



The State Bar *of California*

Profile of California's Inactive Attorneys

March 14, 2024

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INTRODUCTION

The State Bar has embarked on several initiatives to gain a thorough understanding of the attorney pipeline in California, including tracking metrics from law school enrollment and admission to the State Bar and publishing an annual report card on the diversity of the attorney population. These efforts stem from the State Bar’s strategic plan and statutory mandate to advance diversity, equity, and inclusion in the profession.

This report adds to that body of work by providing a robust picture of attorneys who transfer to inactive status. Among all attorneys admitted to the State Bar of California, only those with “active” status can practice law within the state. Attorneys can voluntarily change their status to “inactive” at any point in their careers and as often as they wish by submitting [an application](#) to transfer to inactive status.¹

The report begins with insights into how the number of inactive attorneys among the licensee population has changed over the past decade and how many attorneys elect to transfer to inactive status annually. Next, the report delves into the demographic characteristics of attorneys who transferred to inactive status in 2023. Finally, by analyzing the results of a voluntary survey, the analysis explores the underlying reasons driving the choice to move to inactive status. See Appendix A for details about this study’s methodology, including data sources and definitions.

Key findings include the following:

- The number of inactive California attorneys has increased by 38 percent over the last ten years, reaching over 71,000 in 2023. This increase was primarily driven by attorneys aged 70 and older who represented nearly one-quarter of inactive licensees in 2013 and almost half in 2023.
- Over the last ten years, approximately 4,600 attorneys per year, on average, have voluntarily transferred to inactive status.
- On average, women who transferred to inactive status were just 57 years old, while men were 65. This pattern of women being younger than men at the time of transfer to inactive is true for all racial/ethnic groups.
- White men who transferred to inactive status were, on average, 67 years old, and Black men were 66. In contrast, all other men of color were, on average, in their fifties when they transferred to inactive status. The average age of white and Black women who transferred to inactive status was 59 while, on average, Latinas and multiracial women were in their early fifties and Asian and Middle Eastern/North African women were in their forties; Native Hawaiian/Other Pacific Islander women were in their late thirties.
- While most attorneys who transferred to inactive status attributed this transition to retirement, 43 percent did not plan to retire. This suggests that a substantial portion of

¹ Business and Professions Code section 6003 provides, “Licensees of the State Bar are divided into two classes: (a) Active licensees [and] (b) Inactive licensees.” Section 6005 defines inactive licensees as “those licensees who have requested that they be enrolled as inactive licensees or who have been enrolled as inactive licensees as set forth in [Section 6007](#).” This report focuses on attorneys who have voluntarily requested enrollment as an inactive licensee.

attorneys effectively disqualify themselves from roles that necessitate an active law license. Gender differences in this regard are substantial: over half (52 percent) of all women who transferred to inactive status did not plan to retire compared with just one third of men.

- Men and women attorneys of color who transferred to inactive status were more likely than white men and women to report that they did not plan to retire from the workforce.
- In 2023, white men and women were overrepresented among attorneys who transferred to inactive status compared to their representation among active attorneys. Age and retirement plans appear to account for why white men are overrepresented among transfers to inactive status as they were, on average, 67 years old, half were over age 70, and 70 percent reported that their transfer to inactive status was due to workforce retirement. However, these factors are less suggestive in understanding the overrepresentation of white women as their average age at the point of transfer was 59 and just 55 percent of white women reported that their transfer was due to workforce retirement.
- Attorneys transfer to inactive status for various non-retirement reasons, both related to experiences in the workplace and those unrelated to it, including practicing law in other states, not practicing law at all, wanting to change careers, and other personal reasons relating to family and health.
- “Alternative work schedule/flexible hours” was the most frequently identified workplace condition that influenced attorneys’ decisions to transfer to inactive status, including men, women, white, Latino, and Asian attorneys. “Diverse colleagues/networks” was Black attorneys’ most frequently chosen factor.

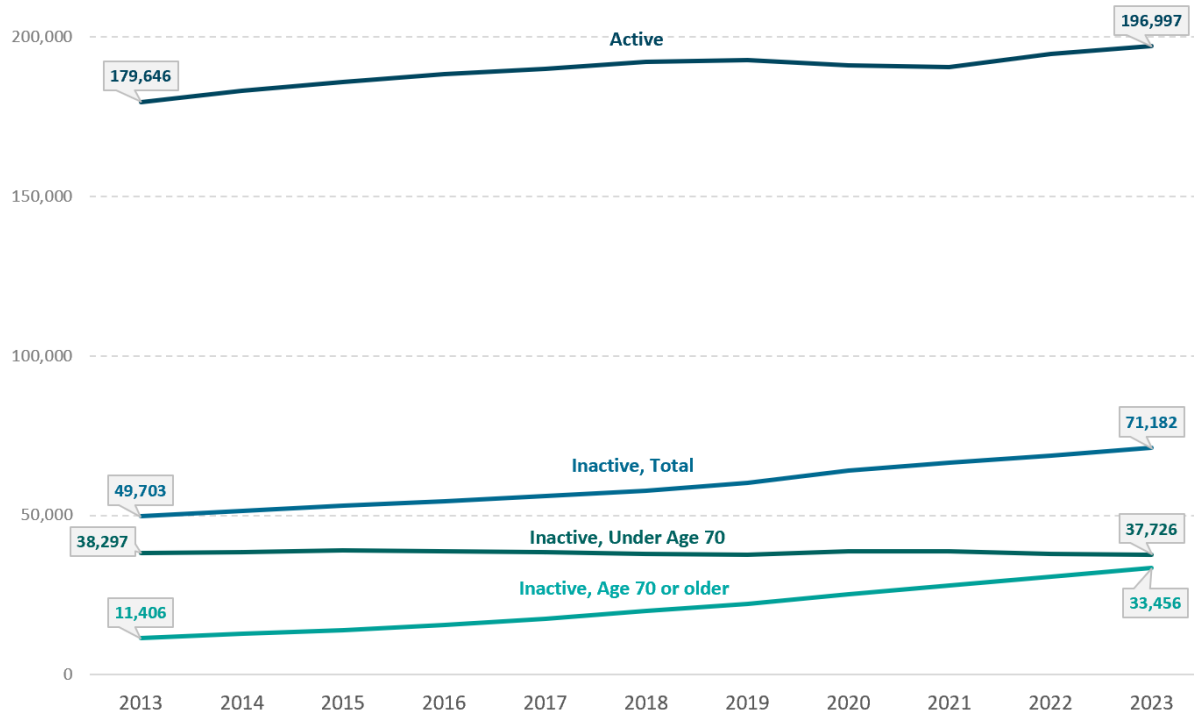
ACTIVE AND INACTIVE ATTORNEYS: TRENDS

The analysis below explores how the State Bar of California’s active and inactive attorney population has changed over the last 10 years. Inactive attorneys are divided into two categories: those under 70 and those age 70 and older.²

- In 2023, the active and inactive attorney populations reached an all-time high, with nearly 197,000 active attorneys and over 71,000 inactive attorneys.
- The number of active attorneys increased by 8 percent over the last ten years. In contrast, the number of attorneys who were inactive increased by 38 percent.
- The growth in inactive attorneys was primarily driven by attorneys 70 and older. They comprised nearly one-quarter of inactive licensees in 2013 and almost half in 2023. In 2023, inactive licensees 70 and older comprise 12 percent of all State Bar licensees compared to just 5 percent in 2013.

² These age categories were selected to also permit analysis of trends among inactive licensees 70 and older, for whom annual licensing fees are waived.

