

Statistical Snapshot of Paralegals in Ontario

from the Paralegal Annual Report (PAR) 2015

REPRESENTATION IN PROFESSION VS. REPRESENTATION IN ONTARIO POPULATION — RACIALIZED

Profession 35.5%

Population 25.9%

REPRESENTATION IN PROFESSION VS. REPRESENTATION IN ONTARIO POPULATION — ABORIGINAL

Profession 1.7%

Population 2.3%

RACIALIZED & ABORIGINAL BY PERCENTAGE OF RESPONDENTS

| | |
|--|-------------|
| First Nations | 0.93 |
| Inuk | 0.03 |
| Métis | 0.72 |
| Arab | 1.2 |
| Black (e.g., African-Canadian, African, Caribbean) | 7.2 |
| Chinese | 5.6 |
| East Asian (e.g., Japanese, Korean) | 1.0 |
| Latin American, Hispanic | 4.0 |
| South Asian (e.g., Indo-Canadian, Indian Subcontinent) | 9.1 |
| Southeast Asian | 3.0 |
| West Asian (e.g., Iranian, Afghan) | 2.6 |
| More than one Racialized Group | 0.7 |
| Racialized and White | 1.0 |
| Total Racialized and Aboriginal | 35.5 |
| White | 62.9 |

TYPE OF LICENCE BY RACIALIZATION — IN PERCENTAGES

for Ontario Paralegals, 2015

| Group | Sole Practice | Partner | Associate | Employee at a Firm | Legal Clinic | In House | Government | Education | Retired or not working | Other and New Licensees |
|------------------------|-----------------------------------|---------|-----------|--------------------|--------------|----------|------------|-----------|------------------------|-------------------------|
| | <i>Percentages for each Group</i> | | | | | | | | | |
| First Nations and Inuk | 26 | 2 | 0 | 7 | 7 | 4 | 9 | 0 | 20 | 26 |
| Métis | 47 | 0 | 6 | 3 | 3 | 6 | 9 | 0 | 16 | 9 |
| Arab | 28 | 0 | 2 | 8 | 2 | 5 | 5 | 0 | 23 | 29 |
| Black | 26 | 1 | 0 | 7 | 1 | 6 | 7 | 1 | 23 | 27 |
| Chinese | 29 | 2 | 0 | 13 | 1 | 2 | 4 | 1 | 22 | 26 |
| East Asian | 13 | 9 | 7 | 20 | 0 | 2 | 4 | 0 | 22 | 24 |
| Latino | 21 | 5 | 2 | 11 | 3 | 5 | 9 | 1 | 17 | 26 |
| South Asian | 29 | 3 | 2 | 8 | 1 | 2 | 5 | 0 | 24 | 27 |
| Southeast Asian | 21 | 1 | 3 | 10 | 0 | 5 | 2 | 1 | 26 | 29 |
| West Asian | 24 | 1 | 4 | 13 | 0 | 6 | 4 | 0 | 28 | 19 |
| More than One Group | 19 | 2 | 0 | 7 | 5 | 5 | 12 | 5 | 24 | 21 |
| Racialized and White | 16 | 0 | 5 | 12 | 2 | 0 | 12 | 0 | 23 | 30 |

GENDER — TOTAL

Women 62%

Men 38%

TYPE OF LICENCE — IN PERCENTAGES

| | Sole Practice | Partner | Associate | Employee at a Firm | Legal Clinic | In House | Government | Education | Retired or not working | Other and New Licensees |
|-------|---------------|---------|-----------|--------------------|--------------|----------|------------|-----------|------------------------|-------------------------|
| | Percent | | | | | | | | | |
| Women | 36.9 | 3.5 | 2.8 | 9.4 | 0.6 | 6.9 | 4.9 | 0.3 | 15.0 | 19.8 |
| Men | 12.9 | 1.3 | 2.4 | 10.9 | 1.9 | 4.5 | 7.9 | 1.0 | 20.2 | 37.0 |

