more than twice as likely to be employed in education – 2.6% compared to 1.2% of non-LGBT2Q lawyers — and to work in legal clinics — 3.1% compared to 1.3% non-LGBT2Q lawyers. 19.1% of LGBT2Q lawyers work for government, compared to 12.6% non-LGBT2Q lawyers. LGBT2Q lawyers are slightly less likely to be sole practitioners and half as likely to be law firm partners (this last being affected by LGBT2Q lawyers' lower age, on average).
2. LGBT2Q lawyers are concentrated in Toronto and Ottawa.

Table 10: **Area of Practice* by Racialization and Gender** for Ontario Lawyers, 2019

Group	Aboriginal Law	Environment	Criminal	Family	Health	Immigration	Real Estate	Wills and Estates
	<i>percent of lawyers whose work in the area accounts for at least 30 percent of their total practice</i>							
First Nations and Inuk	28	1	18	22	1	0	7	4
Metis	9	0	18	15	4	1	10	6
Arab	1	1	12	6	1	7	11	4
Black	1	1	14	18	1	11	10	3
Chinese	0	0	5	6	1	3	19	4
Filipino	2	0	12	13	1	13	25	11
Japanese	2	0	12	4	0	2	0	6
Korean	0	0	9	6	1	5	14	2
Latino	1	1	12	12	1	8	12	3
South Asian	1	0	8	12	1	6	24	3
Southeast Asian	0	0	5	10	0	3	21	4
West Asian	1	0	10	9	1	11	14	2
More than one Racialized Group	0	0	13	11	2	8	9	4
Racialized and White	1	1	15	10	1	3	6	4
White	1	1	11	9	1	2	13	6
Not Indigenous, Declined Racialization Question	1	1	10	10	1	3	16	6
Declined Indigenous and Racialization Questions	1	1	12	8	1	2	16	7
Women	1	1	11	14	2	3	10	6
Men	1	1	11	7	1	2	17	6
Total	1	1	11	10	1	3	14	6

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice by Racialization and Gender** for Ontario Lawyers, 2019 (continued)

Group	Civil Litigation – Plaintiff	Civil Litigation – Defendant	Workplace	Employment and Labour	Administrative	ADR	Corporate	Securities
	<i>percent of lawyers whose work in the area accounts for at least 30 percent of their total practice</i>							
First Nations and Inuk	5	5	0	5	7	0	8	1
Metis	9	7	1	6	9	1	11	1
Arab	13	11	0	6	6	0	24	3
Black	8	9	1	6	8	1	15	4
Chinese	9	10	0	4	4	0	28	6
Filipino	5	7	0	8	1	0	20	4
Japanese	6	22	0	4	10	0	27	0
Korean	12	13	0	4	4	0	26	8
Latino	11	9	2	9	7	0	20	3
South Asian	11	10	1	6	5	0	17	3
Southeast Asian	14	13	0	5	4	0	22	5
West Asian	15	16	1	6	4	1	17	3
More than one Racialized Group	11	14	2	5	7	0	17	2
Racialized and White	7	12	1	6	8	0	24	5
White	11	13	1	7	6	1	20	4
Not Indigenous, Declined Racialization Question	12	10	1	5	5	0	21	4
Declined Indigenous and Racialization Questions	12	11	0	5	5	0	22	4
Women	8	12	1	8	7	1	18	4
Men	13	12	0	6	4	1	22	5
Total	11	12	1	6	6	1	20	4

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice by Racialization and Gender** for Ontario Lawyers, 2019 (continued)

Group	Taxation	Bankruptcy	Construction	Franchise	Intellectual Property	Municipal	Municipal Law	Number
	percent of lawyers whose work in the area accounts for at least 30 percent of their total practice							
First Nations and Inuk	2	0	0	0	1	0	3	289
Metis	1	0	2	0	3	1	5	163
Arab	2	0	2	0	5	1	5	302
Black	1	1	2	0	2	1	5	1,103
Chinese	4	0	2	1	7	2	4	1,244
Filipino	0	0	0	0	0	1	4	112
Japanese	2	0	2	0	8	2	6	49
Korean	3	2	2	0	3	1	5	282
Latino	2	0	3	1	2	1	4	209
South Asian	2	1	1	0	2	1	4	2,371
Southeast Asian	0	1	1	0	2	1	7	111
West Asian	2	1	1	0	2	1	3	414
More than one Racialized Group	1	0	2	0	4	2	7	287
Racialized and White	3	1	1	0	3	1	6	530
White	2	1	2	0	3	2	5	22,423
Not Indigenous, Declined Racialization Question	2	1	2	0	3	2	5	3,231
Declined Indigenous and Racialization Questions	3	1	2	0	3	2	5	5,135
Women	2	1	1	0	3	2	6	21,759
Men	3	1	2	0	3	2	4	16,496
Total	2	1	2	0	3	2	5	38,255

Source: 2019 Lawyer Annual Report; analysis by Michael Ornstein

Table 10: **Area of Practice* by Racialization and Gender** for Ontario Lawyers, 2019

* To be counted as focusing an area of practice, at least 30% of a lawyer's practice must be in the area. While many lawyers have nearly all their work in one area, 19.8% of lawyers spend at least 30% of their time in two or more areas.

- 28% of First Nations and 9% of Metis lawyers focus in Aboriginal law, compared to just one percent of lawyers overall. First Nations lawyers are also more likely to focus on criminal and family law and less likely to focus on civil litigation, corporate law, and real estate.
- In terms of areas of practice, it is difficult to generalize. For example, Black lawyers are more likely to practise family and immigration law, while Chinese lawyers are under-represented in these areas, and are concentrated in corporate law and real estate.
- There are notable gender differences in areas of practice. Civil litigation representing plaintiffs accounts for 8% of women lawyers versus 13% of men, although there is no difference for civil litigation representing defendants; 14% of women and 7% of men focus on family law; 10% of women and 17% of men focus on real estate; and there is also some greater concentration of men in corporate, securities, and tax law.