

Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report 2024

This statistical profile of Ontario lawyers is based on questions in the section on equality, diversity and inclusion in the 2024 Lawyer Annual Report.

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TABLES

The tables include licensees who in 2024 were:

- sole practitioners
- law firm partners, associates and employees
- lawyers working in legal clinics, in-house or in government
- law professors, who may not practise
- in employment that did *not* involve legal practice
- not employed in any capacity
- licensees whose employment is “not confirmed” in Law Society of Ontario (LSO) records

The tables exclude:

- practice outside Ontario
- licence is suspended
- licence is in abeyance due to their holding judicial office
- are 70 and older and did not practise in 2024

A more detailed explanation is at <https://www.lso.ca/lawyers/about-your-licence/annual-reports-fees-and-insurance/fee-categories>.

In the equity survey included in the Annual Report, licensees may decline to answer the self-identification questions about Indigeneity, racialization, gender, sexual orientation, Francophone identity, the ability to represent and communicate in French and disability. In addition, a measure of gender, as well as licensee’s age and year of call were obtained from LSO records.

The number on which each statistic is based varies according to the topic because responding to the questions about equity in the Annual Report is voluntary. The rates of non-response for the different measures are:

- | | |
|-------------------------------------|------------------------------|
| • identifying as Indigenous | 11.4% |
| • identifying as racialized | 24.0% |
| • whether an immigrant | 15.6% |
| • self-identified gender | 15.9% |
| • sexual orientation | 29.5% |
| • identifying as Francophone | 11.3% |
| • the ability to practise in French | 5.6%, with no data for 18.9% |
| • having a disability | 19.0% |
| • LSO electoral region | 12.1% |

There is no missing information for the measures of gender, age and year of call taken from LSO records.

Non-response can result in bias, meaning that a figure over- or under-represents the true population value. For example, the computed proportion of, say, LGBTQ+ or Francophone lawyers may be lower or higher than its true value, were every person to answer the question. The problem is that the non-respondents may differ from respondents. For example, we might suspect that licensees who do not answer the question about racialization are more likely than average to be white or that respondents who do not say if they can work in French, cannot. Research using prior Annual Reports, however, shows that there is no general pattern. Indeed, one finding was that respondents who did not answer the questions about Indigenous and racialized identification were not more likely to be white than those who answered.

The best cure for non-response is increasing the level of response, which means convincing licensees of the value of these statistics. But, since non-response is a ubiquitous problem with surveys, statisticians have developed statistical strategies to correct for non-response. The idea is to “model” the non-response, in other words to make informed predictions of non-respondents’ answers based on information that is available, such as age. This is called “imputation”. These models, however, require assumptions, and incorporating them would change this straightforward account of the Annual Report responses into a more complex, and more easily challenged statistical analysis. Because, with any model, there is room for disagreement.

Occasionally, the sum of the percentages in a row or column of a table is not exactly 100%, but 99% or 101%. This is due to *rounding error*, whereby component percentages are rounded to the nearest whole number. For example, three categories might include 29.3%, 33.3% and 37.4% of the total sample. To the nearest whole percent, they “round” to 29%, 33% and 37%, totalling 99%, not 100%. Regardless of the actual sum of the numbers in a row or column, totals are always given as 100%.

Table 1: **Indigeneity and Racialization** of Ontario Lawyers, 2024, compared to the 2021 Ontario Population

Group	Lawyers			2021 Ontario Population		
				Everyone	Persons in the Labour Force, Age 25-69	University Graduates in the Labour Force, Age 25-69
	Number	Percent	Percent Female*	percent		
Indigenous						
First Nations	520	1.09	55	1.85	1.45	0.59
Inuk	20	0.04	**	0.03	0.03	0.01
Métis	258	0.62	53	1.02	0.97	0.49
Multiple Indigenous				0.05	0.04	0.01
Total	798	1.75	54	2.95	2.49	1.10
Racialized						
Arab	744	1.8	57	1.95	1.56	2.26
Black	2,062	5.0	66	5.35	4.91	4.04
Chinese	2,089	5.0	60	5.80	5.82	9.32
Filipino	205	0.5	59	2.60	3.13	3.60
Japanese	66	0.2	55	0.21	0.21	0.31
Korean	470	1.1	61	0.67	0.70	1.16
Latin American	406	1.0	59	1.73	2.04	1.96
South Asian	4,481	10.8	53	10.84	11.37	17.86
Southeast Asian	201	0.5	61	1.12	1.16	1.01
West Asian	795	1.9	61	1.49	1.52	2.20
Other Visible Minority				0.95	0.98	0.69
More than One Racialized Group	139	0.3	60	1.27	1.02	1.25
Racialized and White	900	2.2	60			
Total	12,558	30.3	58	33.98	34.42	45.66
White	28,205	68.0	50	63.08	63.09	53.25
Not Indigenous, Declined Racialization Question	6,321		46			
Declined Indigenous and Racialization Questions	7,565		32			
Total		100.0	49	100.00	100.00	100.00
Number	55,447			369,688	163,270	64,273

Sources: 2024 Lawyer Annual Report and 2021 Canada Census of Population Public-Use Master File; analysis by Michael Ornstein

*In order to protect confidentiality includes only female and male

**number too small for a meaningful estimate

Table 1: **Indigeneity and Racialization** of Ontario Lawyers, 2024, compared to the 2021 Ontario Population

In the equity section of the Annual Report, 7,565 out of the 55,447 licensees did not answer the questions about Indigeneity and racialization, and another 6,321 answered the question about Indigeneity but not racialization. The percentage distribution of groups in Table 1, which excludes non-response, is therefore biased to the degree that non-respondents differ from licensees who do answer.

1. 1.75% of lawyers are Indigenous, compared to 2.95% of the entire 2021 Ontario population, 2.49% of the labour force age 25-69 and 1.10% of university graduates in the labour force age 25-69. The last Census was conducted in 2021, so no more recent figures are available.
2. Racialized Ontarians — *excluding* Indigenous persons, following Statistics Canada practice — account for 30.3% of lawyers, compared to 33.98% of the 2021 Ontario population, 34.42% of the labour force age 25-69 and 45.66% of university graduates in the labour force age 25-69.
3. 2.2% of lawyers identify as racialized *and* white, but the Census does not provide an equivalent figure. The Census total for racialized persons includes around 2.0% of lawyers who identify with two or more racialized groups or as a member of an “other” racialized group, not listed on the survey form (such as *non-Canadian* Indigenous people). The Census documentation notes that “Responses for seven of these groups—specifically, South Asian, Chinese, Black, Filipino, Southeast Asian, Korean and Japanese—found in combination with a mark-in response of “White” or a write-in response associated with white are included in the count for the visible minority group reported.” (at <https://www12.statcan.gc.ca/census-recensement/2021/ref/98-500/006/98-500-x2021006-eng.cfm>)
4. 68.0% of Ontario lawyers identify as white, compared to 63.08% of the 2021 Ontario population, 63.09% of the Ontario labour force age 25-69 and 53.25% of Ontario university graduates in the labour force age 25-69.
5. 54% of Indigenous lawyers are female, compared to 58% of racialized lawyers, and 50% of white lawyers. Because licensees who do not answer the questions about Indigeneity or racialization are more likely to be male, including them in the count, just under half, 49%, of licensees are female. As Table 3 shows, this is partly because non-white lawyers are younger, on average.
6. There is wide variation in racialized groups’ representation among licensees compared to their numbers of university graduates in the Ontario population:
 - Black lawyers account for 5.0% of all licensees, compared to 5.35% of the 2021 Ontario population, 4.91% of the Ontario labour force age 25-69 and 4.04% of university graduates in the labour force age 25-69;
 - For three groups, the proportion of lawyers is around one-half their representation among Ontario university graduates in the labour force age 25-69: 10.8% of lawyers are South Asian, compared to 17.9% South Asian university graduates in the labour force age 25-69; 5.0% of lawyers are Chinese, compared to 9.3% of university graduates; and 1.0% of lawyers are Latin American, compared to 1.96% of university graduates; and
 - Filipinos have the fewest lawyers relative to their numbers of university graduates in the labour force age 25-69, just 0.5% of lawyers compared to 3.60% of graduates.
7. Comparing the total number of lawyers in a group to the corresponding population, as above, does not account for change over time, which is visible in Tables 2 and 3 that measure racial composition as a function of year of call and age. So, for example, while South Asian licensees are about 11% of all licensees, the percentage is much higher for younger and more recent calls, and lower for older, more senior South Asians.

