

Hamilton Law Association
2018 Membership Survey – Summary Report (April 4, 2018)

Background

In late January and early February 2018, members of the Association were emailed a link to an online survey on SurveyMonkey. The survey contained a set of demographic questions related to age, education, experience, gender, and type of firm. In addition, respondents were asked to indicate the types of law they practiced, their involvement in volunteer activities, and how they accessed member information about the HLA. A total of 212 members responded (from a total membership of 1,028 at the end of 2017), for a response rate of 20.6%. This report summarizes the main findings of the survey, with an emphasis on how age, experience, gender and size of firm influence the type of law practiced by HLA members. The report also makes some comparisons between this year's survey results to those from the 2004, 2011 and 2017 membership surveys. (The HLA first started conducting the survey in 2004.) The report also compares this year's results, where possible, to similar types of information from different data sources. Except where otherwise noted, this report refers to respondents as *HLA lawyers*.

Type of Firm

- HLA lawyers are split between small (those with less than 6 lawyers) and larger (those with more than 5 lawyers) firms. As indicated in Table 1 and Figure 1, roughly 49% practice in small firms, and 34% practice in larger firms. Compared to 2004, HLA membership is slightly less weighted towards small firms now. The biggest change from 2004 is that lawyers from very large firms (i.e. those with 15+ lawyers) comprise an increased portion of the membership.
- As in other years, very few HLA members practice law in a In-House Corporate Counsel (4.7%), Government (8.5%), or Other (4.7%) capacity. The only notable difference in these results from 2004 is that the percentage practicing in government has increased (from 2.2%).

Experience

- The 2018 survey results indicate a significant number of newer lawyers, and therefore also newer members of the Association (i.e. lawyers with less than six years of experience). Almost one-third (29.2%) of members have less than six years experience being a lawyer. This is different than 2004, when only 16.4% of members were new to the profession. A significant percentage (40.67%) of membership has more than 21 years of experience - which is slightly lower than it traditionally has been (e.g. 46.7% had 21+ years of experience in 2017).
- Overall, Figure 2B shows that the Association still has a significantly large, experienced cohort of lawyers (those with 21+ years of experience). But it has a slightly increased cohort of newer lawyers than it did in 2004.

Age

- The age profile of the membership, and how it has changed since 2004, mirrors the recent change in the experience profile of the HLA. For example, there has been a fairly steady increase in the percentage of members who are less than 35 years old. It increased from 16% to 29.5% from 2004 to 2018. But there are also fewer members between the ages of 35-54 than there were in 2004, and slightly more lawyers over the age of 55.

- The average age of HLA lawyers in 2018 is 46.3, which is noticeably higher than the average of 41.4 years for the Ontario labour force. The most recent Census of Canada indicated that the average age of lawyers in the Hamilton CMA, for 2016, was 47.4.¹
- Table 4 and Figure 4 indicate that, similar to the patterns found in other years, there is a clear career progression in terms of the type of firm in which a lawyer practices:
 - Younger lawyers are more likely than older lawyers to work in larger firms. For example, 38.7% of lawyers younger than age 35 practice in firms with 15+ lawyers, while only 12.9% of these younger lawyers are sole practitioners.
 - Older lawyers are more likely than younger lawyers to work in smaller firms or be sole practitioners. For example, 39.5% of lawyers aged 55-64 and 41.4% of lawyers aged 65+ work as sole practitioners. Only 10.5% and 17.2% of them, respectively, work in firms with 15+ lawyers (which is actually an increase from 2004, when only 5.6% of them worked in large firms).²
 - While there are some slight exceptions for a few of the age-firm combinations, the basic pattern is that as lawyers age they are more likely to work in smaller, rather than larger, firms.

Gender

- Table 5 indicates that the gender gap in membership has narrowed considerably since 2004. While HLA membership in 2004 was almost 75% male, it is now down to 57.4%. This is slightly higher than the gender composition of the Ontario labour force, where in 2018 males comprised 51.4% of the labour force.³ The gender composition of the Association is very similar to all lawyers in Ontario, as the 2016 Census indicated that roughly 58% of Ontario lawyers are male.
- Figure 5A shows that while males outnumber females, female HLA members tend to be significantly younger than males. For example, while 69% of female HLA lawyers are younger than 45 years old, only 38.8% of male HLA lawyers are younger than 45.
- Figure 5B shows that female membership in the HLA continues to increase, although the rate of the increase has levelled off in the last few years.

Legal Education

- As would be expected, most HLA members (71.7%) received their law education in Ontario (as shown in Figure 6). Table 6 shows that York University/Osgoode Hall is the largest source of HLA lawyers, followed closely by the University of Windsor and Western Law. These three law schools consistently have been the three top source schools for HLA members.

¹ The average age for the Ontario labour force was calculated using data from Statistics Canada, *Labour Force Survey*, Table 282-0002. The average age for Hamilton (Census Metropolitan Area) lawyers in 2016 was calculated using Census of Canada 2016 data, Table 98-400-X2016296.

² Age and experience are highly related, with the result that a comparison of firm size and experience revealed similar results – more experienced lawyers are more likely to work in smaller firms, and less experienced lawyers are more likely to work in larger firms.

³ Statistics Canada, *Labour Force Survey*, Table 282-0143 (February 2018 estimates).

Board and Volunteer Activity

- Respondents were also asked to provide information about any volunteer work they do. Figure 7A shows that 37.9% of HLA members sit on some sort of Board, and that 60.4% volunteer for some other type of organization. These results have been very consistent since 2008, when the Association first began asking about volunteer work.
- The volunteerism rate is higher than it is for Canadians in general (43.4%) and for Canadians with a university education (54.7%).⁴
- The members who volunteer spend an average of 9.3 hours per month volunteering (Figure 7B).

Practice Composition

Table 7A shows the overall profile of a typical HLA lawyer's practice. The first column shows the *average percent of a lawyer's practice* devoted to each of the different types of law listed. The second column shows the *percent of lawyers practicing* each of these types of law. Table 7B shows these same values for just the top ten areas of practice in 2018 compared to the 2004 results. Figures 8 and 9 display some of these results in graphical form. Some basic observations can be made based on these results:

- Three types of law are practiced by roughly three-quarters (74.5%) of HLA lawyers – Wills, Estates & Trusts, Civil Litigation, and Family/Matrimonial Law. Wills, Estates & Trusts is the most popular type of law *practiced*, with 25.9% of HLA lawyers practicing it (which is less the percentage of lawyers practicing it in 2004, which was 36.9%). However, it is not the type of law that comprises the largest *percent* of a lawyer's practice (where it ranks 6th, tied with Personal Injury).
- Family/Matrimonial Law and Real Estate Law are, on average, the two most popular types of law in terms of *percentage of practice*. These two types alone comprise 21.9% of the average lawyer's practice. This is lower than it was in 2004, when these two types comprised 27.1% of the typical lawyer's practice.
- The next five areas of law (Insurance Defence Litigation, Civil Litigation, Criminal/Quasi-Criminal Law, Will, Estates & Trusts Law, and Personal Injury) together comprise 37.2% of the average lawyer's practice.
- While there is a strong association with the types of law practiced and the amount of time a typical lawyer spends practicing that law, there are a few interesting anomalies. For example, while 25.9% of lawyers conduct work in the area of Wills, Estates & Trusts, only 5.8% of an average lawyer's practice is comprised of this type of law. Similarly, 24.5% of HLA members identified Civil Litigation as an area of law in which they practice. But this type of law only comprises 5.8% of the typical lawyer's practice.
- Overall, HLA members are slightly more varied in terms of the law they practice. For example, in 2018 21.9% of a typical lawyer's practice was comprised of the top two types of laws (Table 7B); in 2004 27.1% of a lawyer's practice was comprised of these same types of law. Similarly, the three areas of law most practiced in 2004 (Wills, Estates & Trusts, Real Estate, and Civil Litigation) are practiced by noticeably fewer lawyers in 2018. The percentage of lawyers

⁴ Statistics Canada, *General Social Survey, 2013*. 2013 is the most recent year for which this data is available.

practicing Wills, Estates & Trusts dropped from 36.9% to 25.9%; the percentage practicing Real Estate dropped from 36.6% to 24.1%; and the percentage practicing Civil Litigation dropped from 34.1% to 24.5%.

