

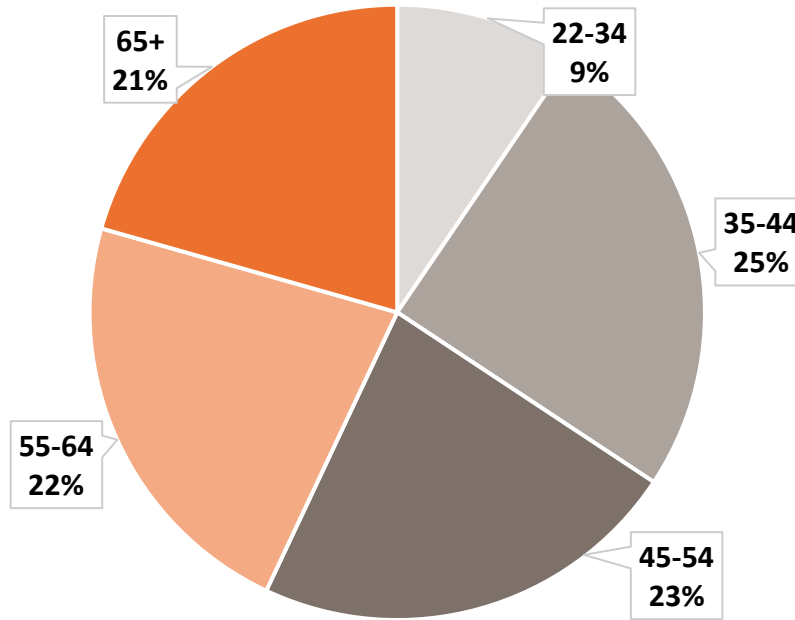
# Massachusetts Lawyer Census

November 2020 – November 2021

Pursuant to Massachusetts Supreme Judicial Court Rule 4:02(1), beginning on November 1, 2020, every lawyer registering to practice in Massachusetts is required to complete a questionnaire about their demographics and law practice. Below is a summary of completed surveys collected from 73,227 lawyers between November 11, 2020 and November 11, 2021.

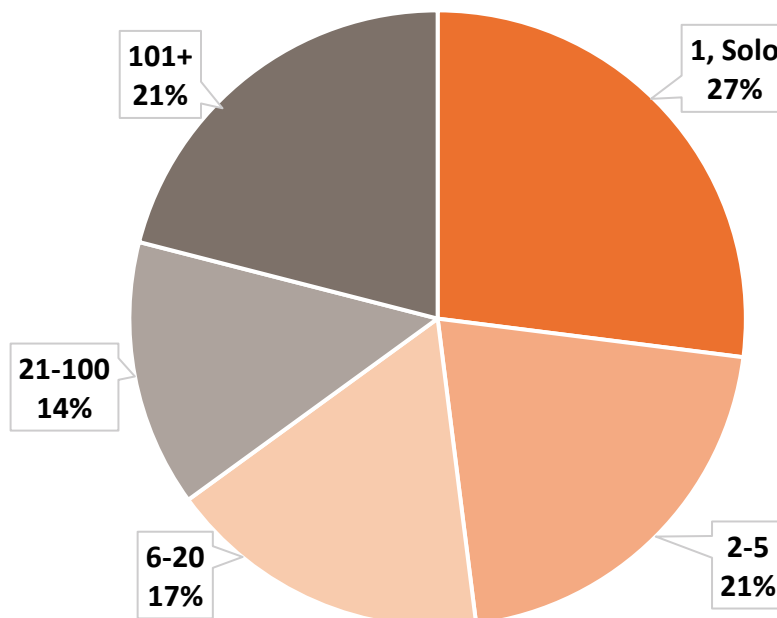
This report was prepared by [NORC at the University of Chicago](#).

**Close to half of registered and active lawyers are 55 or older, indicating the potential for a workforce shortage as lawyers begin to retire.**



Only includes registered Massachusetts lawyers who indicated active status (58,384).