Table 2a: **Year of Call by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024, percent

Years <i>Since</i> Call	0	1	2–4	5–9	10–14	15–19	20–24	25–29	30–39	40+	
Year <i>of</i> Call	2024	2023	2020-2022	2015-2019	2010-2014	2005-2009	2000-2004	1995-1999	1985-1994	Before 1985	Total
Group	<i>percent</i>										
Indigenous											
First Nations and Inuk	1.5	1.0	0.9	1.3	1.1	1.6	1.7	2.0	1.1	1.4	1.3
Métis	0.6	0.5	0.7	0.7	0.7	0.7	0.5	0.7	0.4	0.3	0.6
Total	2.1	1.5	1.6	2.0	1.8	2.3	2.2	2.7	1.4	1.7	1.9
Racialized											
Arab	3.6	3.4	2.9	2.5	1.6	1.3	1.3	0.7	0.5	0.1	1.8
Black	10.2	8.9	7.4	5.4	4.7	4.4	4.1	4.0	1.6	0.3	5.0
Chinese	7.1	6.8	6.6	6.5	5.4	4.9	3.9	4.0	2.4	0.9	5.0
Filipino	0.4	0.9	0.6	0.6	0.6	0.7	0.4	0.3	0.2	0.0	0.5
Japanese	0.0	0.1	0.1	0.0	0.1	0.2	0.2	0.7	0.2	0.2	0.2
Korean	1.6	1.7	1.4	1.3	1.2	1.3	1.2	1.0	0.3	0.0	1.1
Latin American	2.4	1.8	1.5	1.2	1.1	0.8	0.6	0.5	0.1	0.0	1.0
South Asian	20.6	19.0	18.5	13.6	10.9	9.3	6.9	5.4	1.9	0.6	10.8
Southeast Asian	0.4	0.7	0.6	0.7	0.6	0.7	0.5	0.1	0.1	0.0	0.5
West Asian	3.2	3.3	3.3	2.7	2.4	1.6	0.8	0.5	0.2	0.0	1.9
Other and More than One Racialized Group	0.2	0.2	0.3	0.4	0.3	0.4	0.5	0.3	0.2	0.0	0.3
Racialized and White	3.5	3.5	2.6	2.7	2.3	2.2	1.7	1.4	0.9	0.9	2.2
Total	53.3	50.2	45.8	37.7	31.3	27.8	22.1	19.0	8.4	3.3	30.2
White	44.7	48.3	52.6	60.3	67.0	69.9	75.7	78.3	90.1	95.0	67.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Gender											
Female	57.6	56.6	54.7	53.2	51.5	52.6	51.2	45.9	38.0	13.8	48.6
Male	41.4	42.9	44.7	46.1	47.9	47.0	48.6	53.8	61.6	85.9	51.0
All others*	0.9	0.5	0.6	0.6	0.6	0.3	0.2	0.3	0.3	0.3	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	2,581	2,390	6,944	10,035	7,843	5,988	5,920	4,173	6,128	3,445	55,447

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

*combines Trans, Non-Binary, all other, and multiple responses

Table 2b: **Year of Call by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024, number

Years <i>Since</i> Call	0	1	2–4	5–9	10–14	15–19	20–24	25–29	30–39	40+	
Year <i>of</i> Call	2024	2023	2020-2022	2015-2019	2010-2014	2005-2009	2000-2004	1995-1999	1985-1994	Before 1985	Total
Group	<i>number</i>										
Indigenous											
First Nations and Inuk	33	19	47	98	63	71	71	58	46	34	540
Métis	13	10	40	55	40	32	23	22	16	7	258
Total	46	29	87	153	103	103	94	80	62	41	798
Racialized											
Arab	81	66	160	188	95	55	57	20	20	2	744
Black	228	175	406	416	273	194	174	120	68	8	2,062
Chinese	158	133	362	494	311	216	168	119	105	23	2,089
Filipino	9	17	34	48	33	29	18	9	7	1	205
Japanese	1	2	4	1	4	10	9	21	8	6	66
Korean	35	33	75	103	72	58	51	29	13	1	470
Latin American	54	36	80	94	62	37	25	14	3	1	406
South Asian	462	374	1,014	1,040	631	407	297	161	81	14	4,481
Southeast Asian	9	13	31	53	35	30	22	3	4	1	201
West Asian	72	65	181	205	141	71	36	15	8	1	795
Other and More than One Racialized Group	5	4	18	33	20	16	22	10	10	1	139
Racialized and White	78	68	143	206	134	97	71	42	40	21	900
Total	1,192	986	2,508	2,881	1,811	1,220	950	563	367	80	12,558
White	1,000	950	2,879	4,613	3,880	3,073	3,251	2,325	3,920	2,314	28,205
Not Indigenous, Declined Racialization Question	211	225	721	1,086	886	720	714	486	791	481	6,321
Declined Indigenous and Racialization Questions	132	200	749	1,302	1,163	872	911	719	988	529	7,565
Total	2,581	2,390	6,944	10,035	7,843	5,988	5,920	4,173	6,128	3,445	55,447
Gender											
Female	1,485	1,351	3,796	5,344	4,041	3,151	3,029	1,915	2,331	475	26,918
Male	1,066	1,023	3,102	4,630	3,755	2,817	2,876	2,243	3,777	2,959	28,248
All others*	24	13	46	62	48	20	15	15	20	11	276
Total	2,577	2,387	6,944	10,036	7,844	5,988	5,920	4,173	6,128	3,445	55,442

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

*combines Trans, Non-Binary, all other, and multiple responses

Tables 2 and 3: **Year of Call and Age by Indigeneity and Racialization** for Ontario Lawyers, 2024

A lawyer's age and their year of call are strongly but not exactly related. They differ because university graduates vary somewhat in age, because not every licensee moves immediately from an undergraduate degree to law school, and because immigrants and international graduates may have distinctive age trajectories. Age and year of call are also conceptually different. A group's age distribution affects its internal dynamics, especially the comparative numbers of new licensees compared to more senior members. Years from call, on the other hand, measures seniority directly. The figures for year of call allow detailed study of new licensees, but not too much emphasis should be placed on comparisons between single years, as some variation is just the effect of chance.

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

The measure of gender in these tables is based primarily on the licensee's self-identified gender, a voluntary question new in the 2024 Annual Report. For the 15.9% of licensees who declined to answer this question, the LSO's administrative record of gender — with a tiny number of exceptions, just female and male — was used. Because the very small numbers of non-female, non-male responses in each of several additional distinct categories, including trans, non-binary, "other answer" and multiple responses, are combined in order to preserve confidentiality.

Table 2: **Year of Call by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024

1. 44.7%, of lawyers called in 2024 were white. More detailed figures, not in the Table, show that the percentage of white lawyers first fell below 50% in 2023, below two-thirds in 2012, below three-quarters in 2004 and below 90% in 1992. Examining categories of years of call in 2024, note, does not account for licensees who leave the profession over time, which could be related to racialization.
2. Strikingly, the percentage of Indigenous lawyers fluctuates around 2.0% for licensees called since 2010. The most recent, 2024 figure of 2.1% is up from 1.5% in 2023 and 1.6% for 2020-2022, but below the figures from 1995 to 2009, around 2.5%. Thus, the representation of Indigenous licensees has not increased in 25 years.
3. There has been remarkable, uninterrupted growth in the representation of racialized licensees. From just 3.3% for calls before 1985 to its highest-ever figure in 2024, 53.3% of the entire class, up from 50.2% for 2023 and 45.8% for 2020-2022, 37.7% for 2015-2019 and 31.3% for 2010-2014.
4. One-fifth, 20.6%, of lawyers called in 2024 were South Asian, 10.2% were Black and 7.1% were Chinese. Respectively, Arab and West Asian lawyers accounted for 3.6% and 3.2% of 2024 calls.
5. Comparing to lawyers called 10-14 years ago, so between 2010 and 2014, by 2024 the percentage of Arab lawyers almost doubled, from 1.6% to 3.6%; same for Black lawyers, from 4.7% to 10.2% and South Asian lawyers, from 10.9% to 20.6%. Going back another five years to the 2005-2009 calls, there were similarly large increases in Latin American and West Asian lawyers. In the last decade, however, there have been at best small increases in the representation of Filipino, Japanese, Korean and Southeast Asian licensees — respectively accounting for 0.5%, 0.05%, 1.2% and 0.4% of lawyers called from 2020-2024.
6. Parallel to the dramatic increase in Indigenous and racialized lawyers, but beginning from a higher base, 54.7% of licensees called in 2020-2022 were female, 56.6% in 2023 and 57.6% in 2024. The most senior licensees, who were called before 1985 is 13.8% female, 1.7% Indigenous and 3.3% racialized. Looking backward from 2024, the composition of the oldest group is affected by retirement and withdrawal from the profession — so the figure of 13.8% female for the most senior group is *lower* than the percent female who entered the profession — before 1985.
7. From the 13.8% figure for female licensees before 1985, the figure nearly *triples* to 38.0% for calls between 1985 and 1994 and increases further to 45.9% for calls between 1995 and 1999. Female representation then continues to increase at a slower pace, reaching 51.2% for calls between 2000 and 2004.
8. Differences in the representation of women between the non-white groups, in Table 1, show that gender and racialization "intersect", but largely the dramatic increases in female and non-white lawyers are independent.