REPRESENTATION OF ABORIGINAL AND RACIALIZED PERSONS

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

| Group | Paralegals | | Ontario Population | | |
|---|--------------|---------------------------|--------------------|---|--|
| | | | Everyone | Persons in the Labour Force, Age 25 or more | University Graduates in the Labour Force, Age 25 or more |
| | Number | Percent excluding missing | Percent | | |
| First Nations | 54 | 0.9 | 1.6 | 1.2 | 0.5 |
| Inuk | 2 | 0.0 | 0.02 | 0.02 | 0.01 |
| Métis | 42 | 0.7 | 0.7 | 0.6 | 0.3 |
| Multiple Aboriginal | | | 0.02 | 0.02 | 0.01 |
| Total Aboriginal | 98 | 1.7 | 2.3 | 1.9 | 0.8 |
| Arab | 70 | 1.2 | 1.1 | 0.9 | 1.5 |
| Black | 418 | 7.2 | 4.3 | 3.8 | 2.7 |
| Chinese | 328 | 5.6 | 5.0 | 5.1 | 8.5 |
| East Asian (includes Japanese, Korean) | 56 | 1.0 | | | |
| East Asian + Japanese + Korean | | | 3.0 | 3.2 | 4.7 |
| Latino | 233 | 4.0 | 1.4 | 1.5 | 1.2 |
| South Asian | 531 | 9.1 | 7.7 | 7.2 | 10.8 |
| Southeast Asian | 176 | 3.0 | 1.1 | 1.1 | 0.9 |
| West Asian | 153 | 2.6 | 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 | 43 | 0.7 | 0.7 | 0.5 | 0.7 |
| Racialized and White | 60 | 1.0 | | | |
| Total Racialized | 2,068 | 35.5 | 25.9 | 24.8 | 32.7 |
| White | 3,666 | 62.9 | 71.8 | 73.4 | 66.4 |
| Not Aboriginal, Declined Racialization Question | 775 | | | | |
| Declined Aboriginal and Racialization Questions | 604 | | | | |
| Total | | 100.0 | 100.0 | 100.0 | 100.0 |
| Number | 7,211 | 5,832 | 12,595,534 | 5,812,410 | 1,778,891 |

Source: 2015 LSUC Paralegal Annual Report, 2011 National Household Survey public use microdata; analysis by Michael Ornstein

DETAILED RACIALIZATION BY AGE

for Ontario Paralegals, 2015

| | 20-29 | 30-39 | 40-49 | 50-59 | 60 or more | 20-29 | 30-39 | 40-49 | 50-59 | 60 or more |
|---|--------------|--------------|--------------|--------------|------------|---------------------------|--------------|--------------|--------------|--------------|
| | number | | | | | percent excluding missing | | | | |
| Aboriginal | | | | | | | | | | |
| First Nations and Inuk | 14 | 14 | 12 | 14 | 2 | 0.7 | 1.1 | 1.0 | 1.4 | 0.4 |
| Métis | 15 | 6 | 11 | 6 | 4 | 0.8 | 0.5 | 0.9 | 0.6 | 0.9 |
| Aboriginal Total | 29 | 20 | 23 | 20 | 6 | 1.5 | 1.5 | 1.9 | 2.0 | 1.3 |
| Racialized | | | | | | | | | | |
| Arab | 34 | 14 | 15 | 6 | 1 | 1.8 | 1.1 | 1.2 | 0.6 | 0.2 |
| Black | 108 | 122 | 106 | 59 | 23 | 5.7 | 9.4 | 8.8 | 5.9 | 5.2 |
| Chinese | 73 | 97 | 89 | 52 | 17 | 3.9 | 7.5 | 7.4 | 5.2 | 3.8 |
| East Asian | 19 | 15 | 13 | 6 | 3 | 1.0 | 1.2 | 1.1 | 0.6 | 0.7 |
| Latino | 81 | 61 | 50 | 33 | 8 | 4.3 | 4.7 | 4.1 | 3.3 | 1.8 |
| South Asian | 182 | 119 | 108 | 87 | 35 | 9.7 | 9.2 | 8.9 | 8.8 | 7.8 |
| Southeast Asian | 58 | 56 | 34 | 24 | 4 | 3.1 | 4.3 | 2.8 | 2.4 | 0.9 |
| West Asian | 55 | 45 | 29 | 20 | 4 | 2.9 | 3.5 | 2.4 | 2.0 | 0.9 |
| More than one Racialized Group | 23 | 11 | 6 | 3 | 0 | 1.2 | 0.8 | 0.5 | 0.3 | 0.0 |
| Racialized and White | 33 | 17 | 3 | 6 | 1 | 1.8 | 1.3 | 0.2 | 0.6 | 0.2 |
| Racialized Total | 666 | 557 | 453 | 296 | 96 | 35.3 | 42.9 | 37.4 | 29.8 | 21.5 |
| White | 1,190 | 720 | 734 | 678 | 344 | 63.1 | 55.5 | 60.7 | 68.2 | 77.1 |
| Not Aboriginal, Declined Racialization Question | 265 | 188 | 169 | 102 | 51 | | | | | |
| Declined Aboriginal and Racialization Questions | 150 | 143 | 137 | 114 | 60 | | | | | |
| Total | 2,300 | 1,628 | 1,516 | 1,210 | 557 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

