



Retrospective Analysis of Gender in the Legal Profession in BC (1992-2017)

Equity and Diversity Advisory Committee

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Background

2017 marked 25 years since the Law Society of BC produced an extensive report regarding gender and the legal profession. The 1992 Gender Equality Report documented the difficulties that many women have faced in the practice of law. The report included a number of recommendations, many of which were aimed at the Law Society of BC.¹ The anniversary of the report presents an opportunity to reflect on the Law Society's efforts to improve gender equality in the legal profession over the past 25 years.

Upon the release of the 1992 Report, the Benches confronted many of the recommendations head-on, determined to show leadership by encouraging more equitable conditions for women in practice. The Law Society of BC's initiatives in direct response to the 1992 Report include:

- An amendment to the *Code of Professional Conduct* to explicitly prohibit discrimination and sexual harassment.² The amendment was adopted in 1992;
- A 50% reduction in liability insurance for members in part-time practice since 1993;
- A non-practising membership category with a lower fee was introduced in 1994;
- The Equity Ombudsperson Program which began operating in 1995 to resolve discrimination and harassment complaints within the legal profession. The program was initially designed as an external mechanism, but following a recent review, the program was brought into the Practice Advice Department of the Law Society in 2017;
- The development of model workplace policies on maternity and parental leave, alternative work arrangements, gender-neutral language, employment equity, and workplace harassment. The Law Society continues to encourage law firms to adopt the model policies;
- Actively encouraging women lawyers to stand for election as Benchers;
- The creation of a locum registry to assist law firms to obtain temporary replacements for parental leave absences; and
- The establishment of a permanent advisory committee to focus on issues of equity and diversity in the legal profession.

¹ A chart showing the Law Society's progress on the recommendations is attached as Appendix A.

² The *Code of Professional Conduct* states: 6.3-3 A lawyer must not sexually harass any person; 6.3-4 A lawyer must not engage in any other form of harassment of any person; 6.3-5 A lawyer must not discriminate against any person.

Updates

Since the 1992 Report, the Law Society has developed additional initiatives to support the retention and advancement of women in the legal profession:

- The Law Society released its report “The Business Case for Retaining and Advancing Women Lawyers in Private Practice” in 2009.³ The report explains the competitive advantages for firms that foster inclusive and equal opportunity work environments, in recruiting talent, attracting clients, and avoiding turnover costs.
- In 2010, the Maternity Leave Benefit Loan Program was launched as a pilot project to assist self-employed women lawyers to remain in practice after giving birth.⁴
- The Justicia Project began operating in British Columbia in 2012. Justicia is a voluntary program, facilitated by the Law Society of British Columbia and undertaken by law firms, to identify and implement best practices to retain and advance women lawyers in private practice. The participating law firms have developed model policies and videos, which are available online. They have also organized keynote presentations on how to identify and interrupt unconscious biases in an effort to improve career opportunities for women and diverse lawyers.

The anniversary of the Gender Equality Report provides an opportunity to reflect on how much has changed for women lawyers over the past 25 years. Recent statistics⁵ offer some insight:

- The demographic data shows that the number of women entering practice has now reached gender parity. There is near gender parity up to 15 years of call, with women representing 49% and men representing 51% of this segment of lawyers. The gender disparity becomes larger as year of call increases. The gender ratio for:
 - 15-19 year calls is 43% women and 57% men;
 - 20-24 year calls is 40% women and 60% men;
 - 25-29 year calls is 33% women and 67% men; and
 - Over 30 year calls 16% women and 84% men.

Although there has been a 17% increase in the proportion of women practicing law since 1992, they still only account for 40% of practicing lawyers.

³ Available online: <https://www.lawsociety.bc.ca/Website/media/Shared/docs/publications/reports/Retaining-women-business-case.pdf> .

⁴ The effectiveness of the program is currently being reviewed.

⁵ See Appendix B: Comparative Gender Demographics of the Legal Profession in BC.