Tables 8 through 11 show how firm size, age, experience and gender influence a lawyer's practice. These four tables show the top 5 types of law (as based on percent of time devoted to that type of law) based on these four factors. In particular, they illustrate how 'work profiles' differ according to these factors. Some notable features of these profiles include:

- Table 8 indicates that Family/Matrimonial Law comprises a much larger portion of a sole practitioner's practice than any other type of law. However, a few other areas are also important to both sole practitioners and lawyers in small firms: Criminal/Quasi-Criminal, Wills, Estates & Trusts, and Real Estate (although Real Estate is in the top 5 for all other sizes of firms for the largest firms). Among the small and medium-sized firms the types of law practiced are more evenly distributed. Insurance Defence Litigation and Civil Litigation are important to both medium-sized and large firms. But among the largest firms, Insurance Defence Litigation is clearly the most common type of law practiced. Family/Matrimonial and Personal Injury Law are the two most important types to lawyers in medium-sized firms.
- Table 9 shows that Family/Matrimonial Law, Real Estate Law, and Criminal/Quasi-Criminal law are important to almost all lawyers, regardless of age. Insurance Defence Litigation is in the top-3 types of law for lawyers under the age of 55; it does not show up the top 5 for lawyers older than 55.
- Table 10, which summarizes the results by the experience of a lawyer, reflects some of the patterns seen when examining age. Family/Matrimonial Law and Real Estate Law are important to lawyers at almost all experience levels. Insurance Defence Litigation is the most important of practice for the least experienced lawyers. Wills, Estates & Trusts only shows up in the top 5 for lawyers with 21 or more years of experience.
- Table 11 indicates that Family/Matrimonial Law is important for both males and females, but is much more important for female lawyers. Insurance Defence Litigation and Real Estate Law are top 5 areas for both males and females, but slightly more so for males. To a certain extent this is a reflection of the age difference between males and females. That is, males are generally older than females, and older lawyers are slightly more likely to practice Real Estate Law. Criminal/Quasi-Criminal law is also in the top-5 for both males and females, and is just slightly more common among female lawyers than it is for male lawyers.

Career Progression of Female Lawyers

The types of law practiced by female lawyers were analyzed based on their years of experience.⁵ The results (Table 12) indicate the following:

- While Family/Matrimonial is important to a female lawyer's practice, it is much less important to those who were more recently called to the bar. A somewhat similar career progression is true with regards to Child Protection. While it is still important for female lawyers, it is slightly less important for lawyers who have been more recently called to the Bar.

⁵ Performing this analysis using 'Year Called to the Bar' yielded essentially the same results.

- Female lawyers with less experience are more diversified than are more experienced female lawyers; that is, less experienced female lawyers are more likely to practice different types of law than more experienced female lawyers.
- Some areas where less experienced female lawyers are more likely to practice are: Civil Litigation, Insurance Defence Litigation, Personal Injury, Corporations, and Criminal/Quasi-Criminal law.

Racialized Licensees

As Figure 10 shows, 12% of members in 2018 self-identified as a racialized licensee. This is a slight increase from last year (the first year in which this question was asked), when 11% identified themselves as such.⁶ Analyzing the types of law practiced by racialized licensees (Table 13) shows that:

- Racialized licensees are much more likely to practice Real Estate Law, Civil Litigation, Family/Matrimonial, Commercial Law, Estate Litigation, and Commercial Litigation.
- They are less likely to practice in the areas of: Insurance Defence Litigation, Accident Benefits, and Administrative Law.

Use of Members' Directory

Figure 11 indicates that, of the three main methods for HLA members to locate each other, online searching using Google (or some other search engine) is the most popular. While most members use the HLA's directory, mostly they use the online as opposed to printed version. The use of the printed listing has decreased steadily since 2011 (when members were first queried about this) from 70% to 36.2% in 2018.

Summary

There has not been much change in membership composition compared to last few years. But when viewed over the longer time period (with 2004 as the starting period), the 2018 results confirm long-term change in HLA membership. Key changes include the fact that sole practitioners are no longer the most predominant type of practice. That distinction goes to large firms. Compared to 14 years ago, membership is much less predominantly male. In terms of age, membership is younger, although it should be noted that much of influx of younger lawyers occurred mostly during the 2008-2013 period. The composition of a typical lawyer's practice is still related to age, gender, experience and firm size in the way that it was in previous years.

⁶ Approximately 7% of respondents did not answer this question, which might indicate that some members did not understand the term *racialized licensee*. However, this is a significant difference from 2017, when around 15% of respondents did not answer this question.

Project Consultant

The survey analysis and report preparation (along with the accompanying charts and tables) were completed by Gerald Bierling. Gerald has taught undergraduate and graduate research methods and statistics courses in the Political Science and Sociology departments at McMaster University. In addition, he provides research and statistical consulting services to various private and public-sector organizations. His services include labour force analysis, demographic projections, consumer spending summaries, and survey construction and analysis. He can be reached at:

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Hamilton Law Association
2018 Membership Survey Respondents – Summary Results
 (Note: Unless otherwise noted, charts and tables show results for the 2018 survey)

Table 1: Where do you work?

	2004	2011	2017	2018
	%	%	%	%
Law Firm - sole practitioner	27.9	29.2	21.8	26.4
Law Firm - 2 to 5 lawyers	24.9	21.0	20.0	22.2
Law Firm - 6 to 14 lawyers	19.5	22.8	13.8	8.0
Law Firm - 15+ lawyers	17.9	16.9	28.0	25.5
In-house corporate counsel	3.5	3.7	3.1	4.7
Government	2.2	3.2	8.9	8.5
Other	4.1	3.2	4.4	4.7

Figure 1: Where do you work?

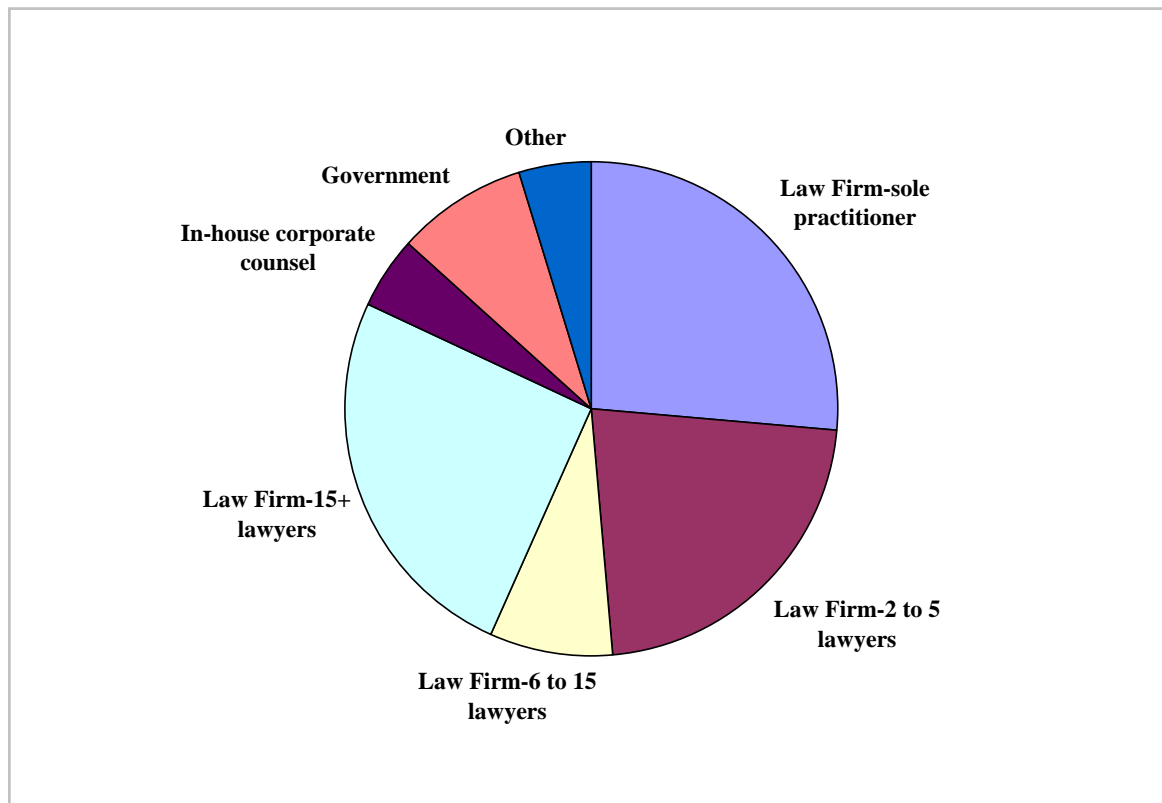


Table 2: How long have you been a lawyer?

	2004	2011	2017	2018
	%	%	%	%
Up to 5 years	16.4	15.8	22.7	29.2
6 to 15 years	25.7	24.6	23.6	22.6
16 to 20 years	12.6	10.8	7.1	7.5
21+ years	45.2	48.8	46.7	40.6

Note: Different age categories were used in the Member’s survey before 2011. Table 2 collapses the 5-year categories used since 2008 for comparison purposes.

Figure 2A: How long have you been a lawyer?

