

Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report 2021

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

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RESPONSE RATE BY QUESTION, 2021

Response rate in per cent

Question*	Lawyers
Indigenous	92.1
Racialization	77.8
Sexual Orientation	77.6
Identify as Francophone	89.0
Able to Practise in French	84.4
Have a Disability	81.2
Total Number	50,868

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

TABLES

The tables include lawyers who in 2021 were:

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

The tables exclude:

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

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

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

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

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

Table 1: **Indigenous and Racialized Lawyers** for Ontario, 2021, 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	per cent	per cent Women	per cent		
Indigenous						
First Nations	409	0.94	56.7	1.84	1.40	0.54
Inuk	10	0.02	*	0.03	0.02	0.01
Métis	207	0.48	58.0	0.94	0.89	0.49
Other and Multiple Indigenous				0.10	0.07	0.04
Total Indigenous	626	1.44	57.2	2.91	2.38	1.08
Racialized						
Arab	557	1.4	55.8	1.56	1.12	1.89
Black	1,586	4.0	63.0	4.20	4.00	2.91
Chinese	1,740	4.4	59.7	5.41	5.44	9.05
Filipino	161	0.4	57.1	2.24	2.75	3.43
Japanese	63	0.2	50.8	0.14	0.15	0.25
Korean	425	1.1	59.3	0.60	0.60	1.04
Latino	313	0.8	56.2	1.42	1.59	1.29
South Asian	3,579	9.1	51.5	8.50	8.35	13.21
Southeast Asian	183	0.5	56.8	0.90	0.89	0.66
West Asian	635	1.6	60.6	1.10	1.03	1.61
Other Visible Minority	128	0.3	53.9	0.71	0.70	0.45
More than one Racialized Group				0.74	0.54	0.66
Racialized and White	786	2.0	60.1	1.76	0.79	1.16
Total Racialized	10,156	25.7	56.9	29.28	27.95	37.61
White	28,788	72.9	47.7	67.82	69.65	61.32
Not Indigenous, Declined Racialization Question	3,994		44.2			
Declined Indigenous and Racialization Questions	7,304		32.1			
Total		100.0	47.1	100.00	100.00	100.00
Number	50,868			12,998,640	5,810,371	1,962,679

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

* too few in total for a meaningful estimate

Table 1: **Indigenous and Racialized Lawyers** for Ontario, 2021, compared to the 2016 Ontario Population

In the equity survey, 7,304 out of the 50,868 licensees did not answer the questions about Indigeneity and racialization, while another 3,994 answered the question about Indigeneity but not the one about racialization. Because the percentage distribution of groups in Table 1 excludes non-response, it is biased if the characteristics of non-respondents are not the same as licensees who do answer. Statistical modelling — based on characteristics of licensees that are measured each year, such as sex, year of call and age, or answers a licensee has given in a previous Annual Report — can effectively correct this bias, there is no single or exact way to do this.

Comparisons to the Ontario population are based on the most recently available, 2016 Canadian Census. An update for comparison to the 2021 Census will be possible in Fall 2023, when the microdata file is made available by Statistics Canada.

1. 1.44 per cent of lawyers are Indigenous, compared to 2.91 per cent of the 2016 Ontario population, 2.38 per cent of the labour force age 25-69 and 1.08 per cent of university graduates in the labour force age 25-69.
2. Racialized Ontarians, which, following Statistics Canada's practice, *exclude* Indigenous persons, account for 25.7 per cent of lawyers, compared to 29.28 per cent of the 2016 Ontario population, 27.95 per cent of the labour force age 25-69 and 37.61 per cent of university graduates in the labour force age 25-69. The totals include 0.3 per cent of lawyers who identify with two or more racialized groups or identify as a member of a racialized group not listed on the survey form (such as *non-Canadian Indigenous people*) and 2.0 per cent who identify as racialized *and* white.
3. 72.9 per cent of Ontario lawyers identify as white, compared to 67.82 per cent of the 2016 Ontario population, 69.65 per cent of the Ontario labour force age 25-69 and 61.32 per cent of Ontario university graduates in the labour force age 25-69.
4. 57.2 per cent of Indigenous lawyers are women, along with 56.9 per cent of racialized lawyers, compared to 47.7 per cent of white lawyers. Table 3 shows that this is partly because non-white lawyers are younger, on average.
5. Black lawyers account for 4.0 per cent of all licensees, compared to 4.20 per cent of the 2016 Ontario population, 4.00 per cent of the Ontario labour force age 25-69 and 2.91 per cent 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 dramatically. 9.05 per cent of Ontario university graduates in the labour force age 25-69 identify as Chinese, compared to 4.4 per cent of lawyers, and for Latinos, the comparable figures are 1.29 per cent and 0.8 per cent. By a wide margin, Filipinos have the fewest lawyers relative to the population, 3.43 per cent versus 0.4 per cent. After that, the Arab, Chinese, Latino and South Asian groups are the most under-represented groups.

Table 2a: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2021, numbers

Year Since Call	0	1	2-4	5-9	10-14	15-19	20-24	25-29	30-39	40+	
Year of Call	2021	2020	2017-2019	2012-2016	2007-2011	2002-2006	1997-2001	1992-1996	1982-1991	Before 1982	Total
	<i>number</i>										
Indigenous											
First Nations and Inuk	17	26	76	66	49	69	56	34	21	5	419
Métis	11	15	29	43	33	30	19	12	13	2	207
Total Indigenous	28	41	105	109	82	99	75	46	34	7	626
Racialized											
Arab	57	47	133	115	74	67	28	18	14	4	557
Black	146	120	297	325	221	221	134	77	41	4	1,586
Chinese	124	127	335	394	270	193	120	95	63	19	1,740
Filipino	12	14	27	35	32	19	11	6	5	0	161
Japanese	1	1	0	3	8	9	14	14	6	7	63
Korean	29	26	85	89	69	60	38	20	8	1	425
Latino	34	24	69	85	42	32	14	10	3	0	313
South Asian	412	342	737	848	489	388	203	115	37	8	3,579
Southeast Asian	10	14	37	41	35	25	15	3	3	0	183
West Asian	71	51	130	198	96	54	25	6	3	1	635
More than one Racialized Group	7	7	14	23	16	31	13	9	7	1	128
Racialized and White	76	48	181	186	108	88	45	34	16	4	786
Total Racialized	979	821	2,045	2,342	1,460	1,187	660	407	206	49	10,156
White	1,084	1,110	3,195	4,580	3,587	3,673	2,707	2,587	4,058	2,207	28,788
Not Indigenous, Declined Racialization Question	192	198	465	668	490	479	341	319	565	277	3,994
Declined Indigenous and Racialization Questions	193	237	749	1,276	933	936	745	677	1,052	506	7,304
Total	2,476	2,407	6,559	8,975	6,552	6,374	4,528	4,036	5,915	3,046	50,868