Figure 1. State Bar of California Active and Inactive Attorney Population Annual Snapshots, 2013–2023



Note: The data in this figure reflect a count of the attorney population on January 1 each year. See Appendix A for all results. See the [State Bar’s website](#) for the most current data on licensees.

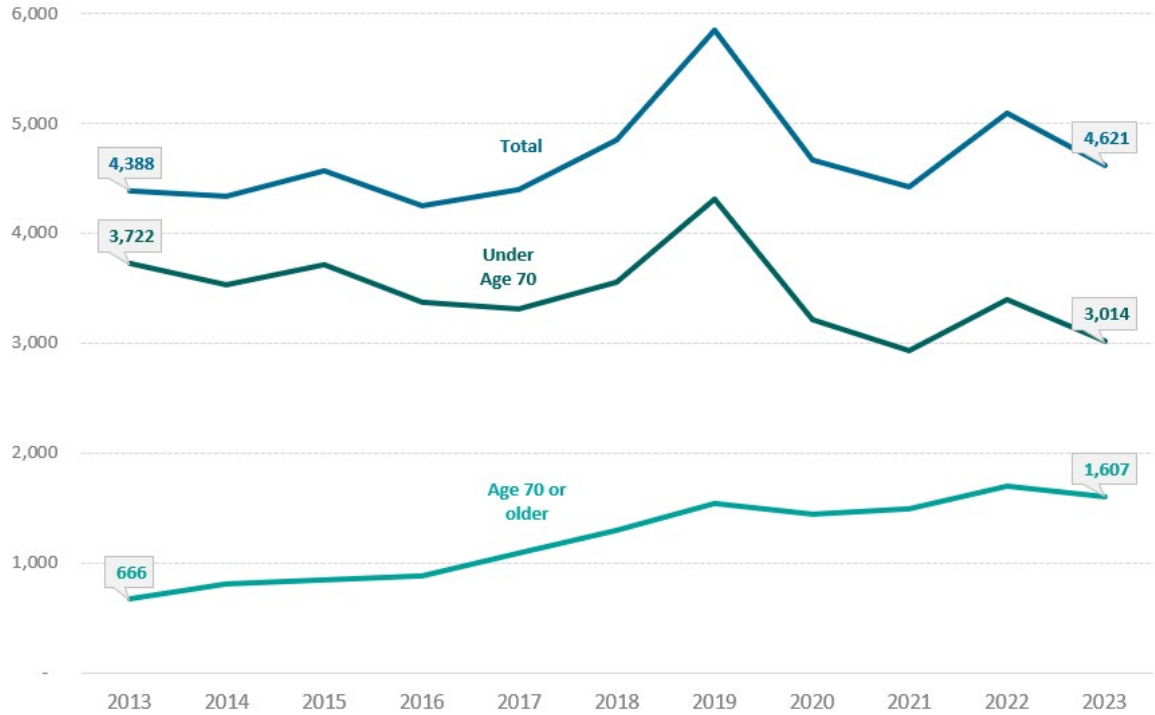
TRANSFERS TO INACTIVE STATUS: TRENDS

This figure shows the annual number of transfers to inactive status from 2013 through 2023.

- Over the last 10 years, around 4,600 attorneys have transferred to inactive status annually.
- Attorneys under 70 years old comprise the largest group of attorneys who transfer to inactive status.
- The year-over-year change in the number of attorneys transferring to inactive status has varied over the last 10 years.
- In 2019, the number of transfers to inactive status increased by 21 percent but returned to an average of 4,600 the following year.³ Another outlier year was 2022, with over 5,000 attorneys transferring to inactive status.

³ This was likely due to the increase in licensing fees implemented by the California Legislature in 2019 that went into effect for the 2020 billing cycle which opened for license renewal in 2019.

Figure 2. Number of Attorneys Who Transferred to Inactive Status by Age: 2013–2023



Note: Whereas the data in figure 1 represents licensee’s status on January 1 of year, the data in this figure reflects the total number of licensees who chose to transfer to inactive status for the entire year. Although most attorneys who transfer to inactive status do so before the February annual fees due date, attorneys may transfer to inactive status at any point during the year. See Appendix A for all results.

WHO TRANSFERS TO INACTIVE STATUS?

The following analyses delve deeply into the 4,617 attorneys who submitted applications to transfer to inactive status between the opening of the State Bar’s 2023 annual licensee billing cycle (December 1, 2022) and June 28, 2023.⁴ The 2023 application to transfer to inactive status contained a brief voluntary survey which explored reasons why attorneys transferred to inactive status (see Appendix A for more details). Analyses that explore retirement plans, whether attorneys practiced law before transferring, practice setting, and workplace experiences are based on responses to this survey.

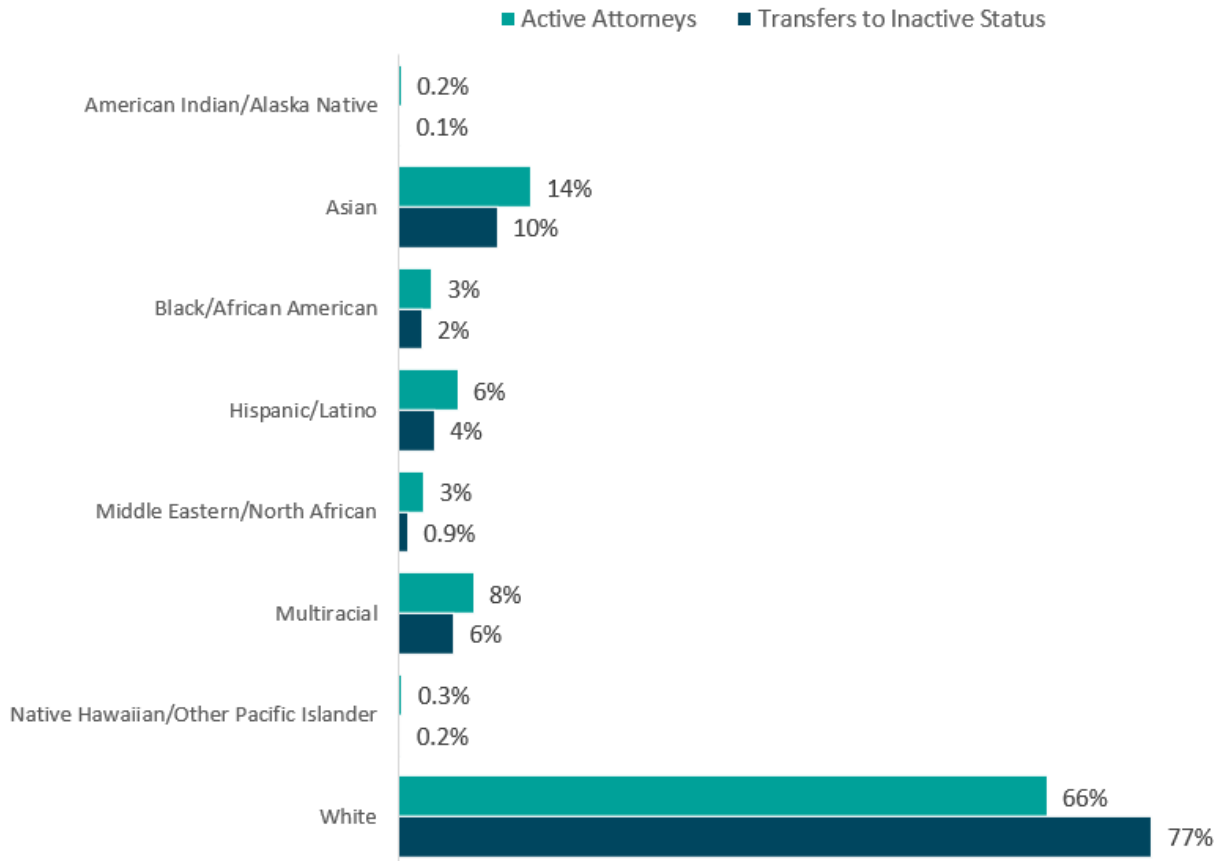
RACE/ETHNICITY AND GENDER IDENTITY

The analysis below compares the racial/ethnic and gender identity composition of attorneys who transferred to inactive status during the 2023 billing cycle with the 2022 active attorney population, including whether groups of attorneys had larger percentages transferring to inactive status, as compared to their representation among active attorneys.

