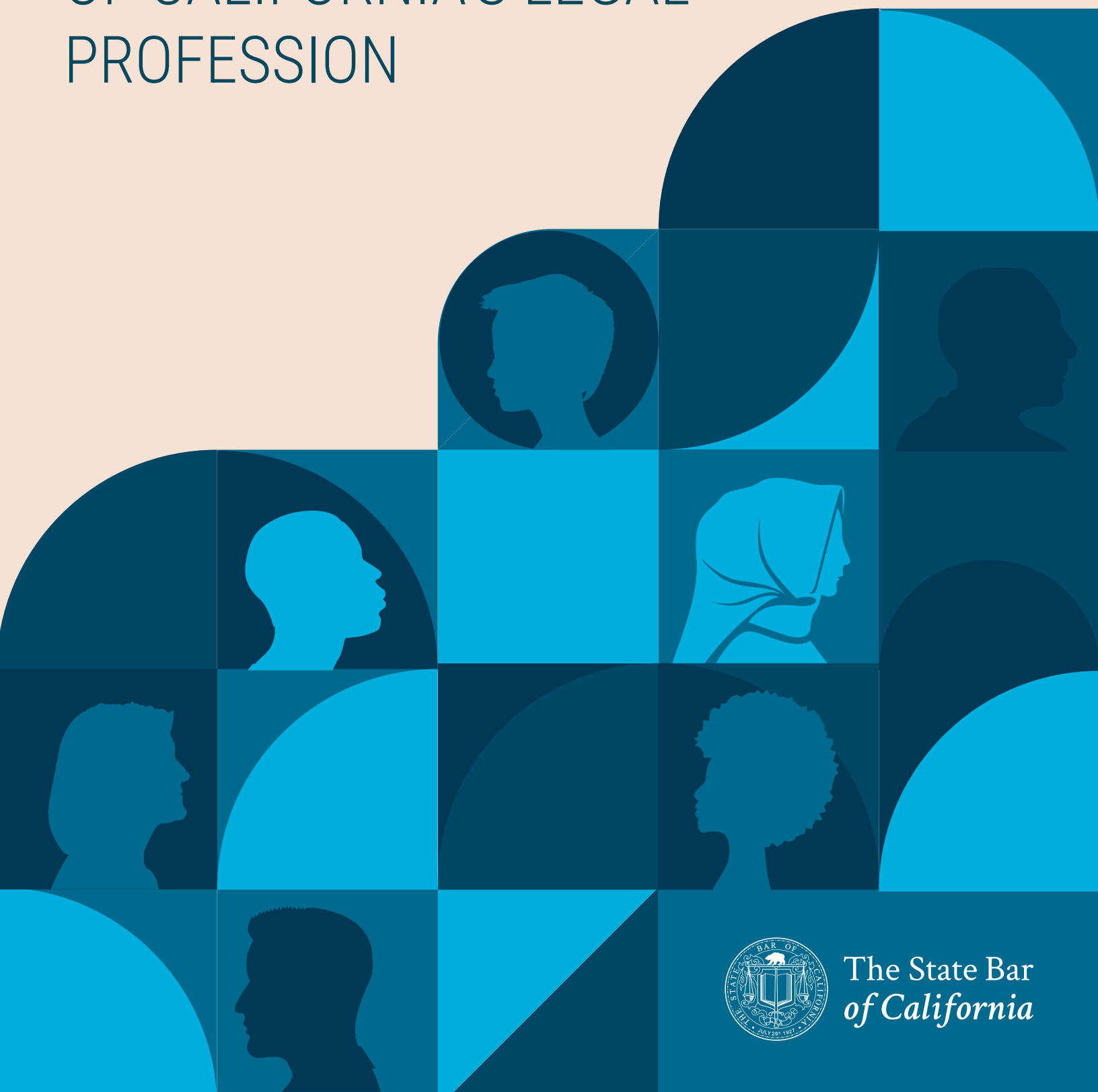


2024 REPORT CARD ON THE
DIVERSITY
OF CALIFORNIA'S LEGAL
PROFESSION



The State Bar
of California

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INTRODUCTION

The mandate to promote a diverse, equitable, and inclusive legal profession is central to the State Bar's public protection mission. The State Bar partially fulfills this aspect of its mission by collecting and analyzing demographic and workplace experience data on licensed attorneys in California. The 2024 Report Card on the Diversity of California's Legal Profession describes the demographic composition of California's 2024 attorney population in comparison to the state's adult population (see appendix A, "Methodology"). The report also explores racial/ethnic and gender patterns in recent cohorts of attorneys admitted to the State Bar. Analyses also explore Latino and Asian subgroups among active attorneys and the detailed intersection of race/ethnicity and gender identity. Overall, the report shows that, while California's legal profession has become more representative of the state's population, the attorney workforce still does not reflect the state's rich diversity. Key findings include the following:

- ✓ White people are overrepresented in the attorney population (64 percent) compared to their representation in the state's adult population (37 percent), while people of color are notably underrepresented in the attorney population (36 percent) compared to the state's adult population (63 percent).
- ✓ Women represent half of California's adult population but only 45 percent of California attorneys.
- ✓ Women and people of color both constituted 57 percent of attorneys newly admitted to the State Bar in 2024, marking an all-time high for representation of both groups. In 1990, men and women of color made up just 9 and 8 percent of newly admitted attorneys, respectively. By 2024, women of color accounted for 34 percent of newly admitted attorneys, while men of color made up 22 percent. Women of color now constitute the largest group of newly admitted attorneys, a trend that started in 2021.
- ✓ The proportion of Asians among newly admitted attorneys has more than tripled since 1990, while the percentage of those identifying as multiracial has more than quadrupled. Similarly, the representation of Latinos among newly admitted attorneys has nearly tripled.
- ✓ All nonwhite racial/ethnic groups have experienced increased representation among newly admitted attorneys since 2020, except for American Indian/Alaska Natives, whose representation has remained the same, and Black/African Americans, who have experienced a slight decline.
- ✓ The recent uptick in racial/ethnic diversity among attorneys admitted since 2020 is predominantly led by women. Notably, the representation of Asian, Latino, and multiracial women has steadily increased, while Black women have seen a slight decline.

