

# Statistical Snapshot of Paralegals in Ontario

from the Paralegal Annual Report 2022

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

## RESPONSE RATE BY QUESTION, 2022

Response rate in per cent

| Question*                  | Paralegals   |
|----------------------------|--------------|
| Indigenous                 | 93.8         |
| Racialization              | 70.7         |
| Sexual Orientation         | 69.2         |
| Identify as Francophone    | 79.4         |
| Able to Practise in French | 50.2         |
| Have a Disability          | 73.6         |
| <b>Total Number</b>        | <b>9,848</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, 2022, compared to the 2021 Ontario Population

| Group  | Paralegals   |                                |                | 2021 Ontario Population |  |  |
|--|--------------|--------------------------------|----------------|-------------------------|--|--|
|  | number       | per cent,<br>excluding missing | per cent Women | Everyone                | Persons in the<br>Labour Force,<br>Age 25–69 | University<br>Graduates in the<br>Labour Force,<br>Age 25–69 |
|  |              |                                |                | per cent                |  |  |
| <b>Indigenous</b>                                  |              |                                |                |                         |  |  |
| First Nations                                      | 82           | 1.08                           | 78             | 1.85                    | 1.45   | 0.59   |
| Inuk   | 0            | 0.00                           | *              | 0.03                    | 0.03   | 0.01   |
| Métis  | 66           | 0.87                           | 70             | 1.02                    | 0.97   | 0.49   |
| Multiple Indigenous                                |              |                                |                | 0.05                    | 0.04   | 0.01   |
| <b>Total</b>                                       | <b>148</b>   | <b>1.95</b>                    | <b>74</b>      | <b>2.95</b>             | <b>2.49</b>                                  | <b>1.10</b>  |
| <b>Racialized</b>                                  |              |                                |                |                         |  |  |
| Arab   | 133          | 1.9                            | 68             | 1.95                    | 1.56   | 2.26   |
| Black  | 582          | 8.4                            | 70             | 5.35                    | 4.91   | 4.04   |
| Chinese  | 460          | 6.6                            | 67             | 5.80                    | 5.82   | 9.32   |
| Filipino   | 138          | 2.0                            | 70             | 2.60                    | 3.13   | 3.60   |
| Japanese   | 6            | 0.1                            | *              | 0.21                    | 0.21   | 0.31   |
| Korean   | 61           | 0.9                            | 69             | 0.67                    | 0.70   | 1.16   |
| Latin American                                     | 242          | 3.5                            | 69             | 1.73                    | 2.04   | 1.96   |
| South Asian  | 813          | 11.7                           | 61             | 10.84                   | 11.37  | 17.86  |
| Southeast Asian                                    | 95           | 1.4                            | 72             | 1.12                    | 1.16   | 1.01   |
| West Asian   | 248          | 3.6                            | 65             | 1.49                    | 1.52   | 2.20   |
| Other Visible Minority                             |              |                                |                | 0.95                    | 0.98   | 0.69   |
| Other and More than One<br>Racialized Group        | 22           | 0.3                            | 86             | 1.27                    | 1.02   | 1.25   |
| Racialized and White                               | 112          | 1.6                            | 68             |                         |  |  |
| <b>Total</b>                                       | <b>2,912</b> | <b>41.9</b>                    | <b>66</b>      | <b>33.98</b>            | <b>34.42</b>                                 | <b>45.66</b>   |
| <b>White</b>                                       | <b>3,905</b> | <b>56.2</b>                    | <b>72</b>      | <b>63.08</b>            | <b>63.09</b>                                 | <b>53.25</b>   |
| Not Indigenous, Declined<br>Racialization Question | 608          |                                | 70             |                         |  |  |
| Declined Indigenous and<br>Racialization Questions | 2,275        |                                | 67             |                         |  |  |
| <b>Total</b>                                       |              | <b>100.0</b>                   | <b>69</b>      | <b>100.00</b>           | <b>100.00</b>                                | <b>100.00</b>  |
| <b>Number</b>                                      | <b>9,848</b> |                                |                | <b>369,688</b>          | <b>163,270</b>                               | <b>64,273</b>  |

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

\*too few cases for a meaningful estimate

Table 1: **Indigenous and Racialized Paralegals** for Ontario, 2022, compared to the 2021 Ontario Population