- Women make up a higher proportion (58%) of non-practicing lawyers than men (42%).
- Women continue to have a higher attrition rate (25.8%) than men (17.5%).⁶
- Men represent 75% and women represent 25% of retired lawyers.

In the past 25 years, the number of women engaged in Law Society governance has increased:

- In 1992, only 12% of elected Benchers were women, compared to 48% in 2017;
- In 1992, only 20% of committee members were women, compared to 44% in 2017;
- There were no women chairing committees in 1992, but in 2017, 40% of the committees were chaired by women; and
- The Law Society of British Columbia has seen five women presidents since 1992.

In terms of Law Society staff, there has always been a relatively high representation of women. In 1992, four out of five Managers and one out of three Directors were women. In 2017, three out of five members of the Executive Team, six out of eight members of the Leadership Council and 10 out of 13 members of the Management Team are women.

Attrition

A closer analysis of the comparative attrition rates is useful for assessing the effectiveness of the Law Society's initiatives intended to support women. The Law Society of BC has compiled the attrition rates for women and men with respect to the legal profession a number of times:

- A 1989 *Benchers' Bulletin* report indicated that "only 19% of [Law Society of BC] members are women and yet 33% of those who have given up their practicing certificates over the last two years are women."⁷ "When former members who were retired, disbarred, or appointed to the bench were excluded from the list, women made up 36% of those who had not renewed their membership in 1988-89."⁸
- The Law Society of BC's 1991 report entitled *Women in the Legal Profession: A Report of the Women in the Legal Profession Subcommittee* from 1991 noted that the attrition rate for lawyers called between 1984 and 1988 was 19% for women and 11% for men.⁹

⁶ This attrition rate is based on the number of lawyers called in 2012 who maintained practicing status in 2016.

⁷ *Benchers' Bulletin* (June, 1989) at 5.

⁸ Joan Brockman, "Appendix 1: Encountering Barriers and/or Moving On: A Survey of Former Members of the Law Society of British Columbia" *Women in the Legal Profession: A Report of the Women in the Legal Profession Subcommittee*, (Law Society of BC: September, 1991) at 8.

⁹ *Ibid.*

- Attrition rates were again calculated in 2008 by comparing the number of lawyers who were called to the bar in 2003 against those who were: practicing, non-practicing, or had entirely ceased practice by 2008. In 2008, the attrition rate was 34% for women (with 19% non-practicing members and 15% ceased members), and 17% for men (with 9% non-practicing members and 8% ceased members).
- As mentioned above, the attrition rate for 2016 was 25.8% for women (with 21.4% non-practicing and 4.4% ceased members), and 17.5% (with 11.8% non-practicing members and 5.7% ceased members) for men.

Because the categories of Law Society membership has evolved over the years, attrition rates may not be truly comparable. For example, a “non-practicing membership” category “was introduced in 1994 to accommodate career breaks by lawyers who needed to attend to family responsibilities.”¹⁰ Before that, “non-practicing” meant “ceased practice”. The 2008 and 2016 attrition rates differentiate between non-practicing and ceased members.

The 1991 attrition rate is based on those called in 1986 who maintained “good standing” in 1990, whereas the more recent attrition rates are based on those called in a particular year who have maintained “practicing status” five years later. Although the number of lawyers who have entirely ceased practice seems to be lower as compared to pre-1994 numbers, this decrease may seem artificial when the “non-practicing membership” category is factored into the comparison.

The number of lawyers who entirely cease practice has decreased since 1991, but more recent calculations in 2008 and 2016 (that factor in non-practicing members and ceased members) indicate higher attrition rates exist now than existed in 1991. A closer investigation of the current attrition rates will be necessary to determine whether the Law Society’s initiatives to support the retention and advancement of women in the legal profession have been effective.

Women clearly constitute a higher proportion (58%) of non-practicing lawyers than men (42%). However, it is not clear what “non-practicing status” means with respect to legal careers (i.e. whether non-practicing lawyers are leaving the profession altogether, or pursuing other law-related careers). More information about non-practicing membership is required to assess:

- The frequency of non-practicing status applications (including how many times individual lawyers obtain non-practicing memberships);
- The average duration of non-practicing status;
- What lawyers are doing as non-practicing members; and
- Reintegration rates (i.e. how often non-practicing members return to practicing status).