DIVERSITY OF 2024 CALIFORNIA LICENSED ATTORNEYS

In 2024, there were approximately 196,000 active licensed attorneys in California. Table 1 examines the diversity among California's active attorney population compared to the state's adult population. Please see appendix A for a detailed description of the data sources used for this analysis. Key findings include the following:

- White people are the most overrepresented in the attorney population, making up nearly two-thirds of California attorneys but only 37 percent of the state's adult population.¹
- In contrast, Latinos are the most underrepresented, constituting 37 percent of California's population but only 6 percent of California's active licensed attorneys.
- Asian attorneys account for 16 percent of the state's population and 14 percent of all attorneys.
- Attorneys who identify as multiracial make up 8 percent of all attorneys, four times more than the share of multiracial adults statewide.
- Black adults are roughly 6 percent of California's population but only 3.5 percent of all attorneys.
- The share of attorneys who identify as Middle Eastern/North African (3 percent) and Native Hawaiian/Other Pacific Islanders (0.3 percent) is comparable to their representation among California's adult population.
- Looking beyond specific racial/ethnic categories, people of color account for 63 percent of the state's adult population yet just 36 percent of California's active attorneys.
- Women are half of California's adult population but just 45 percent of California attorneys.
- Just 1 percent of the attorney population identifies as nonbinary.
- Less than 1 percent of the attorney population identifies as transgender, comparable to recent estimates of the transgender adult population in California.
- The share of attorneys identifying as LGBTQIA+ is comparable to California's statewide LGBTQIA+ adult population at 9 percent.
- Attorneys with disabilities constitute just 6 percent of the profession, compared to 25 percent of California's adult population. Disability status includes individuals who report having at least one form of a disability that limits activities and self-care, including mobility issues, cognitive impairments, and vision and hearing impairments.
- The representation of veterans in the attorney population is 4.8 percent and is comparable to their representation in the state's population at 4.1 percent.

The following intersectional analysis of race/ethnicity and gender reveals the following findings:

- White men and white women are overrepresented, constituting 38 percent and 26 percent of attorneys, respectively, but only 18 percent each of California's adult population.
- Men and women of color account for roughly 30 percent of the adult population but less than 20 percent of attorneys.
- Latino men and women are severely underrepresented, accounting for only 3 percent of attorneys compared to nearly 20 percent of California's adult population.
- Asian men constitute 6 percent of all attorneys and 8 percent of the state's population, while Asian women make up 8 percent of all attorneys and 9 percent of the state's population.

¹ In 2020 (the first year the Diversity Report Card was published), white attorneys accounted for 68 percent of attorneys. In 2024, they accounted for 64 percent, suggesting that their overrepresentation is slowly decreasing as the number of nonwhite attorneys grows.

- Black men account for 1.5 percent of all attorneys and 3 percent of the state's population, while Black women make up 2 percent of all attorneys and 3 percent of the state's population.
- Multiracial men and women have more than three times higher representation among attorneys than they do in the state's population.

Attorney diversity varies across California's counties. See the [2024 Attorney Demographics by County](#) dashboard to explore this topic further.

Table 1. California's 2024 Attorney Population Compared with California's Adult Population by Demographic Characteristics

	2024 California attorney population	California adult population
Race/ethnicity		
American Indian/Alaska Native	0.2%	0.4%
Asian	14.2%	16.6%
Black/African American	3.5%	5.7%
Hispanic/Latino	6.4%	37.3%
Middle Eastern/North African	2.8%	...
Multiracial	8.2%	2.4%
Native Hawaiian/Other Pacific Islander	0.3%	0.4%
White	64.4%	37.2%
People of color	35.6%	62.8%
Asian subgroups		
Chinese	30.4%	...
Filipino	9.3%	...
Japanese	9.6%	...
Korean	19.8%	...
Multiethnic	5.1%	...
Other Asian	3.2%	...
South Asian	14.3%	...
Southeast Asian	8.3%	...
Latino subgroups		
Central American	8.4%	...
Cuban	4.0%	...
Mexican	61.7%	...
Multiethnic	6.7%	...
Other Hispanic	3.4%	...
Puerto Rican	4.2%	...
South American	11.6%	...