1. 1.95 per cent of paralegals are Indigenous, compared to 2.95 per cent of the 2021 Ontario population, 2.49 per cent of the labour force ages 25–69 and 1.10 per cent of university graduates in the labour force ages 25–69.
2. 41.9 per cent of paralegals are racialized, compared to 33.98 per cent of the 2021 Ontario population, 34.42 per cent of the labour force ages 25–69 and 45.66 per cent of university graduates in the labour force ages 25–69. This reverses the pattern observed for lawyers.
3. South Asian paralegals are the largest group of non-white paralegals, accounting for 11.7 per cent of the total, followed by Black paralegals, 8.4 per cent, and Chinese paralegals, 6.6 per cent.
4. There are considerably greater percentages of Black, Latin American and West Asian paralegals than their representation in the population.
5. Some groups have absolutely small numbers of paralegals. In all of Ontario, there are just 6 Japanese, 61 Korean, 95 Southeast Asian and 148 Indigenous paralegals, out of a total of nearly ten thousand.
6. The feminization of paralegal practice is plain: 69 per cent of all paralegals are women, including 74 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, 2022

| 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  | Total        | 20–29        | 30–39        | 40–49        | 50–59        | 60 or more   |              |
|   | percentage within age groups, excluding missing |              |              |              |              | percentage within Indigenous and Racialization category |             |             |             |             |              | number       |              |              |              |              |              |
| <b>Indigenous</b>                               |   |              |              |              |              |   |             |             |             |             |              |              |              |              |              |              |              |
| First Nations and Inuk                          | 1.4   | 1.1          | 1.4          | 1.2          | 0.5          | 24.4  | 30.5        | 23.2        | 17.1        | 4.9         | 100.0        | 20           | 25           | 19           | 14           | 4            | 82           |
| Métis   | 1.0   | 1.0          | 1.0          | 0.9          | 0.8          | 21.2  | 33.3        | 21.2        | 15.2        | 9.1         | 100.0        | 14           | 22           | 14           | 10           | 6            | 66           |
| <b>Total</b>                                    | <b>2.4</b>                                      | <b>2.1</b>   | <b>2.4</b>   | <b>2.1</b>   | <b>1.3</b>   | <b>23.0</b>   | <b>31.8</b> | <b>22.3</b> | <b>16.2</b> | <b>6.8</b>  | <b>100.0</b> | <b>34</b>    | <b>47</b>    | <b>33</b>    | <b>24</b>    | <b>10</b>    | <b>148</b>   |
| <b>Racialized</b>                               |   |              |              |              |              |   |             |             |             |             |              |              |              |              |              |              |              |
| Arab  | 2.2   | 1.9          | 2.5          | 1.4          | 0.9          | 24.1  | 33.1        | 25.6        | 12.0        | 5.3         | 100.0        | 32           | 44           | 34           | 16           | 7            | 133          |
| Black   | 7.0   | 7.9          | 10.8         | 9.3          | 6.6          | 17.2  | 30.9        | 25.1        | 18.4        | 8.4         | 100.0        | 100          | 180          | 146          | 107          | 49           | 582          |
| Chinese   | 4.4   | 6.2          | 9.3          | 8.1          | 4.7          | 13.7  | 31.1        | 27.4        | 20.2        | 7.6         | 100.0        | 63           | 143          | 126          | 93           | 35           | 460          |
| Filipino  | 2.7   | 1.9          | 2.5          | 1.6          | 0.5          | 28.3  | 31.2        | 24.6        | 13.0        | 2.9         | 100.0        | 39           | 43           | 34           | 18           | 4            | 138          |
| Japanese  | 0.1   | 0.0          | 0.1          | 0.2          | 0.1          | 16.7  | 0.0         | 33.3        | 33.3        | 16.7        | 100.0        | 1            | 0            | 2            | 2            | 1            | 6            |
| Korean  | 0.5   | 1.4          | 1.0          | 0.6          | 0.4          | 11.5  | 50.8        | 21.3        | 11.5        | 4.9         | 100.0        | 7            | 31           | 13           | 7            | 3            | 61           |
| Latin American                                  | 2.0   | 3.8          | 4.9          | 3.8          | 2.1          | 12.0  | 36.0        | 27.3        | 18.2        | 6.6         | 100.0        | 29           | 87           | 66           | 44           | 16           | 242          |
| South Asian                                     | 15.4  | 12.0         | 9.2          | 10.1         | 10.6         | 27.1  | 33.7        | 15.3        | 14.3        | 9.7         | 100.0        | 220          | 274          | 124          | 116          | 79           | 813          |
| Southeast Asian                                 | 1.8   | 1.4          | 1.3          | 1.3          | 0.8          | 26.3  | 33.7        | 17.9        | 15.8        | 6.3         | 100.0        | 25           | 32           | 17           | 15           | 6            | 95           |
| West Asian                                      | 2.7   | 3.7          | 5.0          | 3.1          | 2.7          | 15.7  | 34.3        | 27.4        | 14.5        | 8.1         | 100.0        | 39           | 85           | 68           | 36           | 20           | 248          |
| Other and More than One Racialized Group        | 0.6   | 0.2          | 0.3          | 0.3          | 0.1          | 40.9  | 18.2        | 18.2        | 18.2        | 4.5         | 100.0        | 9            | 4            | 4            | 4            | 1            | 22           |
| Racialized and White                            | 2.8   | 1.8          | 1.5          | 0.6          | 0.4          | 35.7  | 37.5        | 17.9        | 6.3         | 2.7         | 100.0        | 40           | 42           | 20           | 7            | 3            | 112          |
| <b>Total</b>                                    | <b>42.4</b>                                     | <b>42.1</b>  | <b>48.3</b>  | <b>40.5</b>  | <b>30.1</b>  | <b>20.7</b>   | <b>33.1</b> | <b>22.5</b> | <b>16.0</b> | <b>7.7</b>  | <b>100.0</b> | <b>604</b>   | <b>965</b>   | <b>654</b>   | <b>465</b>   | <b>224</b>   | <b>2,912</b> |
| <b>White</b>                                    | <b>55.2</b>                                     | <b>55.8</b>  | <b>49.3</b>  | <b>57.4</b>  | <b>68.6</b>  | <b>20.1</b>   | <b>32.8</b> | <b>17.1</b> | <b>16.9</b> | <b>13.1</b> | <b>100.0</b> | <b>786</b>   | <b>1,280</b> | <b>668</b>   | <b>660</b>   | <b>511</b>   | <b>3,905</b> |
| Not Indigenous, Declined Racialization Question |   |              |              |              |              | 18.4  | 36.7        | 21.1        | 14.8        | 9.0         | 100.0        | 112          | 223          | 128          | 90           | 55           | 608          |
| Declined Indigenous and Racialization Questions |   |              |              |              |              | 22.0  | 37.3        | 17.0        | 14.8        | 8.9         | 100.0        | 501          | 848          | 386          | 337          | 203          | 2,275        |
| <b>Total</b>                                    | <b>100.0</b>                                    | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>20.7</b>   | <b>34.1</b> | <b>19.0</b> | <b>16.0</b> | <b>10.2</b> | <b>100.0</b> | <b>2,037</b> | <b>3,363</b> | <b>1,869</b> | <b>1,576</b> | <b>1,003</b> | <b>9,848</b> |