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2024

Group	Under 35	35–44	45–54	55–64	65 or older	Under 35	35–44	45–54	55–64	65 or older	Total	Under 35	35–44	45–54	55–64	65 or older
	percentage within age groups, excluding missing					percentage within Indigenous and Racialization category						number				
Indigenous																
First Nations and Inuk	1.0	1.1	1.5	1.7	1.5	18.9	25.0	23.7	20.9	11.5	100.0	102	135	128	113	62
Métis	0.7	0.7	0.6	0.6	0.4	28.3	31.0	19.8	15.1	5.8	100.0	73	80	51	39	15
Total	1.7	1.8	2.1	2.3	1.9	21.9	26.9	22.4	19.0	9.6	100.0	175	215	179	152	77
Racialized																
Arab	3.3	1.9	1.5	0.7	0.2	44.5	31.5	17.1	5.9	1.1	100.0	331	234	127	44	8
Black	5.3	5.8	5.2	4.7	1.5	26.0	34.3	21.9	14.7	3.0	100.0	537	708	451	304	62
Chinese	7.0	5.9	4.7	2.9	1.8	33.7	34.0	19.5	9.1	3.6	100.0	705	711	407	191	75
Filipino	0.4	0.6	0.6	0.5	0.2	19.5	35.6	26.3	14.6	3.9	100.0	40	73	54	30	8
Japanese	0.0	0.1	0.3	0.4	0.2	7.6	10.6	33.3	36.4	12.1	100.0	5	7	22	24	8
Korean	1.6	1.3	1.3	0.7	0.1	33.8	32.3	23.4	9.1	1.3	100.0	159	152	110	43	6
Latin American	1.1	1.4	1.1	0.4	0.0	28.1	41.6	23.6	6.2	0.5	100.0	114	169	96	25	2
South Asian	16.4	12.6	9.5	5.5	2.5	37.1	34.2	18.5	7.9	2.4	100.0	1,661	1,530	827	356	106
Southeast Asian	0.6	0.6	0.6	0.2	0.2	27.9	36.8	25.9	6.0	3.5	100.0	56	74	52	12	7
West Asian	2.8	2.9	1.3	0.5	0.1	36.0	44.7	14.5	4.3	0.6	100.0	286	355	115	34	5
Other and More than One Racialized Group	0.2	0.4	0.5	0.3	0.1	18.0	34.5	30.9	12.2	4.3	100.0	25	48	43	17	6
Racialized and White	3.3	2.4	1.9	1.2	0.9	36.6	32.4	18.3	8.4	4.2	100.0	329	292	165	76	38
Total	42.1	35.9	28.4	17.8	8.0	33.8	34.7	19.7	9.2	2.6	100.0	4,248	4,353	2,469	1,156	331
White	56.2	62.3	69.5	79.8	90.2	20.1	26.8	21.4	18.4	13.3	100.0	5,678	7,551	6,046	5,180	3,749
Not Indigenous, Declined Racialization Question						18.5	29.1	22.3	17.4	12.7	100.0	1,172	1,838	1,409	1,100	802
Declined Indigenous and Racialization Questions						15.4	29.8	23.1	19.9	11.8	100.0	1,167	2,251	1,749	1,503	895
Total	100.0	100.0	100.0	100.0	100.0	22.4	29.2	21.4	16.4	10.6	100.0	12,440	16,208	11,852	9,091	5,854

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2024

1. The left panel of Table 3 describes the changing composition of current licensees over ten-year age groups. Note that the broad, "Under 35" category does not fully reflect the very recent large increase in racialized calls. Still, 42.1% of lawyers under 35 are racialized, compared to 35.9% for ages 35-44, 28.4% for ages 45-54, just 17.8% for ages 55-64 and only 8.0% for age 65 and older.
2. Reflecting stalled growth, Indigenous lawyers constitute 1.7% of licensees under 35, 1.8% for ages 35-44, 2.1% for ages 45-54 and 2.3% for ages 55-64.
3. The increase in racialized licensees varies between groups. Comparing the licensees 65 and older, to the next oldest, 55-64 age group, Black licensees triple from 1.5 to 4.7% and South Asian lawyers increase from 2.5% to 5.5%, while the percentage of Chinese lawyers grows only from 1.8 to 2.9%. Under the age of 45, the groups diverge, with the Arab, Chinese and South Asian groups increasing very rapidly to reach 3.3, 7.0 and 16.4% of licensees under 35, respectively. Black lawyers account for 5.3% of lawyers under 35, 5.8% of lawyers 35-44, and 5.2% of lawyers 45-54. This contrasts with Table 2, based on year of call, which shows a slower, though continuing increase in the representation of Black lawyers.
4. The middle panel of Table 3 compares the age distributions of the groups. Overall, there is a gentle peak for the 35-44 age group, accounting for 29.2% of all lawyers, followed by the under 35 group, 22.4% and the 45-54 age group 21.4%. Reflecting the larger size of recent cohorts and retirement, respectively the 55-64 age group and licensees 65 and older account for 16.4 and 10.6% of licensees.
5. There are group differences in the age profiles. Notably, the age profile of Indigenous lawyers is similar to white lawyers, except for the oldest group, reflecting the finding in Table 2 of little increase in their representation in 30 years. The Japanese group is exceptional, in that every other non-white group is younger, in some cases much younger. This reflects the unique demography of the Japanese community in Canada, with roots in migration long before the waves that brought the other groups to Canada.
6. Aside from the Japanese, younger lawyers dominate the racialized groups. Some groups are much younger: 44.5% of Arab licensees are under 35, and more than a third of the Chinese, Korean, South Asian, West Asian and "Racialized and White" licensees are under 35. Naturally, these groups include few more senior lawyers, with typically 10% who are 55 and older, compared to 30.9% of white licensees. Not as young, on average, but still younger than the white majority, Black, Filipino, Latin American and Southeast Asian licensees have higher percentages of lawyers between 35 and 44.

Table 4a: **Immigration by Racialization** for Ontario Lawyers, 2024, compared to the 2021 Ontario Population

Group	Percent Immigrants, Excluding Non-Response	Everyone	Persons in the Labour Force, Age 25-69	University Graduates in the Labour Force, Age 25-69
		Percent Immigrants in Ontario, 2021		
Racialized				
Arab	42.2	64.5	80.2	80.2
Black	53.3	49.3	67.4	66.4
Chinese	47.9	62.9	73.2	70.5
Filipino	63.9	71.5	86.4	88.1
Japanese	18.0	29.3	36.3	35.6
Korean	62.6	63.4	79.0	78.8
Latin American	71.3	62.6	74.5	73.3
South Asian	48.3	58.5	75.2	73.4
Southeast Asian	40.6	55.8	71.2	60.5
West Asian	66.7	69.8	85.3	83.2
Other and More than One Racialized Group	22.4	37.0	60.0	55.8
Racialized and White	15.3			
Total	48.0	58.9	74.5	73.2
White	7.5	9.6	9.4	13.8
Not Indigenous, Declined Racialization Question	11.6			
Declined Indigenous and Racialization Questions	9.6			
Total	17.7	24.2	28.1	37.2

Sources: 2024 Lawyer Annual Report and 2021 Canada Census of Population Public-Use Master File; analysis by Michael Ornstein

Table 4b: **Immigration by Racialization** for Ontario Lawyers, 2024, compared to the 2021 Ontario Population