	2024 California attorney population	California adult population
Gender identity		
Men	54.3%	49.6%
Women	44.6%	50.4%
Nonbinary	1.1%	...
Intersection of race/ethnicity and gender		
White men	37.9%	18.6%
White women	26.1%	18.5%
Men of color	16.3%	30.9%
Women of color	19.0%	31.9%
White nonbinary	0.45%	...
Nonbinary of color	0.37%	...
Detailed intersection of race/ethnicity and gender		
American Indian/Alaska Native men	0.1%	0.2%
Asian men	6.3%	7.8%
Black/African American men	1.5%	2.9%
Hispanic/Latino men	3.1%	18.7%
Middle Eastern/North African men	1.3%	...
Multiracial men	3.9%	1.2%
Native Hawaiian/Other Pacific Islander men	0.1%	0.2%
White men	37.9%	18.6%
American Indian/Alaska Native women	0.1%	0.2%
Asian women	7.9%	8.8%
Black/African American women	2.0%	2.9%
Hispanic/Latino women	3.2%	18.6%
Middle Eastern/North African women	1.4%	...
Multiracial women	4.2%	1.2%
Native Hawaiian/Other Pacific Islander women	0.1%	0.2%
White women	26.1%	18.5%
Transgender	0.28%	0.49%
LGBTQIA+	9.2%	9.5%
Attorneys with disabilities	5.8%	25.0%
Veteran	4.8%	4.1%

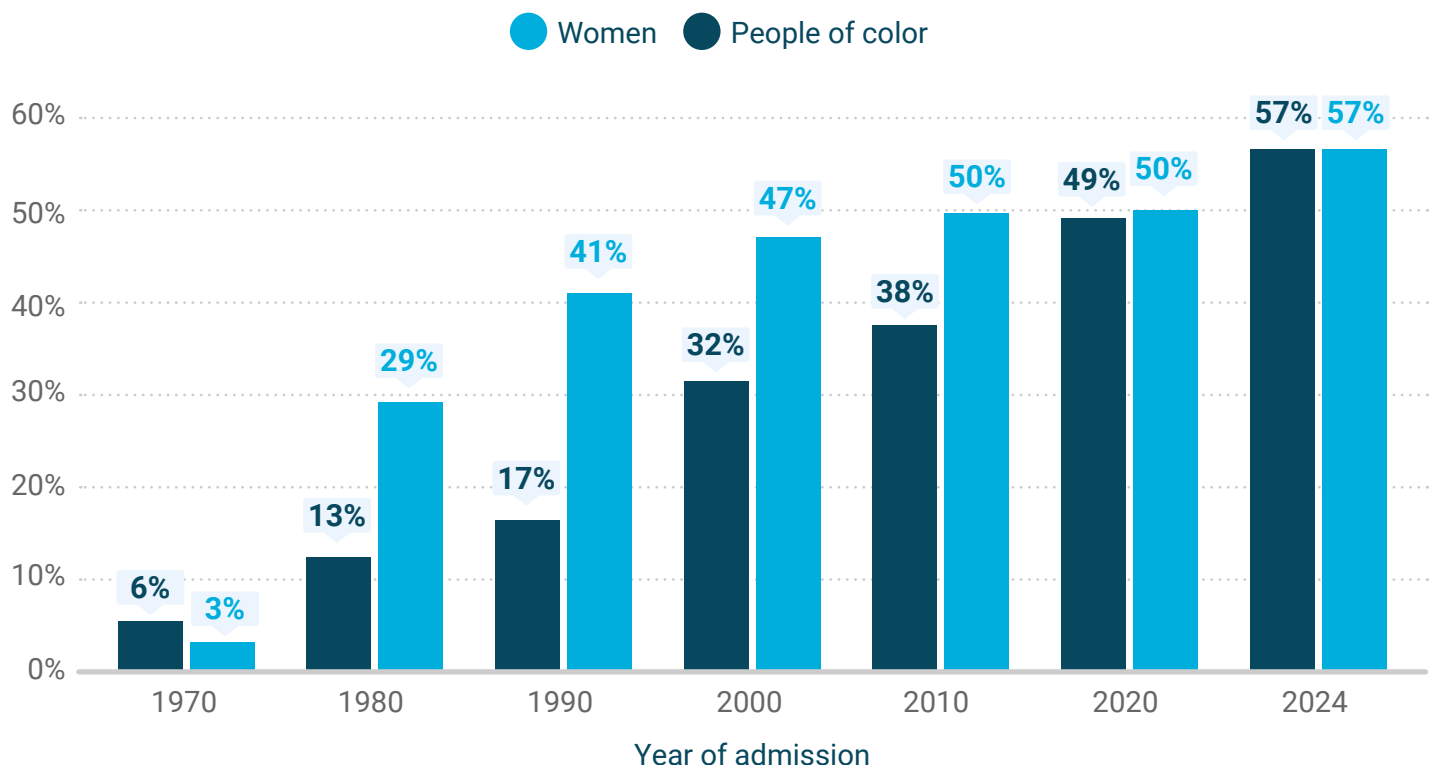
Note: Blank cells indicate unavailable data. See appendix A for data sources. Asian and Latino subgroup identification data was first analyzed starting in 2023. California population data with comparable subgroup race/ethnicity categories is unavailable. Due to rounding, numbers presented throughout this report may not add up precisely to subtotals and totals.

DIVERSITY TRENDS AMONG NEWLY ADMITTED ATTORNEYS

This section explores trends in diversity among the attorneys newly admitted to the State Bar each year between 1970 and 2024. The number of attorneys admitted to the State Bar more than doubled between 1970 and 1980 and stayed between 5,000 and 6,000 annually for the next few decades.² Nearly 6,000 attorneys were admitted to the State Bar in 2024. Figure 1 displays the share of attorneys admitted to the State Bar who identified as a woman or person of color from 1970 to 2024. Key findings include the following:

- The share of attorneys newly licensed by the State Bar who identify as a woman and/or a person of color has increased substantially since 1970, when these groups made up just 3 percent and 6 percent, respectively, of admitted attorneys.
- In 2024, both women and people of color accounted for 57 percent of all newly admitted attorneys, marking an all-time high in representation for both.