¹⁰ *Benchers’ Bulletin* (March-April, 2004).

The Law Society provides an optional online survey for lawyers who are changing their practice status (i.e. from full time to part time, practicing to non-practicing, or ceasing practice entirely). Even so, the response rate has been so low that it is difficult to generate meaningful conclusions from the data. Revitalizing the survey as part of a broader attrition study would likely be helpful to illuminate common reasons for lawyers to withdraw from practice.

Advancement

The Law Society of BC does not currently collect partnership data from its members, so the gender breakdown for law firm partners in British Columbia is unknown. The data from the Law Society of Ontario indicates that, in 2014, 9.7% of female lawyers and 23.5% of male lawyers held “law firm partner licenses”.¹¹ Although the partnership proportions in British Columbia are likely within a similar range, it would be beneficial to ascertain whether a similar disparity exists in this province.

Women have made demographic progress in other areas of the legal profession that the Law Society does not track, such as in the judiciary,¹² in legal education,¹³ and in government.¹⁴

Conclusions

The Law Society of BC believes the public is best served by a profession that reflects the gender diversity of society, and has made concerted efforts to improve gender equality in the legal profession over the past 25 years. However, a comparison of the “then and now” demographic data reveals that women continue to leave the legal profession at a higher rate than men. More information is required to determine the contributing factors to the disproportionate attrition rates, to enable the Law Society to develop effective policies, programs and initiatives to support the retention and advancement of women in the legal profession.

¹¹ Law Society of Ontario data, reported in: <http://www.catalyst.org/knowledge/women-law-canada-and-us> .

¹² See: <http://www.fja-cmf.gc.ca/appointments-nominations/AppointedByGender-eng.html> .

¹³ Since 1991, all three deans at the University of British Columbia Law School, and three of five deans at the University of Victoria Law School have been women.

¹⁴ The governments of both Canada and British Columbia have now achieved gender parity in Cabinet (see: <https://www.theglobeandmail.com/news/politics/justin-trudeau-cabinet-list-2017/article33561688/> and <https://thetyee.ca/News/2017/07/18/NDP-Gender-Balanced-Cabinet/>). Four of the federal ministers are legally trained, including the Honourable Jody Wilson-Raybould, the first Indigenous Federal Minister of Justice.

Next Steps

The Equity and Diversity Advisory Committee would like to further investigate:

1. Attrition data, including:
 - a. The frequency of change in status applications;
 - b. The average duration of non-practicing memberships;
 - c. What lawyers are doing as non-practicing members;
 - d. Reintegration rates; and
 - e. Change in status survey responses.
2. The effect of parenthood on the retention and advancement of lawyers in BC; and
3. Information regarding career advancement, including:
 - a. The comparative income levels of male and female lawyers, and
 - b. The gender demographics of partnership and other leadership roles.