Group	Age at Immigration for Licensees						Total	Number, Excluding Non-Response	Percent Who Did Not Answer	Total Number
	Under 5	5 to 14	15 to 19	20 to 24	25 to 29	30 andolder				
Racialized										
Arab	26	44	13	6	3	8	100	661	12.6	744
Black	9	20	8	8	17	38	100	1,765	16.8	2,062
Chinese	18	42	7	7	12	13	100	1,794	16.4	2,089
Filipino	15	28	4	5	13	34	100	183	12.0	205
Japanese	36	18	18	0	9	18	100	61	8.2	66
Korean	16	59	8	6	4	6	100	401	17.2	470
Latin American	18	27	10	8	19	19	100	348	16.7	406
South Asian	13	29	6	7	17	27	100	3,933	13.9	4,481
Southeast Asian	38	25	11	6	3	17	100	180	11.7	201
West Asian	19	49	12	7	5	8	100	651	22.1	795
Other and More than One Racialized Group	25	29	11	11	11	14	100	125	11.2	139
Racialized and White	20	40	11	5	6	17	100	870	3.4	900
Total	16	34	8	7	13	23	100	10,972	14.5	12,558
White	24	39	8	8	10	12	100	27,690	1.9	28,205
Not Indigenous, Declined Racialization Question	20	38	7	7	11	16	100	4,833	30.8	6,321
Declined Indigenous and Racialization Questions	24	36	12	6	10	13	100	2,502	202.4	7,565
Total	18	35	8	7	12	19	100	45,997	18.8	54,649

Sources: 2024 Lawyer Annual Report and 2021 Canada Census of Population Public-Use Master File; analysis by Michael Ornstein

Table 4c: **Immigration by Racialization**, for Ontario Lawyers, 2024, compared to the 2021 Ontario Population

	Age at Immigration for Ontario, 2021						Total
	Under 5	5 to 14	15 to 19	20 to 24	25 to 29	30 and older	
Everyone	8.9	17.2	7.9	11.1	15.9	39.0	100.0
Persons in the Labour Force, Age 25-69	6.4	14.6	7.7	10.7	19.6	40.9	100.0
University Graduates in the Labour Force, Age 25-69	5.6	13.2	5.2	7.3	22.1	46.7	100.0

Sources: 2024 Lawyer Annual Report and 2021 Canada Census of Population Public-Use Master File; analysis by Michael Ornstein

Table 4: **Immigration by Racialization** for Ontario Lawyers, 2024, compared to the 2021 Ontario Population

- New in the 2024 Annual Report, licensees were asked their birthplaces and immigrants were asked when they settled. Indigenous licensees, who were almost entirely born in Canada (a few came from the US), are omitted from this Table.*
1. 7.5% of white licensees are immigrants, compared to nearly half, 48.0%, of racialized licensees, with that figure varying dramatically from 15.3% of the racialized and white group and 18.0% of the Japanese, to 63.9. 62.6, 71.3 and 66.7% of the Filipino, Korean, Latin American and West Asian licensees, respectively. Of the large groups of Black, Chinese and South Asian licensees, 53.3, 47.9 and 48.3% are immigrants, respectively.
 2. Roughly, the percentage of lawyers born outside Canada reflects immigration in the overall population, and especially the percentage of university graduates in the labour force between 25 and 69 born outside Canada. Comparing lawyers to the population, the percentage of immigrant Latin American licensees closely resembles the proportion for university graduates in the labour force age 25-69. But, for the other groups the percentage of immigrant licensees is very much lower than the population figure. In terms of access to the profession, the disadvantage of highly educated members of most of the racialized groups — compared to their Canadian-born counterparts — could reflect not having English as their first language, but also occupational aspirations and cultural advantages of the Canadian-born.
 3. Among racialized licensees born abroad, 16% came to Canada before the age of 5, and 34% were between 5 and 14, figures much higher than the Census figures for age at arrival of university graduates in the labour force between 25 and 69 from the same racialized group — just 5.6 and 13.2% for those two age groups, given at the bottom of Table 4.
 4. To summarize, except for Latin Americans, the lawyers in a racialized group are substantially less likely to be immigrants than their corresponding populations of university graduates in the labour force age 25 to 69. Also, licensee immigrants came to Canada at younger ages.

Table 5a: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2024, percent in each age group

Group	Under 35	35–44	45–54	55–64	65 or older	Total	Number
	percent in each age group, <i>excluding missing</i>						
Gender							
Female	57.7	52.7	51.0	42.2	22.6	48.6	26,917
Male	41.6	46.7	48.7	57.4	77.1	51.0	28,247
All others	0.7	0.6	0.3	0.4	0.3	0.5	276
Total	100.0	100.0	100.0	100.0	100.0	100.0	55,440
Sexual Orientation							
Heterosexual	90.7	92.8	95.5	95.2	97.7	93.7	36,541
Lesbian, Gay, Queer	4.0	4.4	2.9	3.7	1.6	3.6	1,398
Bisexual, Pansexual	5.1	2.6	1.3	0.9	0.4	2.4	950
Other, More than One	0.2	0.3	0.3	0.2	0.3	0.3	99
Total	100.0	100.0	100.0	100.0	100.0	100.0	38,988
Identify as Francophone							
Yes	7.9	5.9	6.7	5.0	2.7	6.0	3,347
No	92.1	94.1	93.3	95.0	97.3	94.0	45,844
Total	100.0	100.0	100.0	100.0	100.0	100.0	49,191
Able to Practise in French							
Can Represent	9.8	9.6	11.3	8.4	5.1	9.3	3,915
Communicates, cannot Represent	1.4	2.6	3.4	3.0	2.2	2.5	1,034
Cannot Communicate	88.8	87.8	85.4	88.6	92.8	88.2	36,928
Total	100.0	100.0	100.0	100.0	100.0	100.0	41,877
Have a Disability							
Yes	7.5	7.3	7.0	7.5	5.3	7.1	3,197
No	92.5	92.7	93.0	92.5	94.7	92.9	41,726
Total	100.0	100.0	100.0	100.0	100.0	100.0	44,923
Percent Who Did Not Answer							
Self-Identified Gender	11.4	16.4	16.9	18.7	17.4	15.9	55,440
Sexual Orientation	24.2	29.4	30.9	33.6	32.2	29.5	55,332
Identify as Francophone	8.2	11.6	12.1	13.7	11.8	11.3	55,447
Able to Practise in French	7.5	7.8	6.5	6.4	3.8	6.9	44,959
Have a Disability	16.2	19.7	19.8	20.7	18.4	19.0	55,447

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 5b: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2024, group percentage distribution of age

Group	Under 35	35–44	45–54	55–64	65 or more	Total
<i>group percentage distribution of age</i>						
Gender						
Female	26.7	31.7	22.5	14.3	4.9	100.0
Male	18.3	26.8	20.4	18.5	16.0	100.0
All others	30.1	35.5	14.1	13.4	6.9	100.0
Sexual Orientation						
Heterosexual	23.3	29.0	21.4	15.7	10.6	100.0
Lesbian, Gay, Queer	27.0	35.6	16.8	16.0	4.6	100.0
Bisexual, Pansexual	50.5	31.2	10.9	5.7	1.7	100.0
Other, More than One	12.7	26.6	30.4	17.7	12.7	100.0
Identify as Francophone						
Yes	29.3	28.7	23.6	13.6	4.8	100.0
No	22.8	29.2	21.0	16.1	10.9	100.0
Able to Practise in French						
Can Represent	25.3	30.3	25.1	13.4	5.9	100.0
Communicates, cannot Represent	13.3	30.8	28.3	18.1	9.5	100.0
Neither	24.3	29.2	20.2	14.9	11.4	100.0
Have a Disability						
Yes	24.5	29.8	20.9	16.9	7.9	100.0
No	23.1	28.9	21.2	16.0	10.8	100.0
Total	22.4	29.2	21.4	16.4	10.6	100.0

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 5: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2024