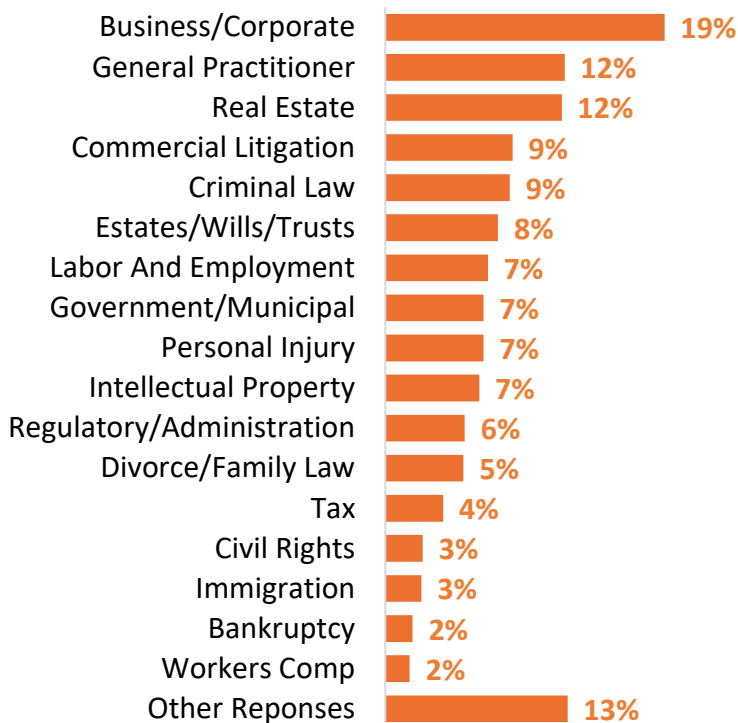
**Two-thirds of registered and active lawyers work in solo practice or in a small law firm or organization with 20 or fewer lawyers.**



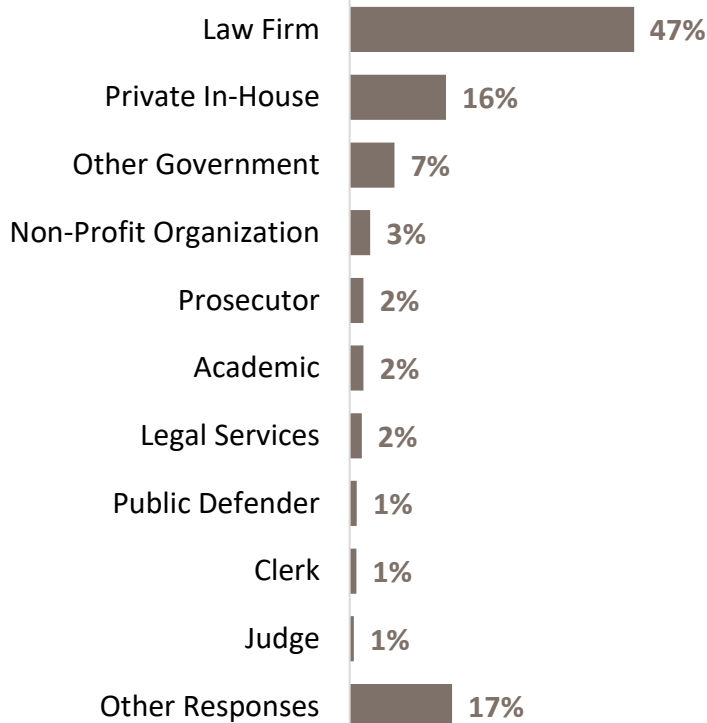
Only includes registered Massachusetts lawyers who indicated active status and the size of their practice (43,682).