Figure 1. Percent of Attorneys Admitted to the State Bar of California Who Identify as a Woman or Person of Color by Year of Admission: 1970–2024



² The COVID-19 pandemic impacted this pattern in 2020. The July 2020 bar exam was rescheduled for October 2020, pushing the admissions timeline into early 2021 for those who passed that exam. This delay resulted in just 2,661 attorneys being admitted in 2020, while slightly more than 10,000 were admitted in 2021.

The intersectional race/ethnicity and gender identity of attorneys admitted to the State Bar between 1990 and 2024 is shown in figure 2. Notable findings include the following:

- In 2024, women of color had the largest representation, accounting for 34 percent of all newly admitted attorneys, followed by white women at 23 percent. White men had the smallest representation, at 19 percent.
- The share of men and women of color among newly admitted attorneys has increased significantly since 1990, when those groups made up just 9 percent and 8 percent of newly admitted attorneys, respectively.
- The representation of women of color has outpaced that of men of color. As of 2024, women of color constituted 34 percent of newly admitted attorneys, while men of color accounted for 22 percent.
- In 1990, white men and white women accounted for nearly half and one-third of all newly admitted attorneys, respectively, but accounted for only 19 percent and 23 percent of newly admitted attorneys in 2024, respectively.

Figure 2. Intersectional Racial/Ethnic and Gender Identity of Attorneys Admitted to the State Bar of California by Year of Admission: 1990–2024

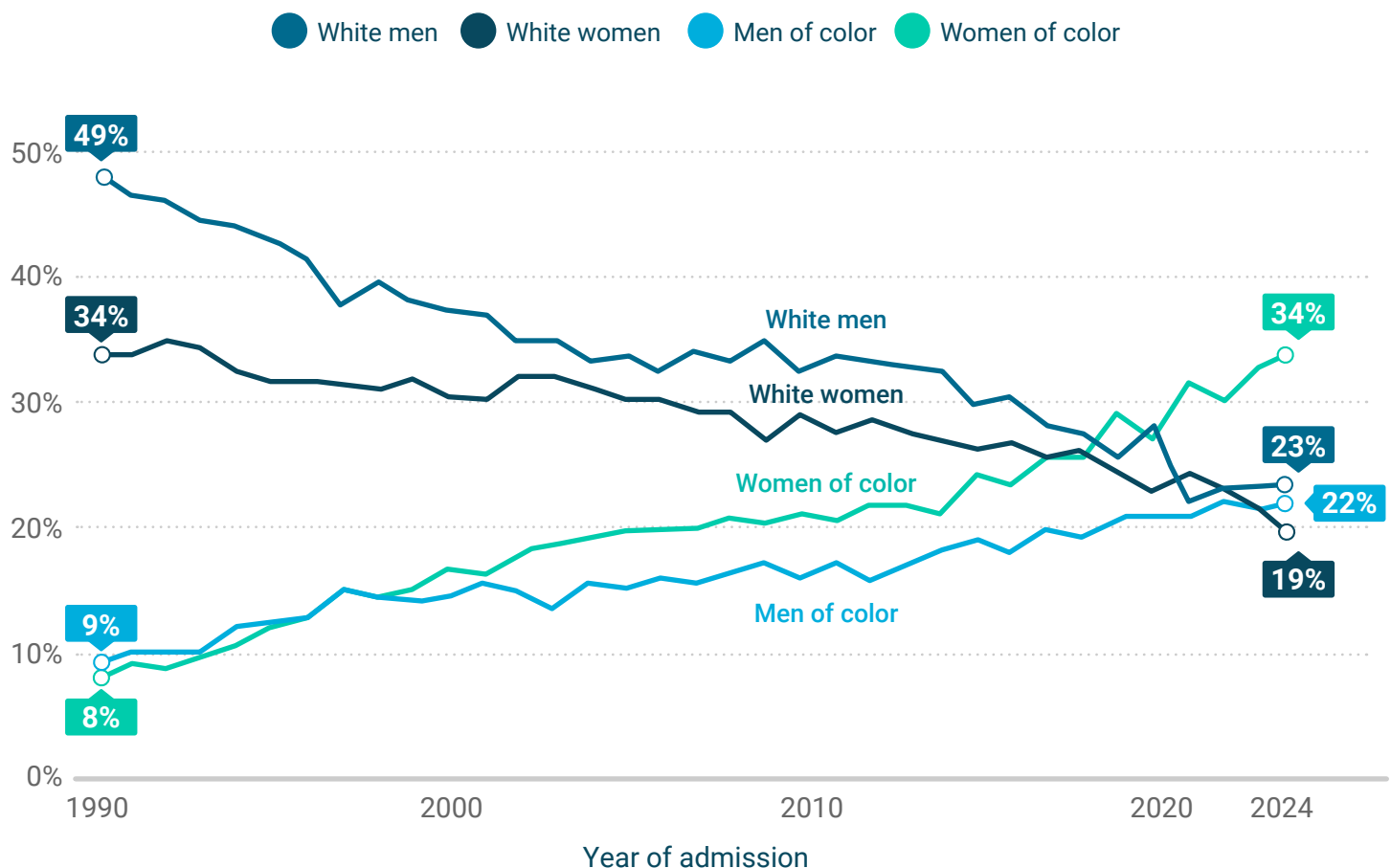


Table 2 presents newly admitted attorneys from 1990 to 2024, categorized by the intersection of race/ethnicity and gender identity. Key takeaways include the following:

