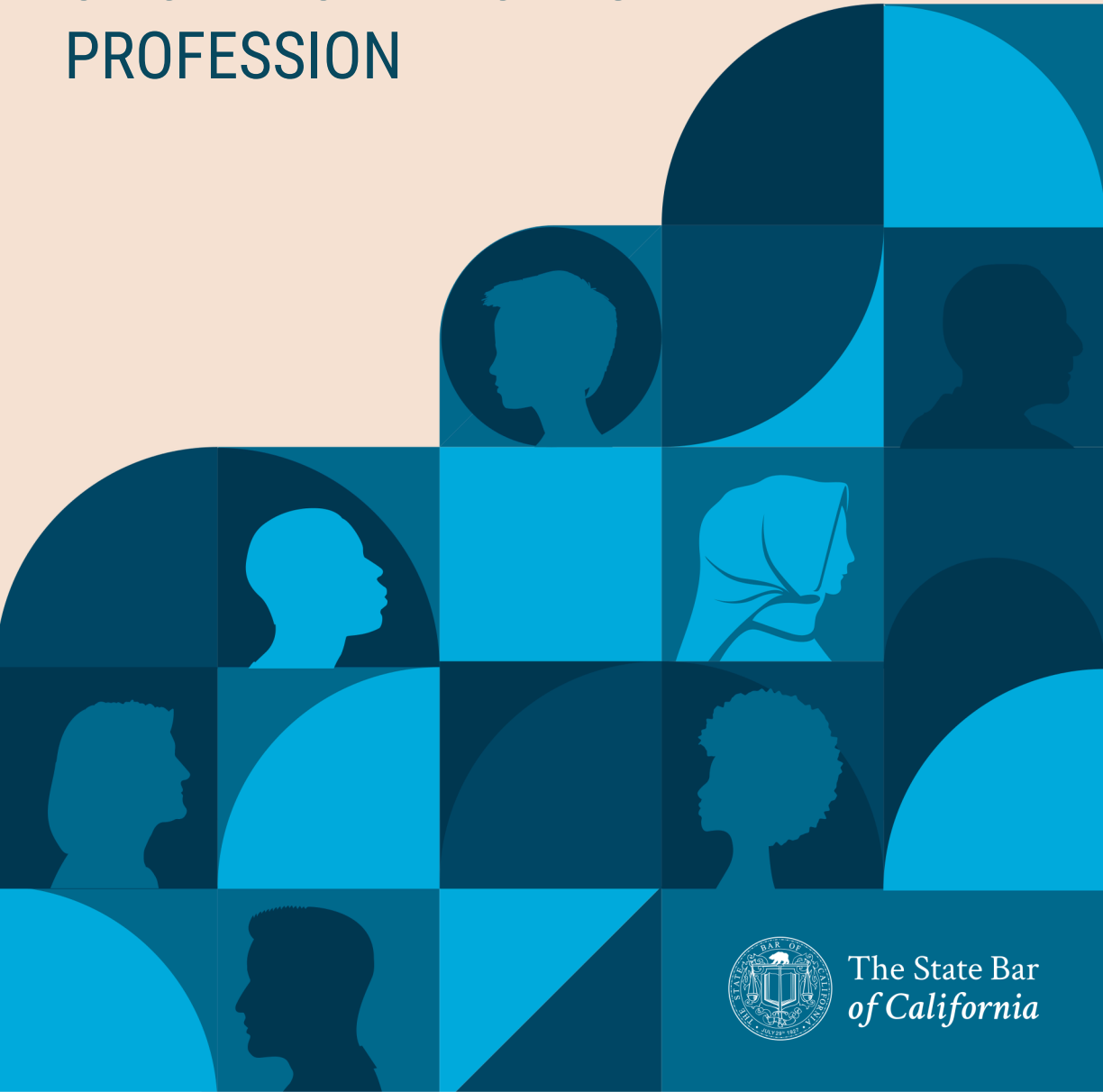


2026 REPORT CARD ON THE
DIVERSITY
OF CALIFORNIA'S LEGAL
PROFESSION



The State Bar
of California

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INTRODUCTION

Promoting a diverse, equitable, and inclusive legal profession is vital to the State Bar's public protection mission. The State Bar advances this mission in part by collecting and analyzing demographic and workplace experience data from licensed attorneys in California. The 2026 Report Card on the Diversity of California's Legal Profession describes the demographics of California's approximately 201,000 active licensees, with a closer look at the 7,000 newly admitted in the past year.

This year's report presents results from the 2026 Attorney Workplace Satisfaction Survey,¹ which the State Bar periodically administers to all active licensees to learn about their working lives and how the legal profession is changing. The survey was last conducted in 2021. The 2026 survey again asked about compensation, supervision, job satisfaction, and workplace barriers to inclusion, and added new questions on caregiving responsibilities and the use of artificial intelligence (AI) in legal work.

This edition also marks a change in timing. The report now aligns with the Attorney Annual Renewal cycle, which ends April 1, when most attorneys pay their fees and update their demographic information.² Each report will now be published in the fall and include the attorney population as of April 1 of that year. Because of this transition, the State Bar did not publish a 2025 Report Card. The 2025 figures appear in Appendix B, and annual publication resumes with this edition.

Although substantial disparities remain, California's attorneys are becoming more representative of the state, and newly admitted attorneys are the primary driver of this progress. However, each incoming cohort is only about 3 percent of all active attorneys, so change among new attorneys takes years to appear in the profession as a whole. These gains in representation have not, unfortunately, brought matching gains in attorneys' workplace experience. For example, women of color, the fastest-growing group among new attorneys, report the lowest workplace satisfaction and most frequently report barriers to inclusion.

Other key findings include the following:

- White attorneys make up 62 percent of California's active attorneys but 35 percent of the state's adults. People of color are 38 percent of attorneys and 65 percent of adults. Latinos remain the most underrepresented group, at 38 percent of adults and 7 percent of attorneys.
- For the first time, the report also compares attorneys with college-educated California adults. The gaps for Latino and Black attorneys are narrower in that comparison, which suggests that much of the underrepresentation arises before law school and in access to higher education.
- Women who care for children or adults are far more likely than men to say caregiving has negatively impacted their careers.
- Most attorneys now use AI tools in their work, and most expect AI to fundamentally transform legal practice. However, many worry about the accuracy of these tools and about AI-driven disinformation making their work more difficult.

¹ Beginning with the 2026 survey, the State Bar will conduct the Attorney Workplace Satisfaction Survey every three years.

² Previous Report Cards covered the prior calendar year; the report published in 2025, for example, covered January through December 2024. Appendix A describes the reporting periods used in this report, including the definition of newly admitted attorneys.

DIVERSITY OF 2026 CALIFORNIA- LICENSED ATTORNEYS

In 2026, there are approximately 201,000 active licensed attorneys. Table 1 compares the demographic makeup of this population with California's adult population and, for the first time, with California adults who hold a bachelor's degree.³ Because a bachelor's degree is typically required for law school, college-educated adults are a closer comparison group than all adults. The difference between college-educated adults and the adult population shows how much of each representation gap exists before law school. Key findings include the following:

- White attorneys are the most overrepresented racial/ethnic group, at 62 percent of California's attorneys but 35 percent of California adults. Since 2021, the share of white attorneys has steadily declined, while the shares of most nonwhite racial/ethnic groups have grown (see table B1 in Appendix B).
- Latinos are the most underrepresented racial/ethnic group, at 7 percent of attorneys but 38 percent of California adults.
- Women are 46 percent of attorneys and 51 percent of California adults.
- Veterans and LGBTQIA+ attorneys are represented at rates comparable to statewide estimates.
- Representation gaps for Latino and Black California adults narrow when attorneys are compared with college-educated adults, suggesting that differences in educational attainment play a role in the underrepresentation of these groups.

³ Appendix A describes the data sources used in this analysis.

Table 1. California's 2026 Attorney Population Compared with California's Adult Population and California Adults with Bachelor's Degrees by Demographic Characteristics

	2026 California attorney population	California adult population	California adults with bachelor's degrees
Race/ethnicity			
American Indian/Alaska Native	0.2%	0.3%	0.2%
Asian	15.1%	16.8%	26.1%
Black/African American	3.6%	5.3%	4.4%
Hispanic/Latino	7.0%	37.7%	17.1%
Middle Eastern/North African	3.0%	---	---
Multiracial	9.0%	3.7%	4.4%
Native Hawaiian/Other Pacific Islander	0.2%	0.3%	0.2%
People of color	38.1%	64.6%	53.1%
White	61.9%	35.4%	46.9%
Gender identity			
Men	53.4%	49.5%	47.7%
Women	45.8%	50.5%	52.3%
Nonbinary	0.8%	---	---
Intersection of race/ethnicity and gender			
White men	35.8%	17.7%	23.5%
White women	25.7%	17.6%	23.4%
Men of color	17.2%	31.8%	24.3%
Women of color	20.7%	32.8%	28.8%
White nonbinary	0.3%	---	---
Nonbinary of color	0.3%	---	---
Detailed intersection of race/ethnicity and gender			
American Indian/Alaska Native men	0.1%	0.1%	0.1%
Asian men	6.5%	7.9%	12.3%
Black/African American men	1.5%	2.6%	2.0%
Hispanic/Latino men	3.3%	18.9%	7.4%
Middle Eastern/North African men	1.4%	---	---
Multiracial men	4.2%	1.8%	2.1%

