



Statistical Snapshot of Paralegals in Ontario

from the Paralegal Annual Report 2024

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

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The tables include licensees who in 2024 were:

- sole practitioners
- employees and partners in paralegal and law firms
- paralegals working in legal clinics, education, in-house and government
- 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 licensees who(se):

- 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

Except for the information about areas of practice, the equity questions for paralegals and lawyers are the same. For a discussion of non-response, see the commentary on lawyers.

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 | 8.8% |
| • identifying as racialized | 19.1% |
| • whether an immigrant | 14.6% |
| • self-identified gender | 9.6% |
| • sexual orientation | 29.2% |
| • identifying as Francophone | 6.9% |
| • the ability to practise in French | 1.2%, but no data for 64.8% |
| • having a disability | 13.8% |
| • LSO electoral region | 7.1% |

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

As Table 2 shows, 16% of all licensed paralegals were in “other” — that is *non*-paralegal — employment in 2024 and another 18% were not employed at all. This compares to 5.5% and 7.2% of lawyers in these categories. Considering all paralegal licensees may therefore give a misleading impression of the characteristics of the licensees engaged in legal work. For this reason, Tables 1, 2 and 3 separate practising and non-practising paralegals and Tables 4, 5, 6 and 7 describe only practising paralegals.

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

Group	Number of Licensees		Per cent of Licensees Excluding Non-Respondents		Per cent Women for Practising Paralegals	Per cent of the 2021 Ontario Population		
	All Licensed Paralegals	Practising Paralegals	All Licensed Paralegals	Practising Paralegals		Everyone	Persons in the Labour Force, Age 25–69	University Graduates in the Labour Force, Age 25–69
Indigenous								
First Nations	131	81	1.5	1.5	71	1.85	1.45	0.59
Inuk	4	1	0.0	0.0	*	0.03	0.03	0.01
Métis	97	57	1.1	1.1	66	1.02	0.97	0.49
Multiple Indigenous						0.05	0.04	0.01
Total	232	139	2.7	2.6	69	2.95	2.49	1.10
Racialized								
Arab	170	101	2.0	1.9	69	1.95	1.56	2.26
Black	781	449	9.0	8.3	72	5.35	4.91	4.04
Chinese	596	350	6.9	6.5	65	5.80	5.82	9.32
Filipino	203	123	2.3	2.3	72	2.60	3.13	3.60
Japanese	10	6	0.1	0.1	83	0.21	0.21	0.31
Korean	82	49	0.9	0.9	67	0.67	0.70	1.16
Latin American	345	233	4.0	4.3	70	1.73	2.04	1.96
South Asian	1,087	604	12.6	11.2	59	10.84	11.37	17.86
Southeast Asian	132	76	1.5	1.4	75	1.12	1.16	1.01
West Asian	297	171	3.4	3.2	66	1.49	1.52	2.20
Other Visible Minority						0.95	0.98	0.69
More than One Racialized Group	26	17	0.3	0.3	71	1.27	1.02	1.25
Racialized and White	138	90	1.6	1.7	72			
Total	3,867	2,269	44.7	42.1	67			
White	4,546	2,984	52.6	55.3	72	33.98	34.42	45.66
Not Indigenous, Declined Racialization Question	1,106	666			66	63.08	63.09	53.25
Declined Indigenous and Racialization Questions	935	579			51			
Total	10,686	6,637	100.0	100.0	68	100.00	100.00	100.00
Number						369,688	163,270	64,273

Sources: 2024 Paralegal Annual Report and 2021 Canadian Census Public-Use Master File; analysis by Michael Ornstein

* insufficient number for meaningful results

Table 1: **Indigeneity and Racialization** for Ontario Paralegals 2024, compared to the 2021 Ontario Population

- 2.7% of all paralegals are Indigenous, 2.6% counting paralegals who practised in 2024. This compares to 2.95% of the 2021 Ontario population who are Indigenous, 2.49% of the labour force age 25-69 and 1.10% of university graduates in the labour force age 25-69.
- 44.7% of all paralegals are racialized, 42.1% counting paralegals who practised in 2024, 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.
- South Asian licensees account for 11.2% of all practising paralegals, 8.3% are Black and 6.5% Chinese. There are considerably greater percentages of Black, Latino and West Asian paralegals than their representation in the population. There are just 6 Japanese, 49 Korean, 76 Southeast Asian and 139 Indigenous practising paralegals, out of a total of 6,637.
- 68% of practising paralegals are women; 69%, 67% and 72% of Indigenous, racialized and white paralegals, respectively.