1. Table 5 shows the remarkable growth in female lawyers, from 22.6% of licensees 65 and older, to 42.2% of lawyers age 55-64, to 51.0% of lawyers 45-54. The increase continues but slows, reaching 57.7% for female lawyers under 35. The gender differences for older age groups are somewhat increased by women's higher rate of withdrawal from the profession and earlier retirement.
2. For the new Annual Report question about self-identified gender, 0.5% of licensees do not answer "female" or "male", although 15.8% declined to answer the question. In the LSO record of names, a mere 0.04% are not listed as female or male.
3. The lower panel of the Table shows that male lawyers are markedly older. 16.0% are 65 or more, compared to just 4.9% of female lawyers; and 18.5% of male lawyers are 55 to 64, compared to 14.3% of female lawyers; the corresponding difference is that 26.7% of female lawyers are under 35 and 31.7% are 35 to 44, compared to 18.3 and 26.8% male lawyers in these age groups.
4. 9.3% of lawyers under 35 *do not* identify as heterosexual, including 4.0% who answer lesbian, gay or queer, 5.1% bisexual or pansexual (mostly the former) and 0.2% giving another or more than one response. The percentage not heterosexual is 2.3% for licensees 65 and older, increasing to 9.3% for licensees under 35. Remember that 15.9% of licensees decline to answer this question in the Annual Report.
5. Additional analysis, not in a Table, reveals that non-heterosexual females are much more likely than males to identify as bisexual or, less likely, pansexual, while non-heterosexual males are much more likely to identify as gay or queer.
6. The proportion of lawyers who identify as Francophone increases from 2.7% of lawyers over 65 to 7.9% of lawyers under 35. Somewhat more lawyers are able to practise in French than identify as Francophone, though the age patterns are similar. Lawyers able to represent their clients in French increase from 5.1% of licensees 65 and older to 9.8% of licensees under 35. The percentage of lawyers who indicate that they communicate *but not represent* their clients in French ranges from 1.4% of licensees under 35 to 3.4% for ages 45 to 54.

7. In the Annual Report, disability is defined as “a persistent health condition or impairment that limits or poses a challenge in the conduct of your legal practice or has influenced your choice of practice area or employer. This includes a range of disabilities, including physical, mental, intellectual, and sensory, as well as any chronic or age-related health conditions that emerged later in your career.” The incidence of disability is unrelated to age: the figures range from 7.0 to 7.5% among the four groups under 65, and is a bit *lower*, 5.3%, for those 65 and older — perhaps because disability is associated with earlier retirement. 19.0% of licensees do not answer the question. The range of the conditions of disability means it is hard to change these numbers into a narrative, let alone policy to address disability.

Table 6a: **Status and Sector of Practice by Indigeneity and Racialization** for Ontario Lawyers, 2024

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	Government	Education	In-House	Other Employment	Not Employed	Total	Number
	percent											
Indigenous												
First Nations and Inuk	24	10	16	2	2	18	1	11	8	9	100	504
Métis	20	9	19	5	5	22	3	9	3	6	100	242
Total	23	9	17	3	3	20	2	10	6	8	100	746
Racialized												
Arab	17	8	29	4	2	20	1	11	4	5	100	687
Black	24	5	17	4	3	18	2	13	6	7	100	1,905
Chinese	16	6	25	5	1	14	0	18	5	9	100	1,957
Filipino	22	7	23	5	2	13	1	13	8	8	100	195
Japanese	11	15	6	2	3	24	0	18	6	15	100	62
Korean	9	9	27	6	2	19	0	18	5	5	100	446
Latin American	18	6	26	4	3	15	0	17	5	6	100	378
South Asian	27	7	24	5	2	11	1	12	5	6	100	4,184
Southeast Asian	16	7	22	2	3	17	1	19	6	8	100	180
West Asian	23	7	29	5	1	12	1	13	4	6	100	749
Other and More than One Racialized Group	18	10	13	3	2	23	0	17	6	8	100	132
Racialized and White	12	7	28	4	3	21	1	15	5	6	100	838
Total	22	7	24	5	2	15	1	14	5	7	100	11,713
White	16	15	22	4	1	15	1	13	6	7	100	26,762
Not Indigenous, Declined Racialization Question	22	13	18	5	1	12	1	14	6	8	100	5,998
Declined Indigenous and Racialization Questions	21	15	18	4	1	14	1	13	5	8	100	7,185
Total	18	13	21	4	1	15	1	13	5	7	100	52,404

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 6b: **Size of Law Firm by Indigeneity and Racialization** for Ontario Lawyers, 2024 (size of law firm, based on partners, associates and employees)

Group	fewer than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	percent								
Indigenous									
First Nations and Inuk	38	16	11	12	4	4	16	100	140
Métis	36	18	14	9	5	3	15	100	78
Total	37	17	12	11	4	3	16	100	218
Racialized									
Arab	29	13	15	8	8	7	19	100	275
Black	35	12	17	5	5	5	21	100	501
Chinese	26	13	16	7	7	7	25	100	717
Filipino	39	13	16	7	9	4	10	100	67
Japanese	21	29	7	14	14	0	14	100	14
Korean	26	12	14	8	9	8	23	100	185
Latin American	34	18	16	7	4	7	15	100	136
South Asian	37	17	15	7	5	4	15	100	1,501
Southeast Asian	46	7	14	4	5	4	21	100	57
West Asian	33	13	15	12	6	5	16	100	309
Other and more than one Racialized Group	41	15	18	6	0	3	18	100	34
Racialized and White	22	16	18	10	6	6	22	100	325
Total	33	15	15	7	6	5	19	100	4,121
White	24	14	17	9	7	6	23	100	10,948
Not Indigenous, Declined Racialization Question	27	15	16	9	7	6	20	100	2,170
Declined Indigenous and Racialization Questions	27	15	17	8	7	6	21	100	2,624
Total	34	16	8	7	6	100	21	100	20,081

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 6c: **Region by Indigeneity and Racialization** for Ontario Lawyers, 2024

Group	Toronto	Northwest	Northeast	East	Central East	Central West	Central South	Southwest	Total	Number
	percent									
Indigenous										
First Nations and Inuk	36	5	8	16	13	8	7	8	100	464
Métis	33	5	7	26	12	5	6	7	100	217
Total	35	5	8	19	12	7	6	8	100	681
Racialized										
Arab	47	0	0	23	8	12	3	6	100	627
Black	59	0	0	12	9	13	4	3	100	1,746
Chinese	69	0	0	7	15	6	1	1	100	1,788
Filipino	64	0	1	8	12	11	4	2	100	179
Japanese	63	2	2	10	7	8	3	5	100	59
Korean	74	0	0	7	8	6	2	2	100	404
Latin American	57	0	1	13	7	9	7	5	100	349
South Asian	51	0	0	5	9	30	3	1	100	3,965
Southeast Asian	55	1	0	10	6	20	6	2	100	172
West Asian	64	0	0	8	17	7	3	1	100	695
Other and more than one Racialized Group	56	1	1	21	7	8	5	2	100	120
Racialized and White	59	0	1	19	7	7	4	3	100	767
Total	58	0	0	9	10	17	3	2	100	10,871
White	55	1	2	16	8	7	6	6	100	24,993
Not Indigenous, Declined Racialization Question	58	1	1	11	10	10	5	4	100	5,576
Declined Indigenous and Racialization Questions	54	1	1	13	10	10	6	5	100	6,645
Total	55	1	1	14	9	10	5	5	100	48,766

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 6: **Status and Sector of Practice, Size of Law Firm and Region by Indigeneity and Racialization**
for Ontario Lawyers, 2024

Examining sectors of employment, as in this Table, the focus is on averages. And it is sensible to, for example, compare legal clinics to law firms to government employment, and so on. But, except for sole practitioners, each sector is made up of numerous individual employers, so that the averages do not show the gender, racial and other variations between law firms, between legal departments in government and between the many in-house places of work. An appropriate companion to these comparisons is analysis comparing individual workplaces, which is possible with the Annual Report data, because they identify each licensee's employer.

