

Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report (LAR) 2015

REPRESENTATION IN PROFESSION VS. REPRESENTATION IN ONTARIO POPULATION — RACIALIZED

Profession 18.6%

Population 25.9%

REPRESENTATION IN PROFESSION VS. REPRESENTATION IN ONTARIO POPULATION — ABORIGINAL

Profession 1.5%

Population 2.3%

RACIALIZED & ABORIGINAL BY PERCENTAGE OF RESPONDENTS

First Nations	1.0
Inuk	0.01
Métis	0.5
Arab	0.8
Black (e.g., African-Canadian, African, Caribbean)	3.1
Chinese	3.3
East Asian (e.g., Japanese, Korean)	1.3
Latin American, Hispanic	0.6
South Asian (e.g., Indo-Canadian, Indian Subcontinent)	6.2
Southeast Asian	0.7
West Asian (e.g., Iranian, Afghan)	1.0
More than one Racialized Group	0.4
Racialized and White	1.2
Total Racialized and Aboriginal	18.6
White	80.0

TYPE OF LICENCE BY RACIALIZATION

for Ontario Lawyers, 2015

Group	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees
	<i>Percentages for each Group</i>									
First Nations and Inuk	25	8	12	3	3	8	22	3	5	11
Métis	23	7	19	5	1	4	23	1	5	12
Arab	20	11	24	6	3	10	11	0	9	7
Black	28	6	13	2	4	10	18	1	6	11
Chinese	18	8	23	2	2	17	12	0	5	12
East Asian	14	13	19	2	1	16	16	1	5	12
Latino	21	9	25	3	3	12	11	2	4	9
South Asian	27	8	18	3	2	12	11	2	5	11
Southeast Asian	27	10	20	3	1	10	12	1	5	11
West Asian	24	4	26	5	0	14	10	1	4	12
More than One Racialized Group	18	5	27	3	5	10	16	1	4	11
Racialized and White	11	8	22	3	3	14	18	1	6	13

GENDER — TOTAL

Women 43.1%

Men 56.9%

TYPE OF LICENCE

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees
	<i>Percentages for each Group</i>									
Women	14.1	9.1	18.7	3.0	1.9	13.2	18.1	1.8	12.4	7.8
Men	25.6	22.6	16.1	2.5	0.7	10.1	9.9	1.0	4.9	6.5
Francophone Identity and Ability to Provide Legal Advice in French										
Presence of a Disability	23.6	9.4	10.3	1.8	2.9	6.9	19.7	3.2	15.8	6.5
Sexual Orientation (LGBTQ)	14.4	9.6	17.5	2.4	3.6	10.6	22.4	2.9	8.7	7.9

REPRESENTATION OF ABORIGINAL AND RACIALIZED PERSONS

among Ontario Lawyers, 2015, compared to the Ontario Population, 2011

Group	Lawyers		Ontario Population		
			Everyone	Persons in the Labour Force, Age 25 or more	University Graduates in the Labour Force, Age 25 or more
	<i>Number</i>	<i>Percent excluding missing</i>	<i>Percent</i>		
First Nations	316	1.0	1.6	1.2	0.5
Inuk	4	0.01	0.02	0.02	0.01
Métis	155	0.5	0.7	0.6	0.3
Multiple Aboriginal			0.02	0.02	0.01
Total Aboriginal	475	1.5	2.3	1.9	0.8
Arab	270	0.8	1.1	0.9	1.5
Black	981	3.1	4.3	3.8	2.7
Chinese	1,053	3.3	5.0	5.1	8.5
East-Asian (includes Japanese, Korean)	413	1.3			
East Asian + Japanese + Korean			3.0	3.2	4.7
Latino	185	0.6	1.4	1.5	1.2
South Asian	1,980	6.2	7.7	7.2	10.8
Southeast Asian	231	0.7	1.1	1.1	0.9
West Asian	318	1.0	1.0	0.8	1.3
Other Visible Minority			0.6	0.6	0.4
Other Aboriginal			0.1	0.1	0.1
More than one Racialized Group	141	0.4	0.7	0.5	0.7
Racialized and White	374	1.2			
Total Racialized	5,946	18.6	26	25	33
White	25,620	80.0	71.8	73.4	66.4
Not Aboriginal, Declined Racialization Question	4,688				
Declined Aboriginal and Racialization Questions	4,640				
Total		100.0	100.0	100.0	100.0
Number	41,369	32,041	12,595,534	5,812,410	1,778,891