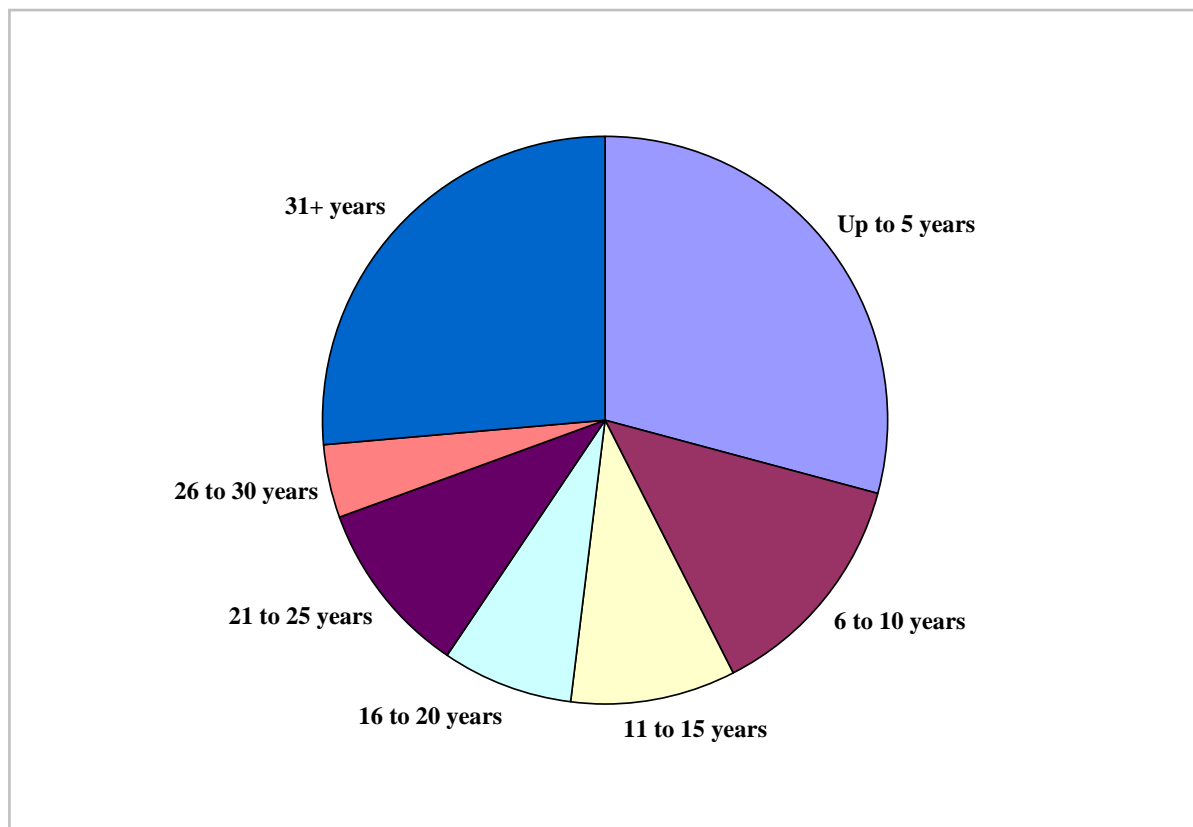


Figure 2B: Years of Experience (2004 vs 2018)

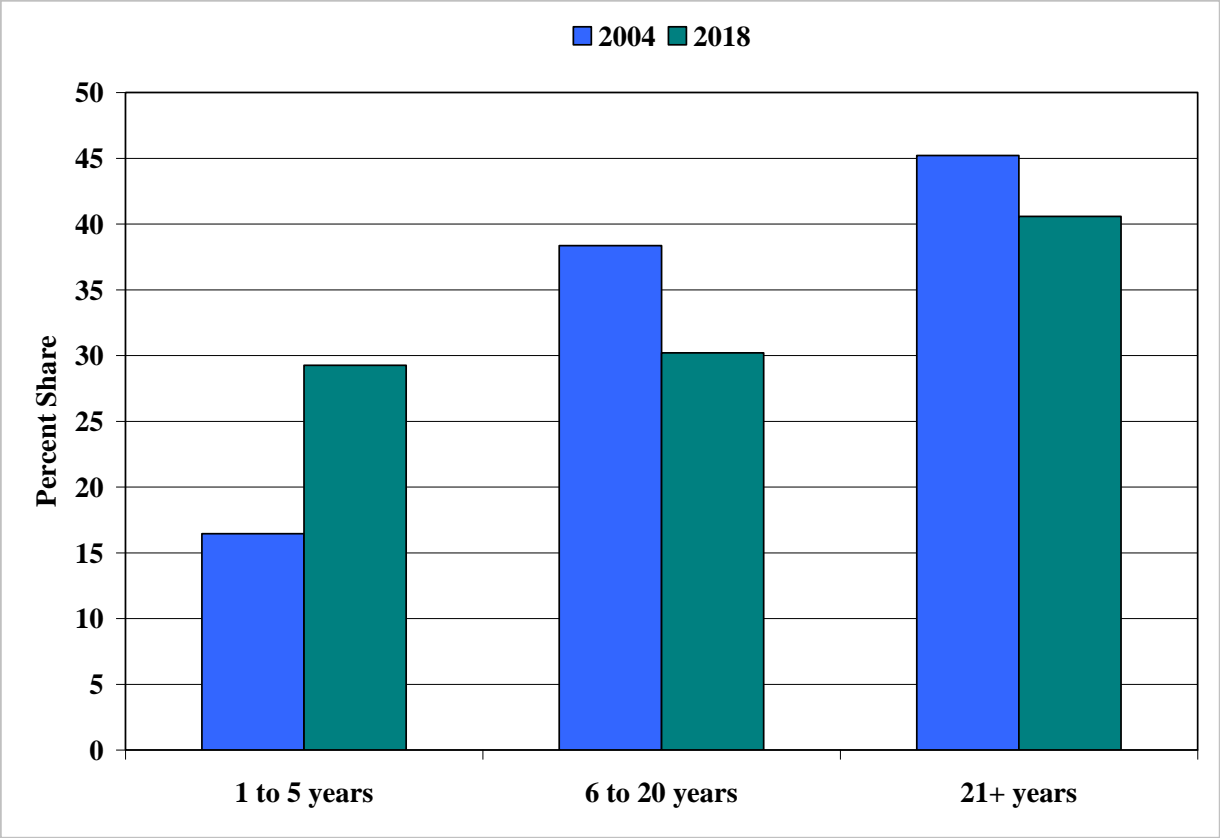
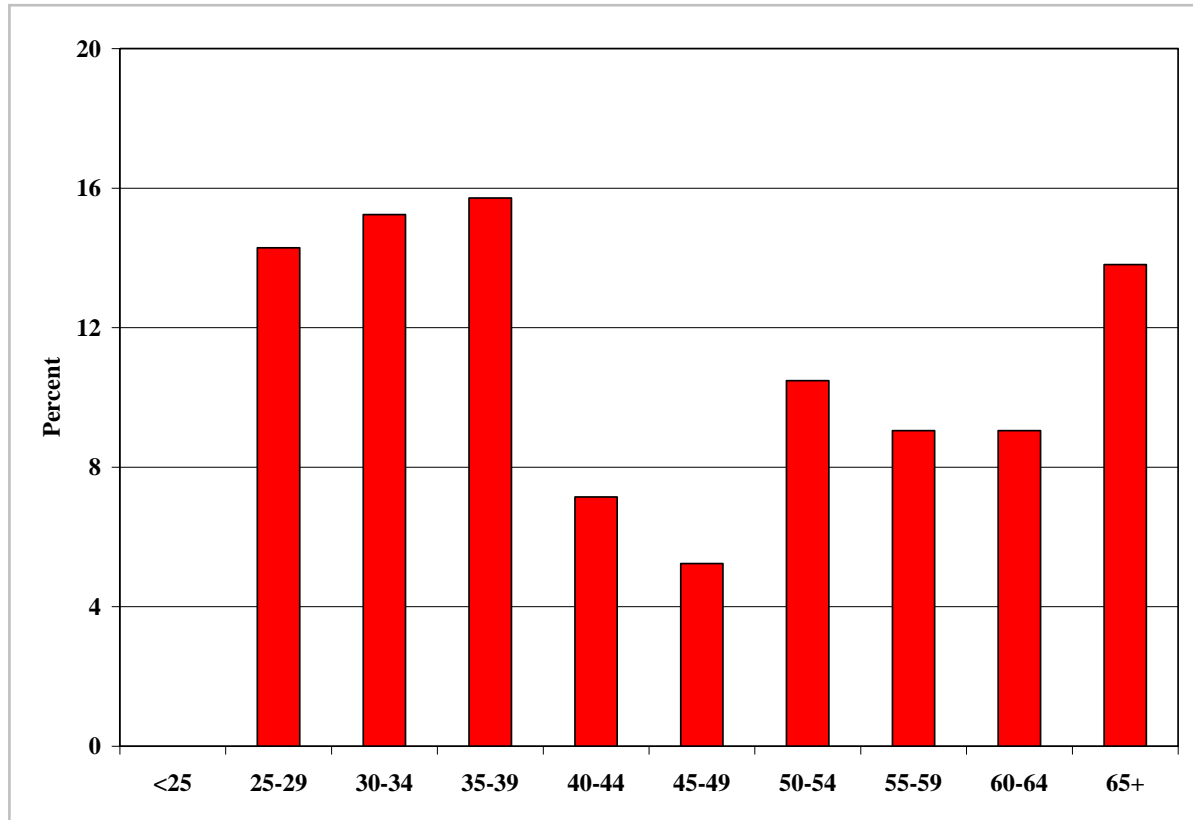


Table 3: How old are you?