⁴ Most of the applications were submitted before the annual fees were due on February 1, 2023.

Figure 3 shows that only white attorneys were overrepresented among those who transferred to inactive status, with white attorneys comprising 77 percent of transfers to inactive status in 2023, compared to just 66 percent of active attorneys.

Figure 3. Racial/Ethnic Composition of 2023 Active Attorneys and Transfers to Inactive Status



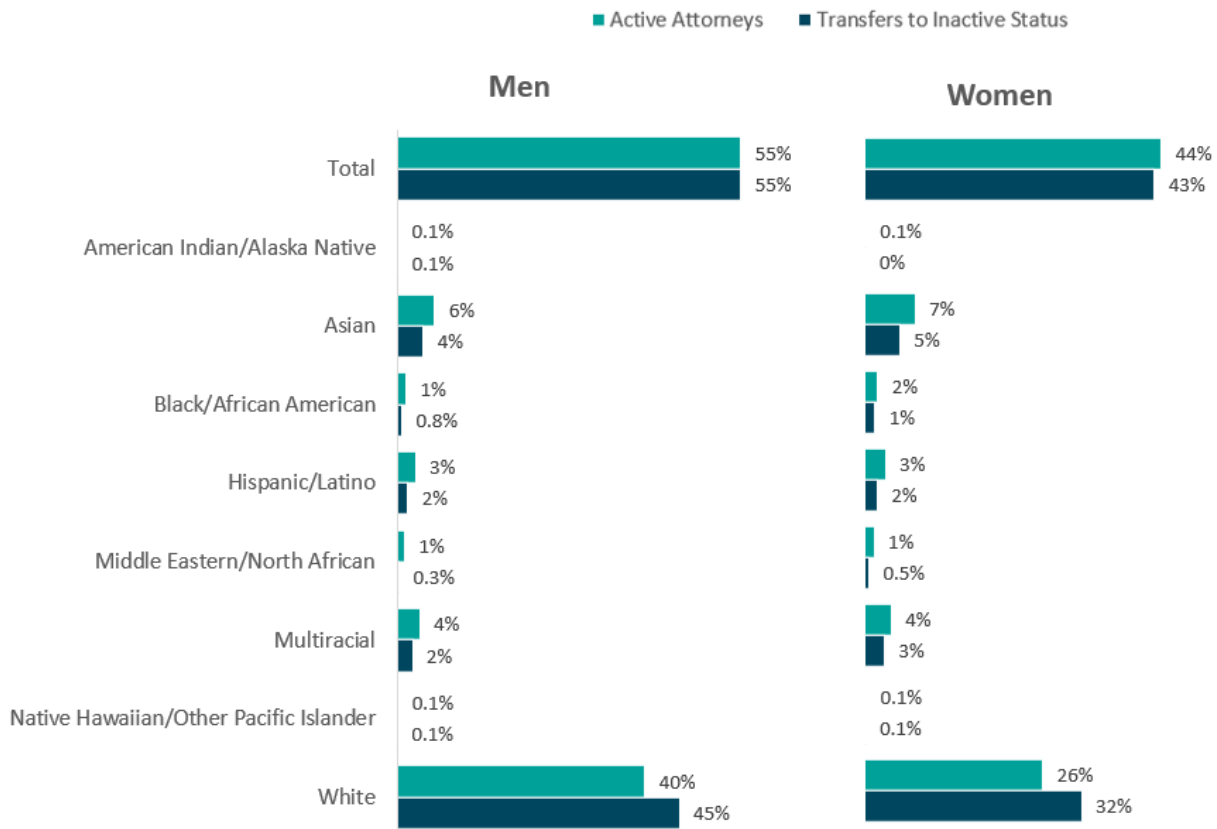
Note: The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: American Indian/Alaska Native and Native Hawaiian/Other Pacific Islander.

Figure 4 explores the composition of active attorneys and transfers to inactive status by race/ethnicity, further disaggregated by gender identity.

- White men and women were the only groups overrepresented among attorneys who transferred to inactive status, compared to their representation among the active attorney population.
- White men were 45 percent of all transfers to inactive status, yet only 40 percent of the active attorney population. Similarly, white women were nearly one-third of all transfers to inactive status, compared to just over one-quarter of active attorneys.
- In the aggregate, women were not overrepresented among transfers to inactive status. However, the finding that white women were overrepresented underscores the

importance of exploring outcomes by the intersection of race/ethnicity and gender identity.

Figure 4. Intersectional Gender Identity and Racial/Ethnic Composition of Active Attorneys and 2023 Transfers to Inactive Status



Note: No attorneys who identified as American Indian/Alaska Native women transferred to inactive status in 2023. The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: Black men, American Indian/Alaska Native men, Native Hawaiian/Other Pacific Islander men, Native Hawaiian/Other Pacific Islander women, and Middle Eastern/North African women. Intersectional data on attorneys who identified as nonbinary or Other race/ethnicity is not displayed due to small cell size. See Appendix A for more details.