Source: 2015 LSUC Lawyer Annual Report and 2011 National Household Survey public use microdata file; analysis by Michael Ornstein

DETAILED RACIALIZATION BY AGE

for Ontario Lawyers, 2015

	Under 35	35-44	45-54	55-64	65 or more	Under 35	35-44	45-54	55-64	65 or more
	Number					Percent excluding missing				
Aboriginal										
First Nations and Inuk	73	108	85	44	10	0.9	1.3	1.2	0.8	0.4
Métis	62	45	30	11	7	0.7	0.5	0.4	0.2	0.3
Total Aboriginal	135	153	115	55	17	1.6	1.8	1.7	1.0	0.7
Racialized										
Arab	129	94	34	12	1	1.5	1.1	0.5	0.2	0.0
Black	261	362	267	72	19	3.1	4.2	3.8	1.3	0.8
Chinese	451	336	167	78	21	5.3	3.9	2.4	1.4	0.9
East Asian	140	167	79	16	11	1.7	2.0	1.1	0.3	0.5
Latino	85	72	24	4	0	1.0	0.8	0.3	0.1	0.0
South Asian	833	709	321	84	33	9.8	8.3	4.6	1.5	1.4
Southeast Asian	93	85	35	16	2	1.1	1.0	0.5	0.3	0.1
West Asian	210	83	20	3	2	2.5	1.0	0.3	0.1	0.1
More than one Racialized Group	76	46	14	3	2	0.9	0.5	0.2	0.1	0.1
Racialized and White	166	131	56	17	4	2.0	1.5	0.8	0.3	0.2
Total Racialized	2,579	2,238	1,132	360	112	30.5	26.1	16.3	6.4	4.7
White	5,889	6,326	5,826	5,283	2,296	69.5	73.9	83.7	93.6	95.3
Not Aboriginal, Declined Racialization Question	1,058	1,140	1,073	958	459					
Declined Aboriginal and Racialization Questions	779	1,056	1,249	1,060	496					
Total	10,305	10,760	9,280	7,661	3,363	100.0	100.0	100.0	100.0	100.0

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

DETAILED RACIALIZATION BY YEAR OF CALL

for Ontario Lawyers, 2015

Year of Call	2015	2012 -2014	2007 -2011	1997 -2006	1986 -1996	1977 -1986	Before 1977	2015	2012 -2014	2007 -2011	1997 -2006	1986 -1996	1977 -1986	Before 1977
Years in Practice	1	2-4	5-9	10-19	20-29	30-39	40+	1	2-4	5-9	10-19	20-29	30-39	40+
	number							percent excluding missing						
Aboriginal														
First Nations and Inuk	18	43	53	137	48	17	4	1.1	1.0	1.0	1.6	0.8	0.4	0.2
Métis	17	29	41	43	14	7	4	1.0	0.7	0.8	0.5	0.2	0.2	0.2
Aboriginal Total	35	72	94	180	62	24	8	2.1	1.7	1.8	2.1	1.0	0.5	0.4
Racialized														
Arab	20	64	75	78	23	9	1	1.2	1.5	1.4	0.9	0.4	0.2	0.1
Black	78	179	234	360	112	14	4	4.6	4.2	4.5	4.1	1.9	0.3	0.2
Chinese	108	213	245	297	143	43	4	6.4	5.0	4.7	3.4	2.4	1.0	0.2
East Asian	26	75	101	143	48	16	4	1.5	1.8	1.9	1.6	0.8	0.4	0.2
Latino	17	64	43	47	11	3	0	1.0	1.5	0.8	0.5	0.2	0.1	0.0
South Asian	196	495	503	618	142	20	6	11.6	11.7	9.6	7.1	2.4	0.5	0.3
Southeast Asian	29	39	69	73	19	2	0	1.7	0.9	1.3	0.8	0.3	0.0	0.0
West Asian	44	116	92	57	7	1	1	2.6	2.7	1.8	0.7	0.1	0.0	0.1
More than one Racialized Group	22	33	37	42	6	0	1	1.3	0.8	0.7	0.5	0.1	0.0	0.1
Racialized and White	48	81	88	112	34	9	2	2.8	1.9	1.7	1.3	0.6	0.2	0.1
Racialized Total	588	1,359	1,487	1,827	545	117	23	34.8	32.1	28.3	21.0	9.1	2.7	1.3
White	1,069	2,797	3,674	6,676	5,373	4,256	1,775	63.2	66.2	69.9	76.9	89.8	96.8	98.3
Not Aboriginal, Declined Racialization Question	204	535	695	1,158	960	780	356							
Declined Aboriginal and Racialization Questions	123	409	576	1,208	1,075	866	383							
Total	2,019	5,172	6,526	11,049	8,015	6,043	2,545	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