1. 24% of First Nations and Inuk lawyers, 20% of Métis lawyers and 22% of racialized lawyers are sole practitioners, compared to 16% of white lawyers. There is substantial variation between racialized groups: around 25% sole practitioners for Black, Filipino, South Asian, and West Asian lawyers; about 10% of Japanese, Korean and racialized *and white* lawyers; and between 16 and 21% of Arab, Chinese, Latin American and Southeast Asian lawyers.
2. About one in five, 20%, of Indigenous lawyers work for government, compared to 15% of white and 15% of racialized lawyers. 9% of Indigenous lawyers and 7% of racialized lawyers are law firm partners, half the figure of 15% for white lawyers. Perhaps portending future change, 24% of racialized lawyers are law firm associates, compared to 22% of white lawyers. The finding, in Tables 2 and 3, that racialized lawyers tend to be younger, also suggests a growing percentage of racialized partners.
3. Chinese, Japanese, Korean and Latin American lawyers are about 50% more likely to be employed “in-house”, compared to 13% of white lawyers. Racialized lawyers are twice as likely as white lawyers to practise in legal clinics, which employ just 769 out of about 52,400 licensees whose employer is recorded (no employer is recorded for about 3,000 licensees).
4. Counting only lawyers working in law firms, Table 6b shows that 24% of white lawyers work in firms with fewer than five licensees, compared to 37% of Indigenous and 33% of racialized lawyers. Black, Filipino, Latin American, South Asian and especially Southeast Asian lawyers are substantially more likely to work in the smallest firms, with figures ranging from 35% to 48%. This could reflect racial differences in area of practice. In terms of firm size, Chinese and Korean lawyers resemble white lawyers, 23% of whom are employed in firms with 200 or more licensees.
5. Based on the Law Society's electoral districts, Table 6c shows that 19% of Indigenous lawyers work in the East, which includes Ottawa, 8% in the Northeast and 5% in the Northwest. Just 1% of white lawyers and less than 0.5% of racialized lawyers in the two northern areas. 35% of Indigenous lawyers are in Toronto, compared to 55% of white and 58% of racialized lawyers. There are concentrations of Arab lawyers in the East and of South Asian lawyers in the Central West area that includes Durham, Halton, Peel and York. Chinese, Korean and West Asian lawyers are heavily concentrated in Toronto, respectively accounting for 69%, 74% and 64% of those groups.

Table 7a: **Status and Sector of Practice by Gender* by Age** for Ontario Lawyers, 2024

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	Government	In-House	Education	Other Employment	Not Employed	Total	Number	Percentage by Age
	percent												
Female													
under 35	5.4	1.1	48.7	6.2	2.2	15.7	10.0	0.6	4.1	6.0	100.0	6,560	25.9
35–44	12.5	6.7	22.4	5.7	2.3	17.7	17.1	1.3	7.5	6.7	100.0	8,053	31.8
45–54	14.9	12.6	7.4	3.7	2.0	24.1	18.2	2.1	6.1	8.8	100.0	5,724	22.6
55–64	20.3	12.1	3.4	3.5	1.7	18.9	13.6	2.2	7.3	17.1	100.0	3,679	14.5
65 or older	34.2	13.4	3.4	2.7	2.0	8.7	5.1	1.9	5.9	22.7	100.0	1,282	5.1
Total	13.5	7.7	22.1	4.9	2.1	18.3	14.4	1.5	6.2	9.3	100.0	25,298	100.0
Male													
under 35	9.4	2.4	51.6	5.5	1.2	11.5	10.6	0.1	3.2	4.4	100.0	4,790	17.8
35–44	17.2	10.9	28.1	4.4	1.0	13.4	16.1	0.8	4.6	3.6	100.0	7,176	26.7
45–54	20.9	23.4	8.9	3.0	0.8	15.4	16.7	1.2	6.0	3.8	100.0	5,501	20.5
55–64	28.5	27.1	4.0	3.1	0.7	10.6	10.3	1.3	6.4	8.1	100.0	4,992	18.6
65 or older	44.8	27.7	6.0	3.0	0.5	3.6	3.0	0.7	3.2	7.6	100.0	4,389	16.3
Total	23.2	17.7	20.3	3.9	0.9	11.3	12.0	0.8	4.7	5.3	100.0	26,848	100.0

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

*In order to protect confidentiality includes only female and male

Table 7b: **Size of Law Firm by Gender** (based on partners, associates and employees) for Ontario Lawyers, 2024

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	percent								
Female	27.3	14.0	15.7	8.5	6.9	5.7	21.8	100.0	8,783
Male	25.6	15.0	16.7	8.4	6.7	6.3	21.3	100.0	11,222
Total	26.4	14.6	16.3	8.5	6.8	6.0	21.5	100.0	20,005

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 7c: **Region by Gender** for Ontario Lawyers, 2024

Group	Toronto	Northwest	Northeast	East	Central East	Central West	Central South	Southwest	Total	Number
	percent									
Female	56.1	0.8	1.2	14.8	8.5	9.6	4.6	4.5	100.0	23,413
Male	54.9	0.9	1.4	12.6	9.4	10.3	5.7	4.8	100.0	25,107
Total	55.5	0.8	1.3	13.6	9.0	9.9	5.2	4.7	100.0	48,520

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 7: **Status and Sector of Practice by Gender by Age, and Size of Law Firm and Region by Gender**
for Ontario Lawyers, 2024

1. 23.2% of male lawyers are sole practitioners, compared to 13.5% for female lawyers; and 17.7% of male lawyers who are law firm partners compares to just 7.7% for female lawyers. As a result, there are more female lawyers in every other sector, including in-house, legal clinics, government and education. While male licensees are older on average, age differences do not account for the dramatic gender difference in partnership. In the 45-54, 55-64 and 65 and older age groups, respectively, 12.6%, 12.1% and 13.4% of female licensees are partners, compared to 23.4%, 27.1% and 27.7% for male licensees. The stability of this gender difference in partnership from age 45 suggests that it arises from deep and stable institutional factors. This comparison is not quite exact, note, because of possible gender differences *within* age groups — women in, say, the 45-54 age group, could on average be younger than men in that same age range.
2. For licensees under 35, the gender difference in law firm associations is small: 48.7% of female licensees are law firm associates, versus 51.6% for male licensees. Thus, rather than being excluded from firms initially, the principal effect of gender is that female associates are much more likely to depart for other types of employment and less likely to become partners. This is consistent with previous analysis of the Annual Report, which shows that female lawyers in their 30s are more likely to leave law firms for employment in government, education, in-house and outside of law practice.
3. 9.3% of all female licensees are not employed at all (this number *excluding* persons on leave), versus 5.3% of male licensees; and 6.2% of female licensees are in “other” — that is, *non-practising* employment — compared to 4.7% of male licensees.
4. In addition to the overall smaller proportion of older female lawyers — so excluding individuals who are no longer licensed — older women are much more likely *not to be employed at all*; this category accounting for 17.1% female licensees 55-64 and 22.7% of those 65 and older — with the corresponding male figures 8.1% and 7.6%.
5. The similarity of women’s employment for the age groups past 35 suggests that these patterns have not changed in three decades.
6. Gender differences in firm size and geographical location are small.

Table 8a: **Status and Sector of Practice by Francophone Identity and Ability to Practise in French**
for Ontario Lawyers, 2024

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	Government	Education	In-House	Other Employment	Not Employed	Total	Number
	percent											
Identify as Francophone												
Yes	13.6	9.2	16.7	4.3	2.2	29.4	1.3	11.2	5.2	6.9	100.0	3,123
No	18.6	12.9	21.9	4.4	1.5	13.7	1.1	13.2	5.5	7.1	100.0	43,362
Total	18.3	12.6	21.6	4.4	1.6	14.7	1.2	13.1	5.5	7.1	100.0	46,485
Able to Provide Service in French?												
Can Represent	17.0	11.8	18.7	4.2	2.5	28.9	0.1	14.8	0.5	1.6	100.0	3,677
Communicates, cannot Represent	18.1	10.9	18.9	3.2	2.8	27.6	0.1	16.1	0.8	1.6	100.0	1,195
Neither	23.2	16.4	26.7	4.4	1.5	11.2	0.1	14.9	0.4	1.3	100.0	35,240
Total	22.5	15.8	25.7	4.3	1.7	13.3	0.1	14.9	0.4	1.3	100.0	40,112

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 8b: **Size of Law Firm by Francophone Identity and Ability to Practise in French**
(based on partners, associates and employees) for Ontario Lawyers, 2024

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	percent								
Identify as Francophone									
Yes	31.7	17.0	15.7	4.8	6.4	3.7	20.7	100.0	942
No	25.8	14.5	16.3	8.8	6.8	6.2	21.6	100.0	17,002
Total	26.1	14.6	16.3	8.6	6.7	6.1	21.6	100.0	17,944
Able to Provide Service in French?									
Can Represent	26.1	17.4	15.9	6.0	7.0	3.4	20.3	100.0	1,276
Communicates, cannot Represent	32.7	18.5	15.5	5.6	7.9	3.0	20.3	100.0	394
Neither	22.4	14.5	16.7	9.0	6.9	6.3	21.7	100.0	16,710
Total	22.9	14.8	16.6	8.7	6.9	6.0	21.6	100.0	18,380