- Over the last three decades, the Latino share of newly admitted attorneys nearly tripled, from 4 percent in 1990 to 11 percent in 2024.
- Over the same period, the proportion of newly licensed Black attorneys increased from about 3 percent to 4 percent.
- The proportion of new licensees who are Asian more than tripled, and the proportion who identify as multiracial increased more than five times.
- The share of attorneys who identify as Middle Eastern/North African has also grown steadily, constituting 5 percent of all newly admitted attorneys in 2024.
- In 1990, Asian women accounted for just 2 percent of newly admitted attorneys but 13 percent in 2024.
- Multiracial women also experienced significant growth, increasing their representation from 1 percent in 1990 to 9 percent in 2024.
- The rate of change varies by gender identity for some racial/ethnic groups. For example, although the representation of both Latino men and women among newly admitted attorneys has increased since 1990, Latino men's share doubled, while Latino women's share tripled.
- Similarly, the growth in representation for Asian women outpaced that of Asian men over the same period.
- The proportion of newly licensed Black women attorneys increased from 2 percent to 3 percent, while the proportion of Black men remained flat at 2 percent.

Table 2. Intersectional Detailed Race/Ethnicity and Gender Identity of Attorneys Admitted to the State Bar of California by Year of Admission: 1990–2024

	1990	2000	2010	2020	2024
Detailed race/ethnicity					
American Indian/Alaska Native	0.3%	0.3%	0.2%	0.2%	0.2%
Asian	5.5%	15.3%	18.3%	18.9%	20.5%
Black/African American	3.4%	3.5%	2.9%	5.5%	4.4%
Hispanic/Latino	4.1%	5.3%	5.5%	9.2%	10.9%
Middle Eastern/North African	0.4%	1.6%	2.9%	4.3%	5.1%
Multiracial	3.1%	5.2%	7.7%	10.3%	15.8%
Native Hawaiian/Other Pacific Islander	0.1%	0.4%	0.3%	0.1%	0.2%
White	83.2%	68.4%	62.2%	51.5%	43.1%
Detailed intersection of race/ethnicity and gender					
American Indian/Alaska Native men	0.1%	0.2%	0.1%	0.04%	0.04%
Asian men	3.0%	6.8%	7.7%	7.6%	7.5%
Black/African American men	1.6%	1.6%	1.2%	2.3%	1.7%
Hispanic/Latino men	2.2%	2.8%	2.6%	4.1%	4.0%
Middle Eastern/North African men	0.3%	0.7%	1.4%	2.0%	2.5%
Multiracial men	1.7%	2.2%	3.0%	4.8%	6.8%
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%	19.4%
American Indian/Alaska Native women	0.1%	0.1%	0.1%	0.2%	0.1%
Asian women	2.5%	8.4%	10.5%	11.1%	13.2%
Black/African American women	1.8%	1.9%	1.7%	3.1%	2.7%
Hispanic/Latino women	1.8%	2.5%	2.8%	5.1%	6.7%
Middle Eastern/North African women	0.1%	0.8%	1.5%	2.2%	2.6%
Multiracial women	1.3%	2.8%	4.5%	5.3%	9.0%
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%	23.7%

CONCLUSION

This report explored the diversity of California's 2024 attorney population across multiple demographic characteristics compared to the state's adult population. It also reported on Latino and Asian subgroups and detailed intersectional race/ethnicity and gender identity among licensees. Analyses of newly admitted attorneys examined how diversity among this group of attorneys has changed since 1970. Publishing annual demographic data about California attorneys is essential both to measuring progress toward the goal of achieving a representative attorney population and to equipping policymakers and other stakeholders with the information needed to shape efforts that can meaningfully influence the trajectory of the profession. Future versions of this report will be made publicly available in an interactive dashboard format to allow for more detailed exploration and manipulation of the data.



APPENDIX A: METHODOLOGY

This report is based on several data sources, including an annual California attorney survey that captures demographic characteristics. The narrative below defines demographic and employment data elements and describes all data sources. All results in this report supersede those previously published in State Bar reports on attorney demographics.

DEMOGRAPHIC DEFINITIONS

The State Bar tracks and analyzes attorney diversity for the following demographic characteristics:



**Race/
ethnicity**



**Gender
identity**



**Sexual
orientation/
identity**



**Attorneys
with
disabilities**



Veterans

The narrative below describes how each demographic characteristic was analyzed for this report.

Race/Ethnicity. The race/ethnicity question provides eight answer categories. Attorneys who selected more than one racial/ethnic group other than the “Other race, ethnicity, or origin” category were categorized as multiracial. The small share of attorneys who selected only “Other race, ethnicity, or origin” were excluded from the analysis. Nonwhite racial/ethnic categories were combined into a single category, “Attorneys of Color,” to facilitate analyses in the body of the report. “Latino” is used in place of Hispanic/Latino, and “Black” is used in place of Black/African American, to streamline the narrative.

Attorneys of Color

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

Asian and Hispanic/Latino Subgroups. Attorneys who selected Asian or Hispanic/Latino as a racial/ethnic identity were given the option to report their ethnic identity. Asian attorneys were able to select from Chinese, Filipino, Japanese, Korean, South Asian, and Southeast Asian. Latino attorneys were able to select from Central American, Cuban, Mexican, Puerto Rican, and South American. Both were given the option to select “Other” and write in a response. If attorneys selected more than one of the listed Asian or Latino ethnic identities, they were categorized as multiethnic for the analysis.