Source: 2022 Paralegal Annual Report; analysis by Michael Ornstein

Table 2: **Age by Indigeneity and Racialization** for Ontario Paralegals, 2022

1. Up to age 59, just over 2 per cent of paralegals identify as Indigenous and the figure is 1.3 per cent for older paralegals. 68.6 per cent of paralegals age 60 or more are white, compared to 57.4 per cent for ages 50–59, 49.3 per cent for ages 40–49, and 55.2 per cent for the youngest group ages 20–29.
2. There are fewer racialized paralegals 60 and older, 30.1 per cent of the total, than in the younger groups where the figures are between 40.5 per cent and 48.3 per cent; the youngest group, ages 20–29, is 42.4 per cent racialized. Younger paralegals are less likely to identify as Black, Chinese, Latin American and West Asian, but more likely to be South Asian.
3. Among paralegals under the age of 50, South Asian paralegals are the largest racialized group and their representation is increasing — they account for 15.4 per cent of paralegals ages 20–29 and 12.0 per cent for ages 30–39. Black paralegals are the second largest group of younger licensees, accounting for 7.0 and 7.9 per cent in the 20–29 and 30–39 age groups, down from 10.8 per cent of paralegals between 40 and 49. Similarly, the Chinese, West Asian and Latin American paralegals, 9.3, 5.0 and 4.9 per cent respectively of paralegals ages 40–49, account for smaller percentages of the two youngest groups. Only 4.4 per cent of paralegals under 30 are Chinese, 2.7 per cent are West Asian and 2.0 per cent are Latin American, half or less than their representation in the 40–49 age group.

Table 3: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French, and Disability by Age**  
for Ontario Paralegals, 2022