APPENDIX A: PROGRESS CHART ON IMPLEMENTING THE RECOMMENDATIONS FROM 1992

Recommendation	Done	Explanation
3.1 The Law Society should revise the <i>Professional Conduct Handbook</i> to include sexual harassment as professional misconduct	Yes	The BC <i>Code of Professional Conduct</i> states: 6.3-3 A lawyer must not sexually harass any person. 6.3-4 A lawyer must not engage in any other form of harassment of any person. 6.3-5 A lawyer must not discriminate against any person.
3.2 a) Encourage firms to adopt the model Workplace Harassment Policy; b) Law Society to assist with the implementation of such policies	Yes	The model policy is available online, and has been promoted through Benchers Bulletin. In 2013, anti-bullying legislation came into effect, and legal employers are bound by the legislation. The WorkSafeBC Occupational Health and Safety Policy Guideline D3-115-2 ("Anti-Bullying Legislation") requires employers to adopt written policies and procedures, and to provide training to ensure that supervisors and staff are aware of them. Online modules are available: e.g. through CBA and CLE.
3.3 Law Society to sponsor education program for firms re: sexual harassment (in-house seminars, CLE course, video for in-house use, special course)	Yes	CLE and Law Society's Equity Ombudsperson have created a free online module.
3.4 a) Law Society to adopt this principle: "To attract and retain the best legal talent...law firms must develop policies that allow lawyers to balance family and professional responsibilities." b) Law Society to encourage firms to make every effort to grant reasonable parental leaves.	Yes	Benchers have endorsed Justicia model policies on flexible work arrangements and parental leaves. The Law Society is encouraging the adoption of these policies by smaller firms.
3.5 Firms to adopt the model Parental Leave Policy	Firms task	Law firm task (but LSBC model policy available online)
3.6 CBA to investigate feasibility of funding parental leave for lawyers and articulated students	CBA task	Not Law Society task, but Law Society developed the Maternity Leave Benefit Loan. A recent program review found it is underutilized.
3.7 a) LSBC to conduct periodic surveys on parental leave policies of law firms and publish the information. b) LSBC to assist firms to obtain temporary replacements for parental leave absences by maintaining a locum register	Partially Yes	Partially: Justicia law firms have shared information about their parental leave policies. Some details are available on the Law Society's website. LSBC maintains a locum register.
3.8 PLTC to accommodate students who are pregnant or primary caregivers to children.	Yes	There is more flexibility now. PLTC is offered at three times during the year.
3.9 a) LSBC to promote alternate types of practice (e.g. part time, flex time, job sharing) and become a model employer. b) LSBC to promote the acceptability of part time partners	Yes	Flexible work arrangement model policy is available on the Law Society's website.
3.10 Firms to adopt Alternative Work Arrangements Model Policy	Yes	Not LSBC task, but LSBC is promoting flexible work arrangements. A model policy is available on LSBC website.
3.11 Federal and Provincial Judges: part time appointments	Court task	Not a LSBC task.

3.12 a) LSBC provide lower fees and insurance premiums for part time members b) CBA lower fees for part time members	Yes	Part time membership is now available. Not a LSBC task, but CBA membership is no longer mandatory.
3.13 LSBC and CBA to make Counsel Network more accessible to lawyers seeking alternative work schedule arrangements, locums and research positions, less costly to law firms who wish to hire lawyers under these terms.	Yes	LSBC administers a locum registry.
3.14 Lawyers Assistance Program (LAP) to investigate ways of assisting lawyers who are having difficulty managing the stress of work and family obligations.	Yes	LAP provides educational sessions and online resources. Not LSBC task. LSBC provides an assistance program to all members of the Law Society.
3.15 LSBC to conduct periodic surveys of salaries and benefits provided to lawyers who have alternative work arrangements.	No	Technological advancements have led to increased alternative work arrangements. Billable hours continue to be the determining factor for the acceptability of such arrangements.
3.16 LSBC to introduce an inactive category of membership with substantially lower fees to permit members to take leaves of absence and maintain contact with the legal profession.	Yes	Non-practicing membership is now available.
3.17 LSBC to encourage women who leave the profession for family responsibilities to return to practice by: a) amending rule 400 [regarding requalification if not in full-time active practice for 3 years] to include full-time or part-time practice b) reducing administrative fees required for reinstatement c) evaluating competence on an individual basis where the lawyer is absent from the profession for more than three years d) granting the lawyer returning to practice a reasonable period of time after reinstatement to pay PLTC costs e) work with CLE to make programs available to inactive lawyers at a reasonable cost to help maintain competency.	Yes Yes Yes Yes Yes	Rule 2-89 now states (1) If, for a total of 3 years or more in the relevant period, a lawyer has not engaged in the practice of law, the lawyer must not practise law without first doing one of the following: (a) passing the qualification examination; (b) obtaining the permission of the Credentials Committee.... (3) A lawyer may apply in writing to the Credentials Committee for permission to practise law without passing the qualification examination. (4) On an application under subrule (3), the Credentials Committee may approve the application if, in its judgement (a) the lawyer has engaged in activities that have kept the lawyer current with substantive law and practice skills, or (b) the public interest does not require the lawyer to pass the qualification examination. There are some CPD course offerings that are low cost or free of charge, and CLE has a bursary program.
3.18 CBA to institute a reduced membership fee for lawyers who have left practice to fulfill family commitments, to continue their studies, or to pursue other personal developments.	Yes	CBA task. CBA membership is no longer mandatory.
3.19 LSBC to encourage law firms to adopt policies that allow women who take family leave to maintain competency levels.	Yes	The model policies developed by the Justicia Project support this recommendation.