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 2b: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2021, percentages

Year Since Call	0	1	2-4	5-9	10-14	15-19	20-24	25-29	30-39	40+	
Year of Call	2021	2020	2017-2019	2012-2016	2007-2011	2002-2006	1997-2001	1992-1996	1982-1991	Before 1982	Total
<i>per cent, excluding missing</i>											
Indigenous											
First Nations and Inuk	0.8	1.3	1.4	0.9	1.0	1.4	1.6	1.1	0.5	0.2	1.1
Métis	0.5	0.8	0.5	0.6	0.6	0.6	0.6	0.4	0.3	0.1	0.5
Total Indigenous	1.3	2.1	2.0	1.6	1.6	2.0	2.2	1.5	0.8	0.3	1.6
Racialized											
Arab	2.7	2.4	2.5	1.6	1.4	1.4	0.8	0.6	0.3	0.2	1.4
Black	7.0	6.1	5.6	4.6	4.3	4.5	3.9	2.5	1.0	0.2	4.0
Chinese	5.9	6.4	6.3	5.6	5.3	3.9	3.5	3.1	1.5	0.8	4.4
Filipino	0.6	0.7	0.5	0.5	0.6	0.4	0.3	0.2	0.1	0.0	0.4
Japanese	0.0	0.1	0.0	0.0	0.2	0.2	0.4	0.5	0.1	0.3	0.2
Korean	1.4	1.3	1.6	1.3	1.3	1.2	1.1	0.7	0.2	0.0	1.1
Latino	1.6	1.2	1.3	1.2	0.8	0.6	0.4	0.3	0.1	0.0	0.8
South Asian	19.7	17.3	13.8	12.1	9.5	7.8	5.9	3.8	0.9	0.4	9.0
Southeast Asian	0.5	0.7	0.7	0.6	0.7	0.5	0.4	0.1	0.1	0.0	0.5
West Asian	3.4	2.6	2.4	2.8	1.9	1.1	0.7	0.2	0.1	0.0	1.6
More than one Racialized Group	0.3	0.4	0.3	0.3	0.3	0.6	0.4	0.3	0.2	0.0	0.3
Racialized and White	3.6	2.4	3.4	2.6	2.1	1.8	1.3	1.1	0.4	0.2	2.0
Total Racialized	46.8	41.6	38.3	33.3	28.5	23.9	19.2	13.4	4.8	2.2	25.7
White	51.8	56.3	59.8	65.1	69.9	74.1	78.6	85.1	94.4	97.5	72.8
Total	100.0										

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

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

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

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

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

Table 2: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2021

1. Just 0.3 per cent of lawyers called before 1982 were Indigenous, rising to 2.2 per cent for years of call 1997-2001. After steady gains between 1982 and 2001, however, the proportion of Indigenous lawyers, 1.3 per cent of all licensees called in 2021, 2.1 per cent in 2020 and 2.0 per cent in 2017-2019, has not increased in 20 years.
2. The proportion of racialized lawyers reached its highest-ever figure of 46.8 per cent for the 2021 year of call, up from 41.6 per cent for lawyers called in 2020, 38.3 per cent for 2017-2019, 33.3 per cent for 2012-2016 and 28.5 per cent for 2007-2011. There has been remarkable, uninterrupted growth, from a base of just 2.2 per cent racialized licensees called before 1982.
3. The representation of the South Asian, Black, Chinese and Arab groups increased substantially in recent years, reaching 19.7, 7.0, 5.9 and 2.7 per cent in 2021, respectively. This partly reflects the changing numbers of young people potentially able to attend university and then law school.
4. The last decade has seen little change in the representation of Indigenous licensees, and also in the Chinese, Filipino, Japanese, Korean and Southeast Asian racialized groups, compared to strong growth of the Black and South Asian groups.
5. The principal dynamic is not that some racialized groups displace others, but that the representation of white lawyers has fallen dramatically and continuously because they constitute a falling percentage of new calls. 97.5 per cent of lawyers 40 years from call are white and 94.4 per cent of the large, senior pre-retirement cohort 30-39 years from call. This drops to 74.1, 78.6 and 85.1 for mid-career licensees 15-19, 20-24 and 25-29 years from call; then to 65.1 per cent for licensees nearing career decision points 5-9 years from call and, 59.8 per cent for those with 2-4 years' experience and 51.8 per cent for the most recent, 2021 cohort.