| 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        |
|                                   | per cent     |              |              |              |              |              | number       |              |              |              |              |              |
| <b>Gender</b>                     |              |              |              |              |              |              |              |              |              |              |              |              |
| Women                             | 81.6         | 76.4         | 68.8         | 56.2         | 39.8         | 69.1         | 1,660        | 2,571        | 1,286        | 886          | 399          | 6,802        |
| Men                               | 18.4         | 23.6         | 31.2         | 43.8         | 60.2         | 30.9         | 374          | 792          | 582          | 690          | 604          | 3,042        |
| <b>Sexual Orientation</b>         |              |              |              |              |              |              |              |              |              |              |              |              |
| LGBT2Q                            | 8.9          | 6.7          | 4.0          | 2.8          | 2.3          | 5.5          | 122          | 150          | 54           | 31           | 17           | 374          |
| Not LGBT2Q                        | 91.1         | 93.3         | 96.0         | 97.2         | 97.7         | 94.5         | 1,246        | 2,097        | 1,280        | 1,092        | 722          | 6,437        |
| Declined to Answer                |              |              |              |              |              |              | 669          | 1,116        | 535          | 453          | 264          | 3,037        |
| Declined to Answer                |              |              |              |              |              |              | 496          | 736          | 340          | 285          | 173          | 2,030        |
| <b>Identify as Francophone</b>    |              |              |              |              |              |              |              |              |              |              |              |              |
| Yes                               | 2.7          | 2.2          | 3.9          | 3.5          | 3.1          | 3.0          | 42           | 59           | 59           | 45           | 26           | 231          |
| No                                | 97.3         | 97.8         | 96.1         | 96.5         | 96.9         | 97.0         | 1,499        | 2,568        | 1,470        | 1,246        | 804          | 7,587        |
| Declined to Answer                |              |              |              |              |              |              | 496          | 736          | 340          | 285          | 173          | 2,030        |
| <b>Able to Practise in French</b> |              |              |              |              |              |              |              |              |              |              |              |              |
| Can Counsel and Represent         | 2.3          | 2.4          | 3.2          | 3.6          | 3.9          | 3.0          | 16           | 38           | 33           | 34           | 26           | 147          |
| Can Counsel But Not Represent     | 1.4          | 0.9          | 1.8          | 1.5          | 2.1          | 1.5          | 10           | 15           | 19           | 14           | 14           | 72           |
| Cannot                            | 96.3         | 96.6         | 95.0         | 95.0         | 94.1         | 95.6         | 676          | 1,526        | 984          | 904          | 634          | 4,724        |
| Declined to Answer                |              |              |              |              |              |              | 1,335        | 1,784        | 833          | 624          | 329          | 4,905        |
| <b>Have a Disability</b>          |              |              |              |              |              |              |              |              |              |              |              |              |
| Yes                               | 5.9          | 6.0          | 9.1          | 9.5          | 11.8         | 7.8          | 86           | 144          | 128          | 114          | 91           | 563          |
| No                                | 94.1         | 94.0         | 90.9         | 90.5         | 88.2         | 92.2         | 1,362        | 2,264        | 1,285        | 1,092        | 682          | 6,685        |
| Declined to Answer                |              |              |              |              |              |              | 589          | 955          | 456          | 370          | 230          | 2,600        |
| <b>Total</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> | <b>2,034</b> | <b>3,363</b> | <b>1,868</b> | <b>1,576</b> | <b>1,003</b> | <b>9,844</b> |

Source: 2022 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, 2022

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

- 69.1 per cent of paralegals are women. The striking and continuing feminization of paralegal practice is apparent from comparing age groups. 39.8 per cent of paralegals age 60 or more are women, compared to 56.2 per cent for ages 50–59, 68.8 per cent for ages 40–49, 76.4 per cent for ages 30–39 and 81.6 per cent for paralegals under 30.
- 5.5 per cent of paralegals identify as LGBT2Q; 8.9 per cent for ages 20–29, 6.7 per cent for ages 30–39, 4.0 per cent for 40–49, 2.8 per cent for ages 50–59 and 2.3 per cent for ages 60 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 7.8 per cent overall, climbing steadily from about 6 per cent for paralegals under 40 to 9.1 per cent of paralegals ages 40–49 to 11.8 per cent of paralegals 60 or older.

Table 4a: **Status and Sector of Practice\*** by Indigeneity and Racialization for Ontario Paralegals, 2022