<p>3.20 a) LSBC to amend the Professional Conduct Handbook to include the principle that every member is entitled to equal treatment with respect to conditions of employment and partnership without discrimination because of sex, sexual orientation, marital status, and family status, as well as race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age or disability.</p> <p>b) The Professional Conduct Handbook should stipulate that discrimination on prohibited grounds is professional misconduct.</p>	<p>Yes</p> <p>Yes</p>	<p>Code of Professional Conduct states: 6.3-3 A lawyer must not sexually harass any person. 6.3-4 A lawyer must not engage in any other form of harassment of any person. 6.3-5 A lawyer must not discriminate against any person.</p>
<p>3.21 a) Firms to adopt Model Workplace Equity Policy b) LSBC to assist firms to implement the Model Policy</p>	<p>Yes</p>	<p>LSBC provides a model policy on website. In 2013, anti-bullying legislation came into effect. Legal employers are bound by the legislation. The anti-bullying legislation requires employers to adopt written policies and procedures, and to provide training to ensure that supervisors and staff are aware of them.</p>
<p>3.22 Firms to adopt the Equity Policy on the Recruitment Process endorsed by the LSBC</p>	<p>Not LSBC</p>	<p>Law firm task. LSBC model policy available online.</p>
<p>3.23 LSBC promote gender equality in hiring and promotion policies.</p>	<p>Yes</p>	<p>A diversity statement appears on the Law Society's career opportunity webpage. LSBC has a high representation of women in the Executive Team (3/5 are women), Leadership Council (6/8 are women), and Management Team (10/13 are women).</p>
<p>3.24 LSBC and CBA to encourage women – immigrant women, women with disabilities, lesbians, Aboriginal women, and women of colour, to serve on committees, run for election, and participate in activities and programs.</p>	<p>Yes</p>	<p>Calls for nominations include an equity and diversity statement.</p>
<p>3.25 CBA to establish a section, conference, or committee with the objective of promoting equality in the legal profession.</p>	<p>Yes</p>	<p>CBA task. The CBA has a standing Equality and Diversity Committee. LSBC also has an Equity and Diversity Advisory Committee.</p>
<p>3.26 LSBC to adopt a statement of principle which advocates acceptance of gay men and lesbian women in the legal profession which acknowledges their lawful right to equality regardless of sexual orientation.</p>	<p>Yes</p>	<p>The Code prevents lawyers from discriminating against any person.</p>
<p>3.27 LSBC sponsor education programs which encourage law firms to sensitize their members to the issues affecting gay and lesbian lawyers and foster an atmosphere in the firm which allows gays and lesbians to openly acknowledge their sexual orientation.</p>	<p>Yes</p>	<p>Justicia firms have arranged for unconscious bias training for their managing partners.</p>
<p>3.28 CBA make membership services and insurance programs available to all CBA members and their dependents without discrimination on the basis of family status or sexual orientation</p>	<p>Yes</p>	<p>Not LSBC task. Law Society's personal counselling service is available to all members and dependents without discrimination on the basis of family status or sexual orientation.</p>