GENDER, SEXUAL ORIENTATION, FRANCOPHONE IDENTITY, ABILITY TO PRACTICE IN FRENCH AND DISABILITY BY AGE

for Ontario Lawyers, 2015

	Total	Under 35	35-44	45-54	55-64	65 or more	Total	Under 35	35-44	45-54	55-64	65 or more
	number						percent excluding missing					
Gender												
Women	17,850	5,530	5,547	4,042	2,402	329	43.1	53.7	51.6	43.6	31.4	9.8
Men	23,519	4,775	5,213	5,238	5,259	3,034	56.9	46.3	48.4	56.4	68.6	90.2
Sexual Orientation												
LGBTQ	1,056	378	279	259	112	28	3.1	4.2	3.1	3.5	1.9	1.1
Not LGBTQ	32,815	8,527	8,783	7,087	5,849	2,569	96.9	95.8	96.9	96.5	98.1	98.9
Declined to Answer	7,498	1,400	1,698	1,934	1,700	766						
Identify as Francophone												
Yes	1,924	593	616	440	204	71	5.1	6.2	6.3	5.3	3.0	2.4
No	35,477	8,996	9,233	7,805	6,566	2,877	94.9	93.8	93.7	94.7	97.0	97.6
Declined to Answer	3,968	716	911	1,035	891	415						
Able to Practise in French												
Can Provide Legal Advice and Represent	3,212	934	1,013	741	398	126	9.2	10.8	11.0	9.5	6.2	4.2
Can Provide Legal Advice But Not Represent	1,736	451	513	403	273	96	5.0	5.2	5.6	5.2	4.2	3.2
Cannot	30,111	7,235	7,709	6,646	5,769	2,752	85.9	83.9	83.5	85.3	89.6	92.5
Declined to Answer	6,310	1,685	1,525	1,490	1,221	389						
Have a Disability												
Yes	1,290	267	289	320	315	99	3.7	3.0	3.1	4.2	5.0	3.5
No	33,660	8,743	8,973	7,295	5,949	2,700	96.3	97.0	96.9	95.8	95.0	96.5
Declined to Answer	6,419	1,295	1,498	1,665	1,397	564						
All Lawyers	41,369	10,305	10,760	9,280	7,661	3,363	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

TYPE OF LICENCE BY RACIALIZATION

for Ontario Lawyers, 2015

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
<i>Percentages for each Group</i>												
Aboriginal												
First Nations and Inuk	25	8	12	3	3	8	22	3	5	11	100	320
Métis	23	7	19	5	1	4	23	1	5	12	100	155
Aboriginal Total	24	7	14	3	3	7	23	2	5	11	100	475
Racialized												
Arab	20	11	24	6	3	10	11	0	9	7	100	270
Black	28	6	13	2	4	10	18	1	6	11	100	981
Chinese	18	8	23	2	2	17	12	0	5	12	100	1,053
East Asian	14	13	19	2	1	16	16	1	5	12	100	413
Latino	21	9	25	3	3	12	11	2	4	9	100	185
South Asian	27	8	18	3	2	12	11	2	5	11	100	1,980
Southeast Asian	27	10	20	3	1	10	12	1	5	11	100	231
West Asian	24	4	26	5	0	14	10	1	4	12	100	318
More than One Group	18	5	27	3	5	10	16	1	4	11	100	141
Racialized and White	11	8	22	3	3	14	18	1	6	13	100	374
Racialized Total	23	8	20	3	2	13	13	1	5	11	100	5,946
White	19	18	18	3	1	11	14	1	6	9	100	25,620
Not Aboriginal, Declined Racialization Question	23	17	16	3	1	11	12	1	7	9	100	4,688
Declined Aboriginal and Racialization Questions	24	21	13	3	1	10	13	1	5	9	100	4,640
Total	21	17	17	3	1	11	13	1	6	9	100	41,369