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2021

Group	Under 35	35-44	45-54	55-64	65 or more	Under 35	35-44	45-54	55-64	65 or more	Under 35	35-44	45-54	55-64	65 or more	Total
	number					per cent, excluding missing					percentage within Indigenous and Racialization category					
Indigenous																
First Nations and Inuk	98	118	101	76	26	1.0	1.1	1.2	1.2	0.7	23.4	28.2	24.1	18.1	6.2	100.0
Métis	57	60	54	26	10	0.6	0.5	0.6	0.4	0.3	27.5	29.0	26.1	12.6	4.8	100.0
Total Indigenous	155	178	155	102	36	1.6	1.6	1.9	1.6	0.9	24.8	28.4	24.8	16.3	5.8	100.0
Racialized																
Arab	259	169	87	34	8	2.6	1.5	1.0	0.5	0.2	46.5	30.3	15.6	6.1	1.4	100.0
Black	378	550	404	210	44	3.8	5.0	4.8	3.3	1.1	23.8	34.7	25.5	13.2	2.8	100.0
Chinese	653	576	317	141	53	6.5	5.2	3.8	2.2	1.4	37.5	33.1	18.2	8.1	3.0	100.0
Filipino	36	55	44	20	6	0.4	0.5	0.5	0.3	0.2	22.4	34.2	27.3	12.4	3.7	100.0
Japanese	4	8	27	14	10	0.0	0.1	0.3	0.2	0.3	6.3	12.7	42.9	22.2	15.9	100.0
Korean	146	151	97	28	3	1.5	1.4	1.2	0.4	0.1	34.4	35.5	22.8	6.6	0.7	100.0
Latino	84	132	75	20	2	0.8	1.2	0.9	0.3	0.1	26.8	42.2	24.0	6.4	0.6	100.0
South Asian	1,364	1,212	700	224	79	13.7	11.0	8.4	3.5	2.1	38.1	33.9	19.6	6.3	2.2	100.0
Southeast Asian	54	72	37	17	3	0.5	0.7	0.4	0.3	0.1	29.5	39.3	20.2	9.3	1.6	100.0
West Asian	248	292	70	23	2	2.5	2.6	0.8	0.4	0.1	39.1	46.0	11.0	3.6	0.3	100.0
More than one Racialized Group	18	50	34	23	3	0.2	0.5	0.4	0.4	0.1	14.1	39.1	26.6	18.0	2.3	100.0
Racialized and White	316	280	132	51	7	3.2	2.5	1.6	0.8	0.2	40.2	35.6	16.8	6.5	0.9	100.0
Total Racialized	3,560	3,547	2,024	805	220	35.7	32.1	24.3	12.6	5.7	35.1	34.9	19.9	7.9	2.2	100.0
White	6,257	7,326	6,156	5,458	3,591	62.7	66.3	73.9	85.8	93.3	21.7	25.4	21.4	19.0	12.5	100.0
Not Indigenous, Declined Racialization Question	875	1,097	802	752	468						21.9	27.5	20.1	18.8	11.7	100.0
Declined Indigenous and Racialization Questions	1,329	1,950	1,669	1,483	873						18.2	26.7	22.9	20.3	12.0	100.0
Total	12,176	14,098	10,806	8,600	5,188	100.0	100.0	100.0	100.0	100.0	23.9	27.7	21.2	16.9	10.2	100.0

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2021

- 1.6 per cent of lawyers under 35 are Indigenous, compared to 1.6 per cent of lawyers 35-44 and 1.9 per cent of lawyers 45-54.
- 5.7 per cent Ontario lawyers 65 and older are racialized, rising to 24.3 per cent of lawyers 45-54 and 35.7 per cent of lawyers under 35.
- Comparing the three oldest groups of licensees, age 45-54, 55-64 and 65 and older in 2021, reveals major increases in the representation of *every* racialized group, beginning around 1990. Under age 45, the groups diverge, with the Arab, Chinese, South Asian and West Asian groups making more progress in recent years. Black lawyers account for 3.8 per cent of lawyers under 35, 5.0 per cent of lawyers 35-44, and 4.8 per cent of lawyers 45-54. To a degree, this contrasts with Table 2, based on year of call, which shows a slow, but continuing increase in the representation of Black lawyers.
- The right-hand panel of Table 3 compares the age distributions of the groups. Overall, there is a gentle peak for the 35-44 age group, which accounts for 27.7 per cent of lawyers, followed by the under 35 group, 23.9 per cent and the 45-54 age group 21.2 per cent. Reflecting the smaller cohorts and retirement, respectively, the 55-64 age group and licensees 65 and older account for 16.9 and 10.2 per cent.
- Because they are the majority, the age distribution of white licensees is similar to figures for all licensees. Except for the unusually old Japanese group, *every* non-white group is younger — in some cases much younger. 46.5 per cent of Arab lawyers are under 35, 39.1 per cent of West Asians and 38.1 per cent of South Asians. Considering lawyers' long careers, this points to decades of increase in the presence of these groups. Also, it accounts partially for sectoral and status differences between groups. Because law firm associates and partners are sharply differentiated by age, a part of the impact of racialization on status within law firms must be related to age. The age distribution of the different groups varies considerably, however. Compared to white licensees, the Indigenous, Black, Filipino and Latino licensees have only somewhat larger numbers of young licensees, though they have many fewer licensees age 65 and older.

Table 4a: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age** for Ontario Lawyers, 2021, numbers

Group	Under 35	35-44	45-54	55-64	65 or more	Total
	number					
Gender						
Women	6,840	7,374	5,343	3,451	960	23,968
Men	5,335	6,724	5,463	5,149	4,228	26,899
Sexual Orientation						
LGBT2Q	781	633	327	253	57	2,051
Not LGBT2Q	8,942	10,407	8,044	6,173	3,839	37,405
Declined to Answer	2,453	3,058	2,435	2,174	1,292	11,412
Identify as Francophone						
Yes	907	841	674	358	123	2,903
No	10,215	11,758	8,885	7,037	4,456	42,351
Declined to Answer	1,054	1,499	1,247	1,205	609	5,614
Able to Practise in French						
Can Counsel and Represent	1,062	1,214	954	504	198	3,932
Can Counsel But Not Represent	329	621	449	301	165	1,865
Neither	9,137	10,142	7,566	6,092	4,199	37,136
Declined to Answer	1,648	2,121	1,837	1,703	626	7,935
Have a Disability						
Yes	496	586	461	394	191	2,128
No	9,686	10,849	8,274	6,376	3,993	39,178
Declined to Answer	1,994	2,663	2,071	1,830	1,004	9,562
All Lawyers	12,175	14,098	10,806	8,600	5,188	50,867