	2004	2011	2017	2018
	%	%	%	%
<25	0.0	0.0	0.4	0.0
25-34	16.0	19.3	23.2	29.5
35-44	25.5	20.3	20.5	22.9
45-54	31.1	24.3	18.8	15.7
55-64	20.2	25.7	19.6	18.1
65+	7.3	10.4	17.4	13.8

Figure 3A: How old are you? (Average = 46.3 in 2018)



Note: * Average was calculated using grouped frequency data, and therefore may be slightly different than if ungrouped – i.e. single-year – data had been used.

Figure 3B: Age (2011 vs 2018)

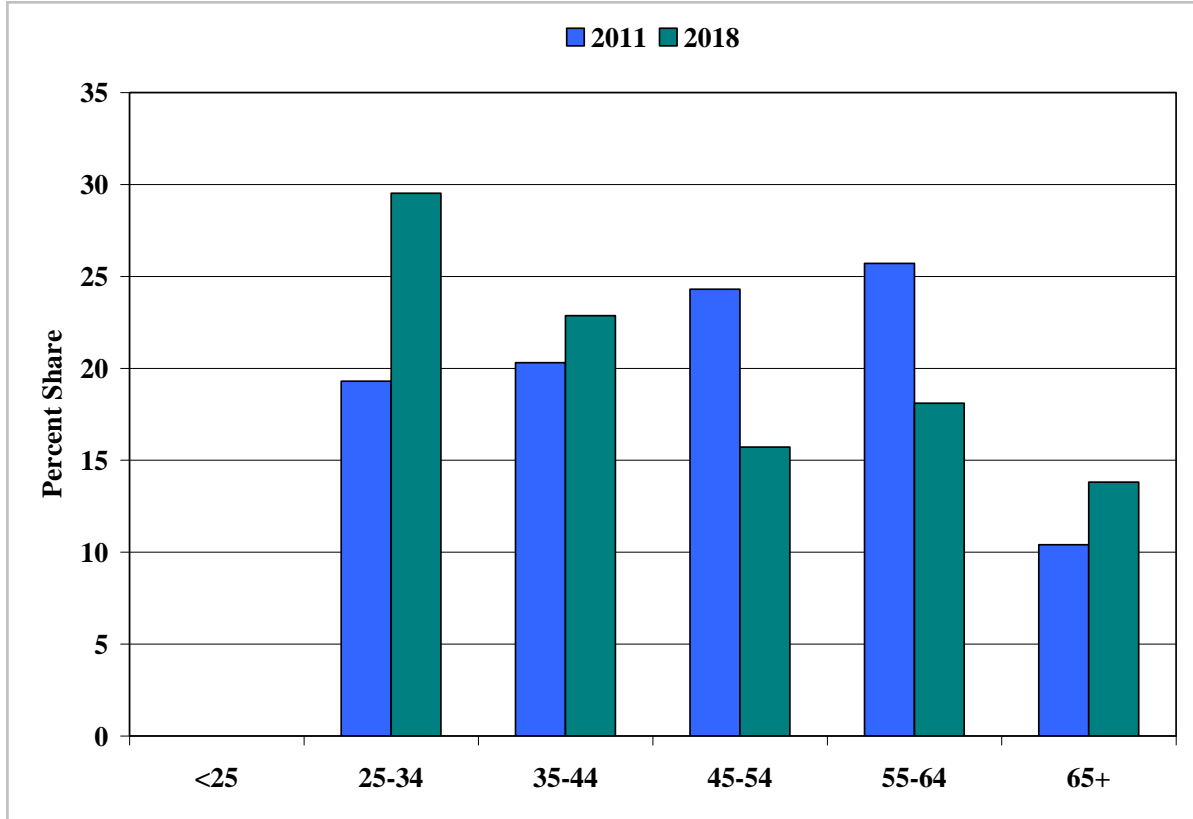


Figure 3C: Hamilton CMA Lawyers vs HLA Lawyers

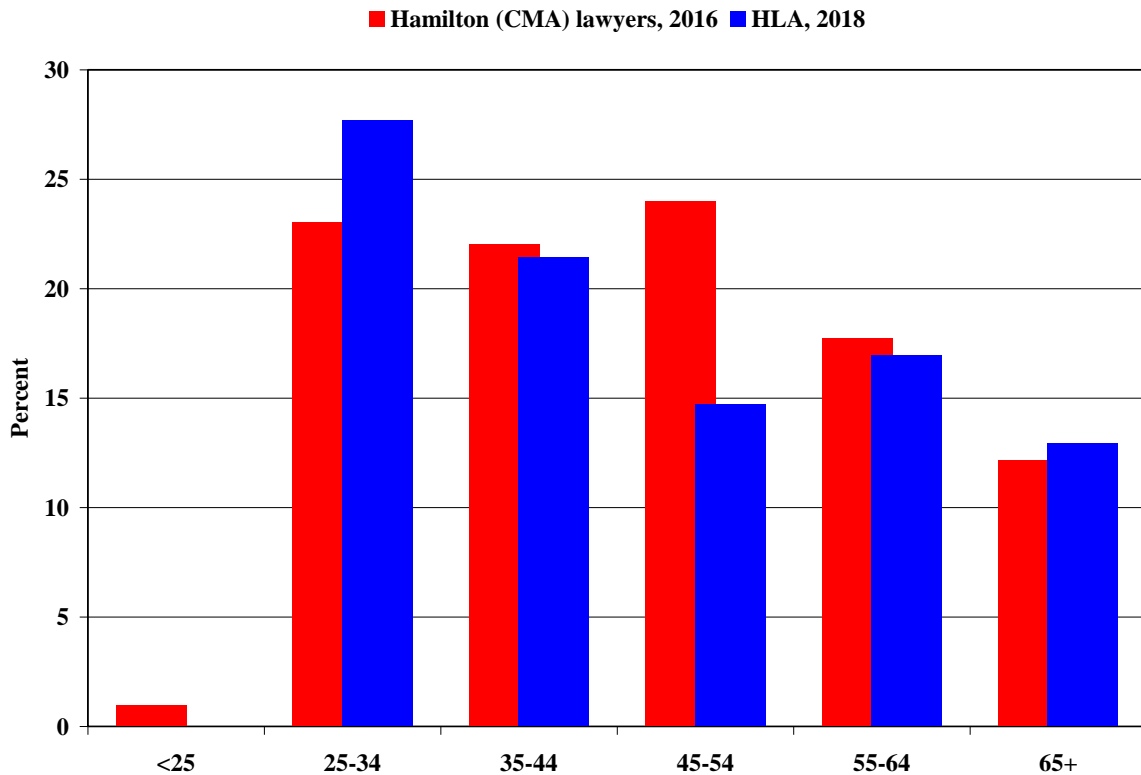


Table 4: Age-Firm Profile of Respondents

	<35	35-44	45-54	55-64	65+	Total
Law Firm-sole practitioner	12.9	20.8	30.3	39.5	41.4	26.2
Law Firm-2 to 5 lawyers	27.4	20.8	30.3	21.1	6.9	22.4
Law Firm-6 to 15 lawyers	16.1	6.3	0.0	5.3	6.9	8.1
Law Firm-15+ lawyers	38.7	27.1	24.2	10.5	17.2	25.7
In-house corporate counsel	0.0	8.3	6.1	5.3	6.9	4.8
Government	4.8	16.7	6.1	7.9	6.9	8.6
Other	0.0	0.0	3.0	10.5	13.8	4.3
Total	100	100	100	100	100	100