AGE

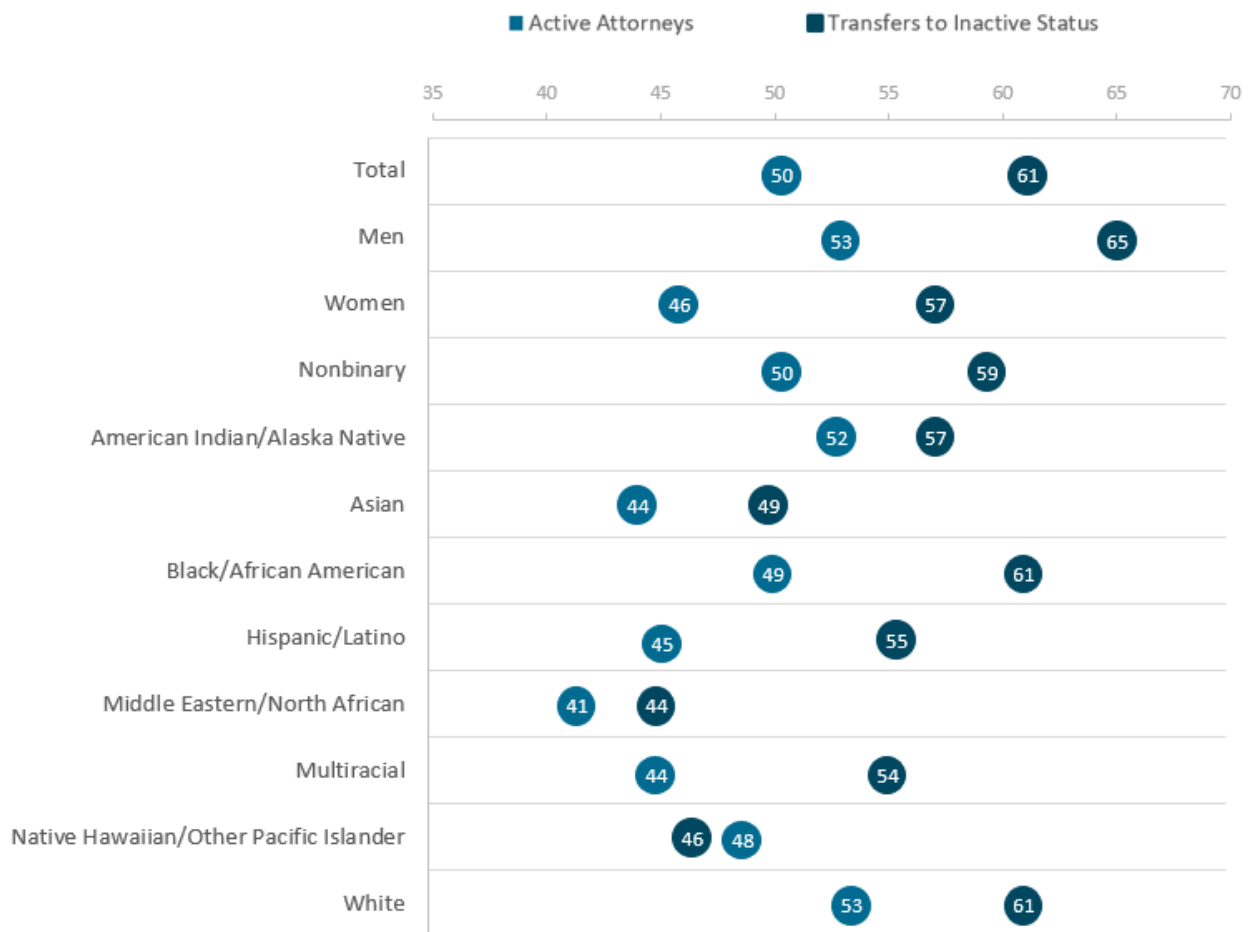
Average Age at Transfer

Figure 5 displays the average age of active attorneys and transfers to inactive status by gender identity and race/ethnicity.

- Attorneys who transferred to inactive status were older than active attorneys, with an average age of 61 years, compared to an average age of 50 among active attorneys.

- This pattern is true for all gender identities and racial/ethnic groups, except for Native Hawaiian/Other Pacific Islander attorneys, where the pattern is reversed.
- Men who transferred to inactive status were, on average, older than 65, surpassing the average age of 61 for all transfers and 57 for women transfers.
- Among transfers to inactive status, Asian, Middle Eastern/North African, and Native Hawaiian/Other Pacific Islander attorneys were, on average, younger than 50.

Figure 5. Average Age: Active Attorneys and Attorneys Transferring to Inactive Status by Gender Identity and Race/Ethnicity



Note: The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: American Indian/Alaska Native and Native Hawaiian/Other Pacific Islander.

Figure 6 displays the average age of active attorneys and transfers to inactive status by gender identity further disaggregated by race/ethnicity.

Figure 6. Average Age: Active Attorneys and Attorneys Transferring to Inactive Status by Intersection of Gender Identity and Race/Ethnicity



Note: No attorneys who identified as American Indian/Alaska Native women transferred to inactive status in 2023. The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: American Indian/Alaska Native men (all ages), Black men (all ages), Middle Eastern/North African men and women (all ages), Native Hawaiian/Other Pacific Islander men and women (all ages), and multiracial men 70 or older. Intersectional data on attorneys who identified as nonbinary or Other race/ethnicity is not displayed due to small cell size. See Appendix A for more details.

- White men who transferred to inactive status were, on average, 67 years old and Black men were 66. In contrast, all other men of color groups were, on average, in their fifties when they transferred to inactive status.
- The average age of white and Black women who transferred to inactive status was 59 while Latinas and multiracial women were in their early fifties. Asian and Middle Eastern/North African women were in their forties and Native Hawaiian/Other Pacific Islander women were the youngest at age 37.

Attorneys Under Age 70

The following analyses explore the age of attorneys when transferring to inactive status, comparing those under age 70 and age 70 and older.

- As might be expected, attorneys 70 or older were overrepresented among transfers to inactive status: one-third of this group of attorneys despite comprising just 10 percent of active attorneys (see figure 7).
- However, most attorneys who transferred to inactive status were under 70.

Figure 7. Age Composition among 2023 Transfers to Inactive Status and Active Attorneys

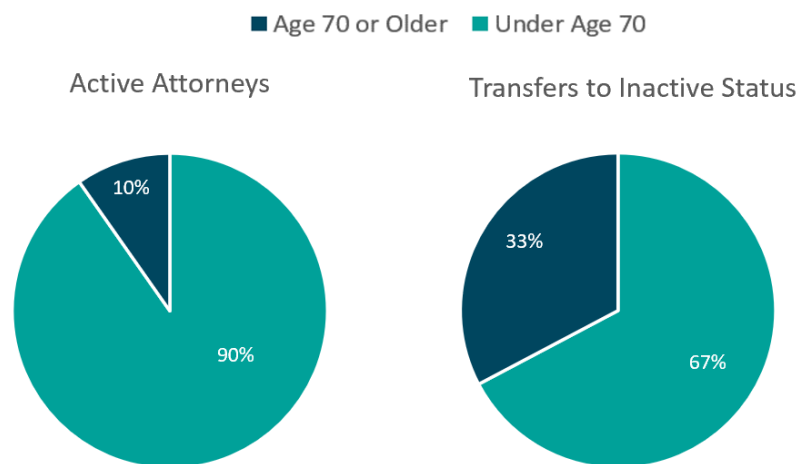
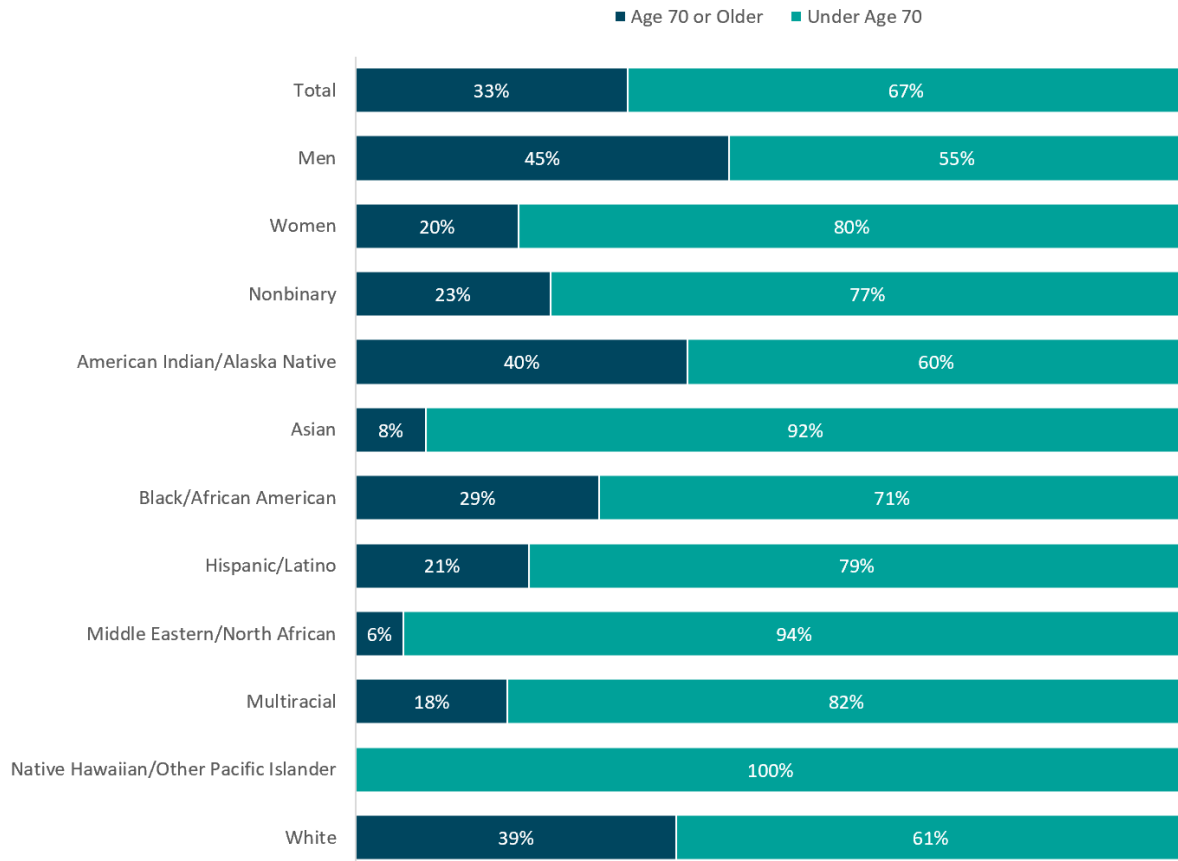