Table 2a: **Status and Sector of Practice by Indigeneity and Racialization** for Ontario Paralegals, 2024

	Practising	Other Employment	Retired or Not Working	Total	
Group	per cent				Number
Indigenous					
First Nations and Inuk	66	18	17	100	125
Métis	60	20	20	100	91
Total	64	19	17	100	216
Racialized					
Arab	66	11	22	100	152
Black	62	22	16	100	723
Chinese	64	15	22	100	551
Filipino	65	23	12	100	189
Japanese	67	22	11	100	9
Korean	60	9	32	100	82
Latin American	73	12	15	100	319
South Asian	60	17	24	100	1,010
Southeast Asian	60	17	23	100	126
West Asian	63	15	22	100	272
Other and More than One Racialized Group	71	8	21	100	24
Racialized and White	73	11	16	100	124
Total	63	17	20	100	3,581
White					
Not Indigenous, Declined Racialization Question	64	14	22	100	1,042
Declined Indigenous and Racialization Questions	65	15	20	100	895
Total	66	16	18	100	10,023

Source: 2024 Paralegal Annual Report; analysis by Michael Ornstein

Table 2b: **Status and Sector of Practice by Indigeneity and Racialization** for Ontario Paralegals, 2024

	Sole Practitioner	Firm Partner	Firm Associate	Firm Employee	Legal Clinic	Government	Education	In-House	Total	
Group	per cent									Number
Indigenous										
First Nations and Inuk	32	7	4	22	10	21	1	4	100	82
Métis	42	5	0	30	0	21	0	2	100	57
Total	36	6	2	25	6	21	1	3	100	139
Racialized										
Arab	36	5	4	30	4	15	0	7	100	101
Black	31	2	3	27	3	23	3	9	100	449
Chinese	30	3	1	41	2	15	3	5	100	350
Filipino	20	4	6	34	2	25	2	7	100	123
Japanese									*	6
Korean	24	4	2	43	10	14	0	2	100	49
Latin American	29	2	2	38	5	16	1	7	100	233
South Asian	34	2	5	35	2	16	2	4	100	604
Southeast Asian	26	1	3	43	0	20	0	7	100	76
West Asian	46	4	4	30	2	11	1	3	100	171
Other and More than One Racialized Group	24	0	6	41	6	18	0	6	100	17
Racialized and White	18	2	8	37	1	29	1	4	100	90
Total	31	3	3	35	3	18	2	6	100	2,269
White	21	3	4	38	3	22	2	6	100	2,984
Not Indigenous, Declined Racialization Question	27	4	3	37	2	18	2	7	100	666
Declined Indigenous and Racialization Questions	36	5	3	25	2	22	2	6	100	579
Total	27	3	4	35	3	20	2	6	100	6,637

Source: 2024 Paralegal Annual Report; analysis by Michael Ornstein

*insufficient number for meaningful results

Table 2: **Status and Sector of Practice by Indigeneity and Racialization** for Ontario Paralegals, 2024

1. Excluding non-respondents, one-third of licensed paralegals were not practising in 2024, with 16% in other, non-practising employment and 18% not employed. Respectively, 64%, 63% and 70% of Indigenous, racialized and white licensed paralegals practised in 2024.
2. Paralegals are most likely to be employed by paralegal or law firms, which account for 25%, 35% and 38% of Indigenous, racialized and white paralegals, respectively. Sole practice is more common among Indigenous paralegals, accounting for 36% of their licensees, and racialized paralegals, 31%; this compared to 21% of white licensees in sole practice. Government employment accounts for 21%, 18% and 22% of the three groups, respectively.
3. The relatively small numbers of practising paralegals in the individual Indigenous and racialized categories make it difficult to discern patterns in their areas of practice.

Table 3a: **Status of Practice by Gender by Age*** for Practising Ontario Paralegals, 2024

Group	Practising	Other Employment	Not Employed	Total	Number	Per cent in Age Group	Per cent Women in the Age Group
	per cent						
Female							
20–29	72	16	12	100	1,343	19	79
30–39	79	15	6	100	2,847	41	77
40–49	77	17	6	100	1,539	22	71
50–59	76	20	4	100	977	14	58
60 or older	72	25	3	100	504	7	42
Total	76	18	7	100	7,018	100	69
Male							
20–29	69	19	11	100	367	12	
30–39	76	18	6	100	852	27	
40–49	80	14	7	100	637	20	
50–59	80	16	5	100	703	23	
60 or older	81	16	2	100	685	22	
Total	77	17	6	100	3,109	100	