	2026 California attorney population	California adult population	California adults with bachelor's degrees
Detailed intersection of race/ethnicity and gender			
Native Hawaiian/Other Pacific Islander men	0.1%	0.2%	0.1%
White men	35.8%	17.7%	23.5%
American Indian/Alaska Native women	0.1%	0.1%	0.1%
Asian women	8.5%	8.9%	13.8%
Black/African American women	2.1%	2.7%	2.4%
Hispanic/Latino women	3.6%	18.8%	9.7%
Middle Eastern/North African women	1.6%	---	---
Multiracial women	4.6%	1.9%	2.3%
Native Hawaiian/Other Pacific Islander women	0.1%	0.2%	0.1%
White women	25.7%	17.6%	23.4%
LGBTQIA+	9.6%	9.5%	---
Attorneys with disabilities	6.3%	14.2%	5.2%
Veterans	4.4%	4.0%	4.4%

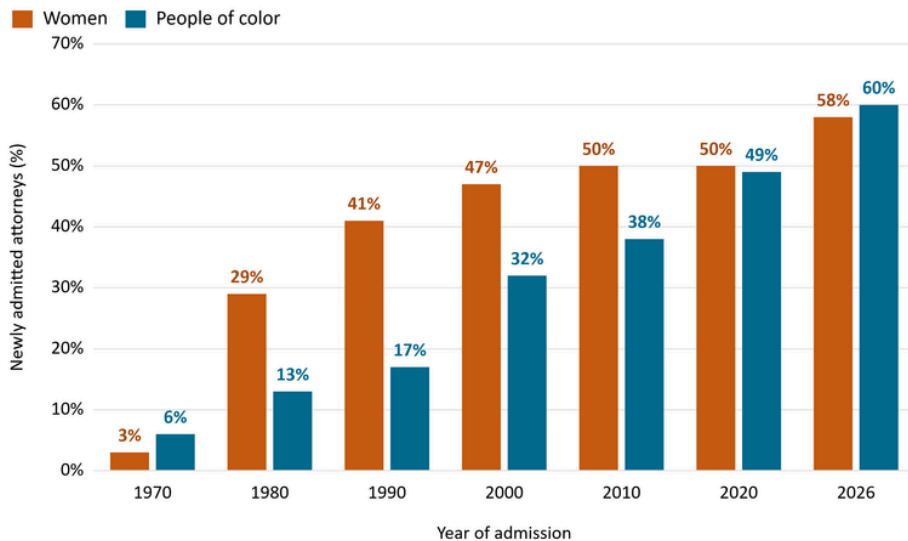
Note: Blank cells indicate unavailable data. Detailed intersection rows exclude nonbinary attorneys from the denominator and therefore differ slightly from the intersection rows above. Adult and bachelor's degree benchmarks are from the 2024 American Community Survey. The 2024 Report Card used a different census product, so some benchmark values differ from the prior edition. Disability figures are not directly comparable across columns (see Appendix A). Due to rounding, numbers presented throughout this report may not add up precisely to subtotals and totals.

DIVERSITY TRENDS AMONG NEWLY ADMITTED ATTORNEYS

Newly admitted attorneys have become far more diverse since 1970. The number of attorneys admitted to the State Bar more than doubled between 1970 and 1980, and has generally ranged between 5,000 and 7,000 annually.⁴ The 2026 cohort, admitted between April 1, 2025, and March 31, 2026, includes 7,012 attorneys.⁵ Because each incoming cohort is only about 3 percent of active licensees, progress for the profession as a whole has been gradual.

The numbers of women and people of color both reached all-time highs among newly admitted attorneys in 2026, at 58 percent and 60 percent, respectively, of the cohort. Figure 1 shows both shares from 1970, when women were 3 percent of new admittees and people of color 6 percent.

Figure 1. Percent of Newly Admitted Attorneys Who Identify as a Woman or Person of Color by Year of Admission: 1970–2026



Since 2021, women of color have been the largest group among newly admitted attorneys. In 1990, they were the smallest of the four intersectional groups, at 8 percent. In 2026, they constitute 37 percent, followed by men of color at 22 percent, white women at 21 percent, and white men at 18 percent. Figure 2 shows the four shares from 1990 through 2026.

⁴The COVID-19 pandemic disrupted this pattern in 2020. The July 2020 California Bar Exam was rescheduled for October 2020, which pushed admission into early 2021 for those who passed. Because of the delay, just 2,661 attorneys were admitted in 2020 and slightly more than 10,000 in 2021.

⁵In previous reports, “newly admitted attorneys” captured attorneys who were admitted during the calendar year. For the current report, this period was shifted to align with the Attorney Annual Renewal cycle and captures attorneys admitted between April 1, 2025, and March 31, 2026.

Figure 2. Intersectional Racial/Ethnic and Gender Identity of Attorneys Admitted to the State Bar of California by Year of Admission: 1990–2026

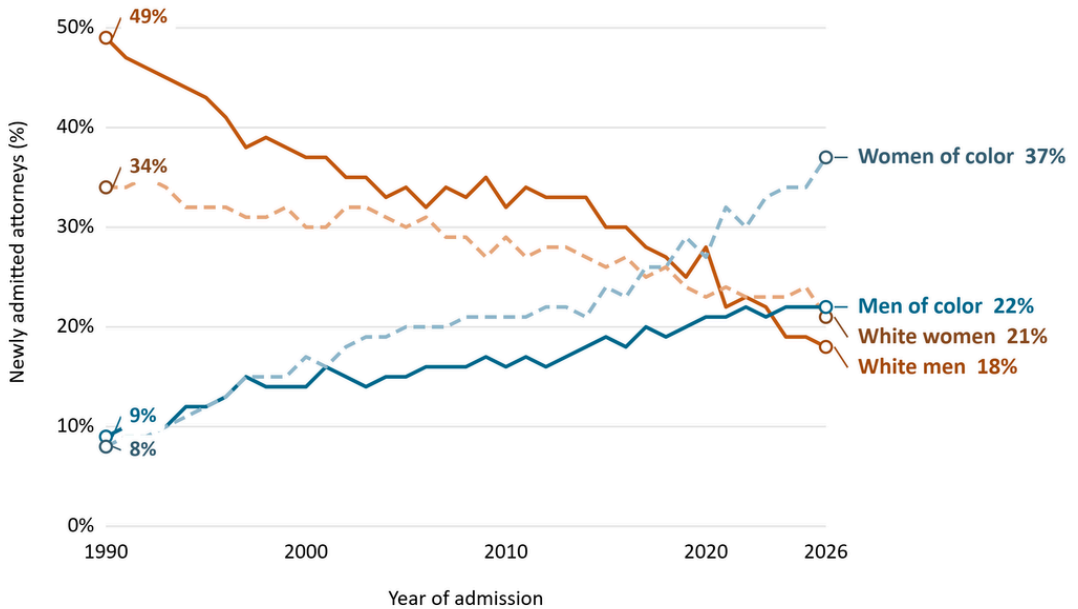


Table 2 presents newly admitted attorneys by detailed race/ethnicity and gender identity from 1990 to 2026. Gains for women outpaced gains for men across most racial/ethnic groups. Key findings include the following:

- Asian women’s share grew more than fivefold, while Asian men’s nearly tripled.
- Black women’s share nearly doubled. Black men’s share saw little change.
- Latino women’s share quadrupled, and Latino men’s doubled.
- Multiracial women’s share grew more than sevenfold, while multiracial men’s more than tripled.

Table 2. Intersectional Race/Ethnicity and Gender Identity of Attorneys Admitted to the State Bar of California by Year of Admission: 1990–2026

	1990	2000	2010	2020	2026
Race/ethnicity					
American Indian/Alaska Native	0.3%	0.3%	0.2%	0.2%	0.05%
Asian	5.5%	15.3%	18.3%	18.9%	22.1%
Black/African American	3.4%	3.5%	2.9%	5.5%	5.3%
Hispanic/Latino	4.1%	5.3%	5.5%	9.2%	11.8%
Middle Eastern/North African	0.4%	1.6%	2.9%	4.3%	4.9%
Multiracial	3.1%	5.2%	7.7%	10.3%	15.7%
Native Hawaiian/Other Pacific Islander	0.1%	0.4%	0.3%	0.1%	0.1%
White	83.2%	68.4%	62.2%	51.5%	40.1%
Race/ethnicity and gender					
American Indian/Alaska Native men	0.1%	0.2%	0.1%	0.04%	0.02%
Asian men	3.0%	6.8%	7.7%	7.6%	8.1%
Black/African American men	1.6%	1.6%	1.2%	2.3%	2.0%
Hispanic/Latino men	2.2%	2.8%	2.6%	4.1%	4.5%
Middle Eastern/North African men	0.3%	0.7%	1.4%	2.0%	1.8%
Multiracial men	1.7%	2.2%	3.0%	4.8%	6.0%
Native Hawaiian/Other Pacific Islander men	0.1%	0.2%	0.2%	0.04%	0.1%
White men	48.7%	37.3%	32.4%	28.0%	18.4%
American Indian/Alaska Native women	0.1%	0.1%	0.1%	0.2%	0.03%
Asian women	2.5%	8.4%	10.5%	11.1%	13.8%
Black/African American women	1.8%	1.9%	1.7%	3.1%	3.3%
Hispanic/Latino women	1.8%	2.5%	2.8%	5.1%	7.1%
Middle Eastern/North African women	0.1%	0.8%	1.5%	2.2%	3.1%
Multiracial women	1.3%	2.8%	4.5%	5.3%	9.4%
Native Hawaiian/Other Pacific Islander women	0.05%	0.2%	0.1%	0.1%	0.1%
White women	33.8%	30.5%	28.9%	22.8%	21.1%

Newly admitted attorneys are more diverse than the active attorney population in almost every dimension. Table 3 compares the 2026 cohort with all active attorneys. Key findings include the following:

- Asians make up 22 percent of new admittees compared with 15 percent of active attorneys.
- Latinos constitute 12 percent compared with 7 percent.
- Multiracial attorneys account for 16 percent compared with 9 percent.
- Women make up 58 percent compared with 46 percent, and women of color 37 percent compared with 21 percent.
- Newly admitted attorneys include larger shares of LGBTQIA+ attorneys (14 percent compared with 10 percent) and attorneys with disabilities (12 percent compared with 6 percent).