| 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                          | 22                | 3            | 3              | 14            | 6            | 3        | 9          | 1         | 23               | 16                     | 100        | 77           |
| Métis   | 35                | 2            | 0              | 6             | 0            | 2        | 17         | 0         | 22               | 17                     | 100        | 65           |
| <b>Total</b>                                    | <b>28</b>         | <b>2</b>     | <b>1</b>       | <b>11</b>     | <b>4</b>     | <b>2</b> | <b>13</b>  | <b>1</b>  | <b>23</b>        | <b>16</b>              | <b>100</b> | <b>142</b>   |
| <b>Racialized</b>                               |                   |              |                |               |              |          |            |           |                  |                        |            |              |
| Arab  | 31                | 1            | 2              | 6             | 2            | 6        | 9          | 0         | 28               | 17                     | 100        | 127          |
| Black   | 22                | 0            | 3              | 6             | 1            | 7        | 11         | 1         | 29               | 20                     | 100        | 558          |
| Chinese   | 23                | 2            | 2              | 8             | 1            | 4        | 5          | 2         | 29               | 23                     | 100        | 444          |
| Filipino  | 16                | 2            | 3              | 4             | 1            | 7        | 11         | 1         | 48               | 8                      | 100        | 136          |
| Japanese  |                   |              |                |               |              |          |            |           |                  |                        |            | 6            |
| Korean  | 16                | 0            | 2              | 5             | 2            | 0        | 10         | 0         | 41               | 25                     | 100        | 61           |
| Latin American                                  | 25                | 1            | 3              | 9             | 4            | 6        | 7          | 1         | 28               | 18                     | 100        | 235          |
| South Asian                                     | 23                | 2            | 2              | 6             | 1            | 2        | 6          | 1         | 35               | 23                     | 100        | 770          |
| Southeast Asian                                 | 16                | 0            | 3              | 9             | 0            | 1        | 9          | 0         | 37               | 26                     | 100        | 94           |
| West Asian                                      | 35                | 1            | 0              | 6             | 1            | 2        | 4          | 0         | 23               | 26                     | 100        | 238          |
| Other and More than One Racialized Group        | 14                | 0            | 0              | 5             | 0            | 0        | 19         | 5         | 29               | 29                     | 100        | 21           |
| Racialized and White                            | 10                | 1            | 2              | 11            | 1            | 5        | 14         | 0         | 35               | 21                     | 100        | 105          |
| <b>Total</b>                                    | <b>23</b>         | <b>1</b>     | <b>2</b>       | <b>7</b>      | <b>1</b>     | <b>4</b> | <b>8</b>   | <b>1</b>  | <b>31</b>        | <b>21</b>              | <b>100</b> | <b>2,795</b> |
| <b>White</b>                                    | <b>16</b>         | <b>2</b>     | <b>3</b>       | <b>11</b>     | <b>2</b>     | <b>6</b> | <b>12</b>  | <b>1</b>  | <b>30</b>        | <b>17</b>              | <b>100</b> | <b>3,789</b> |
| Not Indigenous, Declined Racialization Question | 18                | 2            | 3              | 7             | 1            | 4        | 10         | 1         | 31               | 23                     | 100        | 589          |
| Declined Indigenous and Racialization Questions | 11                | 1            | 2              | 5             | 1            | 3        | 12         | 1         | 37               | 27                     | 100        | 2,235        |
| <b>Total</b>                                    | <b>17</b>         | <b>2</b>     | <b>3</b>       | <b>8</b>      | <b>1</b>     | <b>4</b> | <b>11</b>  | <b>1</b>  | <b>32</b>        | <b>21</b>              | <b>100</b> | <b>9,550</b> |

Source: 2022 Paralegal Annual Report; analysis by Michael Ornstein

\*excludes new licensees

Table 4b: **Region\*\* by Indigeneity and Racialization** for Ontario Paralegals, 2022

| 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                          | 12         | 26            | 17        | 15                         | 13            | 8         | 3        | 8        | 100        | 78           |
| Métis   | 9          | 14            | 25        | 9                          | 14            | 13        | 13       | 3        | 100        | 64           |
| <b>Total</b>                                    | <b>11</b>  | <b>20</b>     | <b>20</b> | <b>13</b>                  | <b>13</b>     | <b>10</b> | <b>7</b> | <b>6</b> | <b>100</b> | <b>142</b>   |
| <b>Racialized</b>                               |            |               |           |                            |               |           |          |          |            |              |
| Arab  | 15         | 9             | 29        | 38                         | 0             | 0         | 9        | 0        | 100        | 129          |
| Black   | 3          | 6             | 46        | 35                         | 3             | 0         | 6        | 0        | 100        | 573          |
| Chinese   | 2          | 2             | 53        | 39                         | 1             | 0         | 2        | 0        | 100        | 445          |
| Filipino  | 2          | 4             | 63        | 26                         | 1             | 0         | 3        | 1        | 100        | 136          |
| Japanese  | 0          | 0             | 67        | 17                         | 17            | 0         | 0        | 0        | 100        | 6            |
| Korean  | 0          | 4             | 77        | 14                         | 0             | 0         | 4        | 2        | 100        | 57           |
| Latin American                                  | 5          | 8             | 52        | 28                         | 2             | 0         | 4        | 1        | 100        | 233          |
| South Asian                                     | 1          | 3             | 40        | 52                         | 2             | 0         | 2        | 0        | 100        | 797          |
| Southeast Asian                                 | 2          | 9             | 55        | 28                         | 2             | 0         | 4        | 0        | 100        | 94           |
| West Asian                                      | 2          | 5             | 45        | 43                         | 1             | 0         | 3        | 0        | 100        | 243          |
| Other and More than One Racialized Group        | 14         | 5             | 41        | 41                         | 0             | 0         | 0        | 0        | 100        | 22           |
| Racialized and White                            | 8          | 6             | 46        | 28                         | 3             | 1         | 8        | 1        | 100        | 109          |
| <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>2,844</b> |
| <b>White</b>                                    | <b>10</b>  | <b>12</b>     | <b>30</b> | <b>25</b>                  | <b>11</b>     | <b>3</b>  | <b>6</b> | <b>3</b> | <b>100</b> | <b>3,822</b> |
| Not Indigenous, Declined Racialization Question | 6          | 6             | 45        | 33                         | 3             | 1         | 4        | 1        | 100        | 593          |
| Declined Indigenous and Racialization Questions | 6          | 9             | 39        | 31                         | 5             | 1         | 6        | 2        | 100        | 2,213        |
| <b>Total</b>                                    | <b>7</b>   | <b>9</b>      | <b>38</b> | <b>31</b>                  | <b>6</b>      | <b>2</b>  | <b>5</b> | <b>2</b> | <b>100</b> | <b>9,614</b> |