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 4b: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2021, percentages

Group	Under 35	35-44	45-54	55-64	65 or more	Total
	<i>per cent in each age group, excluding missing</i>					
Gender						
Women	56.2	52.3	49.4	40.1	18.5	47.1
Men	43.8	47.7	50.6	59.9	81.5	52.9
Sexual Orientation						
LGBT2Q	8.0	5.7	3.9	3.9	1.5	5.2
Not LGBT2Q	92.0	94.3	96.1	96.1	98.5	94.8
Identify as Francophone						
Yes	8.2	6.7	7.1	4.8	2.7	6.4
No	91.8	93.3	92.9	95.2	97.3	93.6
Able to Practise in French						
Can Counsel and Represent	10.1	10.1	10.6	7.3	4.3	9.2
Can Counsel But Not Represent	3.1	5.2	5.0	4.4	3.6	4.3
Neither	86.8	84.7	84.4	88.3	92.0	86.5
Have a Disability						
Yes	4.9	5.1	5.3	5.8	4.6	5.2
No	95.1	94.9	94.7	94.2	95.4	94.8
All Lawyers	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 4c: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2021, group percentages

Group	Under 35	35-44	45-54	55-64	65 or more	Total
	<i>group percentage distribution of age</i>					
Gender						
Women	28.5	30.8	22.3	14.4	4.0	100.0
Men	19.8	25.0	20.3	19.1	15.7	100.0
Sexual Orientation						
LGBT2Q	38.1	30.9	15.9	12.3	2.8	100.0
Not LGBT2Q	23.9	27.8	21.5	16.5	10.3	100.0
Identify as Francophone						
Yes	31.2	29.0	23.2	12.3	4.2	100.0
No	24.1	27.8	21.0	16.6	10.5	100.0
Able to Practise in French						
Can Counsel and Represent	27.0	30.9	24.3	12.8	5.0	100.0
Can Counsel But Not Represent	17.6	33.3	24.1	16.1	8.8	100.0
Neither	24.6	27.3	20.4	16.4	11.3	100.0
Have a Disability						
Yes	23.3	27.5	21.7	18.5	9.0	100.0
No	24.7	27.7	21.1	16.3	10.2	100.0
All Lawyers	23.9	27.7	21.2	16.9	10.2	100.0

Source: 2021 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, 2021

Regarding the measurement of disability, see the notes for Table 8 on page 19.

1. Table 4 shows the remarkable growth in the representation of women, from 18.5 per cent of lawyers over 65 to 40.1 per cent of lawyers age 55-64, with a smaller increase to 49.4 per cent of lawyers 45-54. The increase continues, but slows, reaching 56.2 per cent for licensees under 35. Gender differences in age groups are affected by women's higher rate of withdrawal from the profession and earlier retirement.
2. The third panel of Table 4 shows male lawyers are markedly older: 15.7 per cent are 65 and older, compared to just 4.0 per cent of women; and 19.1 per cent of men are between 55 and 64, compared to 14.4 per cent of women. 28.5 per cent of women lawyers are under 35 and 30.8 per cent are 35-44, considerably more than 19.8 per cent and 25.0 per cent of men in these age groups.
3. 8.0 per cent of lawyers under 35 identify as LGBT2Q, compared to 5.7 per cent for ages 35-44, about 3.9 per cent for ages 45-64 and 1.5 per cent for age 65 or more. Around one-fifth of licensees do not answer this question.
4. Additional analysis not in a Table here reveals an interesting gender difference. 3.22 per cent of men identify as gay/queer/two-spirited, 0.54 per cent identify as bisexual or non-binary and .08 per cent as transgender; for women the figures are 1.85 per cent lesbian/queer/two-spirited, 2.30 per cent bisexual or non-binary and .08 per cent transgender. While the pattern is unmistakable, a source of bias is that men are more likely to decline to answer this question, and it is unclear how this affects the findings. Again, statistical modelling would provide some clues. There is no reason to believe that the non-respondents are more likely to have any particular sexual identification.
5. Considerably more lawyers are able to practise in French than identify as Francophone, though the age patterns are similar. There is a dramatic increase in the proportion of lawyers who identify as Francophone, from 2.7 per cent of lawyers over 65 to 8.2 per cent of lawyers under 35. Over the same age range, lawyers able to counsel and represent in French increase from 4.3 per cent to 10.1 per cent. Counting lawyers who say they can counsel but not represent in French, increases these figures by about one-third. Assuming that lawyers who do not answer the questions about Francophone identity and practising in French are non-Francophone and English-only practitioners, would decrease the percentages of Francophone and French practising lawyers by about 10 per cent.
6. 4.9 per cent of lawyers under 35 have a disability, rising to 5.3 per cent for ages 45-54 and 5.8 per cent for ages 55-64. The lower percentages for ages 65 or more, 4.6 per cent, suggests that disability leads to earlier retirement. About 9 per cent of licensees do not answer the question.
7. The table reveals a remarkable change in the profession *some time ago*. Comparing lawyers age 55-64 and lawyers 65 and older, the percentage of women increases by 117 per cent from 18.5 to 40.1 per cent, LGBT2Q licensees increase by 169 per cent, Francophones by 80 per cent and licensees able to counsel and represent in French by 68 per cent. The decisive change characterizing licensees now 55-64 years of age, involves the cohort born between about 1968 and 1977, who would have entered law school between about 1990-1999 and been called between 1993 and 2002.