**Almost one-fifth of all lawyers registered in Massachusetts have a primary area of practice in business or corporate law. Almost half are employed in a law firm.**

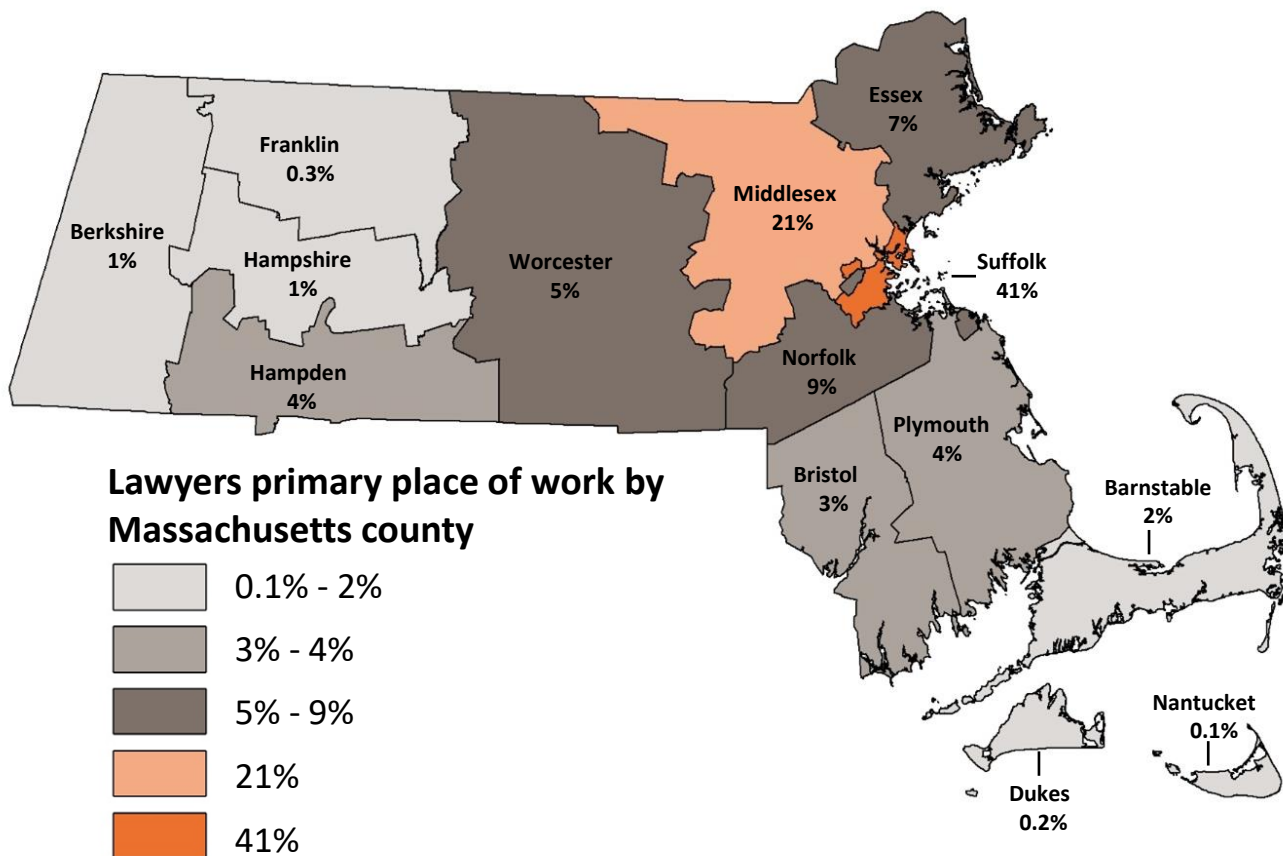
**PRIMARY AREA(S) OF PRACTICE**



**EMPLOYMENT TYPE**



**Over one-third of lawyers registered in Massachusetts do not have a primary place of work in the Commonwealth. Among lawyers who do work in the Commonwealth, two-thirds have a primary place of work in Suffolk or Middlesex Counties.**