Figure 4: Age-Firm Profile of Respondents

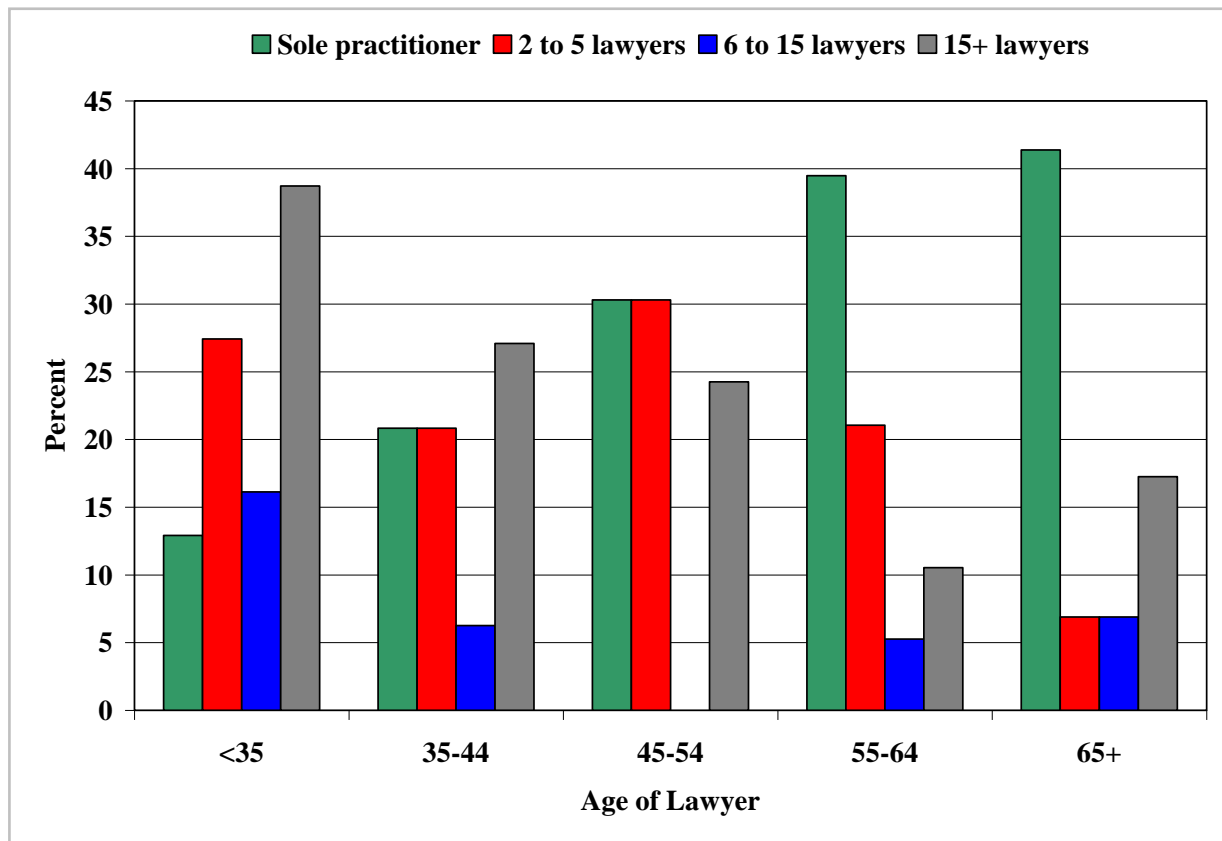


Table 5: Gender

	2004	2011	2017	2018
	%	%	%	%
Male	74.5	62.2	59.4	57.1
Female	25.5	37.8	40.6	42.9

Figure 5A: Age-Gender Profile of Respondents

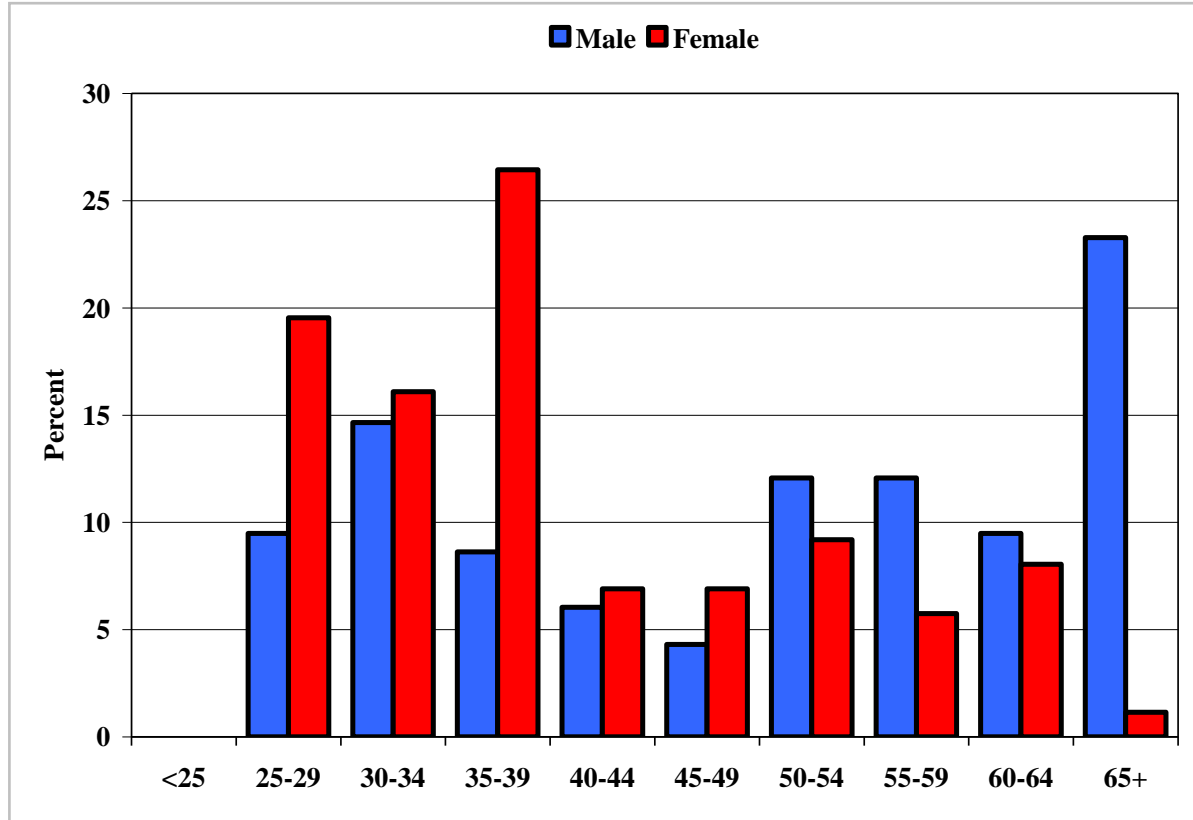


Figure 5B: Gender Profile of Respondents: 2004 to 2018

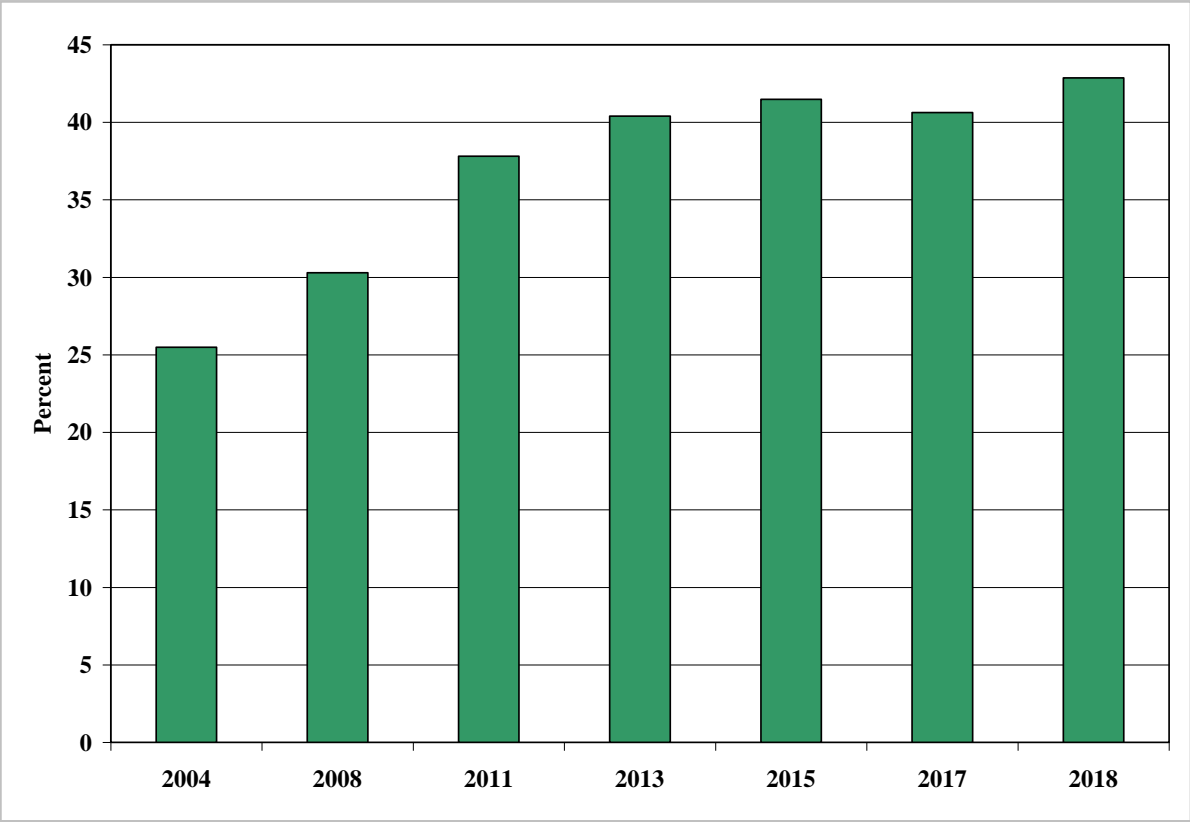


Table 6: Law School

	Percent
York University	18.9
University of Windsor	17.5
Western University	13.2
Queen's University	9.0
University of Ottawa	7.1
University of Toronto	6.1
Other	5.7
Dalhousie University	3.8
Law school in the UK	3.8
University of New Brunswick	2.8
McGill University	2.8
Law school in Australia	2.4
University of Manitoba	1.9
University of Alberta	1.4
University of Calgary	1.4
University of Saskatchewan	1.4
University of British Columbia	0.9

Note: Law schools with only 1 respondent were grouped into the 'Other' category.