Table 3. California's 2026 Newly Admitted Attorneys Compared with California's 2026 Attorney Population by Demographic Characteristics

	2026 California newly admitted attorneys	2026 California attorney population
Race/ethnicity		
American Indian/Alaska Native	0.05%	0.2%
Asian	22.1%	15.1%
Black/African American	5.3%	3.6%
Hispanic/Latino	11.8%	7.0%
Middle Eastern/North African	4.9%	3.0%
Multiracial	15.7%	9.0%
Native Hawaiian/Other Pacific Islander	0.1%	0.2%
People of color	59.9%	38.1%
White	40.1%	61.9%
Gender identity		
Men	41.1%	53.4%
Women	57.7%	45.8%
Nonbinary	1.2%	0.8%
Intersection of race/ethnicity and gender		
White men	18.4%	35.8%
White women	21.1%	25.7%
Men of color	22.5%	17.2%
Women of color	36.9%	20.7%
White nonbinary	0.6%	0.3%
Nonbinary of color	0.6%	0.3%

	2026 California newly admitted attorneys	2026 California attorney population
LGBTQIA+	14.3%	9.6%
Attorneys with disabilities	12.4%	6.3%
Veterans	1.1%	4.4%

Note: Blank cells indicate unavailable data. See Appendix A for data sources. Due to rounding, numbers presented throughout this report may not add up precisely to subtotals and totals.

2026 ATTORNEY WORKPLACE SATISFACTION SURVEY

The 2026 Attorney Workplace Satisfaction Survey asked California attorneys what contributes to their workplace satisfaction and what barriers they face at work. The survey was last conducted in 2021. The 2026 survey added satisfaction measures, new questions about caregiving responsibilities and their impact on careers, and questions about the use of and sentiments about AI in legal work.

The State Bar administered the survey to all active attorneys from April 2 to April 30, 2026. Approximately 6,200 attorneys, 3 percent of the active population, completed it. The full survey questions and topline results appear in table C1 in Appendix C, and a demographic comparison of respondents with the active attorney population is shown in table C2. Survey respondents broadly resemble the attorney population, though they include smaller shares of Asian attorneys, Middle Eastern/North African attorneys, and men than does the profession as a whole. Overall, findings from this sample may not fully capture the experiences and perspectives of all California attorneys.

Findings focus on four intersectional groups: men of color, women of color, white men, and white women. These groups show the largest and most consistent differences across measures of workplace satisfaction. The report also includes results for attorneys with disabilities, LGBTQIA+ attorneys, and veterans. Early-career attorneys, those licensed for three years or less (481 respondents), report lower satisfaction across all workplace domains and report experiencing workplace barriers more often than attorneys overall.

Leadership Roles

Women of color are the least likely to hold leadership positions.

- Women of color remain the least likely to hold executive roles (see Appendix A for definitions of executive/leadership roles), and white men are the most likely; this is consistent with 2021 survey findings.
- Between 2021 and 2026, women's share of executive positions grew in almost all sectors (see figure 3). Women of color's largest gain came in the nonprofit sector, where their share rose from 25 percent to 34 percent, and white women's largest gains came in law firms, increasing from 23 percent to 31 percent.
- Women of color also remain the least represented group among law firm partners and shareholders, at 12 percent of those positions (see figure 4).
- From 2021 to 2026, women's representation among partners and shareholders grew (see figure 4). White women's share rose 7 percentage points and women of color's share rose 3 points, while white men's share fell 8 points and men of color's share fell 1 point.

Figure 3. Racial/Ethnic and Gender Composition of Executives by Employment Sector: 2021 and 2026

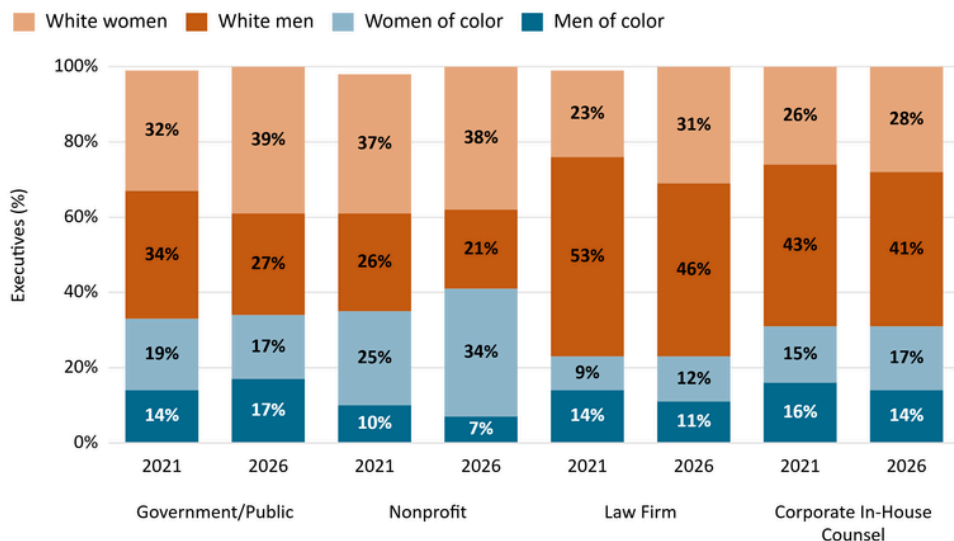
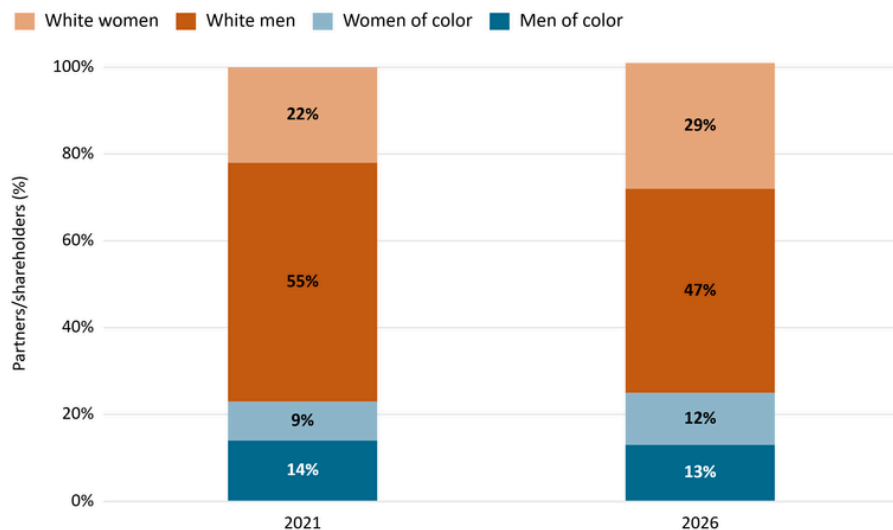


Figure 4. Racial/Ethnic and Gender Composition of Law Firm Partners/Shareholders: 2021 and 2026

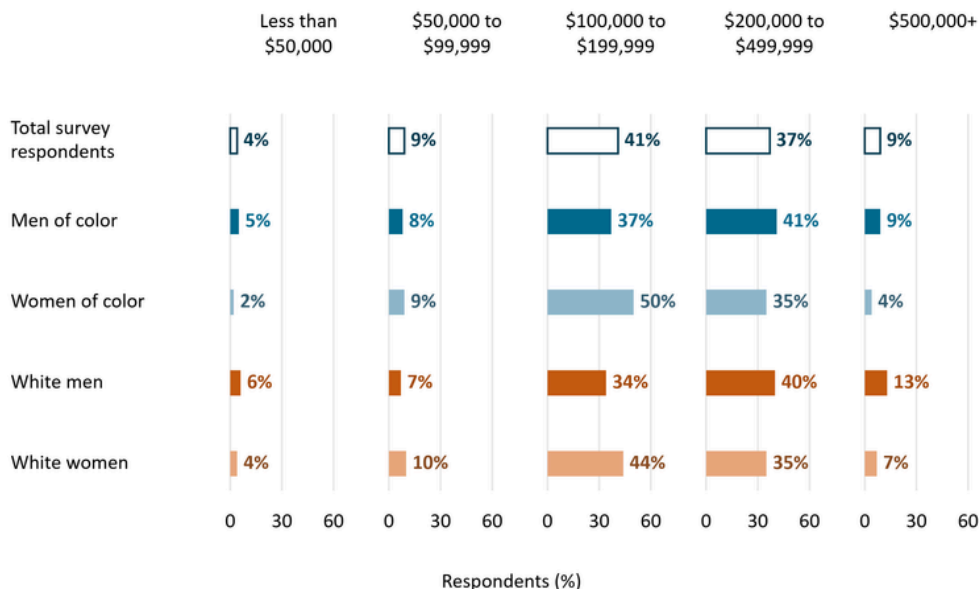


Compensation

Men are more likely than women to report annual earnings above \$200,000.

- White men (53 percent) and men of color (50 percent) are more likely than white women (42 percent) and women of color (39 percent) to report annual compensation of \$200,000 or more (see figure 5).
- The gap is widest at the top of the compensation distribution, where 13 percent of white men report \$500,000 or more, compared with 9 percent of men of color, 7 percent of white women, and 4 percent of women of color.