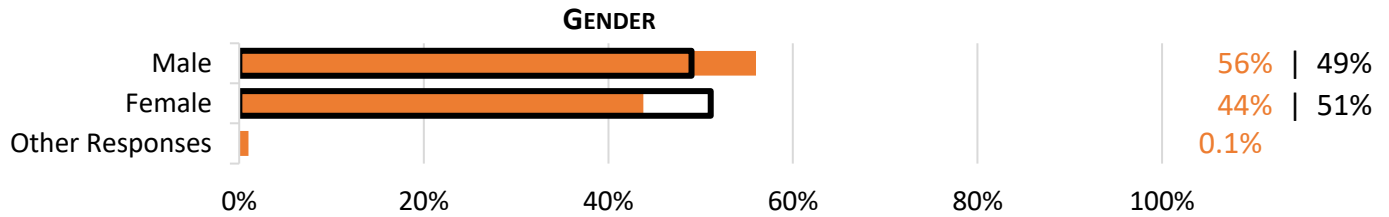


Includes registered Massachusetts lawyers who indicate a primary place of work (62,545).

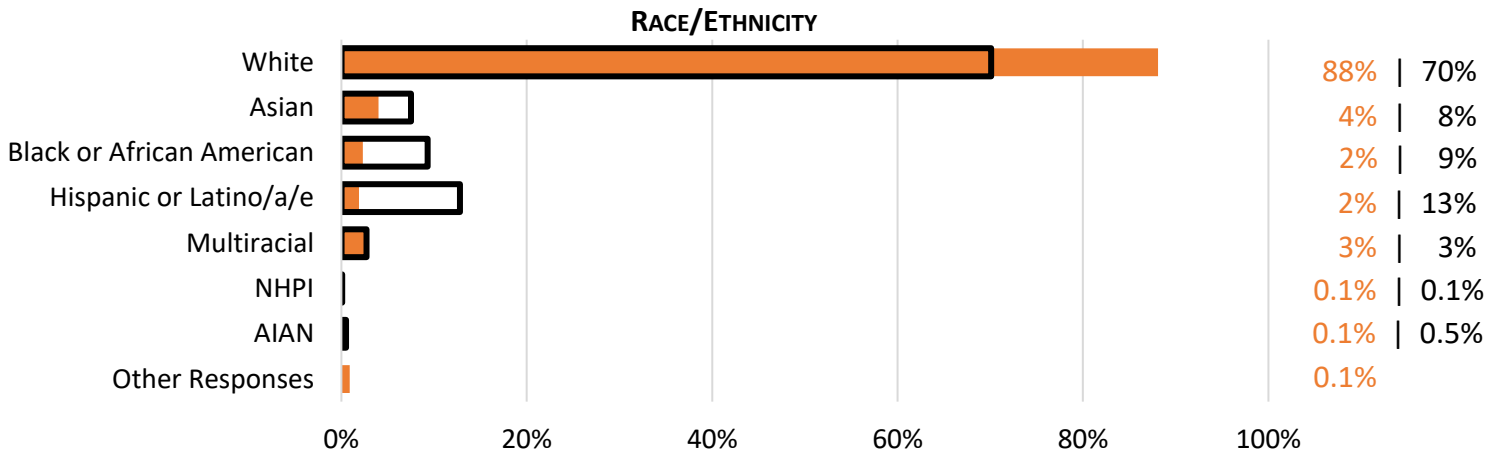
**Massachusetts lawyers who identify as female, Asian, Black or African American, Hispanic or Latino/a/e, American Indian or Alaska Native, or as having a disability are underrepresented as compared to the general Massachusetts population.**