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

for Ontario Paralegals, 2015

| | Total | 20-29 | 30-39 | 40-49 | 50-59 | 60 or more | Total | 20-29 | 30-39 | 40-49 | 50-59 | 60 or more |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|------------|---------------------------|--------------|--------------|--------------|--------------|--------------|
| | number | | | | | | percent excluding missing | | | | | |
| Gender | | | | | | | | | | | | |
| Women | 4,471 | 1,776 | 1,108 | 870 | 584 | 133 | 62.0 | 77.2 | 68.1 | 57.4 | 48.3 | 23.9 |
| Men | 2,740 | 524 | 520 | 646 | 626 | 424 | 38.0 | 22.8 | 31.9 | 42.6 | 51.7 | 76.1 |
| Sexual Orientation | | | | | | | | | | | | |
| LGBTQ | 146 | 72 | 31 | 18 | 22 | 3 | 2.4 | 3.5 | 2.2 | 1.4 | 2.1 | 0.6 |
| Not LGBTQ | 6,043 | 1,967 | 1,351 | 1,258 | 1,006 | 461 | 97.6 | 96.5 | 97.8 | 98.6 | 97.9 | 99.4 |
| Declined to Answer | 1,022 | 261 | 246 | 240 | 182 | 93 | | | | | | |
| Identify as Francophone | | | | | | | | | | | | |
| Yes | 203 | 55 | 43 | 49 | 40 | 16 | 3.1 | 2.6 | 2.9 | 3.5 | 3.6 | 3.1 |
| No | 6,418 | 2,062 | 1,452 | 1,332 | 1,070 | 502 | 96.9 | 97.4 | 97.1 | 96.5 | 96.4 | 96.9 |
| Declined to Answer | 590 | 183 | 133 | 135 | 100 | 39 | | | | | | |
| Able to Practise in French | | | | | | | | | | | | |
| Can Counsel and Represent | 193 | 42 | 40 | 48 | 40 | 23 | 3.2 | 2.3 | 2.9 | 3.7 | 3.9 | 4.8 |
| Can Counsel But Not Represent | 92 | 25 | 23 | 16 | 19 | 9 | 1.5 | 1.4 | 1.7 | 1.2 | 1.9 | 1.9 |
| Cannot | 5,677 | 1,741 | 1,293 | 1,240 | 960 | 443 | 95.2 | 96.3 | 95.4 | 95.1 | 94.2 | 93.3 |
| Declined to Answer | 1,249 | 492 | 272 | 212 | 191 | 82 | | | | | | |
| Have a Disability | | | | | | | | | | | | |
| Yes | 342 | 63 | 57 | 82 | 101 | 39 | 5.4 | 3.0 | 4.0 | 6.3 | 9.7 | 7.9 |
| No | 6,009 | 2,027 | 1,359 | 1,230 | 938 | 455 | 94.6 | 97.0 | 96.0 | 93.8 | 90.3 | 92.1 |
| Declined to Answer | 860 | 210 | 212 | 204 | 171 | 63 | | | | | | |
| All Paralegals | 7,211 | 2,300 | 1,628 | 1,516 | 1,210 | 557 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