Figure 6: Region of Law School

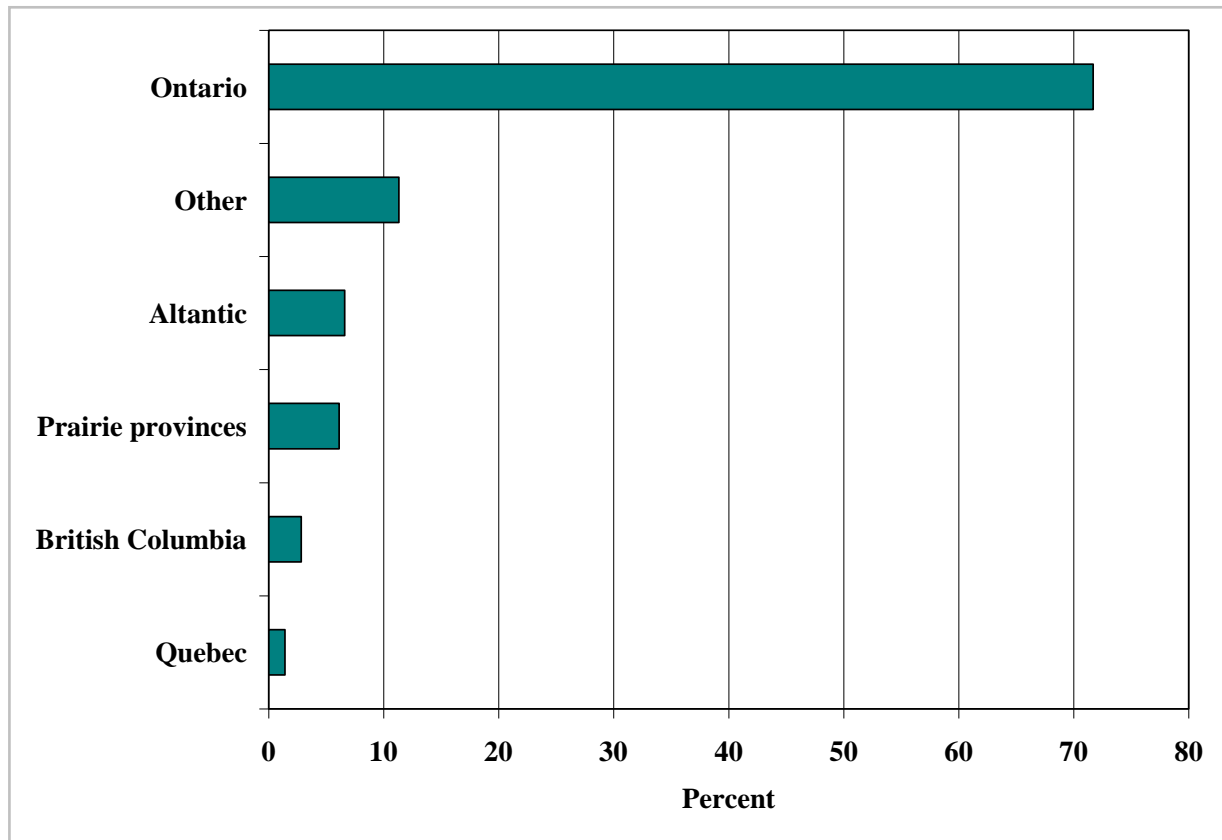


Figure 7A: Members Doing Board and Volunteer Work in Past Year

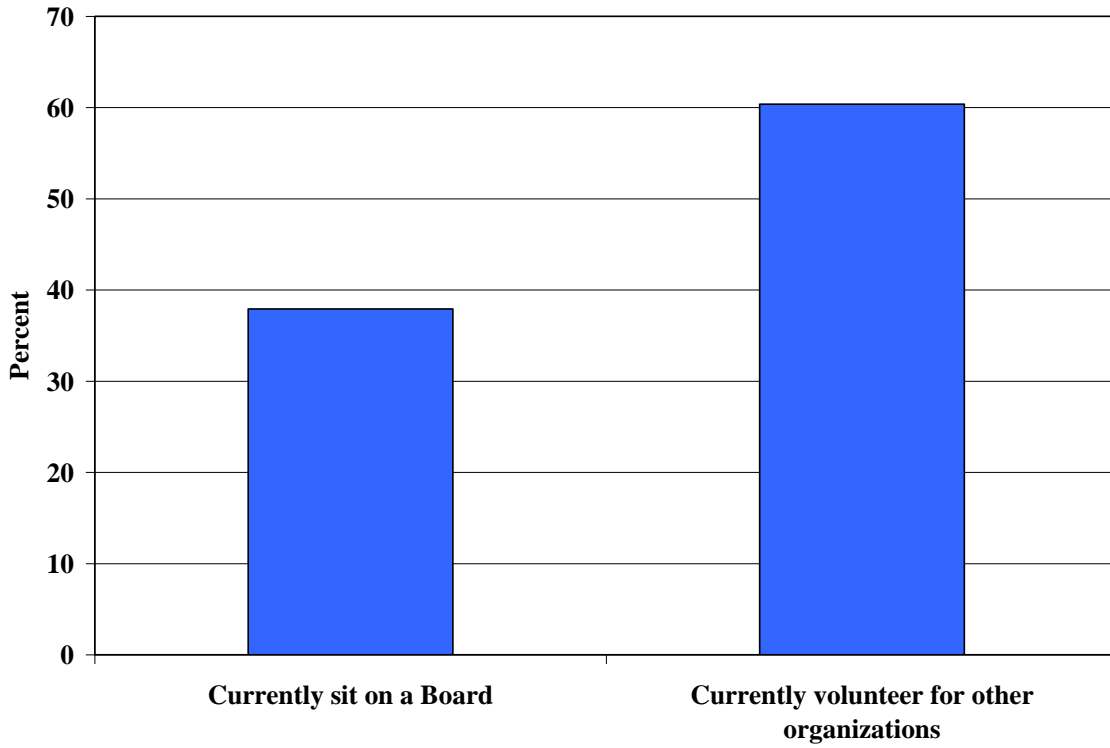


Figure 7B: Hours per Month Volunteers Spent Doing Volunteer Work (Average = 9.3)