Figure 5. Annual Attorney Compensation by Demographic Characteristics



Workplace Satisfaction

Attorneys rated their satisfaction with 19 aspects of their current position on a five-point scale, from “very unsatisfied” to “very satisfied.” In this report, satisfaction reflects respondents who selected “satisfied” or “very satisfied.” Table 4 groups the items into three domains: organizational climate and culture; daily work experience; and growth, development, and job benefits.

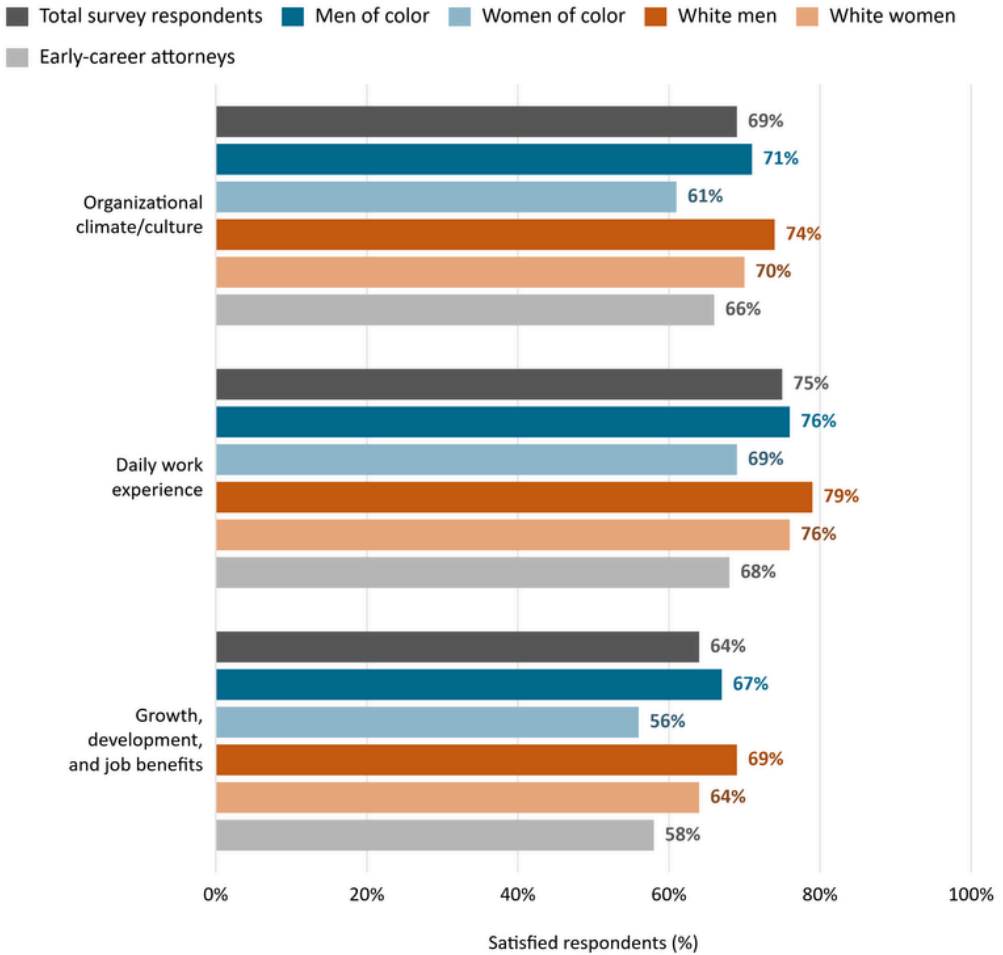
Table 4. Workplace Satisfaction Domains

Organizational climate and culture	Daily work experience	Growth, development, and job benefits
1. Diverse colleagues/networks	1. Substantive area of work	1. Professional development resources and support
2. Culture of civility and respectful communication	2. Autonomy in how I work	2. Clear pathway and support for advancement
3. Application of anti-discrimination/harassment policies	3. Relationships with clients	3. Recognition received for work
4. Organization leadership (e.g., management, executive team)	4. Amount of travel required	4. Compensation and benefits
5. The ability to raise concerns or offer dissenting views	5. Opportunities for desirable work assignments	5. Alternative work schedules/flexible hours
6. Ability to make a difference in/for my community	6. Clear performance expectations	
	7. Job security	
	8. Work-life balance	

Women of color and early-career attorneys report the lowest satisfaction across all domains.

- Attorneys overall report the highest satisfaction related to daily work experience (75 percent) and the lowest with growth, development, and job benefits (64 percent; see figure 6).
- Women of color report the lowest workplace satisfaction and white men the highest, consistent with 2021 survey findings. The largest gaps, 13 percentage points each, are in organizational climate and culture and in growth, development, and job benefits. The widest item-level gaps are in satisfaction with organization leadership, the ability to raise concerns or offer dissenting views, and recognition received for work.
- Men of color and white women report similar levels of satisfaction.
- Early-career attorneys, defined as those licensed for three years or less, report lower satisfaction than the full survey sample in every domain, particularly in daily work experience (68 percent compared with 75 percent) and growth, development, and job benefits (58 percent compared with 64 percent). Their largest item-level gaps are in work-life balance, alternative work schedules/flexible hours, autonomy, compensation and benefits, and professional development resources and support.

Figure 6. California Attorney Workplace Satisfaction by Demographic Characteristics



Workplace Barriers to Inclusion

Attorneys reported how often they have experienced five workplace barriers to inclusion, on a five-point scale from “never” to “very frequently”:

- Been mistaken for a lower-level employee
- Denied or overlooked for advancement or promotion
- Perceived as less committed to their work
- Perceived as less competent than other attorneys
- Had a colleague, supervisor, or client request someone else handle a matter without a clear or legitimate reason

Women of color report experiencing workplace barriers to inclusion most often.

- Across all surveyed attorneys, 32 percent report experiencing at least one barrier (see table 5).
- Women of color report at least one barrier at more than twice the rate of white men (46 percent compared with 22 percent). Two barriers account for the largest gaps between the groups: being mistaken for a lower-level employee (24 percent compared with 5 percent) and being perceived as less competent than other attorneys (28 percent compared with 12 percent). Men of color and white women report similar rates.
- Early-career attorneys face these same barriers more often than all respondents: 41 percent report at least one barrier, compared with 32 percent overall, and the same two barriers account for most of the difference. For women of color, however, these barriers persist beyond the early years of practice. Early-career attorneys are less than 8 percent of survey respondents, so the 46 percent rate for women of color reflects attorneys at every career stage.

Table 5. California Attorneys’ Number of Workplace Barriers to Inclusion by Demographic Characteristics⁶

	1+ barriers	2+ barriers	3+ barriers
Total survey respondents	32%	18%	10%
Men of color	31%	17%	9%
Women of color	46%	28%	17%
White men	22%	11%	6%
White women	33%	18%	10%
Early-career attorneys (licensed 3 years or less)	41%	23%	10%

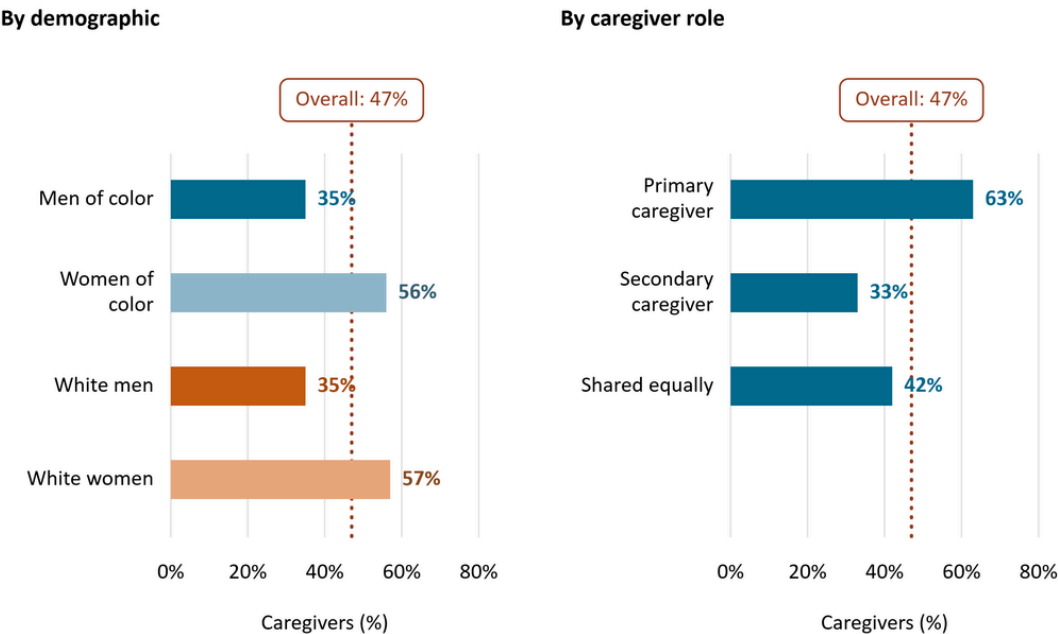
⁶ Attorneys are categorized as experiencing challenges if they reported experiencing the challenge “occasionally” (a few times a month), “frequently” (a few times a week), or “very frequently” (daily or almost daily). Respondents who selected “not applicable” are excluded from this calculation.

Caregiving and Career Impact

Women and primary caregivers are the most likely to say caregiving has negatively impacted their careers.