3.29 CLE and PLTC educate the legal profession about discrimination on the basis of sexual orientation and include in their regular curricula legal issues affecting gays and lesbians.	Yes	
3.30 a) LSBC encourage law firms to adopt equal opportunity employment guidelines which address the concerns of immigrant women, women with disabilities, Aboriginal women, gay men, lesbians, and women of colour. b) LSBC to establish education programs for law firms which will sensitize lawyers to the barriers facing these members of the legal profession.	Yes In progress	Model policies and best practice guides are available online. Published report in 2012, but more work needs to be done.
3.31 LSBC take a lead role in eliminating discrimination against immigrant women, women of colour, Aboriginal women, gay men, lesbians, and women with disabilities in its own hiring and promotion policies and to make every effort to eliminate such discrimination among legal employers.	Yes	LSBC has a Workplace Equity Policy and an Anti-Bullying and Harassment Policy. LSBC and CLE BC collaborated on a video to educate the profession about discrimination against Indigenous lawyers. Justicia firms have participated in unconscious bias training.
3.32 Law Schools to: a) develop an adequate response to backlash re: gender equality initiatives b) improve part time and co-op programs for students, and daycare facilities for parents with children c) adopt an effective response to students and guest speakers who use sexist or racist language	Not LSBC	Law school task
3.33: Law Schools, LSBC, CBA, CLE, PLTC, law firms to adopt the Gender Neutral Language Policy	Yes	Model policy is available on LSBC website.
3.34: a) LSBC to undertake periodic surveys of articled students to assess the quality of the articling process and measure the extent to which gender bias plays a role in hiring and employment decisions. b) LSBC to publish the results of the annual surveys to the law schools in BC.	No	It may be more effective to get data from firms (e.g. Justicia demographic data) because students may not know why they are not being hired, or not being kept on. Statistics might be more enlightening (e.g. number of women in law school, then entering profession, then staying with the profession or going to non-practicing status.)
3.35 a) Benchers to sponsor student forums to address gender equality issues, share information about the legal profession with students, and listen to student concerns. b) LSBC to encourage law firms to participate in these forums.	Bencher interviews; Justicia forums	The Bencher interviews provide an opportunity to share information about the legal profession and listen to student concerns. The Justicia firms have invited renowned keynote speakers to address lawyers (including managing partners and associates) from participating firms with the goal of improving equity, diversity, and inclusion in the private bar. LSBC helps to coordinate these events.

3.36 LSBC to appoint an ombudsperson to receive, investigate, and mediate complaints of sexual harassment, sex discrimination, and sexual orientation discrimination in the legal profession.	Yes	The LSBC has an Equity Ombudsperson, and has recently redesigned the Program to increase its effectiveness.
<p>3.37 LSBC appoint a standing committee, reflective of the gender, sexual orientation, race, and ethnic characteristics of the legal profession to:</p> <p>a) monitor women's participation in the legal profession and identify new problem areas for further study and research;</p> <p>b) obtain endorsements of model policies</p> <p>c) oversee the creation of a certification program sponsored by the LSBC which would identify "Equality Policy Employers" and would authorize the law firm to display it in advertising and recruiting materials. To get certification, the Firm would have to agree: to adopt the policies, implement them, report annually on the implementation of the policies, and certification could be revoked if not lived up to.</p> <p>d) advertise the availability and distribute copies of model policies to members</p> <p>e) monitor the implementation of the recommendations</p> <p>f) report annually to the members regarding the status of the recommendations and of women in the legal profession.</p>	Yes	<p>Equity and Diversity Advisory Committee</p> <p>Ongoing</p> <p>Ongoing Justicia</p> <p>Ongoing</p> <p>Ongoing Ongoing</p>