Source: 2022 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, 2022

1. Remarkably, just over half of all paralegals reported they were not practising: 32 per cent have other remunerative employment and 21 per cent report they are not employed. Respectively, 39, 52 and 47 per cent of Indigenous, racialized and white paralegals are in other employment or were not employed.
2. 17 per cent of paralegals are in sole practice, 13 per cent work at a firm most often as an employee, and 11 per cent are government employees. Sole practice accounts for 28 per cent of Indigenous paralegals, 23 per cent of racialized paralegals and 16 per cent of white paralegals. Removing paralegals who were not practising, these figures approximately double — so, for example, about 35 per cent of *practising* paralegals are in sole practice.
3. The largest number of paralegals is in Toronto, 38 per cent of the total. The combination of the Durham, Halton, Peel and York areas surrounding Toronto accounts for another 31 per cent. 9 per cent of paralegals work in the Central South, 6 per cent in the Central North, 7 per cent in Southwest Ontario and 5 per cent in Ottawa. Just 2 per cent 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, 20 per cent of Indigenous paralegals are in Toronto and 20 per cent in the Central South. 10 per cent of Indigenous paralegals are in the North, compared to 3 per cent of white paralegals.



Table 5a: **Status and Sector of Practice\* by Gender by Age** for Ontario Paralegals, 2022

| 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        | 3.2               | 0.3          | 2.3            | 9.2           | 0.4          | 3.0        | 11.3        | 0.5        | 50.4             | 19.4                   | 100.0        | 1,549        |
| 30–39        | 6.7               | 1.0          | 2.5            | 7.9           | 1.0          | 4.6        | 12.3        | 0.8        | 42.3             | 21.0                   | 100.0        | 2,519        |
| 40–49        | 16.6              | 1.1          | 2.6            | 8.6           | 2.3          | 5.5        | 14.5        | 1.9        | 25.3             | 21.4                   | 100.0        | 1,251        |
| 50–59        | 21.2              | 1.6          | 2.1            | 7.8           | 2.4          | 4.7        | 10.8        | 1.3        | 23.8             | 24.3                   | 100.0        | 869          |
| 60 or more   | 26.8              | 2.5          | 3.3            | 8.9           | 4.3          | 3.8        | 8.9         | 2.0        | 13.7             | 25.8                   | 100.0        | 395          |
| <b>Total</b> | <b>10.9</b>       | <b>1.0</b>   | <b>2.4</b>     | <b>8.4</b>    | <b>1.5</b>   | <b>4.3</b> | <b>12.1</b> | <b>1.1</b> | <b>36.8</b>      | <b>21.4</b>            | <b>100.0</b> | <b>6,583</b> |
| <b>Men</b>   |                   |              |                |               |              |            |             |            |                  |                        |              |              |
| 20–29        | 9.5               | 0.3          | 4.9            | 5.8           | 0.9          | 3.2        | 10.1        | 0.3        | 34.4             | 30.6                   | 100.0        | 346          |
| 30–39        | 19.5              | 1.4          | 2.1            | 10.1          | 1.4          | 4.6        | 9.8         | 0.4        | 30.8             | 19.9                   | 100.0        | 764          |
| 40–49        | 33.9              | 1.7          | 3.8            | 7.0           | 0.2          | 5.1        | 9.1         | 0.5        | 19.2             | 19.4                   | 100.0        | 572          |
| 50–59        | 38.2              | 4.0          | 2.5            | 8.3           | 0.6          | 4.2        | 7.6         | 1.0        | 15.2             | 18.3                   | 100.0        | 683          |
| 60 or more   | 51.8              | 4.5          | 2.3            | 6.5           | 0.3          | 4.3        | 5.0         | 0.7        | 9.3              | 15.2                   | 100.0        | 599          |
| <b>Total</b> | <b>32.0</b>       | <b>2.6</b>   | <b>2.9</b>     | <b>7.9</b>    | <b>0.7</b>   | <b>4.4</b> | <b>8.2</b>  | <b>0.6</b> | <b>21.1</b>      | <b>19.7</b>            | <b>100.0</b> | <b>2,964</b> |