Figure 8 explores age among transfers to inactive status by gender identity and race/ethnicity, focusing on the share of attorneys under age 70.

- Slightly more than half of men who transferred to inactive status were under age 70. In contrast, 80 percent of women and 77 percent of nonbinary attorneys were younger than 70 when they transferred.

- Over 90 percent of Asian and Middle Eastern/North African attorneys who transferred to inactive status were younger than 70 compared with just 61 percent of white attorneys and 61 percent of American Indian/Alaska Native attorneys.

Figure 8. Age Composition of 2023 Transfers to Inactive Status by Race/Ethnicity and Gender Identity



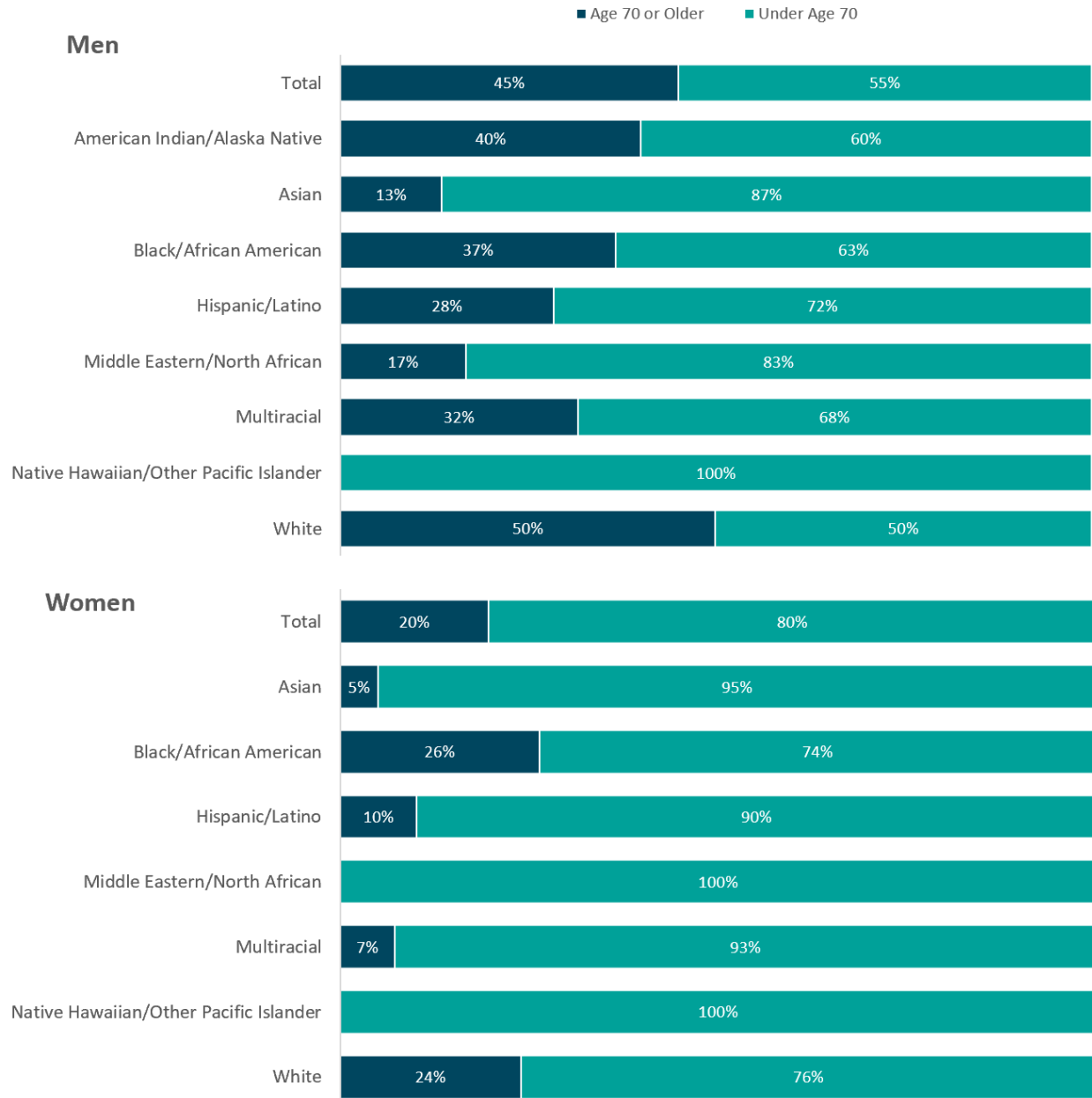
Note: No attorneys who identified as American Indian/Alaska Native women transferred to inactive status in 2023. The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: American Indian/Alaska Native men (all ages), Black men (all ages), Middle Eastern/North African men and women (all ages), Native Hawaiian/Other Pacific Islander men and women (all ages), and multiracial men 70 or older. Data on attorneys who identified as nonbinary or Other race/ethnicity is not displayed due to small cell size. See Appendix A for more details.

Figure 9 explores the age composition of attorneys who transferred to inactive status by gender identity further disaggregated by race/ethnicity.

- Half of white men and over 80 percent of Asian, Middle Eastern/North African and Native Hawaiian/Other Pacific Islander men were younger than 70 when they transferred to inactive status.
- Approximately three-quarters of white and Black women were younger than 70 when they transferred to inactive status while 90 percent or more of Asian, Latina, Middle

Eastern/North African, multiracial, and Native Hawaiian/Other Pacific Islander women were younger than 70.