Source: 2024 Paralegal Annual Report; analysis by Michael Ornstein

*In order to protect confidentiality includes only female and male

Table 3b: **Sector of Practice by Gender by Age*** for Practising Ontario Paralegals, 2024

Group	Sole Practitioner	Firm Partner	Firm Associate	Firm Employee	Legal Clinic	Government	Education	In-House	Total	Number	Per cent in Age Group	Per cent Women in the Age Group
	per cent											
Female												
20–29	5	1	6	59	3	20	2	5	100	908	20	82
30–39	10	2	4	47	2	26	2	7	100	1,692	38	77
40–49	27	3	3	30	4	24	2	7	100	950	21	69
50–59	35	4	3	25	5	19	2	8	100	609	14	56
60 or older	39	5	3	22	8	15	3	5	100	313	7	38
Total	18	2	4	41	3	22	2	6	100	4,472	100	68
Male												
20–29	14	1	6	51	0	21	1	5	100	203	10	
30–39	29	3	4	31	2	21	2	8	100	519	24	
40–49	42	6	4	21	1	21	1	5	100	417	20	
50–59	56	8	3	15	1	10	2	5	100	475	22	
60 or older	66	7	2	14	1	6	1	4	100	513	24	
Total	45	5	4	23	1	15	1	5	100	2,127	100	

Source: 2024 Paralegal Annual Report; analysis by Michael Ornstein

*In order to protect confidentiality includes only female and male

Table 3: **Status of Practice and Sector of Practice by Gender by Age** for Practising Ontario Paralegals, 2024

1. The feminization of the profession is clear from the age distributions. Female paralegals account for around four-fifths of all licensed paralegals under 40, 71% of paralegals age 40-49, 58% for ages 50-59 and 42% of paralegals age 60 and older. The pattern is similar, but slightly more pronounced, counting only practising paralegals, in the second panel of Table 3. 82% of practising paralegals in their 20s are female, falling to 38% for ages 60 and older.
2. There is a corresponding pattern in the age distributions — male paralegals are substantially older. 19% of female paralegals are 20-29 and 41% are 30-39, compared to 12 and 27% of males in these age groups. Then, 23% of male paralegals are in their fifties and 22% are 60 or older, compared to 14 and 7% of female paralegals in these age groups.
3. Gender does not affect whether a licensee practises. 76% of female and 77% of male paralegals practiced in 2024, with 18% of female paralegals and 17% of males in other, non-practising employment, and 7% of female paralegals and 6% of male paralegals not employed at all. Except that the youngest paralegals, age 20 to 29, and oldest, age 60 or more, female paralegals are somewhat less likely to be practising, age has little impact on whether a paralegal is in active practice.
4. Among practising paralegals, male paralegals were more than twice as likely to work as sole practitioners, by a margin of 45% to 18%. Sole practice also increases dramatically with age, accounting for just 5% of female and 14% of male paralegals under 30%, 27% and 42% for ages 40-49, and 35% and 56% for ages 50-59.
5. Corresponding to the increase in sole practitioners with age, no less than 59% of female and 51% of male paralegals under 30 were paralegal or law firm employees, declining to 30% and 21% for ages 40-49, and to 25% and 15% for ages 50-59. Up to age 49, around one-fifth of female and male paralegals worked for government, with somewhat less government employment from age 50, especially for males. This pattern suggests that paralegals leave employment from a firm and government to become sole practitioners as their careers advance. Understanding this properly, however, requires following individuals over time, rather than examining profiles at one point in time, because this pattern could be caused by a change in the landscape of employment whereby the profession is being increasingly dominated by employment in firms and government.
6. Not in a table, a comparison of age groups shows little change in the proportions of Indigenous, racialized and white paralegals over time. There is a considerable increase in South Asian paralegals, who account for 16.3% of paralegals under 30, 11.5% for ages 30-39 and about 9% of paralegals 40 and older. This is balanced by apparent declines in Black paralegals, who constitute 5.9% of paralegals under 30, compared to 11.7% of paralegals age 40-49, Latin American paralegals account for 2.8% and 5.8% in those two age groups, and Chinese paralegals, 5.1% and 7.5%.