Source: 2022 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, 2022

| Group        | Sole Practitioner | Firm Partner | Firm Associate | Firm Employee | Legal Clinic | In-House    | Government  | Education  | Total        | Number       |
|--------------|-------------------|--------------|----------------|---------------|--------------|-------------|-------------|------------|--------------|--------------|
|              | per cent          |              |                |               |              |             |             |            |              |              |
| <b>Women</b> |                   |              |                |               |              |             |             |            |              |              |
| 20–29        | 10.7              | 0.9          | 7.7            | 30.4          | 1.3          | 9.9         | 37.5        | 1.7        | 100.0        | 467          |
| 30–39        | 18.4              | 2.8          | 6.7            | 21.4          | 2.6          | 12.4        | 33.5        | 2.2        | 100.0        | 925          |
| 40–49        | 31.2              | 2.1          | 4.8            | 16.2          | 4.4          | 10.4        | 27.3        | 3.6        | 100.0        | 666          |
| 50–59        | 40.8              | 3.1          | 4.0            | 15.1          | 4.7          | 9.1         | 20.8        | 2.4        | 100.0        | 451          |
| 60 or more   | 44.4              | 4.2          | 5.4            | 14.6          | 7.1          | 6.3         | 14.6        | 3.3        | 100.0        | 239          |
| <b>Total</b> | <b>26.1</b>       | <b>2.5</b>   | <b>5.9</b>     | <b>20.1</b>   | <b>3.5</b>   | <b>10.4</b> | <b>29.0</b> | <b>2.6</b> | <b>100.0</b> | <b>2,748</b> |
| <b>Men</b>   |                   |              |                |               |              |             |             |            |              |              |
| 20–29        | 27.3              | 0.8          | 14.0           | 16.5          | 2.5          | 9.1         | 28.9        | 0.8        | 100.0        | 121          |
| 30–39        | 39.5              | 2.9          | 4.2            | 20.4          | 2.9          | 9.3         | 19.9        | 0.8        | 100.0        | 377          |
| 40–49        | 55.3              | 2.8          | 6.3            | 11.4          | 0.3          | 8.3         | 14.8        | 0.9        | 100.0        | 351          |
| 50–59        | 57.5              | 5.9          | 3.7            | 12.6          | 0.9          | 6.4         | 11.5        | 1.5        | 100.0        | 454          |
| 60 or more   | 68.6              | 6.0          | 3.1            | 8.6           | 0.4          | 5.8         | 6.6         | 0.9        | 100.0        | 452          |
| <b>Total</b> | <b>54.0</b>       | <b>4.3</b>   | <b>4.9</b>     | <b>13.3</b>   | <b>1.2</b>   | <b>7.4</b>  | <b>13.9</b> | <b>1.0</b> | <b>100.0</b> | <b>1,755</b> |

Source: 2022 Paralegal Annual Report; analysis by Michael Ornstein

Table 5c: **Region\*\* by Gender** for Ontario Paralegals, 2022

| Group        | South-west | Central South | Toronto     | Durham, Halton, Peel, York | Central North | North      | Ottawa     | East       | Total        | Number       |
|--------------|------------|---------------|-------------|----------------------------|---------------|------------|------------|------------|--------------|--------------|
|              | per cent   |               |             |                            |               |            |            |            |              |              |
| Women        | 6.4        | 9.1           | 38.4        | 29.7                       | 7.1           | 1.7        | 5.5        | 2.2        | 100.0        | 6,636        |
| Men          | 6.8        | 9.0           | 37.1        | 34.2                       | 5.1           | 1.3        | 4.6        | 2.0        | 100.0        | 2,974        |
| <b>Total</b> | <b>6.6</b> | <b>9.1</b>    | <b>38.0</b> | <b>31.1</b>                | <b>6.5</b>    | <b>1.6</b> | <b>5.2</b> | <b>2.1</b> | <b>100.0</b> | <b>9,610</b> |

Source: 2022 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, 2022

1. Male paralegals are much more likely than women paralegals to be sole practitioners, by a margin of 32.0 per cent to 10.9 per cent for women, but the difference is almost entirely made up by non-practising paralegals in “other employment”, which accounts for 36.8 per cent of all women paralegals, compared to 21.1 per cent of men. Sole practice increases with age, from just 3.2 per cent of women paralegals under 30 to 16.6 per cent for ages 40–49; and the comparable figures for men are 9.5 per cent and 33.9 per cent.
2. “Other employment” outside of paralegal practice decreases from a startling 50.4 per cent of women paralegals under the age of 30 to 42.3 per cent for ages 30–39, and 25.3 per cent for ages 40–49; with comparable figures for men of 34.4 per cent, 30.8 per cent and 19.2 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. In the four ten-year age groups from 30 on, respectively there are 2,519, 1,251, 869 and 395 women paralegals, and for men the numbers are 764, 572, 683 and 599. Without longitudinal data tracing individuals, we cannot be sure, but these figures suggest that women are much more likely to leave the profession at every point from the age of 30.
3. In addition, the paralegals who are not practising because they have “other employment”, in every age group about 20 per cent of women licensees are not employed at all, while 30.6 per cent of men under 30 are not employed and about 20 per cent for ages 30–49.
4. Counting only practising paralegals, in the middle panel of Table 5, women are mainly employed in government, accounting for 29.0 per cent, as sole practitioners, 26.1 per cent, and as firm employees, 20.1 per cent; and 10.4 per cent work in-house. Just over half of men are sole practitioners, 54.0 per cent, double the percentage of women, 13.9 per cent are in government, half the percentage of women, and 13.3 per cent are firm employees.
5. Older paralegals are more likely to be sole practitioners, increasing steadily from 10.7 per cent of women under 30, to 40.8 per cent for women 50–59 and 44.4 per cent of women 60 and older, with corresponding figures for men of 27.3 per cent, 57.5 and 68.6 per cent. This is partly counterbalanced by an age-related decline in government employment, from 37.5 per cent to 14.6 per cent comparing women paralegals under 30 to those 60 and older; with a corresponding decrease from 28.9 per cent to just 6.6 per cent for men. Also, the percentage of firm employees declines from 30.4 per cent of women paralegals under 30 to around 15 per cent from age 40 on; for men from 16.5 per cent to 8.6 per cent. It should be noted that while these figures are correct, because the data are for just one year, they do not describe the careers of *individuals*. Within, say, 10 years of a person’s career, the demands for paralegal services may have changed, so there are greater opportunities in some areas, less in others.
6. Gender has little impact on the geographical distribution of paralegals, who are concentrated in Toronto and (the combination of) Durham, Halton, Peel and York, respectively accounting for 38.0 per cent and 31.1 per cent of the total.