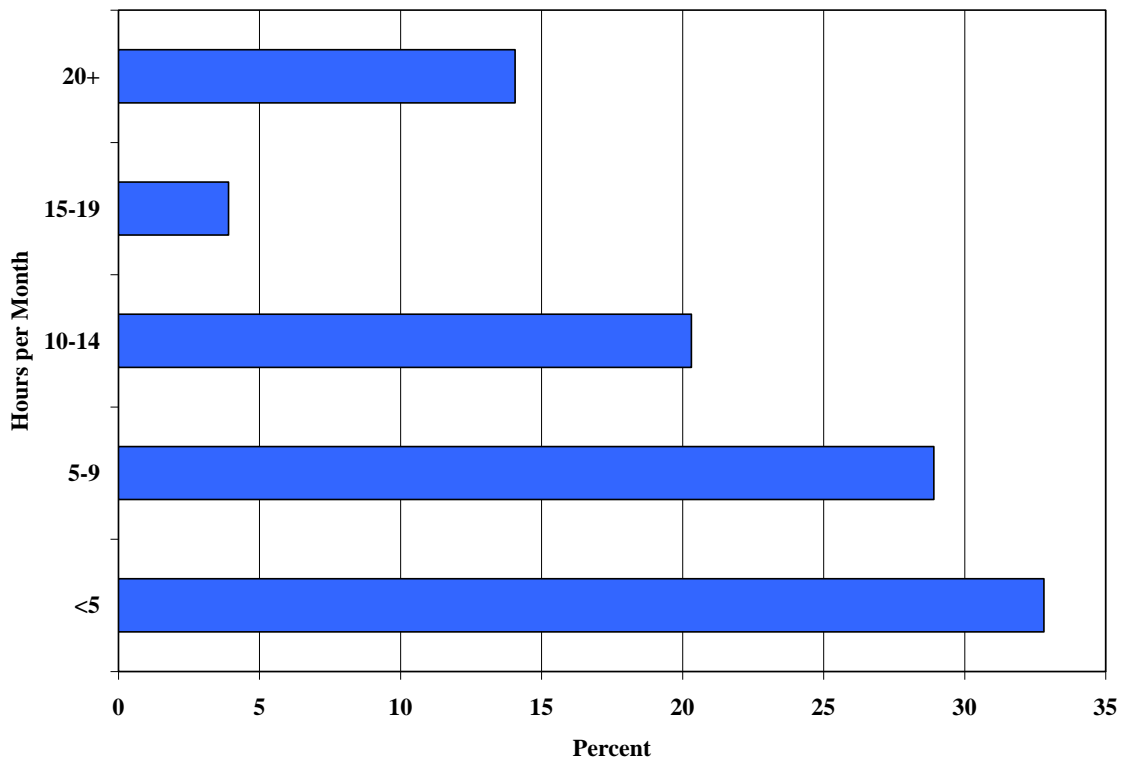


Table 7A: Practice Composition: Legal Work Done by HLA Lawyers

	Percent of Practice (average)	Percent of Lawyers Practicing Type of Law (average)
Family/Matrimonial Law	11.8	18.4
Real Estate Law	10.1	24.1
Insurance Defence Litigation	8.9	11.8
Civil Litigation	8.4	24.5
Criminal/Quasi-Criminal Law	8.3	10.4
Wills, Estates & Trusts Law	5.8	25.9
Personal Injury	5.8	10.4
Child Protection	2.9	5.2
Corporations	2.8	15.6
Business Purchase/Sale	2.2	10.4
Commercial Litigation	2.2	7.1
Intellectual Property Law (Trademarks, Copyrights, Patents)	2.1	3.3
Commercial Law	2.0	12.7
Plaintiff Litigation	1.9	6.6
In-house Counsel	1.9	1.9
Employment Law (non-unionized)	1.8	7.5
Estate Litigation	1.8	9.0
Labour Law (unionized)	1.6	2.8
Accident Benefits	1.5	6.1
Government Lawyer	1.0	1.4
Municipal Law	0.9	5.2
Banking & Loan Security	0.8	3.8
ADR/Mediation Services	0.8	2.8
Tax Law	0.8	2.4
Family Business	0.7	1.9
Human Rights	0.5	3.8
Workplace Safety & Insurance	0.5	0.9
Commercial Leases	0.5	7.5
Administrative Law	0.4	4.2
Professional Liability Defence (LawPRO)	0.4	1.4
Recovery Services	0.4	0.9
Construction Law	0.4	3.3
Medical Malpractice	0.4	1.9
Immigration Law	0.4	0.9
Debt Collection	0.3	2.8
Shareholder Agreements	0.3	3.8
Estate and Mental Incompetency Litigation	0.2	1.9
Aboriginal Law	0.2	0.9
Bankruptcy/Insolvency/Receivership Law	0.2	1.9
Cross Border Litigation	0.2	1.9

	Percent of Practice (average)	Percent of Lawyers Practicing Type of Law (average)
Charities/Non-Profit	0.2	4.2
Employment Contracts	0.1	1.9
Transportation Law	0.1	0.5
Arbitration	0.1	0.9
Franchising Law	0.1	0.9
Mental Health Law	0.1	0.9
Partnership	0.0	0.9
Environmental Law	0.0	0.5
Estate Mediation (Mediator)	0.0	0.5
International Law	0.0	0.5
International Trade	0.0	0.0
Internet/E-Commerce Law	0.0	0.0
Pensions	0.0	0.0
Privacy Law	0.0	0.0
Securities Law/Public Companies	0.0	0.0

Table 7B: Top Ten Areas of Practice, 2018 (Compared to 2004)

	Percent of Practice (average)		Percent of Lawyers Practicing Type of Law (average)	
	2004	2018	2004	2018
Family/Matrimonial Law	13.9	11.8	27.3	18.4
Real Estate Law	13.2	10.1	36.6	24.1
Insurance Defence Litigation	6.2	8.9	10.4	11.8
Civil Litigation	9.9	8.4	34.1	24.5
Criminal/Quasi-Criminal Law	7.3	8.3	20.8	10.4
Wills, Estates & Trusts Law	7.2	5.8	36.9	25.9
Personal Injury	6.9	5.8	18.6	10.4
Child Protection	0.3	2.9	0.3	5.2
Corporations *	NA	2.8	NA	15.6
Business Purchase/Sale **	NA	2.2	NA	10.4

* In 2004 survey this category was listed as 'Corporate/Commercial Law' and is not directly comparable to the 2018 survey category of just 'Corporate'.

** Category not listed in 2004 survey.

Figure 8: Percent of HLA Lawyers' Practice Spent on Types of Law: Top 15 Types

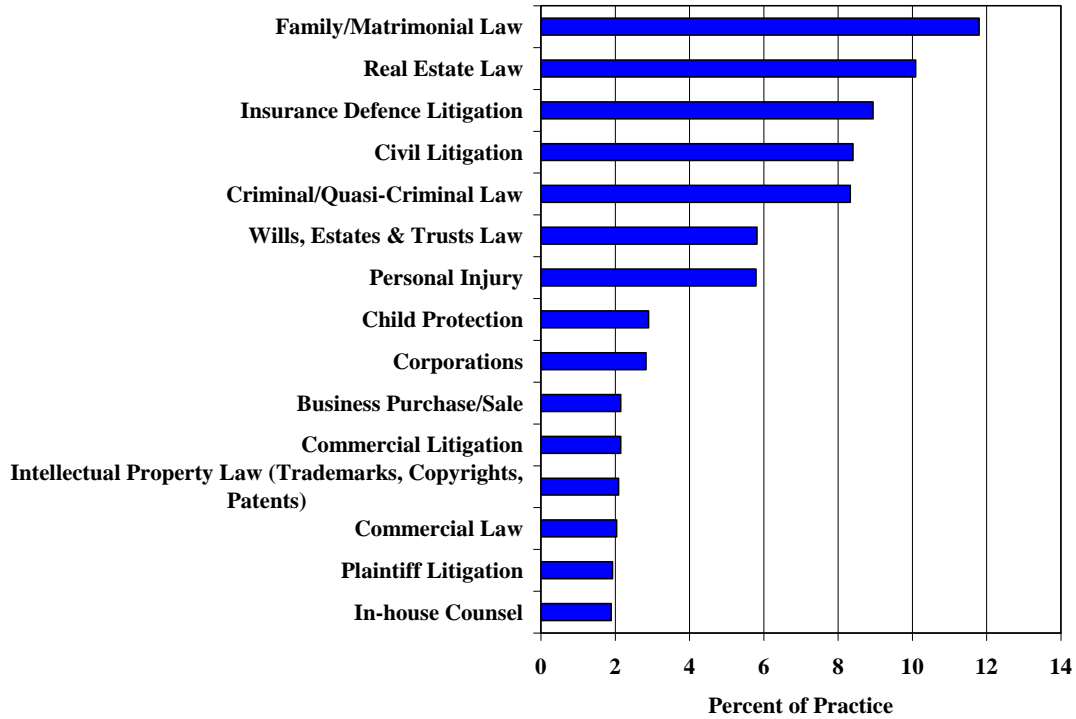


Figure 9: Percent of HLA Lawyers Practicing Type of Law: Top 15 Types

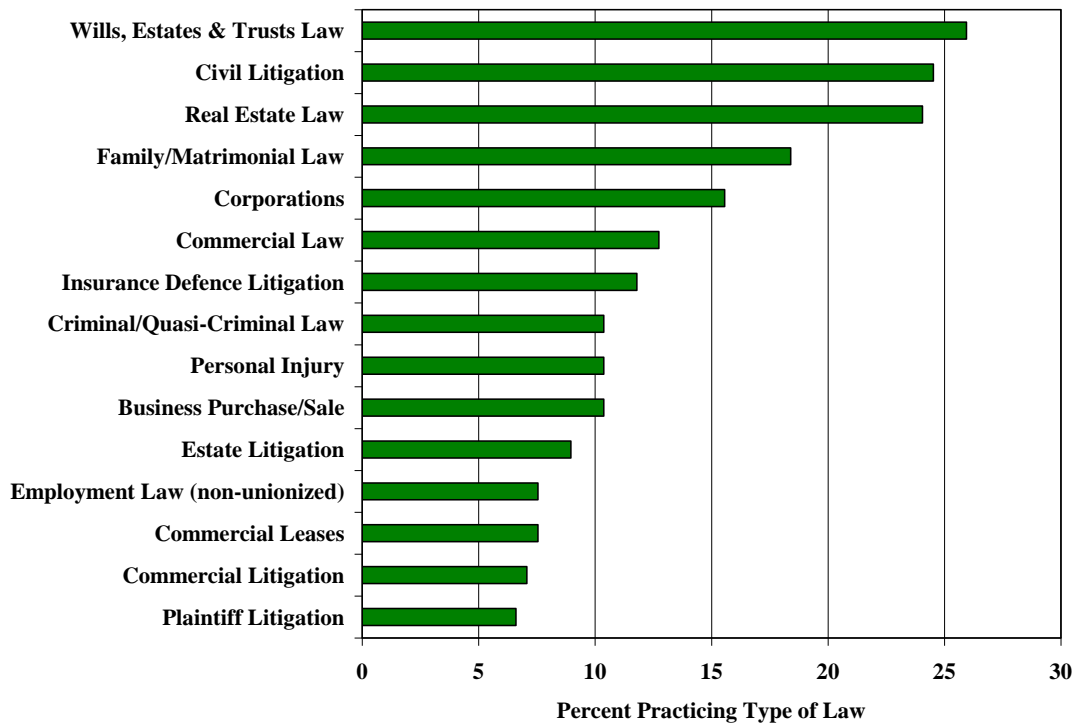


Table 8: Percent of HLA Lawyers' Practice Spent on Types of Law by Type of Firm: Top 5 Types of Law for Each Type of Firm

Law Firm-sole practitioner	Law Firm-2 to 5 lawyers	Law Firm - 6-14 lawyers	Law Firm-15+ lawyers
Family/Matrimonial Law – 28.2	Real Estate Law – 15.2	Family/Matrimonial Law – 19.4	Insurance Defence Litigation – 22.2
Real Estate Law – 14.5	Personal Injury – 13.2	Personal Injury – 17.4	Civil Litigation – 10.4
Wills, Estates & Trusts Law – 10.1	Family/Matrimonial Law – 12.6	Real Estate Law – 16.5	Business Purchase/Sale – 6.3
Civil Litigation – 7.5	Criminal/Quasi-Criminal Law – 9.4	Insurance Defence Litigation – 15.9	Commercial Litigation – 5.7
Criminal/Quasi-Criminal Law – 6.9	Civil Litigation – 7.7	Civil Litigation – 13.2	Wills, Estates & Trusts Law – 4.4

Note: The ‘Government’, ‘In-house Corporate Counsel’, and ‘Other’ categories are not shown, as there were relatively few respondents in each of these categories.