Figure 9. Age Composition of 2023 Transfers to Inactive Status by the Intersection of Gender Identity and Race/Ethnicity



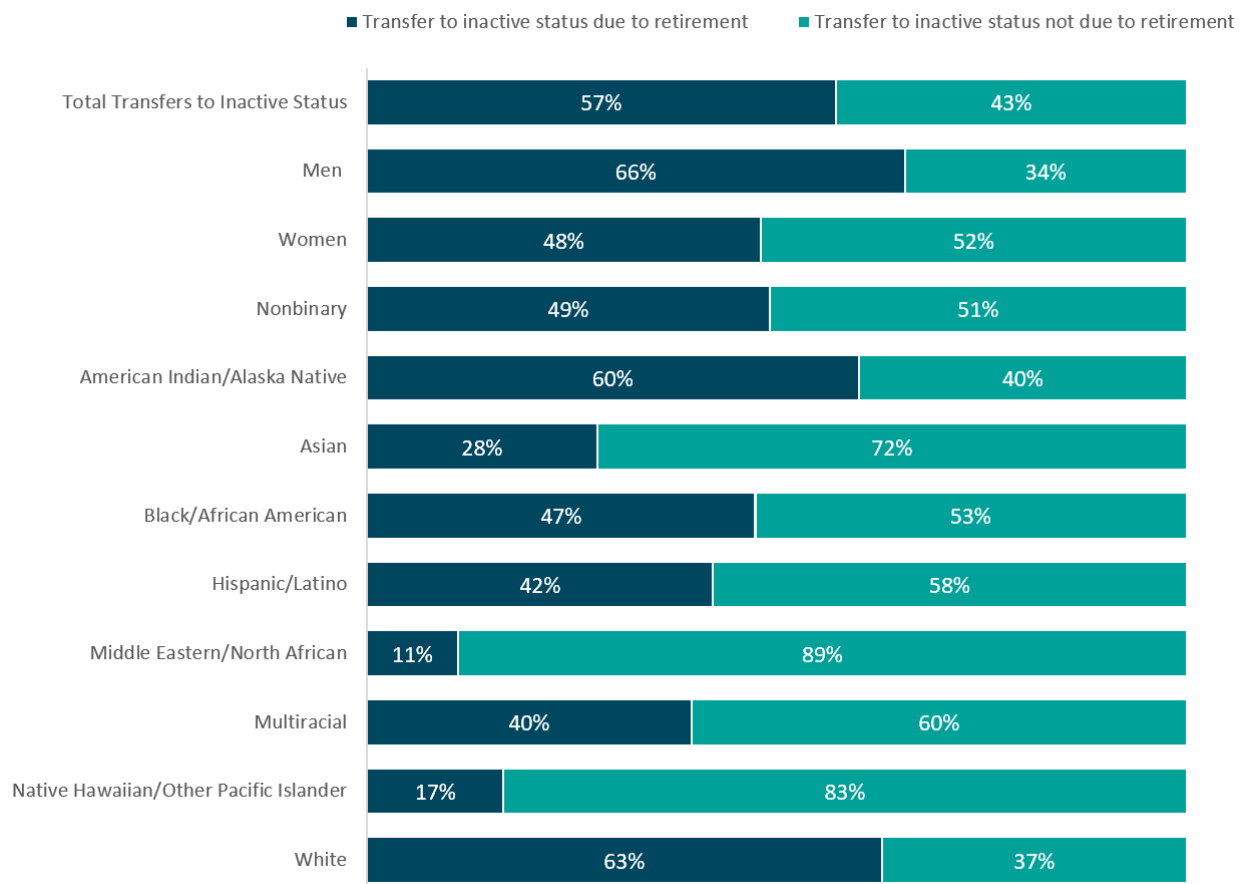
Note: No attorneys who identified as American Indian/Alaska Native women transferred to inactive status in 2023. The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: American Indian/Alaska Native men (all ages), Black men (all ages), Middle Eastern/North African men and women (all ages), Native Hawaiian/Other Pacific Islander men and women (all ages), and multiracial men 70 or older. Intersectional data on attorneys who identified as nonbinary or Other race/ethnicity is not displayed due to small cell size. See Appendix A for more details.

RETIREMENT PLANS AMONG TRANSFERS TO INACTIVE STATUS

The voluntary survey in the application for transfer to inactive status asks, “Is your decision to move to inactive status due to retirement from the workforce?” Results for survey respondents disaggregated by gender identity and race/ethnicity are displayed in figure 10.

- Most attorneys who transferred to inactive status indicated their transfer was due to retirement (57 percent). However, 43 percent of attorneys did not plan to retire, indicating a deliberate departure from roles requiring a law license.
- More than half of women and nonbinary attorneys indicated their moves to inactive status were not due to retirement, compared to one-third of men.
- Similarly, except for American Indian/Alaska Native attorneys, most nonwhite attorney groups indicated their moves to inactive status were not due to retirement, compared to 37 percent of white attorneys.

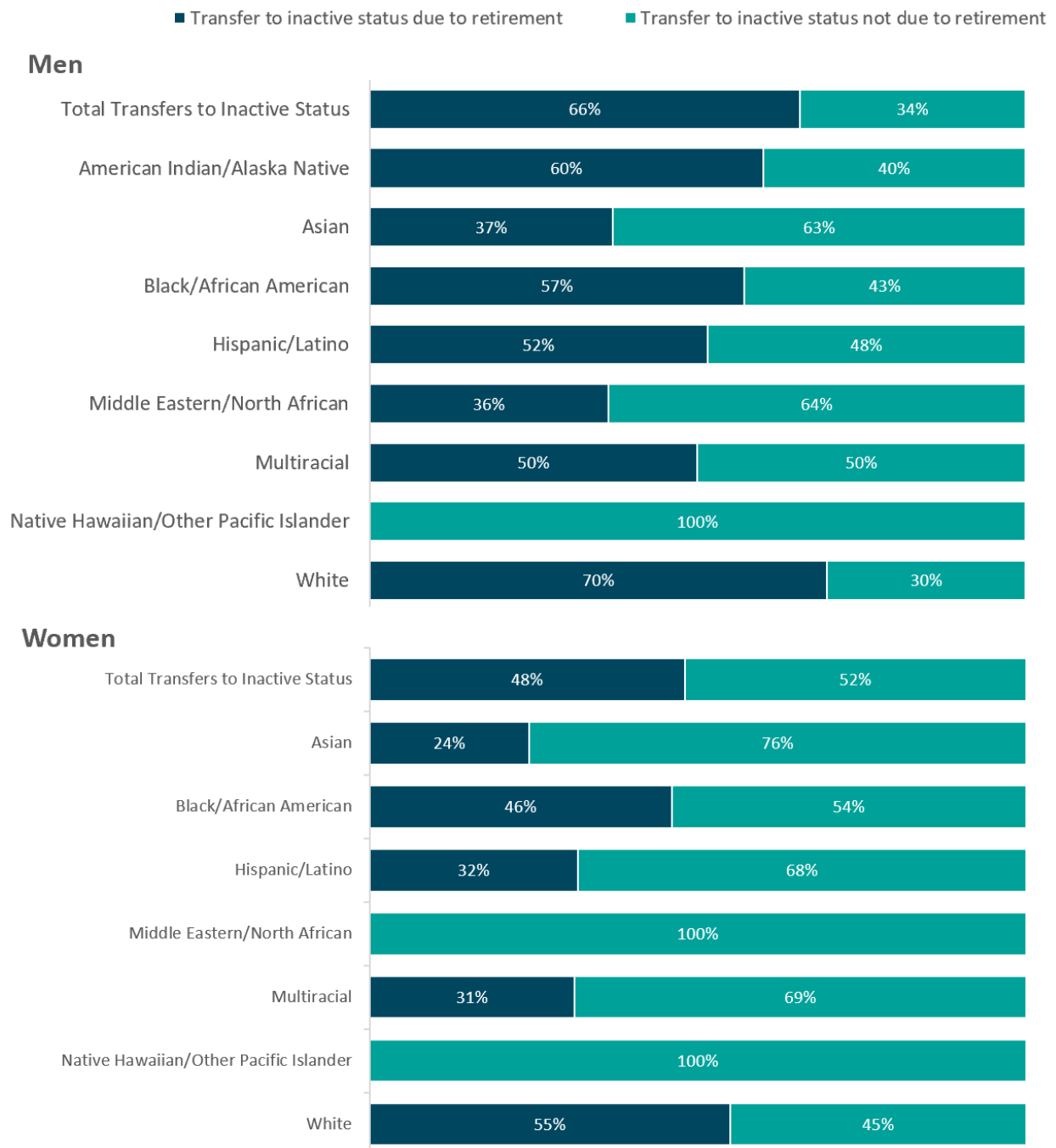
Figure 10. Retirement Plans among 2023 Transfers to Inactive Status by Gender Identity and Race/Ethnicity



Note: The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: American Indian/Alaska Natives and Native Hawaiian/Other Pacific Islander.