Table 5a: **Status and Sector of Practice*** by Indigeneity and Racialization for Ontario Lawyers, 2021

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
Indigenous												
First Nations and Inuk	25	9	15	2	3	10	16	2	10	9	100	408
Métis	20	8	20	2	2	9	21	3	7	6	100	202
Total	23	9	17	2	2	10	18	2	9	8	100	610
Racialized												
Arab	17	8	26	4	2	12	16	0	5	8	100	549
Black	27	5	15	4	3	13	16	2	7	8	100	1,558
Chinese	17	7	26	3	1	18	13	1	5	10	100	1,708
Filipino	27	8	20	3	1	19	11	1	4	6	100	161
Japanese	11	21	6	0	2	19	18	0	11	11	100	62
Korean	13	10	24	4	1	17	17	0	6	8	100	416
Latino	18	8	21	5	3	17	13	1	5	10	100	309
South Asian	27	8	22	3	2	13	10	1	5	8	100	3,510
Southeast Asian	24	7	24	4	2	13	11	1	9	7	100	182
West Asian	24	7	27	4	2	15	9	1	4	8	100	627
More than one Racialized Group	18	11	14	6	2	13	21	0	6	6	100	126
Racialized and White	11	7	29	4	2	16	17	1	6	8	100	760
Total	22	7	23	4	2	15	13	1	6	8	100	9,968
White	17	16	21	3	1	13	14	1	6	8	100	28,409
Not Indigenous, Declined Racialization Question	24	14	18	3	1	14	11	1	6	9	100	3,923
Declined Indigenous and Racialization Questions	22	15	16	3	1	12	13	1	7	10	100	7,228
Total	19	14	20	3	1	13	13	1	6	8	100	50,138

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 5b: **Size of Law Firm by Indigeneity and Racialization** for Ontario Lawyers, 2021

Group	fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	per cent								
Indigenous									
First Nations and Inuk	37	15	9	15	3	2	19	100	106
Métis	35	16	19	13	5	2	10	100	62
Total Indigenous	36	15	13	14	4	2	15	100	168
Racialized									
Arab	34	15	11	12	6	6	18	100	213
Black	40	11	14	10	3	5	18	100	382
Chinese	28	13	10	10	6	7	25	100	604
Filipino	44	14	14	6	2	6	14	100	50
Japanese	24	18	12	18	6	12	12	100	17
Korean	30	16	7	10	3	10	25	100	159
Latino	48	16	10	11	0	6	11	100	103
South Asian	45	13	11	8	3	5	15	100	1,164
Southeast Asian	38	17	17	5	0	3	19	100	63
West Asian	33	10	22	12	5	6	13	100	236
More than one Racialized Group	35	10	25	5	3	3	20	100	40
Racialized and White	29	11	15	12	7	5	22	100	302
Total Racialized	37	13	12	10	4	5	18	100	3,333
White	24	13	14	12	5	9	22	100	11,390
Not Indigenous, Declined Racialization Question	30	12	15	11	5	8	18	100	1,371
Declined Indigenous and Racialization Questions	29	15	14	11	5	7	18	100	2,512
Total	28	13	14	12	5	8	21	100	18,774

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 5c: **Region** by Indigeneity and Racialization** for Ontario Lawyers, 2021

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Indigenous										
First Nations and Inuk	6	8	30	10	9	17	15	4	100	386
Métis	8	3	32	6	11	11	25	4	100	188
Total Indigenous	7	6	31	9	10	15	18	4	100	574
Racialized										
Arab	8	3	46	18	1	0	24	1	100	515
Black	3	3	58	21	2	0	12	1	100	1,480
Chinese	1	2	68	20	1	0	7	0	100	1,600
Filipino	5	4	62	20	1	1	8	0	100	149
Japanese	3	3	68	12	2	0	10	2	100	60
Korean	2	3	70	15	2	1	6	0	100	390
Latino	5	6	56	17	2	1	11	1	100	288
South Asian	1	3	51	37	1	0	5	0	100	3,383
Southeast Asian	1	2	54	30	1	1	11	1	100	168
West Asian	2	2	66	21	1	0	8	0	100	595
More than one Racialized Group	3	2	55	14	2	3	18	3	100	116
Racialized and White	3	4	62	12	2	1	14	2	100	721
Total Racialized	2	3	58	25	1	0	9	1	100	9,465
White	6	6	55	11	4	3	13	3	100	26,982
Not Indigenous, Declined Racialization Question	4	5	58	18	3	2	9	1	100	3,758
Declined Indigenous and Racialization Questions	5	6	52	16	3	3	12	3	100	6,801
Total	5	5	55	15	3	2	12	2	100	47,580

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 5: Status and Sector of Practice, Size of Law Firm and Region by Indigeneity and Racialization
for Ontario Lawyers, 2021

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

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

1. 25 per cent of First Nations and Inuk lawyers and 20 per cent of Métis lawyers are sole practitioners, compared to 17 per cent of white lawyers; 18 per cent of Indigenous lawyers work for government, compared to 14 per cent of white lawyers. Indigenous lawyers are much less likely to be law firm partners, 9 per cent versus 16 per cent for white lawyers, and they are somewhat less likely to be law firm associates or practise in-house. Indigenous lawyers tend to work at smaller firms.
2. Compared to white lawyers, racialized lawyers are somewhat more likely to be sole practitioners. Just 7 per cent of racialized lawyers are law firm partners, compared to 16 per cent of white lawyers. In contrast, 23 per cent of law firm associates are racialized, compared to 21 per cent of white associates, which portends considerable growth in the percentage of racialized partners.
3. There are complex differences in the workplaces of the eight racialized groups, with Black, Filipino and Japanese lawyers most distinctive. Notably, there are low numbers of Black licensees at law firms, combined with a high level of sole practice.
4. The second panel of the table shows that among lawyers working in law firms, Indigenous, Black, Filipino, Latino, South Asian and Southeast Asian lawyers are substantially more likely to work in the smallest category of firms, with fewer than 5 licensees — the figures range from 38 to 48 per cent, compared to 24 per cent of white licensees working in these smallest firms. Note that this excludes sole practitioners covered in the first panel of the table. In terms of firm size, the Chinese, Japanese and Korean licensees resemble white lawyers. The distribution of groups over firm size is complex and the differences in representation in the smallest firms is much greater than the differences for the very largest firms.
5. The third panel of the table shows that 15 per cent of Indigenous lawyers work in the North and 10 per cent in the LSO-defined “Central North” area, compared to just 4 and 3 per cent of non-Indigenous lawyers in these two regions, respectively. Indigenous lawyers are also more likely to practise in Eastern Ontario and Ottawa. Balancing this, 31 per cent of Indigenous lawyers are in Toronto, compared to 55 per cent of white lawyers. Racialized lawyers are concentrated in Toronto, similar to white lawyers, 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 and Sector of Practice* by Gender by Age** for Ontario Lawyers, 2021