- Slightly less than half of surveyed attorneys (45 percent) are caregivers. Most caregivers (62 percent) care for children only, 27 percent care for adults only, and 10 percent care for both children and adults.
- Approximately half of caregivers (47 percent) report that caregiving has negatively impacted their careers, 37 percent report no impact, and 16 percent report a positive impact. Primary caregivers, who handle most or all caregiving responsibilities, report negative impacts at nearly twice the rate of secondary caregivers, who handle a smaller share (63 percent compared with 33 percent).
- Women who are caregivers are far more likely than men (56 percent compared with 35 percent) to report negative career impacts from caregiving (see figure 7). Women are also more likely than men to be primary caregivers (43 percent compared with 18 percent). The gender gap holds even among primary caregivers: 69 percent of women and 47 percent of men report negative impacts.

Figure 7. California Attorney Caregivers Reporting Negative or Very Negative Career Impact of Caregiving



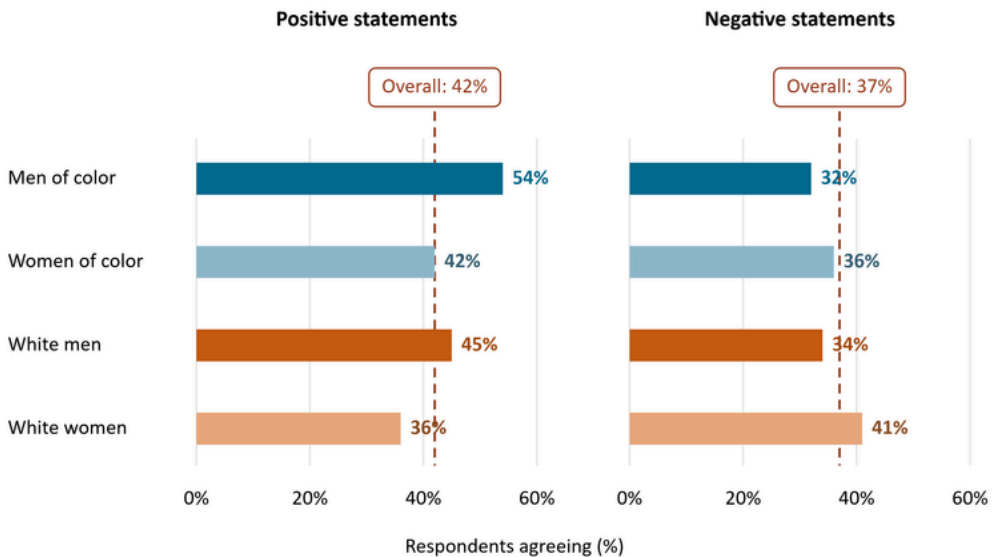
Dotted lines show the overall result for all survey respondents (47%).

Use of and Sentiments About AI in Legal Work

Most attorneys use AI tools, and many have concerns about their accuracy and AI-driven disinformation.

- Most attorneys (75 percent) report using AI tools, and 27 percent use them frequently or very frequently. The most common tools are ChatGPT (29 percent of attorneys), Copilot (19 percent), and Westlaw Precision (14 percent). More than half of attorneys (58 percent) report that their employers have AI policies or guidelines.
- Nearly two-thirds (64 percent) agree that “AI will fundamentally transform how legal work is performed,” and half agree that AI-driven tools increase their efficiency. At the same time, 52 percent agree that the use of AI to spread disinformation makes their work as a lawyer more difficult, 45 percent agree that AI-driven tools are inaccurate and unreliable, and 43 percent agree that AI will have a negative impact on the legal profession overall.
- Men of color and white women sit at opposite ends of attorney sentiment about AI (see figure 8). Men of color report the highest agreement with positive statements⁷ about AI’s benefits (54 percent) and the lowest with negative statements⁸ about its risks (32 percent). White women are the only group that agrees more with the negative statements (41 percent) than the positive (36 percent).

Figure 8. Positive and Negative Sentiments About AI by Demographic Characteristics



Dashed lines show agreement among all survey respondents.

⁷ Positive statements: “AI-driven tools help me increase efficiency”; “I am confident in my ability to effectively use AI-driven tools”; “AI-driven tools help me increase my overall quality of work”; “The benefits of using AI-driven tools outweigh the risks.”

⁸ Negative statements: “AI-driven tools are inaccurate and unreliable”; “Cost is a barrier to using AI-driven tools in my work”; “I feel ill equipped to manage the risks posed by using AI-driven tools in accordance with my ethical responsibilities”; “The use of AI to spread disinformation makes my work as a lawyer more difficult”; “AI will have a negative impact on the legal profession overall.”

Attorneys with Disabilities, LGBTQIA+ Attorneys, and Veterans

The survey also collected data on attorneys with disabilities, LGBTQIA+ attorneys, and veterans. These findings offer a fuller picture of how attorneys' identities intersect with their workplace experiences.

Attorneys with Disabilities

Among surveyed attorneys, 10 percent report having a disability. Compared with all surveyed attorneys, attorneys with disabilities:

- Are less likely to earn \$200,000 or more annually (34 percent versus 46 percent).
- Report lower overall workplace satisfaction (64 percent versus 71 percent), with lower satisfaction in every domain.
- Are more likely to report experiencing at least one workplace barrier to inclusion (42 percent versus 32 percent).
- Are more likely to report a negative career impact from caregiving (59 percent versus 47 percent).

LGBTQIA+ Attorneys

Among surveyed attorneys, 15 percent identify as LGBTQIA+. Compared with all surveyed attorneys, LGBTQIA+ attorneys:

- Are less likely to earn \$200,000 or more annually (38 percent versus 46 percent).
- Report experiencing at least one workplace barrier to inclusion at a slightly higher rate (37 percent versus 32 percent).
- Are slightly more likely to report a negative career impact from caregiving (51 percent versus 47 percent).

Veterans

Among surveyed attorneys, 5 percent are veterans. Compared with all surveyed attorneys, veterans:

- Are less likely to earn \$200,000 or more annually (38 percent versus 46 percent).
- Report experiencing at least one workplace barrier to inclusion at a lower rate (25 percent versus 32 percent).
- Are less likely to report a negative career impact from caregiving (37 percent versus 47 percent).

CONCLUSION

California's legal profession is gradually becoming more representative of the public it serves, and newly admitted attorneys are largely driving this change. The 2026 cohort is 58 percent women and 60 percent people of color, and women of color are its largest group. Because each cohort is small relative to the profession, however, substantial disparities remain. The gap is widest for Latinos, who make up 38 percent of California adults but 7 percent of attorneys, a disparity that arises mostly before law school and reflects, among other factors, unequal access to higher education.

The Attorney Workplace Satisfaction Survey shows that gains in representation have not brought matching gains in workplace experience. Women of color report the lowest satisfaction of any group, report encountering barriers to inclusion most often, and remain furthest from leadership. These patterns hold beyond the early years of practice. Attorneys new to the profession, whatever their background, also describe less-satisfying workplaces than their more established colleagues. All attorneys report the lowest satisfaction with a clear pathway and support for advancement, and women of color report the least of any group. Women are also far more likely than men to say caregiving has harmed their careers. In addition, the survey finds attorneys adopting AI despite their reservations. Three-quarters now use AI tools, and about half question the tools' accuracy or worry about AI-driven disinformation.

This report describes California's attorneys, from the newly admitted to the profession as a whole, and their experiences in the workplace. Attorneys who transfer to inactive status, whether to retire or for other reasons, also shape the diversity of the profession. A forthcoming study of these transfers will examine who goes inactive and when, who leaves active practice well before retirement age, and whether some groups transfer earlier or at higher rates than others. Together with the annual Diversity Report Card, the study will give a fuller picture of progress toward a profession that represents the public it serves.

CALLS TO ACTION

The State Bar encourages attorneys and employers to promote access, fairness, and diversity in the profession by strengthening workplace transparency, accountability, and inclusivity. Attorneys and organizational leaders are urged to identify barriers, improve organizational practices, and hold themselves accountable for progress to help create a legal profession that fosters growth, well-being, and opportunity for all. These calls to action are informed by best practices in inclusion and diversity and by feedback from the State Bar's [Council on Access and Fairness](#).

Attorneys are called to:

- Engage directly in their organization's access and fairness efforts, as appropriate;
- Raise issues and propose solutions to organizational leaders;
- Serve as active allies;
- Mentor other attorneys;
- Recognize and address bias;
- Expand learning through training and professional development;
- Advocate for equitable resources and opportunities;
- Participate in pro bono opportunities and community-focused initiatives; and
- Advocate for policies, benefits, resources, and opportunities that support employee well-being and career growth.

Employers are called to:

- Implement clear policies and strategies to promote fairness in recruitment, hiring, promotion, and attrition;
- Promote belonging and invest in culture or engagement plans;
- Gather meaningful employee feedback to recommend policy changes; and
- Ensure fair compensation, advancement, and workplace support by performing regular assessments.

For additional guidance for attorneys and employers, see the following:

- [Calls to Action: Attorneys](#)
- [Calls to Action: Employers](#)

DEI LEADERSHIP SEAL

In 2023, the State Bar launched the [DEI Leadership Seal](#) program, which recognizes employers with California attorneys that commit to and implement research-driven actions that further workplace diversity, equity, and inclusion. The seal is available to all employers with California-licensed attorneys, including law firms of all sizes, in-house legal departments, legal academia, nonprofit organizations, and government agencies with attorney staff.

Organizations are eligible to be recognized in the following tiers based on the number of Action Items implemented:

- Gold tier
- Silver tier
- Bronze tier

Organizations that commit to implementing Action Items are considered “committed” participants; they have up to one year after applying to implement the actions. See below for a list of current participants.