Figure 11 explores retirement plans by gender identity, further disaggregated by race/ethnicity.

Figure 11. Retirement Among 2023 Transfers to Inactive Status by Intersection of Gender Identity and Race/Ethnicity



Note: No attorneys who identified as American Indian/Alaska Native women transferred to inactive status in 2023. The following groups of attorneys who transferred to inactive status had cell sizes of 30 or less: Black men, American Indian/Alaska Native men, Middle Eastern/North African men and women, and Native Hawaiian/Other Pacific Islander men and women. Intersectional data on attorneys who identified as nonbinary or Other race/ethnicity was not displayed due to small cell size. See Appendix A for more details.

- White men were more likely than all other attorney groups to report that their transfer to inactive status was due to workforce retirement (70 percent). More than half of white women reported that their transfer to inactive status was due to retirement.
- In contrast, nonwhite men and women were more likely than white men and women to report that their decision to transfer to inactive was not due to retirement from the workforce.
- Over 60 percent of Asian and Middle Eastern/North African men and all Native Hawaiian/Other Pacific Islander men reported that their decision to transfer to inactive status was not due to retirement.
- Over three-quarters of Asian women (76 percent) and all Middle Eastern/North African and Native Hawaiian/Other Pacific Islander women reported that their decision to transfer to inactive status was not due to retirement.

NON-RETIREMENT REASONS FOR TRANSFERRING TO INACTIVE STATUS

Survey respondents were presented with 15 workplace conditions and asked “Is your decision to move to inactive status based on negative experiences in the legal workplace with respect to any of these workplace factors? If so, please select the top three.” See table 1 for the top three items selected by gender identity and race/ethnicity.

The analysis of responses to this survey item was limited to the group of attorneys whose change in status was not due to retirement. Only 12 percent (approximately 230 attorneys) selected at least one item among this group. As a result, analyses for some groups are excluded due to small cell size, and the findings in table 1 should be considered preliminary.

- “Alternative work schedule/flexible hours” was the most frequently selected item for survey respondents from the following groups: men, women, white, Latino, and Asian attorneys.
- In contrast, “compensation and benefits” was the most frequently selected item for Middle Eastern/North African attorneys.
- For multiracial attorneys, “challenging responsibilities/job assignments was the most frequently selected workplace factor leading to their transfer to inactive. .
- For Black attorneys, “diverse colleagues/networks” was the most frequently selected factor.

The last survey question was open ended, inviting attorneys to “expand on any of your answers above to help us understand your decision to move to inactive status.” Text analyses revealed the following four most cited reasons for transferring to inactive status among the nearly 1,000 attorneys who opted to respond to this question.⁵

- Practicing law outside of California;
- Not practicing law;

⁵ These four reasons are not mutually exclusive, as some attorneys may have cited more than one reason.

- Sought a career change; and
- Personal reasons, such as the need to prioritize family, medical issues, and dissatisfaction with the workplace.

Table 1. Most Frequently Selected Negative Workplace Condition Related to Reason to Transfer to Inactive Status by Gender Identity and Race/Ethnicity

	Total	Men	Women	White	Hispanic /Latino	Asian	Black/ African American	Middle Eastern/ North African	Multiracial
Alternative work schedule/flexible hours	*	*	*	*	*	*			
Ability to make a positive difference									
Compensation and benefits								*	
Family friendly work environment									
Ability to make an impact on the world									
Challenging responsibilities/job assignments									*
Work autonomy									
Collaborative culture and colleagues									
Mentorship and sponsorship opportunities									
Clearly defined pathway									
Diverse colleagues/networks							*		
Clear performance expectations									
Professional development resources and support									
Frequency of feedback									
Application of anti-discrimination and harassment policies									

Note: For each group, the top three most frequently selected items are shaded in teal, with more than three boxes shaded in case of ties. The asterisk indicates the most frequently selected item. There were no responses from American Indian/Alaska Native or Native Hawaiian/Other Pacific Islander survey respondents to analyze, and only three were from attorneys who identified as nonbinary.

CONCLUSION

The purpose of this report was to understand how California's inactive attorney population has changed over the last 10 years, to learn which groups of attorneys were overrepresented among attorneys who transfer to inactive status, and to explore reasons for transferring to inactive status. Results for groups with small cell sizes should be interpreted with caution. Similarly, the data set analyzed was missing race/ethnicity and gender identity for a significant share of attorneys (see Appendix A). Despite these limitations, the following key findings can be gleaned from the analysis.

KEY FINDINGS

The number of inactive California attorneys has increased by 38 percent over the last 10 years, reaching over 71,000 in 2023. This increase was primarily driven by attorneys aged 70 and older.

Attorneys aged 70 and older comprised nearly one-quarter of inactive licensees in 2013 and almost half in 2023. In contrast, active attorneys increased by just 8 percent over the last 10 years.

Over the last 10 years, approximately 4,600 attorneys per year, on average, have voluntarily transferred to inactive status.

Attorneys who transferred to inactive status in 2023 were older than active attorneys, with an average age of 61 years, compared to active attorneys' average age of 50.

This pattern is true for all gender identities and racial/ethnic groups, except for Native Hawaiian/Other Pacific Islander women, where the pattern is reversed.

On average, women who transferred to inactive status were younger than their male counterparts, with an average of 57 years old compared with 65 years for men.

This pattern is true for all racial/ethnic groups.

In 2023, white men and women were overrepresented among attorneys who transferred to inactive status compared to their representation among active attorneys.

This finding might appear contrary to expectations, given the extensive literature and reporting on the challenges faced by women and attorneys of color in the legal profession, particularly women of color, which often lead them to exit legal practice.

Analyses of age and retirement plans appear to provide suggestive evidence for why white men are overrepresented among transfers to inactive status. However, these two factors are less suggestive in understanding the overrepresentation of white women.

State Bar research on historical demographic trends among licensees has found that white men comprised the vast majority of attorneys admitted to practice law in California 1970. As such, white men are one of oldest groups of California licensees. Among those who transferred to inactive status, their average age was 67, with half over 70. The vast majority (70 percent) reported that their transfer to inactive status was due to workforce retirement. In contrast, the average age of white women who transferred to inactive status was 59, and just 55 percent of white women reported that their transfer was due to workforce retirement.

White men who transferred to inactive status were, on average, 67 years old, and Black men were 66. In contrast, all other men of color were, on average, in their fifties when they transferred to inactive status. The average age of white and Black women who transferred to inactive status was 59 while, on average, Latinas and multiracial women were in their early fifties and Asian and Middle Eastern/North African women were in their forties; Native Hawaiian/Other Pacific Islander women were in their late thirties.

While most attorneys who transferred to inactive status attributed this transition to retirement, it is noteworthy that 43 percent did not plan to retire.

This suggests that a substantial portion of attorneys effectively disqualify themselves from roles that necessitate an active law license. Gender differences in this regard are significant: over half (52 percent) of all women who transferred to inactive status did not plan to retire compared with just one third of men.

Less than half of white women (45 percent) reported that they did not plan to retire. In contrast, the majority of all women of color groups reported that they did not plan to retire, with 76 percent of Asian women and all Middle Eastern/North African and Native Hawaiian/Other Pacific Islander women sharing this intent.

“Alternative work schedule/flexible hours” was the most frequently identified workplace condition that influenced decisions to transfer to inactive status for survey respondents from the following groups: men, women, white, Latino, and Asian attorneys. “Diverse colleagues/networks” was Black attorneys’ most frequently chosen factor.