Gender Identity. The Attorney Census contains two questions related to gender identity:

1 *"Which of the following best fits with the gender you identify as?"* This question had five answer categories. Analyses of gender identity compare three categories: men, women, and nonbinary. Attorneys who selected more than one category were categorized as nonbinary.

2 *"Which of the following best applies to you?"* offered the following answer categories: cisgender, transgender, intersex, and not listed.

Sexual Orientation/Identity. The sexual orientation/identity survey question had seven answer categories. "LGBTQIA+" includes attorneys who selected lesbian, gay, bisexual, pansexual, asexual, and/or not listed. Data regarding gender identity (including transgender and nonbinary identity) are reported separately. For this report, LGBTQIA+ serves as an umbrella term for attorneys' sexual orientation/identity.

Attorneys with Disabilities. Attorneys who selected "yes" in response to the prompt *"I identify as a person with a disability,"* were categorized as an attorney with a disability.

Veteran Status. Attorneys who selected "yes" in response to the question *"Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?"* were categorized as veterans. The State Bar added this question to the Attorney Census in 2020.

The Intersection of Race/Ethnicity and Gender.

Analyses that explore the intersection of race/ethnicity and gender identity are the focus of this report. The six categories used throughout this report are as follows:

- Men of color
- Nonbinary attorneys of color
- White men
- White nonbinary attorneys
- White women
- Women of color

The Detailed Intersection of Race/Ethnicity and Gender.

Analyses that explore the detailed intersection of race/ethnicity and gender identity use the following 16 categories throughout this report:

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

Attorneys who identify as nonbinary constitute 1 percent of the total attorney population. Detailed intersectional data on attorneys who identified as nonbinary is not displayed due to small cell size.

DATA SOURCES

2024 Attorney Census

The State Bar Attorney Census is a voluntary survey administered during the annual licensing fee payment period through the State Bar’s online portal. The survey was first issued in 2019, and it contained questions on (1) demographic characteristics, (2) primary employment sector, (3) workplace leadership, and (4) workplace climate. The State Bar has since developed two versions of the survey. A short version, containing demographic questions and formatted so that prior answers are stored and made available for updating, is administered annually. An extended version of the survey that includes employment- and workplace-related questions is administered every two to three years. The 2024 Attorney Census comprised the short-form survey. Analyses in this report that compare the California attorney population to the state’s adult population are limited to attorneys whose licenses were active as of April 1, 2024. Each demographic survey question was analyzed based on all attorneys who responded to the question.

As discussed in more detail below, State Bar applicants are requested to voluntarily provide demographic characteristics when applying for admission to practice law in the state. Starting in 2023, missing Attorney Census demographic data was supplemented with data from the State Bar’s Admissions Information Management System (AIMS). See table A1 for overall response rates for all demographic questions from 2020 through 2024. Response rates varied by question; depending on the question, this group of attorneys represents 67 to 91 percent of approximately 196,000 active attorneys in 2024.

Table A1: Active Attorney Response Rates to Demographic Questions

	2019	2020	2021	2022	2023	2024
Race/ethnicity	50%	34%	64%	84%	86%	86%
Gender identity	53%	37%	68%	88%	89%	89%
Cisgender/transgender identity	...	37%	29%	65%	66%	67%
Sexual orientation/identity	48%	33%	59%	79%	81%	81%
Disability status	50%	37%	69%	90%	91%	91%
Veteran status	...	37%	70%	89%	89%	89%

Note: Cisgender/transgender identity and veteran status were collected beginning in 2020.

Demographic reporting should be considered estimates of the attorney population, given the response rates described above.

State Bar Administrative Databases

Data on the number of attorneys admitted to the State Bar of California since 1970 was drawn from the State Bar’s administrative databases.

California's Adult Population

Data on the race/ethnicity, gender identity, and intersection of race/ethnicity and gender identity was drawn from the U.S. Census. Using multiple years of data to generate the estimate of California adults who identify as transgender, the report “How Many Adults and Youth Identify as Transgender in the United States?” by the Williams Institute at the University of California, Los Angeles School of Law was used. Data on the LGBTQIA+ population was drawn from the Public Policy Institute of California and was based on the Household Pulse surveys, an initiative of the U.S. Census. Data on disability status was drawn from Disability and Health United States Profile Data for California, Centers for Disease Control and Prevention. Data on veteran status was drawn from the American Community Survey conducted by the U.S. Census.

TRENDS AMONG ATTORNEY POPULATION

Proportions tests were used to identify statistically significant changes in racial/ethnic, gender, sexual orientation, and disability representation among total attorneys between 2019 and 2024.³

It is important to note that results describing the demographics of the active attorney population are based on the Attorney Census, and results reported and analyzed are *estimates* of the attorney population. The standard errors and confidence intervals generated for statistical significance testing are sensitive to sample size, because standard errors are directly proportional to the square root of the sample size. In contrast, the width of the confidence interval is inversely proportional to the square root of the sample size. As the sample size increases, the standard error decreases, and the width of the confidence intervals narrows, producing more precise estimates and a greater ability to detect statistically significant differences. In contrast, the opposite is true as the sample size decreases. Confidence intervals calculated at the 95 percent level imply that if the same survey were conducted 100 times, the actual population results would fall within the specified percentage range in approximately 95 out of those 100 instances. The margin of error was calculated by multiplying the standard error by two; this value was then added and subtracted from the 2019 estimate for each demographic category to obtain a 95 percent confidence interval that was used to determine whether the 2024 estimate was statistically different over time.