TYPE OF LICENCE BY RACIALIZATION

for Ontario Paralegals, 2015

| | Sole Practice | Partner | Associate | Employee | 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 | 21 | 4 | 4 | 4 | 11 | 5 | 9 | 0 | 14 | 29 | 100 | 56 |
| Métis | 33 | 2 | 2 | 5 | 5 | 7 | 10 | 0 | 14 | 21 | 100 | 42 |
| Aboriginal Total | 27 | 3 | 3 | 4 | 8 | 6 | 9 | 0 | 14 | 26 | 100 | 98 |
| Racialized | | | | | | | | | | | | |
| Arab | 26 | 0 | 0 | 6 | 1 | 6 | 3 | 0 | 23 | 36 | 100 | 70 |
| Black | 23 | 1 | 1 | 6 | 0 | 6 | 7 | 1 | 22 | 34 | 100 | 418 |
| Chinese | 23 | 2 | 0 | 11 | 1 | 2 | 4 | 1 | 22 | 34 | 100 | 328 |
| East Asian | 13 | 5 | 5 | 9 | 0 | 2 | 2 | 0 | 25 | 39 | 100 | 56 |
| Latino | 20 | 4 | 2 | 9 | 3 | 4 | 9 | 1 | 20 | 28 | 100 | 233 |
| South Asian | 26 | 2 | 2 | 7 | 1 | 1 | 3 | 0 | 26 | 32 | 100 | 531 |
| Southeast Asian | 18 | 2 | 3 | 8 | 0 | 4 | 4 | 1 | 23 | 38 | 100 | 176 |
| West Asian | 25 | 1 | 4 | 13 | 0 | 3 | 3 | 0 | 24 | 27 | 100 | 153 |
| More than One Group | 14 | 2 | 0 | 9 | 7 | 5 | 9 | 5 | 26 | 23 | 100 | 43 |
| Racialized and White | 25 | 2 | 7 | 7 | 2 | 2 | 8 | 0 | 15 | 33 | 100 | 60 |
| Racialized Total | 23 | 2 | 2 | 8 | 1 | 3 | 5 | 1 | 22 | 32 | 100 | 2,166 |
| White | 21 | 2 | 3 | 11 | 2 | 7 | 8 | 1 | 15 | 30 | 100 | 3,666 |
| Total | 22 | 2 | 3 | 10 | 2 | 6 | 7 | 1 | 18 | 31 | 100 | 5,832 |

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

REGION BY RACIALIZATION*

for Ontario Paralegals, 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 | 13 | 5 | 25 | 29 | 13 | 5 | 0 | 11 | 100 | 56 |
| Métis | 14 | 7 | 21 | 7 | 17 | 24 | 10 | 0 | 100 | 42 |
| Aboriginal Total | 13 | 6 | 23 | 19 | 14 | 13 | 4 | 6 | 100 | 98 |
| Racialized | | | | | | | | | | |
| Arab | 14 | 4 | 32 | 33 | 3 | 0 | 13 | 0 | 100 | 69 |
| Black | 2 | 3 | 52 | 36 | 1 | 0 | 5 | 0 | 100 | 417 |
| Chinese | 2 | 1 | 63 | 32 | 1 | 0 | 1 | 0 | 100 | 326 |
| East Asian | 0 | 0 | 70 | 30 | 0 | 0 | 0 | 0 | 100 | 56 |
| Latino | 4 | 6 | 57 | 29 | 1 | 0 | 3 | 0 | 100 | 230 |
| South Asian | 1 | 2 | 37 | 58 | 1 | 0 | 1 | 0 | 100 | 528 |
| Southeast Asian | 2 | 5 | 63 | 28 | 1 | 0 | 2 | 0 | 100 | 176 |
| West Asian | 2 | 3 | 56 | 36 | 1 | 0 | 3 | 0 | 100 | 153 |
| More than One Group | 0 | 2 | 58 | 35 | 0 | 0 | 5 | 0 | 100 | 43 |
| Racialized and White | 3 | 5 | 47 | 33 | 2 | 2 | 7 | 2 | 100 | 60 |
| Racialized Total | 3 | 3 | 50 | 38 | 2 | 1 | 3 | 0 | 100 | 2,156 |
| White | 10 | 10 | 31 | 27 | 9 | 3 | 5 | 4 | 100 | 3,666 |
| Total | 7 | 7 | 38 | 31 | 7 | 2 | 4 | 2 | 100 | 5,822 |

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

*excludes paralegals whose address is outside Ontario

SIZE OF LAW FIRM BY RACIALIZATION

for Ontario Paralegals, 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 | 60 | 20 | 20 | 0 | 0 | 0 | 0 | 100 | 5 | |
| Métis | 0 | 25 | 50 | 25 | 0 | 0 | 0 | 100 | 4 | |
| Aboriginal Total | 33 | 22 | 33 | 11 | 0 | 0 | 0 | 100 | 9 | |
| Racialized | | | | | | | | | | |
| Arab | 60 | 0 | 20 | 0 | 0 | 0 | 20 | 100 | 5 | |
| Black | 46 | 25 | 8 | 13 | 8 | 0 | 0 | 100 | 24 | |
| Chinese | 59 | 19 | 8 | 11 | 0 | 0 | 3 | 100 | 37 | |
| East Asian | 46 | 23 | 23 | 0 | 8 | 0 | 0 | 100 | 13 | |
| Latino | 29 | 21 | 26 | 9 | 12 | 3 | 0 | 100 | 34 | |
| South Asian | 67 | 16 | 12 | 6 | 0 | 0 | 0 | 100 | 51 | |
| Southeast Asian | 63 | 19 | 13 | 0 | 6 | 0 | 0 | 100 | 16 | |
| West Asian | 61 | 17 | 11 | 6 | 6 | 0 | 0 | 100 | 18 | |
| More than One Group | 80 | 0 | 0 | 20 | 0 | 0 | 0 | 100 | 5 | |
| Racialized and White | 67 | 0 | 0 | 33 | 0 | 0 | 0 | 100 | 3 | |
| Racialized Total | 55 | 18 | 14 | 8 | 4 | 0 | 1 | 100 | 206 | |
| White | 53 | 21 | 10 | 13 | 3 | 0 | 1 | 100 | 582 | |
| Total | 53 | 20 | 11 | 11 | 3 | 0 | 1 | 100 | 797 | |