Registered Massachusetts Lawyers
  General Massachusetts Population

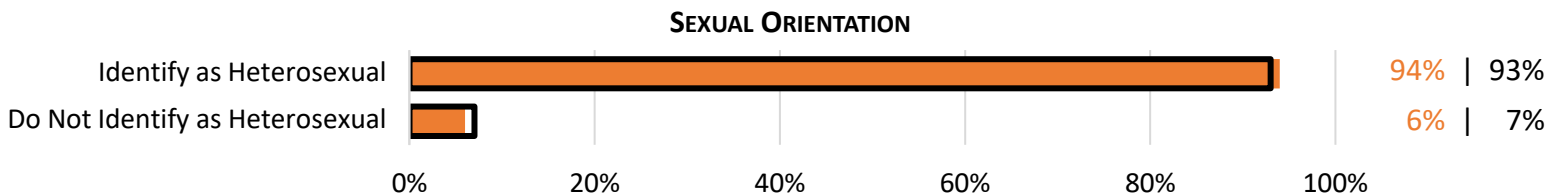
In order to facilitate comparisons with the general Massachusetts population, lawyers who indicated 'prefer not to answer' to the questions below were excluded (5%-11%). It is possible that these 'prefer not to answer' responses are not evenly distributed between demographic groups and that we may be underreporting lawyers in groups that may be less comfortable responding compared to the general population.



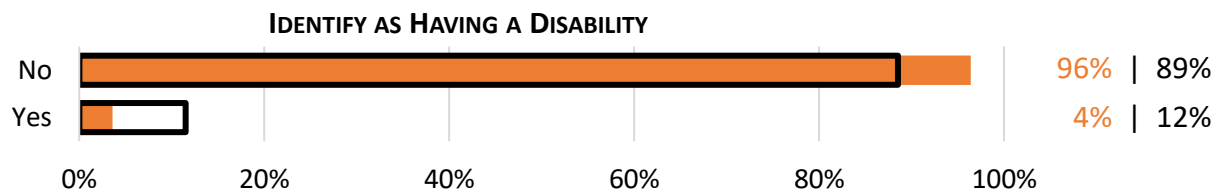
The U.S. Census does not yet collect data on gender identities beyond male and female. General population data source is noted below.<sup>1</sup>



Hispanic or Latino/a/e was a response category in a single race/ethnicity question for the demographic questionnaire but was asked as a separate question in the 2020 Census. NHPI stands for Native Hawaiian or Pacific Islander. AIAN stands for American Indian or Alaska Native. General population data source.<sup>1</sup>



Lawyers who do not identify as heterosexual include lawyers identifying as homosexual, bisexual, queer, different identity, or don't know. General population data source.<sup>2</sup>