Table 9: Percent of HLA Lawyers' Practice Spent on Types of Law by Age of Lawyer: Top 5 Types of Law for Each Age Group

<35	35-44	45-54	55-64	65+
Insurance Defence Litigation – 12.0	Insurance Defence Litigation – 13.5	Family/Matrimonial Law – 14.7	Family/Matrimonial Law – 19.6	Civil Litigation – 11.2
Real Estate Law – 11.5	Family/Matrimonial Law – 13.1	Real Estate Law – 12.4	Criminal/Quasi-Criminal Law – 9.9	Criminal/Quasi-Criminal Law – 10.7
Civil Litigation – 11.3	Real Estate Law – 11.2	Insurance Defence Litigation – 12.3	Personal Injury – 5.7	Wills, Estates & Trusts Law – 10.2
Family/Matrimonial Law – 10.3	Personal Injury – 8.6	Intellectual Property Law – 9.7	Civil Litigation – 5.4	Real Estate Law – 10.0
Criminal/Quasi-Criminal Law – 6.3	Criminal/Quasi-Criminal Law – 8.3	Criminal/Quasi-Criminal Law – 8.8	Real Estate Law – 5.1	Corporations – 7.0

Table 10: Percent of HLA Lawyers' Practice Spent on Types of Law by Experience of Lawyer: Top 5 Types of Law for Each Experience Group

0 to 10 Years	11 to 20 Years	21 to 30 Years	More Than 30 Years
Insurance Defence Litigation – 13.3	Family/Matrimonial Law – 17.8	Real Estate Law – 16.2	Family/Matrimonial Law – 12.6
Real Estate Law – 11.6	Insurance Defence Litigation – 9.7	Criminal/Quasi-Criminal Law – 11.3	Criminal/Quasi-Criminal Law – 9.6
Civil Litigation – 10.2	Intellectual Property Law – 9.0	Family/Matrimonial Law – 10.9	Real Estate Law – 7.2
Family/Matrimonial Law – 9.2	Personal Injury – 8.9	Wills, Estates & Trusts Law – 9.3	Civil Litigation – 7.1
Criminal/Quasi-Criminal Law – 7.7	Child Protection – 7.8	Insurance Defence Litigation – 8.5	Wills, Estates & Trusts Law – 6.8

Table 11: Percent of HLA Lawyers' Practice Spent on Types of Law by Gender of Lawyer: Top 5 Types of Law for Each Gender

Male	Female
Real Estate Law – 12.9	Family/Matrimonial Law – 17.8
Civil Litigation – 11.0	Criminal/Quasi-Criminal Law – 9.1
Insurance Defence Litigation – 9.7	Personal Injury – 8.3
Criminal/Quasi-Criminal Law – 8.4	Insurance Defence Litigation – 7.8
Family/Matrimonial Law – 7.3	Real Estate Law – 7.4

Table 12: Areas of Practice by Years of Experience, % (Top 20 Areas Overall, Females only)

	10 Years or Less	11 or more Years	Total
	%	%	%
Family/Matrimonial Law	14.6	38.5	25.3
Wills, Estates & Trusts Law	25.0	25.6	25.3
Civil Litigation	25.0	17.9	21.8
Real Estate Law	18.8	12.8	16.1
Estate Litigation	12.5	12.8	12.6
Personal Injury	12.5	12.8	12.6
Corporations	14.6	5.1	10.3
Criminal/Quasi-Criminal Law	14.6	5.1	10.3
Employment Law (non-unionized)	12.5	7.7	10.3
Insurance Defence Litigation	14.6	5.1	10.3
Child Protection	4.2	15.4	9.2
Accident Benefits	12.5	0.0	6.9
Business Purchase/Sale	8.3	5.1	6.9
Commercial Litigation	6.3	7.7	6.9
Human Rights	8.3	2.6	5.7
Labour Law (unionized)	8.3	2.6	5.7
Shareholder Agreements	4.2	5.1	4.6
Bankruptcy/Insolvency/Receivership Law	0.0	7.7	3.4
Charities/Non-Profit	4.2	2.6	3.4
Commercial Law	4.2	2.6	3.4
# of Female Lawyers	48	39	87

Figure 10: Self-Identification a Racialized Licensee

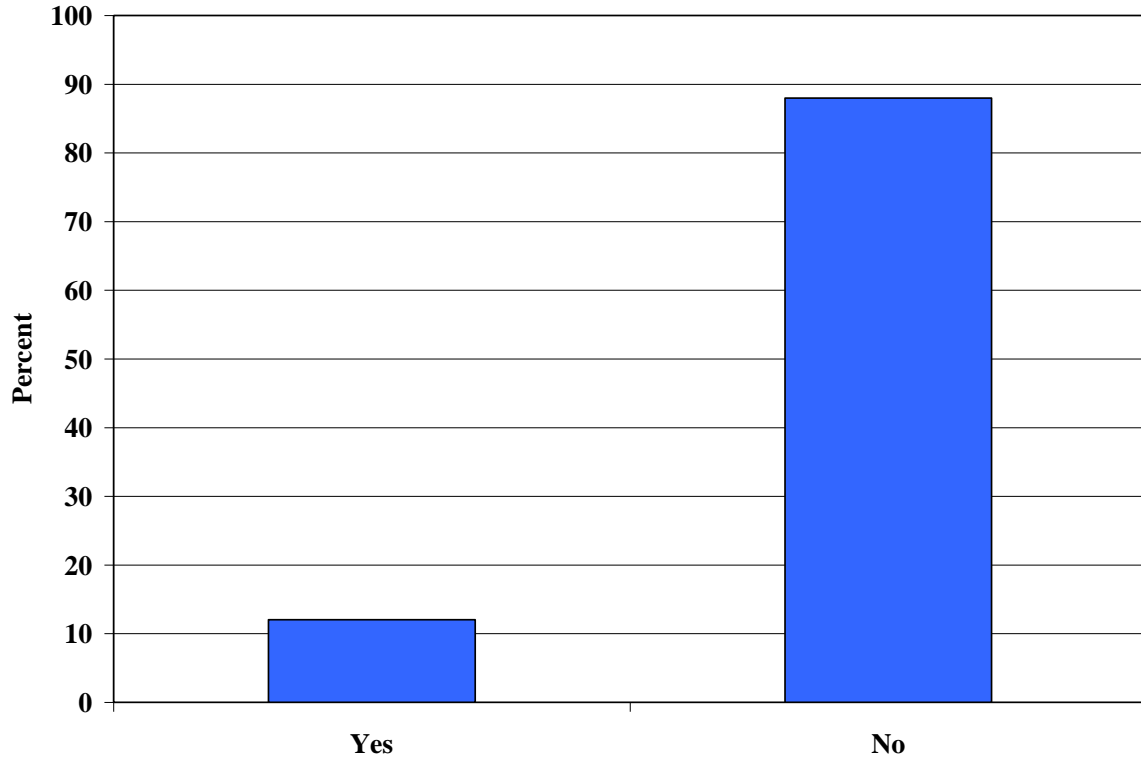


Table 13: Areas of Practice by Racialized Licensee Identification, % (Top 20 Areas Overall)

	Racialized Licensee	Not a Racialized Licensee	Total
	%	%	%
Wills, Estates & Trusts Law	30.4	26.2	26.7
Real Estate Law	43.5	22.6	25.1
Civil Litigation	39.1	22.0	24.1
Family/Matrimonial Law	30.4	16.1	17.8
Corporations	21.7	16.1	16.8
Commercial Law	30.4	11.3	13.6
Insurance Defence Litigation	0.0	13.7	12.0
Business Purchase/Sale	30.4	8.9	11.5
Personal Injury	13.0	9.5	9.9
Criminal/Quasi-Criminal Law	8.7	9.5	9.4
Estate Litigation	21.7	7.7	9.4
Commercial Leases	8.7	8.3	8.4
Employment Law (non-unionized)	13.0	7.7	8.4
Commercial Litigation	17.4	6.5	7.9
Accident Benefits	0.0	6.5	5.8
Plaintiff Litigation	4.3	6.0	5.8
Child Protection	8.7	4.8	5.2
Municipal Law	8.7	4.8	5.2
Administrative Law	0.0	5.4	4.7
Charities/Non-Profit	4.3	4.8	4.7
# of Lawyers	23	168	191

Figure 11: Methods of Locating HLA Members