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

SIZE OF LAW FIRM BY RACIALIZATION

for Ontario Lawyers, 2015

	Size of Law Firm, based on Partners, Associates and Employees								Total	Number
	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more			
	<i>Percentages for each Group</i>									
Aboriginal										
First Nations and Inuk	47	13	26	3	0	7	4	100	72	
Métis	32	13	28	11	2	9	6	100	47	
Aboriginal Total	41	13	27	6	1	8	5	100	119	
Racialized										
Arab	32	19	13	6	8	14	8	100	109	
Black	43	11	14	6	8	9	10	100	199	
Chinese	24	16	13	8	6	13	20	100	354	
East Asian	26	15	11	14	8	16	11	100	141	
Latino	46	12	9	12	1	14	6	100	69	
South Asian	39	17	15	6	3	10	11	100	564	
Southeast Asian	43	19	5	11	4	7	12	100	75	
West Asian	37	14	14	10	4	7	15	100	109	
More than One Group	35	20	14	8	2	6	14	100	49	
Racialized and White	29	16	13	12	2	13	15	100	124	
Racialized Total	34	16	13	8	5	11	13	100	1,793	
White	23	15	16	10	6	15	14	100	9,839	
Not Aboriginal, Declined Racialization Question	26	15	16	10	6	15	13	100	1,672	
Declined Aboriginal and Racialization Questions	32	14	20	11	6	15	13	111	1,672	
Total	26	15	16	10	6	14	13	100	15,164	

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

TYPE OF LICENCE BY REGION*

for Ontario Lawyers, 2015

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
<i>Percentages for each Group</i>										
Aboriginal										
First Nations and Inuk	8	10	28	9	9	15	16	5	100	311
Métis	6	1	38	5	9	13	24	3	100	147
Aboriginal Total	8	7	31	7	9	14	19	5	100	458
Racialized										
Arab	7	3	50	14	0	0	25	1	100	260
Black	3	3	58	20	3	1	12	1	100	959
Chinese	2	2	70	18	1	0	7	0	100	1,033
East Asian	1	3	73	14	1	0	6	1	100	409
Latino	8	6	54	16	2	2	12	1	100	183
South Asian	2	4	56	31	1	0	6	1	100	1,945
Southeast Asian	2	4	60	22	3	0	9	0	100	227
West Asian	1	2	68	18	1	0	9	1	100	310
More than One Group	2	3	68	18	1	1	6	1	100	136
Racialized and White	4	4	60	13	2	2	14	1	100	369
Racialized Total	2	3	61	22	1	0	9	1	100	5,831
White	6	6	55	11	4	2	12	3	100	25,277
Not Aboriginal, Declined Racialization Question	4	5	60	15	3	2	10	2	100	4,620
Declined Aboriginal and Racialization Questions	6	7	50	14	4	3	12	3	100	4,574
Total	5	6	56	14	3	2	12	2	100	40,760

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

*excludes lawyers whose address is outside Ontario

TYPE OF LICENCE BY GENDER BY AGE

for Ontario Lawyers, 2015

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
<i>Percent</i>												
Women												
Total	14.1	9.1	18.7	3.0	1.9	13.2	18.1	1.8	12.4	7.8	100.0	17,850
under 35	7.5	2.3	40.8	4.4	2.4	10.0	11.6	0.7	11.9	8.4	100.0	5,530
35-44	11.7	10.5	14.0	2.5	1.9	17.1	21.7	1.8	11.9	6.9	100.0	5,547
45-54	19.0	13.4	5.5	2.4	1.6	15.3	22.7	2.3	9.4	8.3	100.0	4,042
55-64	22.0	13.5	3.0	1.9	1.9	9.1	17.7	3.4	19.3	8.0	100.0	2,402
65 or more	44.7	16.1	2.7	3.0	0.9	2.4	10.0	1.5	14.6	4.0	100.0	329
Men												
Total	25.6	22.6	16.1	2.5	0.7	10.1	9.9	1.0	4.9	6.5	100.0	23,519
under 35	11.5	3.9	47.3	4.4	1.3	9.4	8.4	0.4	5.5	8.0	100.0	4,775
35-44	17.1	21.0	16.9	2.7	0.6	16.5	14.0	1.1	3.6	6.5	100.0	5,213
45-54	25.5	29.4	4.7	2.2	0.5	12.6	12.6	1.4	3.9	7.3	100.0	5,238
55-64	32.1	31.3	4.1	1.4	0.7	6.5	8.4	1.2	7.8	6.5	100.0	5,259
65 or more	51.3	28.2	5.8	1.8	0.3	2.6	3.0	0.6	3.3	3.1	100.0	3,034