Table 4a: **Immigration by Racialization** for Practising Ontario Paralegals, 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	48	64.5	80.2	80.2
Black	46	49.3	67.4	66.4
Chinese	72	62.9	73.2	70.5
Filipino	66	71.5	86.4	88.1
Japanese	60	29.3	36.3	35.6
Korean	83	63.4	79.0	78.8
Latin American	64	62.6	74.5	73.3
South Asian	55	58.5	75.2	73.4
Southeast Asian	52	55.8	71.2	60.5
West Asian	74	69.8	85.3	83.2
Other and More than One Racialized Group	0	37.0	60.0	55.8
Racialized and White	14			
Total	57	58.9	74.5	73.2
White	9	9.6	9.4	13.8
Not Indigenous, Declined Racialization Question	21			
Declined Indigenous and Racialization Questions	10			
Total	27	24.2	28.1	37.2

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

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

Group	Age at Immigration for Licensees						Total	Number, Excluding Non-Response	Percent Non-Response	Total Number
	Under 5	5 to 14	15 to 19	20 to 24	25 to 29	30 and older				
Racialized										
Arab	3	30	18	8	15	28	100	84	20.2	101
Black	7	26	20	16	8	23	100	390	15.1	449
Chinese	5	19	5	11	19	43	100	287	22.0	350
Filipino	3	34	10	9	13	31	100	107	15.0	123
Japanese							*	5	20.0	6
Korean	9	20	3	11	26	31	100	42	16.7	49
Latin American	12	18	10	16	18	27	100	200	16.5	233
South Asian	7	19	12	15	16	31	100	528	14.4	604
Southeast Asian	12	18	12	12	18	29	100	66	15.2	76
West Asian	10	15	14	12	8	41	100	155	10.3	171
Other and More than One Racialized Group							*	17	0.0	17
Racialized and White	17	50	8	8	8	8	100	85	5.9	90
Total	7	21	12	13	15	32	100	1,966	15.4	2,269
White	16	25	14	16	10	20	100	2,904	2.8	2,984
Not Indigenous, Declined Racialization Question	9	27	11	10	15	28	100	469	42.0	666
Declined Indigenous and Racialization Questions	13	29	0	17	17	25	100	239	142.3	579
Total	9	22	12	14	14	30	100	5,578	16.5	6,498

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

*insufficient number for meaningful results

Table 4c: **Immigration by Racialization**, for Practising Ontario Paralegals, 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 Paralegal Annual Report and 2021 Canada Census of Population Public-Use Master File; analysis by Michael Ornstein

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

1. 9% of white practising paralegals are immigrants, compared to 57% of racialized paralegals. The different racialized groups range from 46% to 83% immigrants, aside from the small group of 17 paralegals with other and multiple racialized identities that includes no immigrants, and racialized and white paralegals, 14% immigrants. The proportions of immigrants are highest for Korean, West Asian and Chinese paralegals, respectively 83%, 74% and 72%, and lowest for Black, Arab, and Southeast Asian paralegals, respectively 46%, 48% and 52% immigrants.
2. There is no clear relationship between the percentage of immigrant paralegals in a group and their overall proportion of immigrants in the population, measured in the 2021 Census. For example, 48% of Arab paralegals are immigrants, compared to 80.2% immigrants among Arabs age 25-69 in the labour force. The percentage of Korean paralegals who are immigrants, 83%, on the other hand, is similar to the percent of immigrants among Koreans employed and between 25 and 69. Latin American and South Asian paralegals are also substantially less likely to be immigrants than their working age employed populations. Thus, factors other than racial identity itself must play a large role in the attractiveness of the profession and the ability to become a licensee.
3. Among racialized licensees born abroad, 9% came to Canada before age 5, and 22% were between 5 and 14, considerably *lower* figures than for lawyers, but somewhat higher than the age at arrival of labour force participants between 25 and 69 in the same groups, whether or not they were university graduates. The numbers in the individual groups are too small to draw conclusions about group differences in the distribution of age at immigration.