For example, men and women accounted for 55.6 percent and 43.5 percent, respectively, of the attorney population in 2019, and 54.3 percent and 44.6 percent in 2024. The difference between the two estimates across the two time periods was 1.3 percent for men and 1.1 percent for women. The difference for the percentage of both men and women in California between 2019 and 2024 was statistically significant. For men, the 2019 estimate could have been as low as 55.0 percent or as high as 56.1 percent. The 2024 percentage for men of 54.3 percent falls below the 2019 confidence interval for the men's estimate of 55.6. In contrast, the 2019 estimate for women could have been between 42.9 percent and 44.1 percent, and the 2024 percentage for women of 44.6 percent is higher than the 2019 confidence interval for the women's estimate of 43.5. This finding indicates that there was a statistically significant decrease in the percentage of male attorneys in California from 2019 to 2024 and a statistically significant increase in the percentage of female attorneys.

ANALYSES OF NEWLY ADMITTED ATTORNEYS

The State Bar began collecting race/ethnicity and gender identity from applicants in 1990. The race/ethnicity and gender questions did not allow applicants to select more than one category, there was no category for Middle Eastern/North African, and the gender identity question did not offer response options other than for men and

³ A proportion was first calculated by dividing the number of attorneys in each category by the total number of attorneys who responded to each year's demographic characteristic (e.g., the number of female attorneys, divided by the total number of attorneys who provided gender identity information). Next, the numbers and proportions for the two comparison years were used to perform a proportions test that generated standard errors, 95th confidence intervals, and p-values for each category. This information allowed for identifying statistically significant changes in the proportion of attorneys in each demographic category.

women. The 2019 Attorney Census improved this data collection process with more comprehensive questions on race/ethnicity and gender identity. These improved questions were asked of applicants beginning in 2020, and data is stored in the State Bar's AIMS database. The analysis of race/ethnicity and gender identity of newly admitted attorneys was primarily based on responses from the Attorney Census. In cases where this data was unavailable, data was supplemented with information from AIMS and, when necessary, gaps were filled in using data from the race/ethnicity and gender identity data collected before 2020. Large shares of race/ethnicity and gender identity data are missing for attorneys admitted before 1990. However, less than 5 percent of race/ethnicity and gender identity data is unavailable for attorneys admitted from 1990 onward. Missing data was excluded from the denominator in all calculations of the demographic composition of the newly admitted attorney population.



APPENDIX B: HISTORICAL TRENDS

Table B1. Six-Year Trends in California's Attorney Population by Demographic Characteristics, 2019–2024

	2019	2020	2021	2022	2023	2024
Race/ethnicity						
American Indian/Alaska Native	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Asian	12.0%	12.5%	13.4%	13.5%	13.9%	14.2%
Black/African American	3.6%	3.6%	3.5%	3.4%	3.5%	3.5%
Hispanic/Latino	6.7%	6.6%	6.2%	6.0%	6.1%	6.4%
Middle Eastern/North African	2.0%	2.2%	2.4%	2.5%	2.7%	2.8%
Multiracial	6.9%	6.9%	6.9%	7.6%	7.9%	8.2%
Native Hawaiian/Other Pacific Islander	0.4%	0.5%	0.4%	0.3%	0.3%	0.3%
White	68.2%	67.4%	67.1%	66.4%	65.3%	64.4%
People of color	31.8%	32.6%	32.9%	33.6%	34.7%	35.6%
Asian subgroups						
Chinese	...	...	...	...	31.0%	30.4%
Korean	...	...	...	...	19.9%	19.8%
Japanese	...	...	...	...	9.8%	9.6%
Southeast Asian	...	...	...	...	8.2%	8.3%
Filipino	...	...	...	...	9.4%	9.3%
South Asian	...	...	...	...	14.1%	14.3%
Other Asian	...	...	...	...	3.2%	3.2%
Multiethnic	...	...	...	...	4.2%	5.1%
Latino subgroups						
Mexican	...	...	...	...	62.6%	61.7%
Puerto Rican	...	...	...	...	4.4%	4.2%
Cuban	...	...	...	...	4.2%	4.0%
Central American	...	...	...	...	8.6%	8.4%
South American	...	...	...	...	11.6%	11.6%
Other Hispanic	...	...	...	...	3.5%	3.4%
Multiethnic	...	...	...	...	5.1%	6.7%