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 8c: **Region by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2024

Group	Toronto	Northwest	Northeast	East	Central East	Central West	Central South	Southwest	Total	Number
	percent									
Identify as Francophone										
Yes	29.2	0.6	6.4	52.1	2.9	3.5	2.9	2.4	100.0	2,578
No	57.3	0.8	1.0	11.3	9.2	10.3	5.3	4.8	100.0	40,743
Total	55.6	0.8	1.3	13.7	8.9	9.9	5.1	4.7	100.0	43,321
Able to Provide Service in French?										
Can Represent	32.6	0.3	5.2	50.4	3.4	4.0	2.3	1.8	100.0	3,068
Communicates, cannot Represent	45.4	1.4	2.1	35.0	5.2	5.3	3.0	2.6	100.0	1,076
Neither	57.5	1.0	1.1	8.3	9.9	11.1	5.9	5.3	100.0	34,129
Total	55.2	0.9	1.4	12.4	9.3	10.3	5.5	4.9	100.0	38,273

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 8: **Status and Sector of Practice, Size of Law Firm and Region by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2024

Francophone identity and the ability to practise in French are strongly related, with 89% of Francophones indicating they were able to represent their clients in French, compared to just 4% of non-Francophones. The consequence is that the characteristics of Francophones and licensees able to practise in French must be very similar. Counting individuals, the numbers are not so lopsided because Francophones account for only about 4% of all licensees, so there are about 2,200 Francophones able to represent in French, compared to 1,450 non-Francophones. It is worth noting that the Annual Report does not measure the actual use of French in the workplace. Also, these figures omit lawyers who did not answer these questions.

Most licensees who were not in legal practice — they had “other” employment or were not employed — answered the question about their Francophone identity, but did not respond to the questions about their ability to practise in French. As a result, the overall percentages of licensees in the broad categories, such as sole practitioners or law firm associates, are not quite the same for the tabulations of Francophones and French practitioners.

1. In the top panel of Table 8, 29.4% of Francophone lawyers work in government, compared to 13.7% of non-Francophones. This difference is made up by there being fewer Francophone sole practitioners, law firm partners and law firm associates, respectively accounting for 13.6%, 9.2% and 16.7% of Francophones, compared to 18.6%, 12.9% and 21.9% for non-Francophones. Similarly, 28.9% of licensees able to represent in French and 27.6% of those able to communicate, but not represent in French are government employees, versus 11.2% of licensees who cannot.
2. The middle panel of Table 8 shows a weak tendency for Francophone lawyers to work in smaller firms, but also in the largest law firms.
3. A remarkable 52.1% of Francophone licensees work in the East, a region whose population is dominated by the City of Ottawa, compared to 11.3% of non-Francophone licensees. Similarly, 50.4% of lawyers able to represent in French are in the East, compared to 35.0% of those who can communicate but not represent and just 8.3% of those without skills in French. In addition, 6.4% of all Francophones are in the Northeast region, compared to just 1.0% of non-Francophones.
4. Because Francophones are so concentrated in the East and Northeast, there are smaller percentages of Francophones and French practitioners in the six other regions. For example, 29.2% of Francophones are in Toronto, compared to 57.3% of non-Francophones; 32.6% of licensees able to represent their clients in French are in Toronto, compared to 57.5% of those who cannot; and 2.9% and 3.5% of Francophones are in the Central East and Central West regions, respectively, compared to 9.2% and 10.3% of non-Francophones.

Table 9a: **Status and Sector of Practice by Disability** for Ontario Lawyers, 2024

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	Government	Education	In-House	Other Employment	Retired or Not Working	Total	Number
	percent											
Has a Disability	16.9	5.9	17.5	3.7	3.1	24.5	1.9	10.2	5.0	11.1	100.0	2,995
No Disability	18.3	13.4	22.1	4.4	1.4	13.8	1.1	13.3	5.5	6.7	100.0	39,437
Total	18.2	12.9	21.7	4.4	1.5	14.5	1.1	13.1	5.5	7.0	100.0	42,432

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 9b: **Size of Law Firm by Disability** (based on partners, associates and employees) for Ontario Lawyers, 2024

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	percent								
Has a Disability	28.9	14.5	17.2	7.1	8.2	4.2	19.9	100.0	814
No Disability	25.9	14.6	16.3	8.6	6.7	6.1	21.9	100.0	15,729
Total	26.0	14.6	16.3	8.5	6.8	6.0	21.8	100.0	16,543

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 9c: **Region by Disability** (based on Law Society Electoral Districts) for Ontario Lawyers, 2024

Group	Toronto	Northwest	Northeast	East	Central East	Central West	Central South	Southwest	Total	Number
	percent									
Has a Disability	53.6	0.9	1.5	20.1	7.1	6.5	5.9	4.4	100.0	2,795
No Disability	55.7	0.8	1.3	13.1	9.0	10.3	5.1	4.7	100.0	36,745
Total	55.6	0.8	1.3	13.6	8.9	10.1	5.1	4.6	100.0	39,540

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 9: **Status and Sector of Practice, Size of Law Firm and Region by Disability** for Ontario Lawyers, 2024

- Nearly one in four lawyers with a disability work in government, 24.5%, compared to 13.8% of lawyers without a disability; and there is a similar ratio for legal clinics, accounting for 3.1% of licensees with a disability, 1.4% for licensees without. It appears that licensees with a disability are less likely to find initial employment at law firms and those who do are much less likely to become partners. Lawyers with a disability account for 17.5% of law firm associates and 5.9% of partners, compared to 22.1% and 13.4% for lawyers without. Finally, 11.1% of lawyers with a disability are not employed, versus 6.7% for lawyers who did not report a disability.
- Among law firms, there is a slight tendency for licensees with a disability to be employed in smaller firms — they are 3% more likely to be in firms with fewer than five licensees and 2% less likely to work at the largest firms with 200 or more licensees.
- Likely related to their greater employment in government, 20.1% of licensees with a disability work in the East, compared to 13.1% with no reported disability. Correspondingly, licensees with a disability are less likely to be employed in the Central East and Central West regions.

Table 10a: **Status and Sector of Practice by Sexual Orientation** for Ontario Lawyers, 2024

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	Government	Education	In-House	Other Employment	Not Employed	Total	Number
	percent											
Heterosexual	17.3	13.3	22.4	4.4	1.4	14.4	1.1	13.3	5.6	6.9	100.0	34,517
LGBTQ+	12.6	6.3	25.5	4.0	3.4	20.4	2.3	12.0	5.2	8.1	100.0	2,382
Total	17.0	12.8	22.6	4.4	1.6	14.7	1.2	13.2	5.5	7.0	100.0	36,899

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 10b: **Size of Law Firm by Sexual Orientation** (based on partners, associates and employees) for Ontario Lawyers, 2024

Group	Less than 5	5–9	10–24	25–49	50–99	100–199	200 or more	Total	Number
	percent								
Heterosexual	25.2	14.2	16.2	8.6	6.8	6.4	22.7	100.0	13,816
LGBTQ+	28.9	13.1	14.6	9.6	7.0	5.3	21.5	100.0	855
Total	25.4	14.1	16.1	8.6	6.8	6.3	22.6	100.0	14,671

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 10c: **Region by Sexual Orientation** (based on Law Society Electoral Districts) for Ontario Lawyers, 2024

Group	Toronto	Northwest	Northeast	East	Central East	Central West	Central South	Southwest	Total	Number
	percent									
Heterosexual	55.8	0.8	1.3	13.5	8.9	9.7	5.1	4.8	100.0	32,250
LGBTQ+	64.6	1.1	1.4	15.3	4.8	5.5	4.1	3.3	100.0	2,189
Total	56.4	0.8	1.3	13.6	8.7	9.4	5.1	4.7	100.0	34,439

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 10: **Status and Sector of Practice, Size of Law Firm and Region by Sexual Orientation** for Ontario Lawyers, 2024

Note that these figures are likely affected by the high proportion, 29.5% of licensees, who declined to answer the Annual Report question on sexual orientation. These non-respondents are left out of the Table.