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number	Percentage by Age
	per cent												
Women													
under 35	6.8	1.3	46.4	4.7	2.0	10.5	12.9	0.6	5.1	9.6	100.0	6,565	27.8
35-44	12.5	7.3	19.7	3.5	2.2	18.4	16.4	1.5	7.1	11.5	100.0	7,321	31.0
45-54	15.8	12.9	6.6	2.2	1.4	18.6	22.4	2.5	7.4	10.2	100.0	5,332	22.6
55-64	20.8	12.8	3.9	2.1	1.5	12.2	17.8	2.3	8.6	18.0	100.0	3,445	14.6
65 or more	36.2	13.7	4.2	2.6	2.1	6.3	8.8	2.3	7.6	16.4	100.0	959	4.1
Total	13.8	7.9	21.2	3.3	1.9	14.9	16.7	1.6	6.9	11.8	100.0	23,622	100.0
Men													
under 35	11.2	3.0	49.6	5.7	0.8	10.2	10.0	0.5	4.0	5.1	100.0	5,075	19.1
35-44	16.9	12.8	26.1	3.8	0.9	16.8	12.5	0.8	5.5	4.0	100.0	6,644	25.1
45-54	20.8	25.9	7.3	2.4	0.5	16.2	14.0	1.5	7.2	4.2	100.0	5,438	20.5
55-64	29.0	29.6	4.1	1.8	0.5	9.1	9.5	1.3	6.6	8.5	100.0	5,138	19.4
65 or more	48.5	28.4	5.9	2.3	0.4	3.1	3.6	0.7	3.3	3.9	100.0	4,221	15.9
Total	23.9	19.3	19.3	3.3	0.6	11.7	10.3	0.9	5.4	5.1	100.0	26,516	100.0

Source: 2021 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, 2021

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	per cent								
Women	29.7	12.1	13.9	11.6	5.1	6.9	20.7	100.0	7,673
Men	26.6	13.8	14.3	11.8	4.6	8.4	20.6	100.0	11,101
Total	27.9	13.1	14.1	11.8	4.8	7.8	20.6	100.0	18,774

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

 Table 6c: **Region** by Gender** for Ontario Lawyers, 2021

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Women	4.8	4.6	55.7	14.5	3.1	2.0	13.4	2.0	100.0	21,990
Men	5.1	6.0	54.6	15.9	3.2	2.4	10.6	2.2	100.0	24,979
Total	5.0	5.3	55.1	15.2	3.2	2.2	11.9	2.1	100.0	46,969

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 6: **Status and Sector of Practice by Gender by Age, and Size of Law Firm and Region by Gender**
for Ontario Lawyers, 2021

1. Men are much more likely to be sole practitioners, 23.9 per cent versus 13.8 per cent of women, and law firm partners, 19.3 per cent of men versus 7.9 per cent of women. So, there are more women in *all* the other sectors, including in-house, at clinics, in government and in education. While women lawyers are younger than men, on average, this does not account for the dramatic gender difference in partners. In the 45-54, 55-64 and 65 and older age groups, respectively, 12.9, 12.8 and 13.7 per cent of women are partners, compared to 25.9, 29.6 and 28.4 per cent of men (the comparison is not exact because of possible gender differences *within* age groups — for example, women in, say, the 45-54 age group, could on average be younger than men in that same age range). The stability of this gender difference from age 45 suggests it arises from deep and stable institutional factors.
2. The much lower representation of women among law firm partners compared to associates, where the gender difference is just 46.4 per cent versus 49.6 per cent for licensees under the age of 35, suggests that women associates are much less likely than men to become partners. This is consistent with research also based on the annual reports, showing that women are more likely than men to leave law firms for employment in government, education and in-house and outside of law practice. Another part of the gender difference is that “Retired or Not Working” lawyers account for 11.8 per cent of all women licensees, but just 5.1 per cent of men.
3. Much more can be said about gender differences, but this requires a longitudinal perspective, beyond what is possible in these appropriately named *Snapshots*. Clearly, gender differences that emerge around the age of 35 reflect *less* initial differences in careers than transitions, especially between the ages of about 30 and 35, whereby female law firm associates find employment in other sectors. The remarkable *lack* of change in the comparison of age groups from 35 on suggests this pattern has not changed in three decades.
4. Gender differences in geographical location are small.

Table 7a: **Status and Sector of Practice* by Francophone Identity and Ability to Practise in French**
for Ontario Lawyers, 2021

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
Identify as Francophone												
Yes	13.4	10.4	16.9	3.3	2.0	11.7	26.7	1.8	5.9	8.0	100.0	2,846
No	19.4	14.2	21.1	3.3	1.2	13.4	12.4	1.2	5.9	7.9	100.0	41,743
Total	19.0	13.9	20.8	3.3	1.3	13.3	13.3	1.2	5.9	7.9	100.0	44,589
Able to Provide Service in French?												
Yes, Represent and Counsel	15.4	11.2	17.0	3.5	2.3	13.9	26.9	0.9	3.3	5.5	100.0	3,868
Counsel, but not Represent	19.8	12.7	17.7	2.6	2.5	13.3	24.1	0.9	2.2	4.1	100.0	1,844
Neither	22.2	16.3	23.3	3.7	1.2	14.2	10.6	0.6	3.2	4.8	100.0	36,638
Total	21.5	15.7	22.5	3.6	1.3	14.2	12.6	0.6	3.2	4.8	100.0	42,350