APPENDIX B: COMPARATIVE GENDER DEMOGRAPHICS OF THE LEGAL PROFESSION IN BC

	1991 ¹⁵		2016		Difference	
	Male	Female	Male	Female	Male	Female
Entering Law School			48%	52%		
Entering Practice	249 (62%)	155 (38%)	314 (50%)	313 (50%)	65	158 (+12%)
Practicing	5634 (77%)	1567 (23%)	7,094 (60%)	4,574 (40%)	1460	3007 (+17%)
• % of all lawyers	79%	21%	49%	32%	-30%	+11%
Non-Practicing	200 (58%)	143 (42%)	656 (42%)	929 (58%)	-16%	+16%
• % of all lawyers	3%	8%	4.5%	6.5%	+1.5%	-1.5%
Retired ¹⁶			780 (75%)	261 (25%)		
• % of all lawyers			5.4%	1.8%		
Attrition rate ¹⁷	13%	19%	17.5%	25.8%	+4.5%	+6.8%
• Called/Maintained=Ceased	250/218=32	131/106=25	263/217=46	252/187=65	+14	+40
• Non-practicing member			31 (11.8%)	54 (21.4%)		
• Entirely ceased	32 (13%)	25 (19%)	15 (5.7%)	11 (4.4%)	-7.3%	-14.7%

¹⁵ The 1991 numbers are from the Law Society of BC Report entitled “Women in the Legal Profession: A Report of the Women in the Legal Profession Subcommittee,” (September, 1991).

¹⁶ In 1991, retired lawyers were counted in the “non-practicing” category. In 2016, the number of non-practicing lawyers (including retired) was 1436 (55%) men and 1190 (45%) women. Although this statistic suggests a 3% change since 1991, the gender ratio of retired lawyers in 2016 was 75% men and 25% women. The 2016 ratio for non-practicing lawyers is 58% women and 42% men.

¹⁷ The attrition rates were calculated by comparing the number of all lawyers called to the bar in BC in a certain year to the number of lawyers who maintained practicing status 5 years later. The 1991 rate is based on those called in 1986 who maintained “good standing” in 1990, whereas the 2016 rate is based on those called in 2012 who maintained “practicing status” in 2016. The numbers are not exactly comparable because the “non-practicing member” category was created in 1994. Before 1994, the “non-practicing” category indicated entirely ceased membership (including due to appointment to the bench, retiring, being disbarred, or death). The 2012 numbers for lawyers who entirely ceased membership are included for comparison.

TYPE OF PRACTICE

	Male	Female	Male	Female	Male	Female
Private	80%	63%	83%	66%	+3%	+3%
• Solo	1,023	223	1,813	805		
• 2-10 lawyers	1,774	421	1,975	1,087		
• 11-25 lawyers	515	116	881	460		
• 26-50 lawyers	293	73	357	188		
• 51+ lawyers	775	223	853	471		
“Otherwise Employed”	984	551	1,215	1,563		
Public ¹⁸	20%	37%	17%	34%	-3%	-3%
Government	336 (6.5%)	186 (14%)				
Industry	198 (3.9%)	60 (4.5%)				
Legal Education	32 (0.6%)	22 (1.7%)				
Out of Province	254 (4.9%)	77 (5.8%)				
Society/Union	59 (1.2%)	33 (2.5%)				
Other	5 (0.1%)	12 (0.9%)				

¹⁸ The categories of “public” lawyers came from the Gender Equality Report’s survey of members conducted in 1991.

BENCHER GENDER DEMOGRAPHICS					
	1992		2017		Difference
	Male	Female	Male	Female	Female
Benchers	23 (82%)	5 (18%)	17 (55%)	14 (45%)	+27%
Elected Benchers	22 (88%)	3 (12%)	13 (52%)	12 (48%)	+36%
Appointed Benchers	1 (33%)	2 (67%)	4 (67%)	2 (33%)	-34%
Committee Members	65 (80%)	16 (20%)	80 (56%)	63 (44%)	+24%
Committee Chairs*	12 (100%)	0	12 (60%)	8 (40%)	+40%

* The 1992 committees were: Executive, Communications, Competency, Credentials, Discipline, Finance, Liability Insurance, Planning, Professional Standards, Special Compensation Fund, and Unauthorized Practice. The 2017 committees were: Executive, Complainants Review, Credentials, Ethics, Discipline, Practice Standards, Unauthorized Practice, Act and Rules, Finance and Audit, Governance, Access to Legal Services, Equity and Diversity, Legal Education, Rule of Law and Lawyer Independence, and Truth and Reconciliation.