Attorneys transfer to inactive status for various non-retirement reasons, both related to experiences in the workplace and those unrelated to it. An analysis of an open-ended survey item that invited attorneys to expand upon their reason for transferring to inactive status found that many attorneys are choosing to transfer to inactive status because they practice in other states, do not practice at all, want to change careers, and have other personal reasons relating to family and health.

APPENDIX A: METHODOLOGY

DEFINITIONS

Transfers to Inactive Status

“Transfers to inactive status” refers to attorneys who voluntarily requested to transfer from active status to inactive status. The demographic analysis of attorneys who made this transition focused on the 4,617 individuals who switched to inactive status between December 1, 2022, the start of the 2023 billing cycle, and June 28, 2023, and are referred to as “2023 Transfers to Inactive Status.”

Active Attorneys

“Active” attorneys refer to attorneys with active licenses allowed to practice law in California. The demographic analysis of active attorneys is based on approximately 194,000 active attorneys in 2022.

Gender Identity

Attorney gender identity is reported using three categories: men, women, and nonbinary. Attorneys who selected more than one gender category in the Attorney Census or when applying for admission to the State Bar (see data sources for attorney demographic data below) were categorized as “nonbinary.” See table A1 below for the number of 2023 transfers to inactive status by gender identity.

Race/Ethnicity

Attorney race/ethnicity is reported for the following categories: American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Middle Eastern/North African, Native Hawaiian/Other, and multiracial. Multiracial attorneys selected more than one racial/ethnic category in the Attorney Census or when applying for admission to the State Bar (see data sources for attorney demographic data below). The small number of attorneys who selected only “Other race, ethnicity, or origin” were excluded from the analyses. See table A1 below for the number of 2023 transfers to inactive status by race/ethnicity. “Latino” is used instead of Hispanic/Latino, and “Black” is used instead of Black/African American to streamline the narrative.

Intersection of Race/Ethnicity and Gender Identity

Analyses that explored the intersection of race/ethnicity and gender identity were based on attorneys’ reported combined race/ethnicity and gender identities. Results based on the race/ethnicity for nonbinary attorneys were excluded from the analysis due to small and empty cell size. See table A2 below.

DATA SOURCES

This sources of data used in this report are described below.

State Bar Administrative Data

The State Bar’s administrative databases were a significant source of information for this analysis. Data sources are organized by data element used in this report.

Attorney Status

Data in figure 1 that identifies licensee population counts by status and age is drawn from annual reports prepared by the Regulation Division. These reports generally reflect State Bar licensees on January 1 of each year, except for 2012 and 2014, when reports were generated on January 13 and January 14, respectively. See table A1 for all data.

**Table A1. State Bar of California Active and Inactive Attorney Population
Annual Snapshots, 2013–2023**

	Active	Inactive, total	Inactive, under age 70	Inactive, age 70 or older
2013	179,646	49,703	38,297	11,406
2014	183,124	51,385	38,536	12,849
2015	185,939	52,990	38,894	14,096
2016	188,308	54,489	38,866	15,623
2017	190,063	56,045	38,487	17,558
2018	192,083	57,723	37,782	19,941
2019	192,723	60,088	37,719	22,369
2020	190,934	63,919	38,718	25,201
2021	190,521	66,592	38,616	27,976
2022	194,747	68,733	37,837	30,896
2023	196,997	71,182	37,726	33,456

Transfers to Inactive Status

Data on attorneys who transferred statuses and the date(s) these status transfers occurred was gathered from the State Bar’s Membership Supplemental Record Physical File (MMSUPP) dataset. This dataset contains each attorney’s bar number, the date a transfer occurred, the status an attorney changed to, and the status an attorney changed from. See table A2 for all data that is plotted in figure 2.

Table A2. Number of Attorneys Who Transferred to Inactive Status by Age: 2013–2023

	Total	Under age 70	Age 70 or older
2013	4,388	3,722	666
2014	4,339	3,528	811
2015	4,564	3,715	849
2016	4,249	3,365	884
2017	4,394	3,305	1,089
2018	4,849	3,558	1,291
2019	5,851	4,313	1,538
2020	4,662	3,215	1,447
2021	4,418	2,932	1,486
2022	5,092	3,390	1,702
2023	4,621	3,014	1,607

Age at Time of Transfer to Inactive Status

Data on attorney birth dates was gathered from the State Bar Member Data (MMSHIPP) dataset. This dataset contains each attorney’s bar number and birth date and was merged with data on transfer to inactive status, which allowed for calculating each attorney’s age at the time they transferred to inactive status. Age at time of transfer to inactive status was calculated by subtracting each attorney’s birth date from the date on which they first transferred to inactive status and dividing that number by 365.25 to generate an age in years. Attorney birth date was available for 99.9 percent of attorneys analyzed for this report.

Attorney Gender Identity and Race/Ethnicity

Attorney demographic information was captured for race/ethnicity and gender identity primarily using data collected via the State Bar’s Attorney Census, an annual voluntary survey that collects demographic data. Below is a complete list of race/ethnicity and gender identity categories. In cases where data from the Attorney Census was missing, demographic information was populated using several additional administrative data sources, including the State Bar’s Admissions Information Management System (AIMS) and the AS400, a database that stores historical admissions data. After compiling attorney demographic information from all available sources, racial/ethnic data was missing for approximately 16 percent of attorneys active in 2022 and 13 percent for attorneys who transferred to inactive status in 2023, the two main groups of attorneys analyzed for this report. Gender identity data was missing for approximately 12 percent of active attorneys and 13 percent for attorneys who transferred to inactive status in 2023. See tables A1 and A2 for data on 2023 transfers to inactive status.

Table A3. Number of 2023 Transfers to Inactive Status by Gender Identity and Race/Ethnicity

	Number
Total Transfers to Inactive Status	4,617
Gender identity	
Men	2,221
Women	1,754
Nonbinary	64
Missing	578
Race/Ethnicity	
American Indian/Alaska Native	5
Asian	402
Black/African American	92
Hispanic/Latino	144
Middle Eastern/North African	35
Multiracial	224
Native Hawaiian/Other Pacific Islander	7
Other	14
White	3,088
Missing	606

Table A4. Number of 2023 Transfers to Inactive Status by Intersection of Gender Identity and Race/Ethnicity

Race/Ethnicity	Gender Identity				Total
	Men	Women	Nonbinary	Missing	
American Indian/Alaska Native	5	0	0	0	5
Asian	163	200	3	36	402
Black/African American	30	57	0	5	92
Hispanic/Latino	67	69	0	8	144
Middle Eastern/North African	12	21	0	2	35
Multiracial	95	111	10	8	224
Native Hawaiian/Other Pacific Islander	3	2	1	1	7
Other	6	3	2	3	14
White	1,751	1,247	33	57	3,088

	Gender Identity				
Missing	89	44	15	458	606
Total	2,221	1,754	64	578	4,617

Transfer to Inactive Status Survey

The 2023 State Bar annual billing fee cycle commenced on December 1, 2022. During this period, attorneys were given access to a new electronic form that allowed them to request a transfer to inactive status before the annual fees became due on February 1, 2023. This updated form included a voluntary survey about why attorneys transitioned to inactive status. The survey also gathered information regarding whether they were actively practicing law before the transition, their specific workplace sector at the time of the transfer, and whether experiences in the legal profession played a role in their decision.

Of the 4,617 attorneys who completed the new electronic form between December 1, 2022, and June 28, 2023, 97 percent completed the accompanying survey. Attorney demographic information from State Bar administrative databases described above was merged with this survey data.