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

SIZE OF LAW FIRM BY GENDER

for Ontario Lawyers, 2015

	Size of Law Firm, based on Partners, Associates and Employees							Total	Number
	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more		
<i>Percent</i>									
Women	27.7	13.9	16.5	10.4	6.1	13.1	12.3	100.0	5,478
Men	25.0	15.3	15.7	9.9	5.9	14.8	13.5	100.0	9,686
Total	25.9	14.8	16.0	10.1	5.9	14.2	13.1	100.0	15,164

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

REGION BY GENDER*

for Ontario Lawyers, 2014

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
<i>Percent</i>										
Women	4.9	4.8	56.6	13.0	3.2	1.8	13.4	2.1	100.0	17,518
Men	5.8	6.7	54.7	14.1	3.5	2.6	10.2	2.3	100.0	23,242
Total	5.5	5.9	55.6	13.6	3.4	2.2	11.6	2.3	100.0	40,760

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

*excludes lawyers whose address is outside Ontario

TYPE OF LICENCE BY FRANCOPHONE IDENTITY AND ABILITY TO PRACTICE IN FRENCH

for Ontario Lawyers, 2015

Group	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
<i>Percent</i>												
Identify as Francophone												
Yes	14.9	11.0	14.5	3.0	2.2	9.8	26.1	2.3	8.7	7.3	100.0	1,924
No	20.5	16.6	17.8	2.7	1.3	11.7	12.8	1.3	8.1	7.2	100.0	35,477
Total	20.3	16.3	17.6	2.7	1.3	11.6	13.5	1.3	8.2	7.2	100.0	37,401
Able to Provide Service in French?												
Yes, Represent and Counsel	16.0	11.2	13.9	2.6	2.3	10.8	26.3	1.9	8.1	6.8	100.0	3,212
Counsel, but not Represent	18.6	12.6	16.5	2.4	2.6	11.3	24.1	1.4	6.7	3.7	100.0	1,736
Neither	22.6	18.9	18.2	2.9	1.1	11.5	10.9	1.0	6.7	6.2	100.0	30,111
Total	21.8	17.8	17.7	2.9	1.3	11.4	12.9	1.1	6.8	6.1	100.0	35,059

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

SIZE OF LAW FIRM BY FRANCOPHONE IDENTITY AND ABILITY TO PRACTICE IN FRENCH

for Ontario Lawyers, 2015

Group	Size of Law Firm, based on Partners, Associates and Employees								Total	Number
	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more			
<i>Percent</i>										
Identify as Francophone										
Yes	31.5	15.8	18.2	9.3	4.7	12.4	8.0	100.0	549	
No	25.2	14.8	15.5	10.2	6.1	14.6	13.6	100.0	13,123	
Total	25.4	14.8	15.6	10.2	6.1	14.5	13.4	100.0	13,672	
Able to Provide Service in French?										
Yes, Represent and Counsel	30.6	16.9	16.1	8.0	5.8	13.2	9.4	100.0	889	
Counsel, but not Represent	26.8	15.4	16.7	10.3	7.2	11.2	12.5	100.0	545	
Neither	25.8	14.9	16.4	10.2	5.7	13.7	13.3	100.0	12,022	
Total	26.2	15.1	16.3	10.1	5.8	13.5	13.0	100.0	13,456	