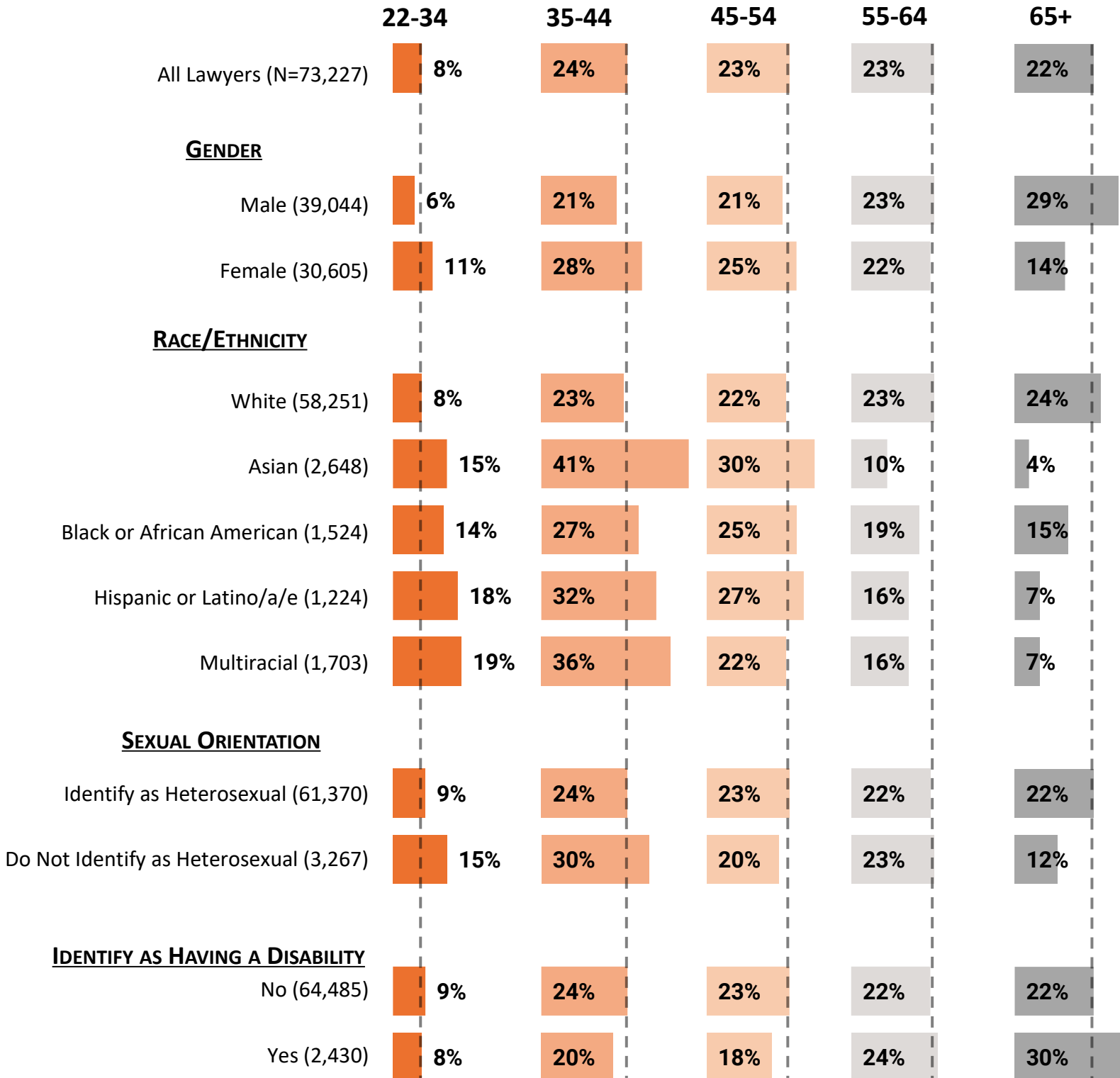


General population data source.<sup>3</sup>

1. U.S. Census Bureau. Massachusetts Quickfacts, V2021, <https://www.census.gov/quickfacts/fact/table/MA#>.
2. Massachusetts Department of Public Health (2020), A Profile on Health Among Massachusetts Adults, 2019 (Section 6.1), <https://www.mass.gov/doc/a-profile-of-health-among-massachusetts-adults-2019/download>.
3. Paul, S., Rafal, M., & Houtenville, A. (2020), Annual Disability Statistics Compendium: 2020 (Table 1.3), <https://disabilitycompendium.org/compendium/2020-annual-disability-statistics-compendium?page=6>.

**Findings suggest the Massachusetts bar is becoming more diverse.** The number of lawyers who identify as female, Asian, Black or African American, Hispanic or Latino/a/e, multiracial, or do not identify as heterosexual is higher among the youngest age groups (22-34 and 35-44).

Comparisons should be made across sociodemographic identities with each row adding to 100% (e.g., among all female lawyers, 11% are 22-34 years old, 29% are 35-44 years old, 25% are 45-54 years old, 22% are 55-64 years old, and 14% are 65+ years old). Within age group comparisons should be made against the overall percentage for all lawyers in that age group represented by the black dashed line (e.g., among all female lawyers 11% are 22-34 years old compared to among all lawyers only 8% are 22-34 years old).



Due to the small sample size, we excluded gender and race/ethnicity categories for responses other than those listed above to mitigate risk of identification. 'Prefer not to answer' responses were excluded for all categories. The category of lawyers who do not identify as heterosexual includes lawyers identifying as homosexual, bisexual, queer, different identity, or don't know.