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

TYPE OF LICENCE BY GENDER BY AGE

for Ontario Paralegals, 2015

| | Sole Practice | Partner | Associate | Employee at a Firm | Legal Clinic | In House | Government | Education | Retired or not working | Other and New Licensees | Total | Number |
|----------------|---------------|------------|------------|--------------------|--------------|------------|------------|------------|------------------------|-------------------------|--------------|--------------|
| <i>Percent</i> | | | | | | | | | | | | |
| Women | | | | | | | | | | | | |
| Total | 36.9 | 3.5 | 2.8 | 9.4 | 0.6 | 6.9 | 4.9 | 0.3 | 15.0 | 19.8 | 100.0 | 2,740 |
| 20-29 | 18.3 | 1.9 | 3.2 | 10.5 | 0.2 | 2.3 | 3.4 | 0.2 | 24.2 | 35.7 | 100.0 | 524 |
| 30-39 | 30.4 | 2.3 | 3.3 | 12.3 | 0.4 | 7.3 | 6.9 | 0.2 | 14.4 | 22.5 | 100.0 | 520 |
| 40-49 | 38.1 | 4.8 | 3.9 | 9.0 | 0.6 | 6.8 | 5.4 | 0.3 | 14.1 | 17.0 | 100.0 | 646 |
| 50-59 | 42.2 | 4.0 | 1.9 | 7.3 | 0.6 | 8.0 | 5.9 | 0.5 | 13.3 | 16.3 | 100.0 | 626 |
| 60 or more | 58.0 | 4.2 | 1.4 | 8.0 | 1.2 | 10.8 | 1.9 | 0.0 | 8.3 | 6.1 | 100.0 | 424 |
| Men | | | | | | | | | | | | |
| Total | 12.9 | 1.3 | 2.4 | 10.9 | 1.9 | 4.5 | 7.9 | 1.0 | 20.2 | 37.0 | 100.0 | 4,471 |
| 20-29 | 4.1 | 0.6 | 2.5 | 9.7 | 0.7 | 2.6 | 6.1 | 0.5 | 19.7 | 53.5 | 100.0 | 1,776 |
| 30-39 | 11.6 | 1.5 | 2.9 | 12.5 | 1.4 | 4.6 | 9.7 | 1.3 | 21.4 | 33.3 | 100.0 | 1,108 |
| 40-49 | 21.3 | 1.7 | 2.0 | 12.9 | 2.4 | 5.9 | 8.3 | 0.9 | 19.7 | 25.1 | 100.0 | 870 |
| 50-59 | 27.4 | 2.4 | 1.7 | 8.4 | 4.8 | 6.2 | 10.4 | 2.4 | 18.8 | 17.5 | 100.0 | 584 |
| 60 or more | 21.8 | 3.0 | 2.3 | 12.0 | 6.0 | 12.0 | 5.3 | 0.0 | 27.8 | 9.8 | 100.0 | 133 |

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

REGION BY GENDER*

for Ontario Paralegals, 2015

| | South West | Central South | Toronto | Durham, Halton, Peel, York | Central North | North | Ottawa | East | Total | Number |
|----------------|------------|---------------|-------------|----------------------------|---------------|------------|------------|------------|--------------|--------------|
| <i>Percent</i> | | | | | | | | | | |
| Women | 7.1 | 6.5 | 38.8 | 35.2 | 5.2 | 1.5 | 3.9 | 1.9 | 100.0 | 2,727 |
| Men | 6.6 | 7.4 | 39.6 | 30.6 | 6.8 | 2.2 | 4.3 | 2.5 | 100.0 | 4,454 |
| Total | 6.8 | 7.0 | 39.3 | 32.3 | 6.2 | 1.9 | 4.1 | 2.3 | 100.0 | 7,181 |

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

*excludes paralegals whose address is outside Ontario