Gold

Alameda County Homeless Action Center

Cha Law Ethics APC

Children's Law Center of California

Community Legal Aid SoCal

Disability Rights California

East Bay Children's Law Offices

Farella Braun + Martel LLP

Fifth Season

Inner City Law Center

Kahana & Feld LLP

Legal Aid Association of California

Legal Aid Foundation of Los Angeles

Legal Aid Society of San Mateo County

Legal Services of Northern California

Leland, Parachini, Steinberg, Matzger & Melnick LLP

LimNexus LLP

Los Angeles City Attorney's Office

Mullen & Filippi, LLP

Gold

Office of the Los Angeles County Counsel
Office of the State Public Defender
OneJustice
Romero Law
Sacramento City Attorney's Office
Sacramento Municipal Utility District
Santa Cruz County Office of the Public Defender
Shute, Mihaly & Weinberger
State Bar of California
The Colleges of Law
Tittmann Weix LLP
Turner Boyd Seraphine
Van Dermeyden Makus Law Corporation
Ventura County District Attorney's Office
Wolfsdorf Rosenthal LLP

Silver

Alliance for Children's Rights
Best Best & Krieger LLP
California Department of Health Care Access and Information
California Department of Managed Health Care
Davis Wright Tremaine LLP
Dependency Advocacy Center
Hanson Bridgett LLP
Laughlin, Falbo, Levy & Moresi LLP
MGL LLP
Neighborhood Legal Services of Los Angeles County
Public Law Center
University of West Los Angeles
Youth Law Center

Bronze

Boies Schiller Flexner LLP
California Lawyers Association
Children's Legal Services of San Diego
Immigrant Legal Resource Center
Keker, Van Nest & Peters LLP
Legal Assistance for Seniors
Lewis Brisbois Bisgaard & Smith LLP
Los Angeles Superior Court
Mental Health Advocacy Services
Oakland City Attorney's Office
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Payne & Fears LLP
Senior Advocacy Network
Western Center on Law & Poverty

Committed

Aleshire & Wynder LLP
Blank Rome LLP
California Rural Legal Assistance Foundation
Center for Gender & Refugee Studies
Central California Legal Services
Clyde & Co US LLP
Collins + Collins LLP
Community Counsel
D'Andre Law, LLP
Donahue Fitzgerald LLP
Erickson Kramer Osborne LLP
Fisher & Phillips LLP
Foley Mansfield
Katharine & George Alexander Community Law Center, Santa Clara Law
Learning Rights Law Center
Miller Starr Regalia
Office of the County Counsel, County of Santa Clara

Committed

Oppenheimer Investigations Group

Pacific Law Partners, LLP

Rutan & Tucker

Seyfarth Shaw

Social Justice Collaborative

Stradling Yocca Carlson & Rauth LLP

Walsworth

Note: The State Bar does not require or encourage any DEI Leadership Seal applicant or participant to make any employment decisions based in whole or in part on any individual's race, ethnicity, gender, gender identity, sex, sexual orientation, color, ethnicity, or national origin, or to otherwise treat any individual differently on these bases. DEI Leadership Seal applicants or participants should consult legal counsel with questions concerning their compliance with applicable law.

APPENDIX A: METHODOLOGY

This report draws on multiple data sources, including the Attorney Census, which captures attorneys' demographic characteristics, and the 2026 Attorney Workplace Satisfaction Survey. All results in this report supersede those previously published in State Bar reports on attorney demographics.

TIME PERIOD

Active Attorney Population. Consistent with past reports, the 2026 active attorney population includes all attorneys who were active as of April 1, 2026.

Newly Admitted Attorneys. In previous reports, newly admitted attorneys were defined as those admitted during the calendar year. This report shifts the period to align with the Attorney Annual Renewal and captures attorneys admitted between April 1, 2025, and March 31, 2026.

2026 ATTORNEY CENSUS

The Attorney Census is a voluntary survey that attorneys complete through the State Bar's online portal and can update at any time. The Attorney Census collects data on the following:



Race/ethnicity



Gender
identity



Sexual
identity



Disability
status



Military
status

In 2025, the State Bar updated the Attorney Census questions and response categories and added a "prefer not to answer" option to each question. Analyses are based on attorneys who responded to each demographic question and exclude missing data and those who selected "prefer not to answer."

Race/Ethnicity. The race/ethnicity question includes seven race/ethnicity categories and allows write-in responses or "prefer not to answer." Attorneys who select more than one of the racial/ethnic groups are coded as multiracial. Each valid write-in response was reviewed and coded into one of the seven categories or as "Other," then combined with any additional race selections to give each attorney a single race/ethnicity classification.

For reporting purposes, nonwhite racial/ethnic categories were combined into a single category, "Attorneys of Color." For brevity, "Latino" is used in place of Hispanic or Latino, and "Black" is used in place of Black or African American.

Attorneys of Color

- ✓ American Indian/Alaska Native
- ✓ Asian
- ✓ Black/African American
- ✓ Hispanic/Latino
- ✓ Middle Eastern/North African
- ✓ Multiracial
- ✓ Native Hawaiian/Other Pacific Islander

Gender Identity and Cis/Transgender Identity. The Attorney Census contains two questions related to gender:

1 *"Gender Identity: Which of the following best describes you personally?"* This question has four answer categories (man, non-binary, two-spirit, woman) and allows write-in responses or "prefer not to answer." Attorneys who select non-binary, two-spirit, or a similar write-in response, or who select more than one category, are categorized as nonbinary.⁹

2 *"Cis/Transgender Identity: 'Which of the following best describes you personally?'"* This question has two answer categories (cisgender and transgender) and allows write-in responses or "prefer not to answer."¹⁰

Sexual Identity. The sexual identity survey question has five answer categories (asexual, bisexual, lesbian or gay, pansexual, and straight or heterosexual), in addition to the options to write in a response or select "prefer not to answer." For this report, LGBTQIA+ serves as an umbrella term encompassing asexual, bisexual, lesbian or gay, pansexual, and similar write-in responses, as well as respondents who identify as transgender.

Disability Status. Attorneys who select "yes" in response to the prompt *"Do you self-identify as a disabled person or a person with a disability?"* are categorized as attorneys with a disability.

Military Status. The Attorney Census contains two questions related to military status:

1 *"Are you currently serving on active duty in the U.S. Armed Forces, Reserves, or National Guard?"*

2 *"Have you previously served on active duty in the U.S. Armed Forces, Reserves, or National Guard?"*

Attorneys who select "yes" to either question are categorized as having served in the military.

⁹ The previous version of the survey included "gender variant" and "non-conforming" as response options, and both were coded as nonbinary.

¹⁰ The previous version of the survey included "intersex" as a response option and was coded as transgender.

OTHER DEMOGRAPHIC DATA SOURCES

Demographic analyses primarily rely on current Attorney Census responses. When current data are unavailable, gaps are filled with data from past versions of the Attorney Census and, when needed, demographic data from the State Bar's Admissions Information Management System.

ATTORNEY WORKPLACE SATISFACTION SURVEY

The Attorney Workplace Satisfaction Survey collects data on the workplace experiences of California attorneys, including what contributes to their satisfaction and the barriers they face at work. This report presents results from the 2026 survey. The survey was previously administered in 2021, and its results appeared in the [2022 Diversity Report Card](#).

On April 2, 2026, a confidential SurveyMonkey link was sent to 200,855 active attorneys. Reminders were sent on April 9 and April 16, and the survey closed on April 30, 2026. In that period, 8,087 attorneys responded, a 4 percent response rate. Of these, 6,203 responses were fully complete, a 3 percent complete response rate. Analyses in this report are based on the fully complete survey responses.

Executive Roles

Executive roles were identified based on respondents' positions, with answer categories varying by employment sector. The following positions are classified as executive roles.

Law firm: Executive Committee or Other Leadership Committee; Equity Partner/Member; Nonequity Partner/Member

Corporate: VP of Legal/Head of Legal, General Counsel/Chief Legal Officer, Deputy General Counsel, Chief Compliance Officer

Government/Public Sectors: Elected/Appointed Executive, Highest Tier/Salary Band Executive, Head of Department/Unit

Nonprofit Sector: Executive/Leadership, Director/Department Head

Law firm shareholders/partners include attorneys who work for law firms and hold the following positions: Firm Owner, Managing Partner, Equity Partner/Member, or Nonequity Partner/Member.