- 20.4% of LGBTQ+ lawyers work for government, compared to 14.4% of heterosexual lawyers; 3.4% of LGBTQ+ lawyers work in legal clinics, compared to 1.4% of heterosexual lawyers; and the corresponding figures for employment in education are 2.3% and 1.1%.
- 12.6% of LGBTQ+ lawyers are sole practitioners and 6.3% are law firm partners, compared to 17.3% and 13.3% for heterosexual lawyers. By a margin of 25.5% to 22.4%, LGBTQ+ lawyers are *more* likely to be law firm associates. This suggests that, like female lawyers, LGBTQ+ lawyers are more likely to leave law firms for other types of practice, instead of becoming partners.
- A possibility is that the younger age of LGBTQ+ licensees, shown in Table 5, accounts for their lower representation among law firm partners. A regression analysis revealed that accounting for age decreases but does not eliminate this difference. Accounting for age, the percentages of heterosexual and LGBTQ+ law firm partners are estimated as 13.1% and 8.2%, respectively, a 2% smaller difference than the unadjusted figures of 13.3% and 6.3% in the top panel of Table 10. Similarly, the lower average age of LGBTQ+ licensees accounts for about half of their lower representation — 12.6% for LGBTQ+ versus 17.3% for heterosexual licensees — in sole practice.
- At law firms, sexual orientation is unrelated to the size of firm.
- LGBTQ+ lawyers are concentrated in Toronto and the East region that includes Ottawa, accounting for 64.6% of Toronto lawyers, versus 55.8% for heterosexual lawyers; and 15.3% of lawyers in the East, versus 13.5% for heterosexual lawyers. The difference is made up by the lower percentages of LGBTQ+ lawyers in the Central East, West and South regions and in the Southwest region.

Table 11: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024

Group	Indigenous	Environment	Criminal	Family	Landlord and Tenant	Health	Immigration
	percent of lawyers whose work in the area accounts for at least 30 percent of their total practice						
First Nations and Inuk	26	1	16	18	1	0	2
Métis	11	1	17	15	2	1	1
Arab	1	0	11	8	1	2	8
Black	1	0	12	15	1	2	13
Chinese	0	0	4	5	0	1	4
Filipino	1	1	6	12	1	2	9
Japanese	0	0	13	2	0	0	8
Korean	1	0	8	4	1	2	8
Latin American	1	1	11	11	0	2	11
South Asian	1	0	9	12	0	1	8
Southeast Asian	1	1	7	11	1	0	5
West Asian	1	1	8	9	0	1	13
Other and more than one Racialized Group	1	0	13	6	0	1	6
Racialized and White	2	0	14	8	1	2	4
White	1	1	10	8	0	1	2
Not Indigenous, Declined Racialization Question	1	0	9	9	0	1	4
Declined Indigenous and Racialization Questions	1	0	10	7	0	1	2
Female	2	1	9	12	1	2	4
Male	1	1	10	6	0	1	3
Total	1	1	10	9	0	1	4

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 11: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024 (continued)

Group	Real Estate	Wills and Estates	Civil Litigation - Plaintiff	Civil Litigation - Defendant	Workplace Safety	Employment and Labour	Administrative
	percent of lawyers whose work in the area accounts for at least 30 percent of their total practice						
First Nations and Inuk	8	3	4	4	0	5	6
Métis	11	5	11	7	0	8	9
Arab	10	3	11	15	0	6	6
Black	9	3	6	7	1	7	6
Chinese	16	4	8	11	0	5	5
Filipino	19	6	6	7	1	6	2
Japanese	4	2	6	23	0	2	4
Korean	10	2	6	9	0	4	4
Latin American	8	3	7	10	1	7	3
South Asian	23	3	9	10	0	6	3
Southeast Asian	17	5	6	12	1	4	6
West Asian	13	2	13	14	0	6	6
Other and more than one Racialized Group	7	5	8	13	1	8	12
Racialized and White	7	5	7	11	0	9	6
White	11	7	10	13	0	8	6
Not Indigenous, Declined Racialization Question	14	6	10	11	0	6	6
Declined Indigenous and Racialization Questions	14	6	10	11	0	6	5
Female	9	6	7	11	1	8	7
Male	15	6	12	12	0	6	5
Total	13	6	9	12	0	7	6

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 11: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024 (continued)

Group	ADR	Corporate	Securities	Taxation	Bankruptcy	Construction	Number
	percent of lawyers whose work in the area accounts for at least 30 percent of their total practice						
First Nations and Inuk	1	10	2	2	1	1	399
Métis	1	12	1	3	0	2	205
Arab	0	22	3	2	1	2	609
Black	0	21	3	1	0	2	1,518
Chinese	0	29	5	5	1	2	1,662
Filipino	2	20	3	1	0	1	162
Japanese	0	23	6	2	0	2	48
Korean	0	27	7	5	1	1	380
Latin American	0	23	3	2	0	1	349
South Asian	0	18	3	2	1	1	3,684
Southeast Asian	1	25	4	3	0	2	161
West Asian	0	17	3	1	0	2	677
Other and more than one Racialized Group	0	23	1	1	1	2	106
Racialized and White	1	22	4	3	1	2	725
White	1	21	4	2	1	2	22,816
Not Indigenous, Declined Racialization Question	1	22	4	2	1	2	5,074
Declined Indigenous and Racialization Questions	1	25	4	3	1	2	6,090
Female	1	20	3	2	1	1	20,749
Male	1	23	4	3	1	2	23,917
Total	1	22	4	2	1	2	44,665

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 11: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024 (continued)

	Franchise	Intellectual Property	Municipal Law	Charity	Other	
Group	percent of lawyers whose work in the area accounts for at least 30 percent of their total practice					Number
First Nations and Inuk	0	1	1	0	4	399
Métis	0	1	1	0	4	205
Arab	0	2	0	0	7	609
Black	0	2	1	1	6	1,518
Chinese	0	6	1	0	6	1,662
Filipino	0	4	2	0	4	162
Japanese	0	8	6	0	6	48
Korean	0	4	1	2	8	380
Latin American	1	2	1	0	7	349
South Asian	0	1	1	0	4	3,684
Southeast Asian	0	2	1	1	7	161
West Asian	0	1	1	0	4	677
Other and more than one Racialized Group	0	3	0	1	12	106
Racialized and White	0	2	1	1	7	725
White	0	2	2	1	6	22,816
Not Indigenous, Declined Racialization Question	0	3	1	1	6	5,074
Declined Indigenous and Racialization Questions	0	4	2	1	6	6,090
Female	0	2	2	1	8	20,749
Male	0	3	2	0	5	23,917
Total	0	3	2	1	6	44,665

Source: 2024 Lawyer Annual Report; analysis by Michael Ornstein

Table 11: **Area of Practice* by Indigeneity and Racialization and by Gender** for Ontario Lawyers, 2024

*The Annual Report asks licensees to give the distribution of their practice in 25 different areas of law. To be counted as specializing in an area in Table 11, that area must account for at least 30% of a lawyer's practice. By this criterion, most lawyers practise in just one area, although about one-fifth spend at least 30% of their time in two or more areas. Counting in this way, the rows in the Table total more than 100%. There is also more missing information than in most of the other tables, in part because it excludes licensees who did not practise in 2024. There are quite small numbers for some of the racialized groups, with the smallest, Japanese group, numbering 48.

1. 26% of First Nations and Inuk and 11% of Métis lawyers specialize in Indigenous law, compared to just 1% of lawyers overall. First Nations lawyers are also more likely to specialize in criminal and family law, with just less than 20% specializing in each area, and they are much *less* likely than non-Indigenous licensees to specialize in civil litigation, corporate law, securities and real estate.
2. In terms of racialization, the most systematic difference is the very low numbers, just 2%, of white lawyers specializing in immigration law, which is a specialty for 13% of Black, 13% of West Asian, 11% of Latin American, 9% of Filipino lawyers, and 4% to 8% of the other racialized groups.
3. The relatively small percentages in many of the areas of practice give rise to random variation that obscures the group differences, although a few are quite large. For example, Indigenous and Black lawyers are more likely to practise family law, while Chinese lawyers are under-represented in these areas and are concentrated in corporate, real estate and securities law.
4. There are notable gender differences in specialization. Civil litigation representing plaintiffs accounts for 7% of female lawyers versus 12% of male lawyers, but there is no difference for civil litigation representing defendants. 12% of female lawyers and 6% of male lawyers specialize in family law; 9% of female licensees and 15% of male licensees specialize in real estate; and there is also a somewhat greater concentration of male licensees in corporate, securities and tax law. These differences must be related to the gender differences in sector of employment, shown in Table 7.