	2019	2020	2021	2022	2023	2024
Gender identity						
Men	55.6%	55.2%	55.1%	55.4%	54.9%	54.3%
Women	43.5%	44.0%	44.0%	43.5%	44.0%	44.6%
Nonbinary	0.9%	0.8%	0.9%	1.1%	1.1%	1.1%
Intersection of race/ethnicity and gender						
White men	40.5%	39.7%	39.5%	39.7%	38.8%	37.9%
White women	27.4%	27.4%	27.2%	26.4%	26.2%	26.1%
Men of color	15.2%	15.1%	15.2%	15.5%	16.0%	16.3%
Women of color	16.4%	17.1%	17.4%	17.6%	18.3%	19.0%
White nonbinary	0.3%	0.4%	0.4%	0.4%	0.4%	0.45%
Nonbinary of color	0.2%	0.3%	0.3%	0.3%	0.4%	0.37%
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	5.5%	5.6%	6.0%	6.0%	6.2%	6.3%
Black/African American men	1.6%	1.6%	1.5%	1.5%	1.5%	1.5%
Hispanic/Latino men	3.5%	3.3%	3.1%	3.0%	3.0%	3.1%
Middle Eastern/North African men	1.0%	1.0%	1.1%	1.2%	1.3%	1.3%
Multiracial men	3.3%	3.2%	3.2%	3.6%	3.8%	3.9%
Native Hawaiian/Other Pacific Islander men	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%
White men	40.5%	39.7%	39.5%	39.7%	38.8%	37.9%
American Indian/Alaska Native women	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Asian women	6.3%	6.9%	7.3%	7.4%	7.7%	7.9%
Black/African American women	2.0%	2.0%	1.9%	1.9%	1.9%	2.0%
Hispanic/Latino women	3.2%	3.3%	3.1%	3.0%	3.1%	3.2%
Middle Eastern/North African women	1.0%	1.2%	1.2%	1.3%	1.4%	1.4%
Multiracial women	3.5%	3.6%	3.6%	3.8%	4.0%	4.2%
Native Hawaiian/Other Pacific Islander women	0.2%	0.2%	0.2%	0.1%	0.1%	0.1%
White women	27.4%	27.4%	27.2%	26.4%	26.2%	26.1%
Transgender	...	0.16%	0.34%	0.26%	0.27%	0.28%
LGBTQIA+	7.3%	7.4%	7.6%	8.9%	9.1%	9.2%
Attorneys with disabilities	4.8%	5.1%	5.4%	5.7%	5.7%	5.8%
Veterans	...	3.2%	5.5%	5.3%	5.1%	4.8%

Note: Blank cells indicate unavailable data. See appendix A for data sources. Asian and Latino subgroup identification data was first analyzed starting in 2023. California population data with comparable subgroup race/ethnicity categories is unavailable.

Table B2. Intersectional Race/Ethnicity and Gender Identity of Attorneys Admitted to the State Bar of California by Year of Admission: 2019–2024

	2019	2020	2021	2022	2023	2024
Race/ethnicity						
Men	46.1%	48.9%	43.5%	45.4%	43.1%	41.8%
Women	53.1%	49.8%	55.6%	53.5%	55.9%	57.1%
Nonbinary	0.8%	1.3%	0.9%	1.1%	1.0%	1.1%
Race/ethnicity						
American Indian/Alaska Native	0.2%	0.2%	0.2%	0.1%	0.1%	0.2%
Asian	18.7%	18.9%	19.1%	19.7%	20.3%	20.5%
Black/African American	4.0%	5.5%	5.1%	4.9%	4.5%	4.4%
Hispanic/Latino	10.0%	9.2%	11.2%	10.2%	10.5%	10.9%
Middle Eastern/North African	4.3%	4.3%	4.6%	4.6%	5.0%	5.1%
Multiracial	12.5%	10.3%	12.7%	13.4%	14.2%	15.8%
Native Hawaiian/Other Pacific Islander	0.2%	0.1%	0.2%	0.2%	0.1%	0.2%
White	50.0%	51.5%	46.9%	46.9%	45.2%	43.1%
People of color	50.0%	48.5%	53.1%	53.1%	54.8%	56.9%
Intersection of race/ethnicity and gender						
White men	25.4%	28.0%	22.2%	23.2%	21.6%	19.1%
White women	24.3%	22.8%	24.3%	23.4%	23.2%	23.4%
Men of color	20.5%	20.9%	21.1%	22.1%	21.4%	22.3%
Women of color	29.1%	27.0%	31.5%	30.3%	32.8%	34.0%
White nonbinary	0.3%	0.7%	0.5%	0.4%	0.5%	0.5%
Nonbinary of color	0.4%	0.5%	0.4%	0.7%	0.6%	0.6%

Table B3. Intersectional Detailed Race/Ethnicity and Gender Identity of Attorneys Admitted to the State Bar of California by Year of Admission: 2019–2024

	2019	2020	2021	2022	2023	2024
American Indian/Alaska Native men	0.1%	0.04%	0.1%	0.1%	0.1%	0.04%
Asian men	7.1%	7.6%	7.2%	7.6%	7.1%	7.5%
Black/African American men	1.7%	2.3%	2.0%	1.8%	1.7%	1.7%
Hispanic/Latino men	4.2%	4.1%	4.4%	4.3%	4.2%	4.0%
Middle Eastern/North African men	1.9%	2.0%	1.9%	2.0%	2.3%	2.5%
Multiracial men	5.4%	4.8%	5.5%	6.2%	6.0%	6.8%
Native Hawaiian/Other Pacific Islander men	0.1%	0.04%	0.1%	0.1%	0.1%	0.1%
White men	25.4%	28.0%	22.2%	23.2%	21.6%	19.4%
American Indian/Alaska Native women	0.1%	0.2%	0.1%	0.02%	0.1%	0.1%
Asian women	11.5%	11.1%	11.8%	12.0%	12.9%	13.2%
Black/African American women	2.3%	3.1%	3.1%	3.0%	2.8%	2.7%
Hispanic/Latino women	5.7%	5.1%	6.7%	5.7%	6.1%	6.7%
Middle Eastern/North African women	2.4%	2.2%	2.6%	2.5%	2.7%	2.6%
Multiracial women	7.0%	5.3%	7.1%	7.0%	8.1%	9.0%
Native Hawaiian/Other Pacific Islander women	0.2%	0.1%	0.1%	0.1%	0.02%	0.1%
White women	24.3%	22.8%	24.3%	23.4%	23.2%	23.7%

2024 REPORT CARD ON THE
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