CALIFORNIA'S ADULT POPULATION DATA SOURCES

- **Race, Ethnicity, Gender Identity.** U.S. Census Bureau. *2024 American Community Survey 1-Year Public Use Microdata Sample (PUMS)*. Dataset accessed on July 27, 2026. <https://www.census.gov/programs-surveys/acs/microdata/access.html>
- **Veteran Population.** U.S. Census Bureau, "Veteran Status," *American Community Survey, ACS 1-Year Estimates Subject Tables, Table S2101*, accessed on April 19, 2026. <https://data.census.gov/table/ACSST1Y2024.S2101?q=veteran&g=040XX00US06>
- **Transgender Population.** Herman, Jody L., and Andrew R. Flores. "How many adults and youth identify as transgender in the United States?" Williams Institute, UCLA School of Law (2025).
- **LGBTQIA+ Population.** Public Policy Institute of California. "California's LGBTQ+ Population." PPIC, June 17, 2024. <https://www.ppic.org/blog/californias-lgbt-population>
- **Disability Status.**
 - **Adult Population:** U.S. Census Bureau, "Disability Characteristics," *American Community Survey, ACS 1-Year Estimates Subject Tables, Table S1810*, accessed on July 19, 2026. <https://data.census.gov/table/ACSST1Y2024.S1810?q=disability&g=040XX00US06>
 - **Adult Population with a Bachelor's Degree:** Erickson, William, Camille Lee, and Sarah von Schrader. "Disability statistics from the American Community Survey (ACS)." Ithaca, NY: Cornell University Yang-Tan Institute (YTI). Retrieved from Cornell University Disability Statistics website: www.disabilitystatistics.org

APPENDIX B: SUPPLEMENTAL MATERIALS

TABLE B1. SIX-YEAR TRENDS IN CALIFORNIA'S ATTORNEY POPULATION BY DEMOGRAPHIC CHARACTERISTICS: 2021–2026

	2021	2022	2023	2024	2025	2026
Race/ethnicity						
American Indian/Alaska Native	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Asian	13.4%	13.5%	13.9%	14.2%	14.7%	15.1%
Black/African American	3.5%	3.4%	3.5%	3.5%	3.5%	3.6%
Hispanic/Latino	6.2%	6.0%	6.1%	6.4%	6.7%	7.0%
Middle Eastern/North African	2.4%	2.5%	2.7%	2.8%	2.9%	3.0%
Multiracial	6.9%	7.6%	7.9%	8.2%	8.6%	9.0%
Native Hawaiian/Other Pacific Islander	0.4%	0.3%	0.3%	0.3%	0.2%	0.2%
White	67.1%	66.4%	65.3%	64.4%	63.1%	61.9%
People of color	32.9%	33.6%	34.7%	35.6%	36.9%	38.1%
Gender identity						
Men	55.1%	55.4%	54.9%	54.3%	54.1%	53.4%
Women	44.0%	43.5%	44.0%	44.6%	45.2%	45.8%
Nonbinary	0.9%	1.1%	1.1%	1.1%	0.8%	0.8%
Intersection of race/ethnicity and gender						
White men	39.5%	39.7%	38.8%	37.9%	36.8%	35.8%
White women	27.2%	26.4%	26.2%	26.1%	25.8%	25.7%
Men of color	15.2%	15.5%	16.0%	16.3%	16.9%	17.2%
Women of color	17.4%	17.6%	18.3%	19.0%	19.8%	20.7%
White nonbinary	0.4%	0.4%	0.4%	0.5%	0.3%	0.3%
Nonbinary of color	0.3%	0.3%	0.4%	0.4%	0.3%	0.3%

	2021	2022	2023	2024	2025	2026
Detailed intersection of race/ethnicity and gender						
American Indian/Alaska Native men	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Asian men	6.0%	6.0%	6.2%	6.3%	6.4%	6.5%
Black/African American men	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%
Hispanic/Latino men	3.1%	3.0%	3.0%	3.1%	3.2%	3.3%
Middle Eastern/North African men	1.1%	1.2%	1.3%	1.3%	1.4%	1.4%
Multiracial men	3.2%	3.6%	3.8%	3.9%	4.1%	4.2%
Native Hawaiian/Other Pacific Islander men	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
White men	39.5%	39.7%	38.8%	37.9%	36.8%	35.8%
American Indian/Alaska Native women	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Asian women	7.3%	7.4%	7.7%	7.9%	8.2%	8.5%
Black/African American women	1.9%	1.9%	1.9%	2.0%	2.0%	2.1%
Hispanic/Latino women	3.1%	3.0%	3.1%	3.2%	3.5%	3.6%
Middle Eastern/North African women	1.2%	1.3%	1.4%	1.4%	1.5%	1.6%
Multiracial women	3.6%	3.8%	4.0%	4.2%	4.4%	4.6%
Native Hawaiian/Other Pacific Islander women	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%
White women	27.2%	26.4%	26.2%	26.1%	25.8%	25.7%
LGBTQIA+	7.6%	8.9%	9.1%	9.2%	9.4%	9.6%
Attorneys with disabilities	5.4%	5.7%	5.7%	5.8%	6.2%	6.3%
Veterans	5.5%	5.3%	5.1%	4.8%	4.6%	4.4%

**TABLE B2. INTERSECTIONAL RACE/ETHNICITY AND GENDER IDENTITY OF NEWLY ADMITTED ATTORNEYS
TO THE STATE BAR OF CALIFORNIA BY YEAR OF ADMISSION: 2020–2026**

	2020	2021	2022	2023	2024	2025	2026
Gender identity							
Men	48.9%	43.5%	45.4%	43.1%	41.8%	41.7%	41.1%
Women	49.8%	55.6%	53.5%	55.9%	57.1%	57.3%	57.7%
Nonbinary	1.3%	0.9%	1.1%	1.0%	1.1%	1.0%	1.2%
Race/ethnicity							
American Indian/Alaska Native	0.2%	0.2%	0.1%	0.1%	0.2%	0.1%	0.1%
Asian	18.9%	19.1%	19.7%	20.3%	20.5%	21.3%	22.1%
Black/African American	5.5%	5.1%	4.9%	4.5%	4.4%	4.6%	5.3%
Hispanic/Latino	9.2%	11.2%	10.2%	10.5%	10.9%	10.8%	11.8%
Middle Eastern/North African	4.3%	4.6%	4.6%	5.0%	5.1%	4.7%	4.9%
Multiracial	10.3%	12.7%	13.4%	14.2%	15.8%	14.8%	15.7%
Native Hawaiian/Other Pacific Islander	0.1%	0.2%	0.2%	0.1%	0.2%	0.1%	0.1%
White	51.5%	46.9%	46.9%	45.2%	43.1%	43.5%	40.1%
People of color	48.5%	53.1%	53.1%	54.8%	56.9%	56.5%	59.9%
Intersection of race/ethnicity and gender							
White men	28.0%	22.2%	23.2%	21.6%	19.1%	19.4%	18.4%
White women	22.8%	24.3%	23.4%	23.2%	23.4%	23.6%	21.1%
Men of color	20.9%	21.1%	22.1%	21.4%	22.3%	22.0%	22.5%
Women of color	27.0%	31.5%	30.3%	32.8%	34.0%	34.0%	36.9%
White nonbinary	0.7%	0.5%	0.4%	0.5%	0.5%	0.5%	0.6%
Nonbinary of color	0.5%	0.4%	0.7%	0.6%	0.6%	0.4%	0.6%

	2020	2021	2022	2023	2024	2025	2026
Detailed intersection of race/ethnicity and gender							
American Indian/Alaska Native men	0.04%	0.1%	0.1%	0.1%	0.04%	0.02%	0.02%
Asian men	7.6%	7.2%	7.6%	7.1%	7.5%	7.8%	8.1%
Black/African American men	2.3%	2.0%	1.8%	1.7%	1.7%	1.7%	1.9%
Hispanic/Latino men	4.1%	4.4%	4.3%	4.2%	4.0%	4.0%	4.5%
Middle Eastern/North African men	2.0%	1.9%	2.0%	2.3%	2.5%	2.4%	1.8%
Multiracial men	4.8%	5.5%	6.2%	6.0%	6.8%	6.3%	6.0%
Native Hawaiian/Other Pacific Islander men	0.04%	0.1%	0.1%	0.1%	0.1%	0.03%	0.1%
White men	28.0%	22.2%	23.2%	21.6%	19.4%	19.6%	18.4%
American Indian/Alaska Native women	0.2%	0.1%	0.02%	0.1%	0.1%	0.1%	0.03%
Asian women	11.1%	11.8%	12.0%	12.9%	13.2%	13.6%	13.8%
Black/African American women	3.1%	3.1%	3.0%	2.8%	2.7%	2.9%	3.3%
Hispanic/Latino women	5.1%	6.7%	5.7%	6.1%	6.7%	6.7%	7.1%
Middle Eastern/North African women	2.2%	2.6%	2.5%	2.7%	2.6%	2.4%	3.1%
Multiracial women	5.3%	7.1%	7.0%	8.1%	9.0%	8.5%	9.4%
Native Hawaiian/Other Pacific Islander women	0.1%	0.1%	0.1%	0.02%	0.1%	0.1%	0.1%
White women	22.8%	24.3%	23.4%	23.2%	23.7%	23.8%	21.1%

TABLE B3. INTERSECTIONAL RACE/ETHNICITY AND GENDER IDENTITY OF NEWLY ADMITTED ATTORNEYS TO THE STATE BAR OF CALIFORNIA AND 2026 ACTIVE ATTORNEY POPULATION

	2026 newly admitted attorneys	2026 California attorney population
Detailed intersection of race/ethnicity and gender		
American Indian/Alaska Native men	0.02%	0.1%
Asian men	8.2%	6.5%
Black/African American men	1.9%	1.5%
Hispanic/Latino men	4.6%	3.3%
Middle Eastern/North African men	1.8%	1.4%
Multiracial men	6.1%	4.2%
Native Hawaiian/Other Pacific Islander men	0.1%	0.1%
White men	18.6%	35.8%
American Indian/Alaska Native women	0.03%	0.1%
Asian women	14.0%	8.5%
Black/African American women	3.4%	2.1%
Hispanic/Latino women	7.2%	3.6%
Middle Eastern/North African women	3.2%	1.6%
Multiracial women	9.5%	4.6%
Native Hawaiian/Other Pacific Islander women	0.1%	0.1%
White women	21.3%	25.7%

Note: See Appendix A for data sources. Due to rounding, numbers presented throughout this report may not add up precisely to subtotals and totals.

APPENDIX C: 2026 ATTORNEY WORKPLACE SATISFACTION SURVEY

This appendix presents the full results of the 2026 Attorney Workplace Satisfaction Survey. Table C1 reports topline results for each survey question, and table C2 compares the demographics of survey respondents with the 2026 active attorney population.