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

REGION BY FRANCOPHONE IDENTITY AND ABILITY TO PRACTICE IN FRENCH*

for Ontario Lawyers, 2015

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
<i>Percent</i>										
Identify as Francophone										
Yes	2.6	1.9	27.5	5.7	1.3	7.9	47.0	6.2	100.0	1,834
No	5.5	5.9	57.6	13.9	3.4	1.9	9.7	2.0	100.0	35,020
Total	5.3	5.7	56.1	13.5	3.3	2.2	11.6	2.2	100.0	36,854
Able to Provide Service in French?										
Yes, Represent and Counsel	2.5	2.5	35.5	6.0	1.2	5.3	42.2	4.7	100.0	3,035
Counsel, but not Represent	3.1	3.0	47.5	8.3	1.8	2.7	30.8	2.7	100.0	1,687
Neither	6.2	6.6	57.2	14.8	3.9	2.0	7.1	2.1	100.0	29,851
Total	5.7	6.1	54.9	13.7	3.6	2.4	11.3	2.4	100.0	34,573

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

*excludes lawyers whose address is outside Ontario

TYPE OF LICENCE BY PRESENCE OF A DISABILITY

for Ontario Lawyers, 2015

Group	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
<i>Percent</i>												
Has a Disability	23.6	9.4	10.3	1.8	2.9	6.9	19.7	3.2	15.8	6.5	100.0	1,290
No Disability	20.1	16.8	18.0	2.7	1.2	11.8	13.1	1.2	7.7	7.4	100.0	33,660
Total	20.3	16.5	17.7	2.7	1.3	11.6	13.4	1.3	8.0	7.3	100.0	34,950

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

SIZE OF LAW FIRM BY PRESENCE OF A DISABILITY

for Ontario Lawyers, 2015

	Size of Law Firm, based on Partners, Associates and Employees								Total	Number
	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more			
<i>Percent</i>										
Has a Disability	29.2	14.4	17.0	8.7	6.5	12.3	11.9	100.0	277	
No Disability	25.3	14.9	15.6	10.1	6.1	14.6	13.5	100.0	12,593	
Total	25.3	14.9	15.7	10.1	6.1	14.5	13.5	100.0	12,870	

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

REGION BY PRESENCE OF A DISABILITY*

for Ontario Lawyers, 2015

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
<i>Percent</i>										
Has a Disability	5.8	5.7	52.0	12.0	3.6	2.8	15.5	2.7	100.0	1,266
No Disability	5.3	5.7	56.3	13.7	3.3	2.2	11.4	2.1	100.0	33,162
Total	5.3	5.7	56.2	13.6	3.3	2.2	11.6	2.1	100.0	34,428

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

*excludes lawyers whose address is outside Ontario

TYPE OF LICENCE BY SEXUAL ORIENTATION

for Ontario Lawyers, 2015

Group	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
	<i>Percent</i>											
LBGTQ	14.4	9.6	17.5	2.4	3.6	10.6	22.4	2.9	8.7	7.9	100.0	1,056
Not LBGTQ	20.0	16.6	18.0	2.7	1.2	11.8	13.1	1.3	8.1	7.2	100.0	32,815
Total	19.8	16.3	18.0	2.7	1.3	11.7	13.4	1.3	8.1	7.3	100.0	33,871

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

SIZE OF LAW FIRM BY SEXUAL ORIENTATION

for Ontario Lawyers, 2014

	Size of Law Firm, based on Partners, Associates and Employees								Total	Number
	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more			
	<i>Percent</i>									
LBGTQ	25.8	14.2	17.1	6.8	6.5	12.3	17.4	100.0	310	
Not LBGTQ	25.2	14.7	15.8	10.1	6.1	14.7	13.5	100.0	12,208	
Total	25.2	14.7	15.8	10.0	6.1	14.6	13.5	100.0	12,518	

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

REGION BY SEXUAL ORIENTATION*

for Ontario Lawyers, 2015

	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	<i>Percent</i>									
LBGTQ	2.5	3.0	68.8	6.9	2.1	1.7	13.5	1.4	100.0	1,036
Not LBGTQ	5.5	5.8	55.7	13.8	3.3	2.2	11.6	2.2	100.0	32,331
Total	5.4	5.7	56.1	13.6	3.2	2.2	11.6	2.1	100.0	33,367