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

Group	Age						Age					
	20–29	30–39	40–49	50–59	60 or older	Total	20–29	30–39	40–49	50–59	60 or older	Total
	per cent, excluding non-response						number					
Sexual Orientation												
Heterosexual	90.5	90.8	95.3	96.8	95.7	93.1	818	1,471	883	696	511	4,379
Lesbian, Gay, Queer	2.8	3.6	1.7	1.1	2.1	2.5	25	58	16	8	11	118
Bisexual, Pansexual	6.5	5.3	2.5	1.1	0.7	3.8	59	86	23	8	4	180
Other, More than One	0.2	0.3	0.5	1.0	1.5	0.6	2	5	5	7	8	27
Declined to Answer							213	603	442	367	291	1,916
Identify as Francophone												
Yes	3.2	3.3	3.3	3.8	2.7	3.3	34	68	42	39	21	204
No	96.8	96.7	96.7	96.2	97.3	96.7	1,033	2,014	1,239	978	747	6,011
Declined to Answer							51	148	91	69	63	422
Able to Practise in French												
Can Represent	2.8	2.2	2.4	4.0	2.9	2.8	10	19	19	29	18	95
Can Communicate, not Represent	1.9	0.6	1.0	0.7	1.6	1.0	7	5	8	5	10	35
Neither	95.3	97.2	96.5	95.4	95.5	96.1	346	846	754	700	592	3,238
Declined to Answer							18	35	19	17	18	107
Have a Disability												
Yes	6.8	7.8	9.6	11.5	10.8	9.0	69	150	113	108	75	515
No	93.2	92.2	90.4	88.5	89.2	91.0	942	1,776	1,062	835	622	5,237
Declined to Answer							107	304	197	143	134	885
Total	100.0	100.0	100.0	100.0	100.0	100.0						

Source: 2024 Paralegal Annual Report; analysis by Michael Ornstein

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

1. Ignoring the substantial non-response — 1,916 out of 6,637 practising paralegals did not answer the question about sexual orientation — 93% of paralegals identify as heterosexual, about 90% under age 40 and 96% from age 40 up. Logical in light of the higher proportion of female paralegals, more paralegals identify as bisexual and pansexual, 3.8%, than as lesbian, gay or queer, 2.5%.
2. 3.3% of Ontario paralegals identify as Francophone, 2.8% can represent clients in French and another 1.0% can communicate but not represent clients in French. There is some variation between age groups, but the pattern is not linear. For example, the percentage able to represent clients in French is about 3.3% under age 50, 4.0% for ages 50-59, and 2.9% from age 60 up.
3. The incidence of disability is 9.0% overall, with some relationship to age. Among practising paralegals ages 20-29 and 30-39, respectively 6.8% and 7.8% report having a disability, compared to 9.6%, 11.5% and 10.8% for the 40-49, 50-59, and 60 and older age groups.

Table 6: **Region by Indigeneity and Racialization and by Gender** for Practising Ontario Paralegals, 2024

Group	Toronto	Northwest	Northeast	East	Central East	Central West	Central South	Southwest	Total	Number
	per cent									
Indigenous										
First Nations and Inuk	20	4	8	6	18	11	18	16	100	80
Métis	19	2	6	22	24	7	13	7	100	54
Total	19	3	7	13	20	10	16	13	100	134
Racialized										
Arab	31	0	0	9	7	24	14	15	100	96
Black	50	0	0	7	13	20	6	4	100	426
Chinese	60	0	0	3	25	8	2	1	100	330
Filipino	67	0	1	6	8	14	3	1	100	118
Japanese									*	6
Korean	81	0	0	6	4	4	2	2	100	47
Latin American	56	0	0	7	8	15	9	5	100	225
South Asian	45	0	0	3	11	36	4	2	100	579
Southeast Asian	63	0	0	4	14	14	3	3	100	73
West Asian	49	0	0	6	37	5	3	1	100	158
Other and More than One Racialized Group									*	17
Racialized and White	46	0	0	10	20	13	6	5	100	82
Total	52	0	0	5	15	20	5	3	100	2,157
White	34	0	2	12	20	10	12	10	100	2,858
Not Indigenous, Declined Racialization Question	45	0	1	6	18	17	8	6	100	639
Declined Indigenous and Racialization Questions	41	0	2	6	19	16	10	6	100	551
Total	41	0	1	8	18	14	9	7	100	6,339
Gender										
Female	43.1	0.2	1.5	8.8	17.6	12.8	9.3	6.8	100	4,262
Male	37.5	0.2	1.2	7.8	18.9	18.0	9.4	7.0	100	2,040
Total	41.3	0.2	1.4	8.4	18.0	14.5	9.3	6.8	100	6,302
Number	2,617	14	89	535	1,139	915	594	436	6,339	

Source: 2024 Paralegal Annual Report; analysis by Michael Ornstein

*insufficient number for meaningful results

Table 6: **Region by Indigeneity and Racialization and by Gender** for Practising Ontario Paralegals, 2024