TABLE C1. COMPLETE 2026 ATTORNEY WORKPLACE SATISFACTION SURVEY RESULTS

Are you currently employed as an attorney? (n=6,203)	
Yes, full-time	82.7%
Yes, part-time	9.5%
No, but I was employed as an attorney within the last year	3.0%
No, and I was NOT employed as an attorney within the last year	4.6%
Workplace Satisfaction (% Satisfied and Very satisfied)	
Diverse colleagues/networks	69.8%
Application of anti-discrimination/harassment policies	70.1%
Ability to make a difference in/for my community	68.8%
Organization leadership	62.9%
Culture of civility and respectful communication	75.9%
The ability to raise concerns or offer dissenting views	68.5%
Clear performance expectations	68.9%
Autonomy in how I work	83.9%
Relationships with clients	79.1%
Substantive area of work	84.1%
Amount of travel required	76.2%
Job security	75.3%
Work-life balance	63.7%
Opportunities for desirable work assignments	71.6%
Compensation and benefits	62.4%
Alternative work schedules/flexible hours	74.0%
Professional development resources and support	64.4%
Clear pathway and support for advancement	53.5%
Recognition received for work	66.2%



Workplace Barriers (% Occasionally, Frequently, and Very frequently)	
Been mistaken for a lower-level employee	13.3%
Was denied or overlooked for advancement or promotion	15.1%
Felt you were perceived as less committed to your work	15.5%
Felt you were perceived as less competent than other attorneys	18.4%
Had a colleague, supervisor, or client request someone else handle a matter without a clear or legitimate reason	8.7%
Caregiving Responsibilities (n=5,878)	
Not a caregiver	55.1%
Child/children caregiver only	28.1%
Adult caregiver only	12.2%
Both child and adult caregiver	4.6%
How much of the caregiving are you responsible for? (n=2,637)	
Primary	31.8%
Secondary	22.7%
Shared equally	45.5%
How has caregiving impacted your career? (n=2,627)	
Very negatively	6.6%
Negatively	40.2%
No impact	37.2%
Positively	12.7%
Very positively	3.3%
How often do you use AI-driven tools for work-related tasks? (n=5,876)	
Never	25.3%
Rarely	22.5%
Occasionally	24.5%
Frequently	15.3%
Very frequently	12.4%

Which AI-driven tools do you primarily use for work-related tasks?	
ChatGPT	29.3%
Claude	11.5%
Copilot	19.1%
Harvey	3.4%
CoCounsel	8.3%
LexisNexis AI	11.7%
Westlaw Precision	14.3%
Does your employer have policies or guidelines for AI use in legal work? (n=5,807)	
Yes	58.1%
No, my employer forbids AI use in legal work	6.8%
No, but my employer allows AI use in legal work	19.8%
I don't know	15.2%
AI statements (% Agree and Strongly agree)	
AI-driven tools help me increase efficiency.	50.4%
I am confident in my ability to effectively use AI-driven tools.	47.5%
AI-driven tools are inaccurate and unreliable.	44.9%
Cost is a barrier to using AI-driven tools in my work.	18.1%
AI-driven tools help me increase my overall quality of work.	39.1%
I feel ill equipped to manage the risks posed by using AI-driven tools in accordance with my ethical responsibilities.	24.7%
The benefits of using AI-driven tools outweigh the risks.	32.2%
The use of AI to spread disinformation makes my work as a lawyer more difficult.	51.9%
AI will have a negative impact on the legal profession overall.	43.1%
AI will fundamentally transform how legal work is performed.	64.1%
Sector and position level within sector (n=5,884)	
Solo Practice	16.5%
Law Firm	40.1%
Contract/Staff Attorney	2.6%
Equity Partner/Member	12.5%

Sector and position level within sector (n=5,884)	
Executive Committee or Other Leadership Committee	1.7%
Firm Owner	11.8%
Junior Associate	12.0%
Managing Partner	5.9%
Mid-Level Associate	10.6%
Non-Equity Partner/Member	13.6%
Other	0.8%
Senior Associate	14.5%
Senior Counsel, Counsel/Of Counsel	13.4%
Corporate In-House Counsel	11.8%
Associate or Assistant General Counsel	13.9%
Chief Compliance Officer	1.0%
Deputy General Counsel	4.8%
General Counsel/Chief Legal Officer	20.3%
Legal Counsel	19.8%
Legal Director/Head of Legal	4.5%
Managing Counsel or Senior Counsel	24.3%
Other	3.1%
VP of Legal/Head of Legal	7.8%
Other Private Practice Setting	1.3%
Entry-Level	2.6%
Executive Management	11.6%
Junior-Level	10.3%
Mid-Level	11.6%
Middle Management	6.4%
Not Applicable	15.5%
Other	5.1%
Senior-Level	24.6%
Upper or Senior Management	11.6%
Government/Public	21.9%
Attorney (manage other attorneys)	15.5%
Attorney (no management of other attorneys)	67.3%

Sector and position level within sector (n=5,884)	
Director/Managing Attorney	5.7%
Elected/Appointed Executive	2.6%
Head of Department/Unit	4.9%
Highest Tier/Salary Band Executive	2.0%
Other	1.7%
Nonprofit	6.3%
Director/Department Head	17.1%
Executive/Leadership	11.6%
Managing Attorney	9.7%
Other	2.9%
Senior/Special Counsel	8.4%
Staff Attorney	38.8%
Supervising Attorney	11.1%
Supervise attorneys in current position (n=5,869)	37.6%
Responsible for hiring attorneys in organization (n=5,853)	32.4%
Annual compensation (n=5,709)	
Less than \$50,000	4.4%
\$50,000–\$99,999	8.6%
\$100,000–\$199,999	41.0%
\$200,000–\$499,999	36.9%
\$500,000 and above	9.1%
Time in current position (n=5,866)	
Less than 1 year	13.6%
1 to 5 years	36.9%
6 to 10 years	14.9%
More than 10 years	34.6%
Highest education level of parent/guardian (n=5,852)	
Less than high school degree	3.9%
High school degree	15.2%
Associate's degree	5.2%
Bachelor's degree	21.2%
Master's degree	15.9%

Highest education level of parent/guardian (n=5,852)	
Professional degree beyond a bachelor's degree	30.8%
Doctorate degree	7.8%
First-generation attorney (n=5,869)	
Yes	86.7%
No	13.2%
Licensed lawyer in any jurisdiction besides California (n=5,866)	
Yes	24.6%
No	75.3%
Years as a licensed lawyer (both in and outside California) (n=5,757)	
Average years	22
Ever transferred to inactive status during legal career (n=5,856)	
Yes	7.9%
No	92.0%
Reasons for returning to active status (n=463)	
Came out of retirement	4.1%
Moved back to California	18.8%
New job required an active license	26.3%
Return from a leave of absence or sabbatical	13.6%
Other	37.1%
Practice setting (n=5,856)	
Urban	57.8%
Suburban	25.3%
Rural	3.3%
Remote	11.2%
Other	2.2%
Primary client type served (n=5,747)	
Individuals	45.6%
Businesses/entities	54.4%
Practice area	
Civil Litigation	29.8%
Corporate/Business Law	15.0%
Criminal Law	10.7%



Practice area	
Family Law	7.2%
Real Estate	8.4%
Labor & Employment	13.9%
Personal Injury/Torts	8.6%
Trusts & Estates	8.3%
Intellectual Property	7.1%
Immigration	3.9%
Other	26.3%

**TABLE C2. DEMOGRAPHICS OF CALIFORNIA'S 2026 WORKPLACE SURVEY RESPONDENTS
COMPARED TO ACTIVE ATTORNEY POPULATION**

	2026 Workplace Survey respondents	2026 California attorney population
Race/ethnicity		
American Indian/Alaska Native	0.3%	0.2%
Asian	10.2%	15.1%
Black/African American	3.5%	3.6%
Hispanic/Latino	7.5%	7.0%
Middle Eastern/North African	1.8%	3.0%
Multiracial	10.7%	9.0%
Native Hawaiian/Other Pacific Islander	0.1%	0.2%
People of color	34.0%	38.1%
White	66.0%	61.9%
Gender identity		
Men	48.0%	53.4%
Women	50.7%	45.8%
Nonbinary	1.4%	0.8%
Intersection of race/ethnicity and gender		
White men	34.2%	35.8%
White women	30.5%	25.7%
Men of color	13.2%	17.2%
Women of color	20.3%	20.7%

	2026 Workplace Survey respondents	2026 California attorney population
White nonbinary	1.4%	0.3%
Nonbinary of color	0.5%	0.3%
Detailed intersection of race/ethnicity and gender		
American Indian/Alaska Native men	0.1%	0.1%
Asian men	3.6%	6.5%
Black/African American men	1.2%	1.5%
Hispanic/Latino men	3.1%	3.3%
Middle Eastern/North African men	0.8%	1.4%
Multiracial men	4.7%	4.2%
Native Hawaiian/Other Pacific Islander men	0.02%	0.1%
White men	34.2%	35.8%
American Indian/Alaska Native women	0.1%	0.1%
Asian women	6.7%	8.5%
Black/African American women	2.3%	2.1%
Hispanic/Latino women	4.5%	3.6%
Middle Eastern/North African women	1.0%	1.6%
Multiracial women	6.0%	4.6%
Native Hawaiian/Other Pacific Islander women	0.1%	0.1%
White women	30.5%	25.7%
LGBTQIA+	14.7%	9.6%
Attorneys with disabilities	10.1%	6.3%
Veterans	5.3%	4.4%
Sector		
Solo Practice	16.5%	21.4%
Law Firm	40.1%	41.6%
Corporate In-House Counsel	11.8%	13.0%
Other Private Practice Setting	1.3%	3.5%
Government/Public	21.9%	13.9%
Nonprofit	6.3%	3.3%
Other	2.0%	3.4%



The State Bar of *California*

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