Source: 2021 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, 2021*

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	per cent								
Identify as Francophone									
Yes	33.6	13.0	14.2	9.5	2.8	4.2	22.7	100.0	872
No	27.4	13.0	14.1	11.9	4.9	7.9	20.7	100.0	16,104
Total	27.8	13.0	14.1	11.8	4.8	7.8	20.8	100.0	16,976
Able to Provide Service in French?									
Yes, Represent and Counsel	34.2	12.4	12.9	9.4	2.9	4.5	23.8	100.0	1,228
Counsel, but not Represent	27.8	13.5	12.2	13.0	4.6	6.6	22.5	100.0	609
Neither	27.4	13.3	14.4	12.0	4.9	8.0	19.9	100.0	15,864
Total	27.9	13.2	14.2	11.9	4.8	7.7	20.3	100.0	17,701

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 7c: **Region** by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2021

Group	South West	Central South	Toronto	Durham, Hamilton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Identify as Francophone										
Yes	3.1	2.1	28.7	5.3	1.1	6.8	47.9	5.1	100.0	2,426
No	5.1	5.5	56.9	15.9	3.2	1.9	9.7	1.8	100.0	39,990
Total	5.0	5.3	55.2	15.3	3.1	2.2	11.9	2.0	100.0	42,416
Able to Provide Service in French?										
Yes, Represent and Counsel	2.2	2.1	31.8	6.4	1.1	5.4	46.3	4.6	100.0	3,215
Counsel, but not Represent	3.8	3.4	48.5	7.1	1.3	2.7	30.9	2.3	100.0	1,717
Neither	5.6	6.0	57.1	16.9	3.6	2.0	7.0	1.9	100.0	35,656
Total	5.3	5.5	54.7	15.7	3.3	2.3	11.1	2.1	100.0	40,588

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 7: **Status and Sector of Practice, Size of Law Firm and Region by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2021

1. Francophone lawyers and the considerably larger number of lawyers able to practise in French are more than twice as likely to work in government and five times more likely to work in Ottawa. Fully 47.9 per cent of Francophone lawyers are in Ottawa and 26.7 per cent of Francophone lawyers work in government; with similar percentages for lawyers able to counsel and represent in French. Just 12.4 per cent of non-Francophone lawyers work in government and 9.7 per cent are in Ottawa. Lawyers able to practise in French are also more likely to work in the North and in Eastern Ontario, presumably reflecting their historical populations.
2. Francophone lawyers are somewhat more likely to work in smaller firms, but also in the largest law firms.
3. Their concentration in government employment means that Francophone lawyers and lawyers able to practise in French are less likely to work in all the other sectors, including sole practice and law firm partners, associates and employees.

Table 8a: **Status and Sector of Practice* by Disability** for Ontario Lawyers, 2021

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
Has a Disability	19.7	7.7	13.9	2.6	3.0	10.2	20.9	2.5	7.2	12.4	100.0	2,095
No Disability	18.7	14.5	21.3	3.3	1.2	13.5	12.9	1.2	5.9	7.5	100.0	38,606
Total	18.8	14.2	20.9	3.3	1.3	13.4	13.3	1.2	6.0	7.7	100.0	40,701

Source: 2021 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, 2021

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	per cent								
Has a Disability	28.8	12.4	14.4	12.6	5.1	7.3	19.3	100.0	507
No Disability	27.5	12.9	13.9	11.8	4.8	7.9	21.2	100.0	15,100
Total	27.5	12.9	14.0	11.8	4.8	7.9	21.2	100.0	15,607

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 8c: **Region** by Disability** for Ontario Lawyers, 2021

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
Has a Disability	4.9	5.6	52.8	11.5	3.7	2.6	16.2	2.6	100.0	1,988
No Disability	4.9	5.2	55.5	15.5	3.1	2.1	11.7	2.0	100.0	36,682
Total	4.9	5.2	55.4	15.3	3.1	2.1	11.9	2.0	100.0	38,670

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 8: **Status and Sector of Practice, Size of Law Firm and Region by Disability** for Ontario Lawyers, 2021

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

1. Disability is significantly related to sector of employment. Most notably, 20.9 per cent of lawyers with a disability work for government, compared to 12.9 per cent without a disability; law firm partners account for 7.7 per cent of lawyers with a disability, compared to 14.5 per cent without, and for law firm associates the corresponding figures are 13.9 per cent and 21.3 per cent. One-eighth of lawyers with a disability are "retired or not working", versus 7.5 per cent for lawyers who do not report a disability.
2. For licensees working at law firms, having a disability is unrelated to firm size.

Table 9a: **Status and Sector of Practice* by Sexual Orientation** for Ontario Lawyers, 2021

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	per cent											
LGBT2Q	12.6	6.2	24.0	2.8	2.6	13.2	19.9	2.9	6.5	9.2	100.0	1,965
Not LGBT2Q	18.7	14.5	20.8	3.2	1.2	13.6	13.0	1.2	6.0	7.8	100.0	36,875
Total	18.4	14.1	20.9	3.2	1.3	13.6	13.4	1.2	6.0	7.9	100.0	38,840

Source: 2021 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, 2021

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	per cent								
LGBT2Q	27.7	12.3	13.7	12.5	3.8	8.3	21.7	100.0	650
Not LGBT2Q	27.0	13.1	14.2	11.9	4.9	8.0	21.4	100.5	14,179
Total	27.0	12.8	13.9	11.9	4.8	8.0	21.4	100.0	14,829

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 9c: **Region** by Sexual Orientation** for Ontario Lawyers, 2021

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	per cent									
LGBT2Q	3.5	3.7	63.5	8.8	2.1	2.1	14.5	1.7	100.0	1,837
Not LGBT2Q	5.0	5.2	55.1	15.6	3.1	2.1	11.9	2.0	100.0	35,066
Total	4.9	5.1	55.5	15.2	3.0	2.1	12.0	2.0	100.0	36,903

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 9: **Status and Sector of Practice, Size of Law Firm and Region by Sexual Orientation** for Ontario Lawyers, 2021

- 19.9 per cent of LGBT2Q lawyers work for government, compared to 13.0 per cent of non-LGBT2Q lawyers; and 2.6 per cent of LGBT2Q lawyers work in legal clinics, compared to 1.2 per cent of non-LGBT2Q lawyers. LGBT2Q lawyers are less likely to be sole practitioners and half as likely to be law firm partners, though this must in part reflect their younger ages, shown in Table 4.
- Among licensees in law firms, sexual orientation is unrelated to the size of firm.
- LGBT2Q lawyers are concentrated in Toronto and Ottawa.

Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2021

Group	Indigenous Law	Environment	Criminal	Family	Health	Immigration	Real Estate	Wills and Estates
	<i>per cent of lawyers whose work in the area accounts for at least 30 per cent of their total practice</i>							
First Nations and Inuk	30	1	17	19	0	0	7	4
Métis	8	2	17	17	1	2	8	5
Arab	0	1	10	7	2	8	13	4
Black	1	1	13	16	1	11	11	3
Chinese	0	0	4	6	1	3	20	4
Filipino	0	0	8	12	2	9	22	9
Japanese	0	0	6	4	0	4	6	4
Korean	0	0	9	6	1	5	14	2
Latino	1	2	11	12	1	8	12	3
South Asian	0	1	8	11	1	6	27	3
Southeast Asian	1	1	9	12	1	4	24	4
West Asian	1	1	8	9	1	11	17	2
More than one Racialized Group	0	1	13	5	1	4	13	3
Racialized and White	1	1	13	10	2	4	7	3
White	1	1	11	9	1	2	13	6
Not Indigenous, Declined Racialization Question	1	1	9	10	1	4	16	6
Declined Indigenous and Racialization Questions	1	1	11	8	1	2	16	6
Women	1	1	10	13	2	4	11	5
Men	1	1	11	6	1	3	18	6
Total	1	1	10	9	1	3	15	5

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

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Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2021 (continued)

Group	Civil Litigation – Plaintiff	Civil Litigation – Defendant	Workplace	Employment and Labour	Administrative	ADR	Corporate	Securities
	<i>per cent of lawyers whose work in the area accounts for at least 30 per cent of their total practice</i>							
First Nations and Inuk	5	7	0	5	5	2	11	1
Métis	12	11	0	8	9	1	10	1
Arab	15	14	0	6	5	0	20	4
Black	8	7	1	7	7	1	17	3
Chinese	8	10	0	5	5	0	28	7
Filipino	6	8	0	6	3	0	19	5
Japanese	9	21	0	6	11	0	21	4
Korean	7	10	1	4	5	0	25	8
Latino	9	9	1	7	6	0	22	3
South Asian	10	10	1	5	4	0	17	3
Southeast Asian	5	9	0	4	5	0	26	5
West Asian	13	15	1	5	4	1	18	5
More than one Racialized Group	10	17	1	10	12	0	17	2
Racialized and White	8	12	1	7	7	0	23	4
White	10	13	1	8	6	1	20	4
Not Indigenous, Declined Racialization Question	12	11	0	6	5	1	21	4
Declined Indigenous and Racialization Questions	11	11	0	5	4	0	22	4
Women	7	11	1	8	7	1	19	4
Men	12	12	0	6	4	1	22	5
Total	10	12	1	7	5	1	21	4

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

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Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2021 (continued)

Group	Taxation	Bankruptcy	Construction	Franchise	Intellectual Property	Municipal Law	Other Law	Number
	<i>per cent of lawyers whose work in the area accounts for at least 30 per cent of their total practice</i>							
First Nations and Inuk	1	0	0	0	1	0	3	309
Métis	1	0	2	0	1	1	6	163
Arab	2	0	2	0	4	0	6	446
Black	1	0	2	0	2	1	7	1,210
Chinese	4	1	2	1	6	1	5	1,386
Filipino	0	0	1	0	2	1	4	129
Japanese	0	0	4	0	6	6	4	47
Korean	4	2	2	1	4	1	8	334
Latino	2	0	2	0	2	0	7	258
South Asian	1	0	1	0	2	1	4	2,910
Southeast Asian	2	0	0	0	1	0	1	137
West Asian	2	1	1	0	1	1	6	536
More than one Racialized Group	1	0	0	0	1	0	8	99
Racialized and White	3	1	2	0	2	1	6	622
White	2	1	2	0	3	2	6	23,260
Not Indigenous, Declined Racialization Question	2	1	2	0	3	1	6	3,187
Declined Indigenous and Racialization Questions	3	1	2	0	3	2	5	5,661
Women	2	1	1	0	2	2	7	18,018
Men	3	1	2	0	3	1	4	22,676
Total	2	1	2	0	3	1	5	40,694

Source: 2021 Lawyer Annual Report; analysis by Michael Ornstein

Table 10: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2021

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

1. 30 per cent of First Nations and 8 per cent of Métis lawyers specialize in Indigenous law, compared to just 1 per cent of lawyers overall. First Nations lawyers are also more likely to specialize in criminal and family law and less likely to specialize in civil litigation, corporate law and real estate.
2. The relatively small percentages in many of the areas give rise to random variation that obscures the group differences, although a few are quite large. For example, Black lawyers are more likely to practise family and immigration law, while Chinese lawyers are under-represented in these areas and are concentrated in corporate, real estate and securities law. Generally, lawyers from racialized communities with higher income appear to gravitate toward real estate and different areas of commercial law, while lawyers from poorer communities gravitate toward criminal, family and immigration law.
3. There are notable gender differences in specialization. Civil litigation representing plaintiffs accounts for 7 per cent of women lawyers versus 12 per cent of men, but there is only a 1 per cent difference between men (12 per cent) and women (11 per cent) lawyers for civil litigation representing defendants; 13 per cent of women and 6 per cent of men specialize in family law; 11 per cent of women and 18 per cent of men specialize in real estate; and there is also some greater concentration of men in corporate, securities and tax law. These differences must be related to gender difference in sector of employment, shown in Table 6.