Table 6: **Area of Practice by Indigeneity and Racialization and by Gender** for Ontario Paralegals, 2022

| 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                          | 3  | 0            | 28                  | 28                  | 0            | 0            | 0                  | 0                     | 0         | 39           |
| Métis   | 7  | 0            | 30                  | 43                  | 0            | 26           | 5                  | 8                     | 21        | 30           |
| Arab  | 11   | 7            | 30                  | 23                  | 0            | 27           | 7                  | 7                     | 3         | 57           |
| Black   | 13   | 3            | 24                  | 23                  | 4            | 25           | 4                  | 4                     | 19        | 219          |
| Chinese   | 13   | 0            | 36                  | 23                  | 4            | 31           | 5                  | 5                     | 15        | 160          |
| Filipino  | 7  | 0            | 24                  | 32                  | 0            | 26           | 2                  | 4                     | 16        | 41           |
| Korean  | 40   | 0            | 20                  | 7                   | 7            | 33           | 0                  | 33                    | 33        | 15           |
| Latin American                                  | 20   | 1            | 21                  | 19                  | 1            | 13           | 0                  | 0                     | 20        | 105          |
| South Asian                                     | 17   | 3            | 33                  | 27                  | 2            | 20           | 3                  | 9                     | 25        | 261          |
| Southeast Asian                                 | 31   | 3            | 21                  | 21                  | 0            | 24           | 1                  | 3                     | 13        | 29           |
| West Asian                                      | 6  | 5            | 29                  | 29                  | 0            | 28           | 0                  | 0                     | 17        | 94           |
| More than one Racialized Group                  |  |              |                     |                     |              |              |                    |                       |           | 8            |
| Racialized and White                            | 3  | 6            | 23                  | 14                  | 9            | 13           | 25                 | 0                     | 13        | 35           |
| White   | 9  | 2            | 25                  | 23                  | 8            | 31           | 6                  | 11                    | 3         | 1,667        |
| Not Indigenous, Declined Racialization Question | 13   | 2            | 27                  | 22                  | 3            | 22           | 4                  | 12                    | 10        | 211          |
| Declined Indigenous and Racialization Questions | 8  | 2            | 24                  | 26                  | 6            | 23           | 2                  | 12                    | 11        | 446          |
| Women   | 11   | 3            | 28                  | 19                  | 4            | 23           | 4                  | 9                     | 16        | 1,928        |
| Men   | 10   | 2            | 23                  | 30                  | 7            | 24           | 3                  | 9                     | 8         | 1,492        |
| <b>Total</b>                                    | <b>11</b>  | <b>2</b>     | <b>26</b>           | <b>24</b>           | <b>5</b>     | <b>24</b>    | <b>3</b>           | <b>9</b>              | <b>13</b> | <b>3,420</b> |

Source: 2022 Paralegal Annual Report; analysis by Michael Ornstein

Table 6: **Area of Practice\* by Indigeneity and Racialization and by Gender** for Ontario Paralegals, 2022

\*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 rightmost 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 40 per cent of Korean paralegals reporting "Accident Benefits" as an area of specialization, as the figure describes just 6 out of 15 individuals reporting, compared to 61 Korean paralegals in Table 1. With reports for just 3 Japanese paralegals, they are omitted.
2. There is no apparent pattern in the areas of practice of the individual racialized groups or in the differences between racialized, Indigenous and white paralegals.
3. Similarly, the gender differences are small, except that 30 per cent of male paralegals practised in the area of "Provincial Offences", compared to 19 per cent of women, and 16 per cent of women practised in "other" areas (*not* among the eight areas listed specifically), compared to 8 per cent of men.