1. 41.3% of practising paralegals are in Toronto, followed by the Central East and Central West areas around Toronto, respectively 18.0% and 14.5%. Also, 9.3% of paralegals work in the Central South of the province, 8.4% in the East (including Ottawa), and 6.8% in the Southwest. A mere 1.4% practise in the Northeast and 0.2% — just 14 individuals — in the Northwest.
2. 52% of racialized paralegals work in Toronto, and 20% are in the Central East, with almost all the remainder — there are about 10% in each area — in the East, Central South, Central West and Southwest. Less than 0.5% are in the Northwest and Northeast. Likely reflecting the composition of those regions, the Central West region, to the West of Toronto, has larger numbers of South Asian, Arab, Black and Filipino licensees, respectively accounting for 36%, 24%, 20% and 14% of licensees in those groups; while the Central East region includes higher proportions of Chinese and West Asian licensees, respectively 25% and 37%.
3. The small number of Indigenous paralegals are spread across all the regions, with 3% in the Northwest and 7% in the Northeast.
4. 34% of white paralegals practise in Toronto, 20% in the Central East, 12% in the East and in the Central South and 10% in Central West and in the Southwest.
5. Gender has only a small impact on the geographical distribution of paralegals. 43.1% of female licensees are in Toronto, compared to 37.5% of male licensees; this is mainly offset by 12.8% of female paralegals practising in the Central West, compared to 18.0% of male licensees.

Table 7: **Area of Practice by Indigeneity and Racialization and by Gender** for Practising Ontario Paralegals, 2024

Group	Human Rights	Landlord and Tenant	Provincial Offences	Property Tax	Other Tribunals	Small Claims	Summary Conviction	Accident Benefits	Workers' Compensation	Number
<i>per cent of paralegals whose work in the area accounts for at least 30 per cent of their total practice</i>										
First Nations and Inuk	4	34	32	0	15	11	8	6	8	53
Métis	0	34	37	0	3	26	9	3	6	35
Arab	5	31	18	0	26	18	3	11	3	61
Black	3	35	17	2	17	27	4	12	6	218
Chinese	1	45	20	4	16	22	3	10	3	154
Filipino	0	38	19	0	23	33	8	8	2	48
Korean	0	27	12	4	27	19	0	0	25	26
Latin American	3	18	21	2	17	19	4	23	4	118
South Asian	1	37	31	0	14	19	3	21	6	299
Southeast Asian	0	19	26	0	19	19	2	14	2	27
West Asian	1	36	28	0	29	24	4	22	11	92
Racialized and White	6	38	18	0	6	29	4	9	0	34
White	2	28	22	5	9	23	14	0	29	1,573
Not Indigenous, Declined Racialization Question	1	29	23	3	13	19	3	9	9	358
Declined Indigenous and Racialization Questions	1	27	25	5	12	26	4	9	11	360
Female	2	32	18	2	15	23	4	11	8	1,946
Male	1	28	29	5	9	23	4	10	8	1,499
Total	2	30	23	4	13	23	4	11	8	3,445

Source: 2024 Paralegal Annual Report; analysis by Michael Ornstein

Table 7: **Area of Practice by Indigeneity and Racialization and by Gender** for Practising Ontario Paralegals, 2024

To be counted as specializing in an area of practice in Table 7, at least 30% of a paralegal's practice must be in the area. By this criterion, most paralegals' practice is concentrated in just one area. Data for Table 7 are available for only 3,445 of the 6,637 practising paralegals. The criterion of 30% means that some individuals may have two (and very occasionally three) areas of specialization.

1. Paralegal practice is concentrated on landlord and tenant issues — a specialization of 30% of all practising paralegals, small claims, 23%, and provincial offences, 23%. "Other" tribunals (such as the Social Benefits Tribunal and the Child and Family Services Review Board), accident benefits and workers compensation, account for 13%, 11% and 8% of paralegals' specializations, respectively. Just 4% specialize in property tax, 4% on summary convictions and 2% on human rights.
2. The number of paralegals reporting their area of practice, in the rightmost column, is quite small for many of the racialized groups, which gives rise to variation that is difficult to interpret. For example, the 25% of Korean paralegals reporting "Workers' Compensation" as an area of specialization describes a group of just 26 individuals. It appears that Chinese paralegals are more likely to specialize in landlord and tenant issues, Latin American, South Asian and West Asian licensees in accident benefits, and Indigenous licensees in provincial offences. Greater proportions of white licensees, 29% and 14% respectively, focus on workers' compensation and summary convictions.
3. The two notable gender differences are that 29% of male paralegals practised in the area of provincial offences, compared to 18% of female paralegals, while 15% of female paralegals specialized in "other" tribunals, compared to 9% of male paralegals.