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

*excludes lawyers whose address is outside Ontario

AREA OF PRACTICE BY RACIALIZATION AND GENDER*

for Ontario Lawyers, 2015

	Aboriginal	ADR	Administrative	Bankruptcy	Civil Litigation – Plaintiff	Civil Litigation – Defendant	Construction	Corporate	Criminal	Employment and Labour	Environmental	Family
<i>Percentage with 30% or more of their practice in this area</i>												
First Nations	29	0	0	0	0	5	0	9	18	5	0	24
Métis	8	1	8	1	13	11	1	8	17	11	0	12
Arab	8	1	8	1	13	14	1	20	14	6	0	9
Black	1	0	5	0	14	9	1	14	19	6	0	21
Chinese	1	1	8	1	9	8	1	27	6	4	1	6
East Asian	0	0	6	1	8	15	2	26	8	3	0	5
Latino	0	0	3	1	13	13	1	14	15	7	1	16
South Asian	0	2	5	0	13	11	1	17	10	5	0	12
Southeast Asian	0	1	7	1	13	12	1	17	8	5	1	13
West Asian	1	1	6	1	8	18	0	18	8	2	0	10
More than One Racialized Group	0	0	3	1	21	15	1	21	12	5	0	10
Racialized and White	0	0	10	1	8	17	0	17	17	3	0	12
White	1	0	10	1	12	14	1	20	12	6	1	10
Not Aboriginal, Declined Racialization Question	1	1	6	1	11	12	2	19	11	6	1	11
Declined Aboriginal and Racialization Questions	1	1	6	1	12	11	1	20	12	6	1	9
Women	1	1	8	1	8	13	1	18	11	7	1	15
Men	1	1	5	1	13	13	2	21	12	5	1	8
Total	1	1	6	1	11	13	1	20	12	6	1	10

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

continued >

*excludes the category for “other” areas of practice

AREA OF PRACTICE BY RACIALIZATION AND GENDER*

for Ontario Lawyers, 2015 (continued)

	Immigration	Intellectual Property	Real Estate	Securities	Taxation	Wills	Workplace	Percentage with NO area 30% or more	Percentage with ONE area 30% or more	Percentage with MORE THAN ONE area 30% or more	Total	Number	
	<i>Percentage with 30% or more of their practice in this area</i>												
First Nations	0	0	7	2	2	3	0	4.6	79.0	16.4	100.0	238	
Métis	5	2	9	2	2	5	0	6.7	76.5	16.8	100.0	119	
Arab	4	4	11	5	1	4	0	5.6	73.8	20.6	100.0	214	
Black	8	1	11	3	1	3	1	6.2	72.2	21.7	100.1	762	
Chinese	3	8	20	8	3	3	0	5.2	78.1	16.8	100.1	852	
East Asian	4	6	15	9	2	3	0	5.5	73.7	20.8	100.0	327	
Latino	7	2	7	5	2	4	2	4.3	75.8	19.9	100.0	161	
South Asian	5	2	22	3	2	2	1	4.3	76.9	18.8	100.0	1,614	
Southeast Asian	5	4	23	4	2	5	0	3.2	80.0	16.8	100.0	190	
West Asian	8	3	13	6	2	1	1	3.8	77.9	18.3	100.0	262	
More than One Racialized Group	6	8	10	6	1	2	2	6.3	70.5	23.2	100.0	112	
Racialized and White	3	3	5	5	3	4	1	5.6	72.8	21.6	100.0	287	
White	1	3	14	5	2	6	1	5.6	74.1	20.4	100.1	20,946	
Not Aboriginal, Declined Racialization Question	2	3	16	4	2	6	1	5.1	75.6	19.3	100.0	3,812	
Declined Aboriginal and Racialization Questions	2	4	16	4	3	7	0	6.0	73.1	20.9	100.0	3,856	
Women	3	3	9	4	2	5	1	6.5	76.6	16.9	100.0	13,540	
Men	2	3	19	5	2	6	1	4.8	72.9	22.3	100.0	20,213	
Total	2	3	15	5	2	6	1	5.5	74.4	20.1	100.0	33,753	

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

*excludes the category for "other" areas of practice

EQUITY SURVEY RESPONSE RATE

by Question, 2015

Question*	Response Rate	
	Lawyers	Paralegals
Aboriginal	88.8	91.6
Racialization	77.4	80.9
Sexual Orientation	81.9	85.8
Identify as Francophone	90.4	91.8
Able to Practice in French	84.7	82.7
Have a Disability	84.5	88.1
Total Number	41,360	7,211

Source: 2015 LSUC Lawyer Annual Report; analysis by Michael Ornstein

*There is no missing data for gender, which is obtained from administrative records