

PIPELINE TO EQUALITY IN PUBLIC AND PRIVATE SECTORS

LAWYERS CLUB OF SAN DIEGO 2015 EQUALITY SURVEY

Pipeline to Equality in the Public and Private Sectors: Lawyers Club of San Diego's 2015 annual equality survey results

By Rhianna Maras, Programs and Events Coordinator

The Equality & Action Committee luncheon on Thursday, November 19 will provide attendees an opportunity to engage in an innovative and engaging discussion about the pipeline to equality in the legal profession. The luncheon is sponsored by Union Bank and will include a discussion on reducing attrition rates, increasing representation of women in decision-making positions, and promotion policies that support the advancement and retention of women in the law.



The 2015 Equality Survey built upon twenty-four years of data with an updated electronic survey that dramatically increased responses compared to previous years. The Equality Survey is critical to achieving the Lawyers Club mission of advancing the status of women in the law and society. The Lawyers Club Equality Survey sheds light on the unequal representation of women and minority groups in the legal profession here in San Diego County. It was initially conceived to bring attention to the gender discrimination women encountered in law firms, courtrooms and public agencies to provide visibility to an otherwise invisible issue.

Early in the survey's history, women were reported to be 23% of all attorneys in private firms within San Diego County. Women now comprise 38% of all attorneys in San Diego County, which indicates that women remain unequally represented in the legal community. The purpose of the Equality Survey remains consistent: raise awareness of the current status of women and minorities within private law firms and public agencies, while empowering members of the legal profession to take action against gender discrimination.

This year's Equality Survey results produced various trends that provide insight into status of women in the San Diego County legal community. While the results of the 2015 Equality Survey show improvements, after more than twenty years, we have only seen a 15% increase in the percentage of women attorneys in San Diego County.

Despite the fact that women and men are graduating from law schools at almost equal rates, the number of women in law firms is far below 50%, and the percentage of women at the partnership level and the number of women of color at all levels is even lower. By continuing to shed light on these staggering statistics, Lawyers Club hopes to increase awareness of these issues, identify potential trends; and provide action-based solutions to retain women attorneys. What follows is an overview of the survey results. Be sure to attend the November 19 Equality Survey Luncheon for a more extensive analysis of the findings and trends.

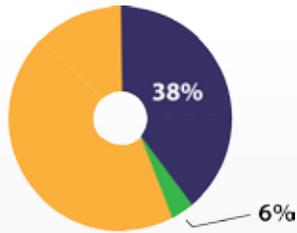
Results

Of the 65 private laws firms that were sent the Equality Survey, 38% (25) completed the survey, and of the 14 public agencies, 71% (10) completed the survey, yielding an overall response rate of 44% (35). As a result, the findings provide a general and reliable overview of the private firms and public agencies in San Diego County.

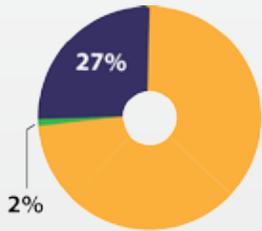
What? When? Where?

What: Equality and Action Committee November Luncheon
When: Thursday, November 19, 2015, 12:00 p.m. – 1:15 p.m.
Where: US Grant, 326 Broadway, San Diego, CA 92101
Sponsor: Union Bank
Register: www.lawyersclubsandiego.com

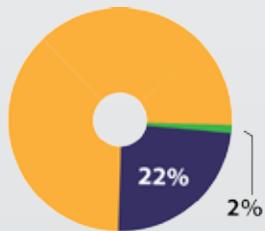
PRIVATE FIRMS



849 Total Attorneys
317 Women Attorneys
54 Women of Color Attorneys



407 Total Partners
107 Women Partners
11 Women of Color Partners



277 Total Equity Partners
62 Women Equity Partners
7 Women of Color Equity Partner

Of the 25 private firms that responded to the survey, women comprised 38% of attorneys, an incremental increase from 36% in the 2014 Equality Survey. Women held 27% of the partnership positions, while women of color held a mere 2% of partnership positions. Women comprise only 22% of equity partner positions and women of color held 2% of equity partner positions

Firm Size: What's the Impact?

Based on the data collected from the private firms, the size of the firm demonstrated a significant impact on the percentage of women and women of color. As revealed in Table 1 below, as the size of the firms increased, often the percentage of women attorneys and equity partners decreased. In contrast, the data showed that the number of women of color attorneys increased slightly as the firm size increased. Interestingly, the percentage of women of color equity partners continued to decrease as the firm size increased.

Table 1. Firm Size and Percentage of Women and Women of Color

Firm Size (n=25)	# of firms	% Women Attorneys	% Women of Color Attorneys	% Women Equity Partners	% Women of Color Equity Partners
10 to 20	10	38%	6%	27%	3.8%
21 to 39	10	46%	6%	23%	2.7%
40 to 59	3	31%	6%	15%	1.5%
60+	2	29%	8%	8%	0%

Positions of Leadership: Who Gets Them?

For firms that indicated (n=22) that they had managing partner/managing committee positions, women held 21% of those positions, whereas women of color held 2%. Similarly, of the firms that responded to having a compensation group/committee (n=19), women held 26% of the positions and women of color held 3%.

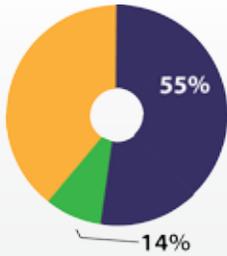
Flexible Work Schedules: Who's using them?

Firms were asked to report what types of flexible work schedules they offered: 74% offered telecommuting, 78% provided flexibility in terms of hours (part-time, etc.), 43% allowed for flexible work location, 9% offered other types of flexible schedules, and 22% indicated that they did not offer any flexible work schedules. Additionally, results indicated that of the firms that offered flexible work schedules (80% of firms), only 8% of women attorneys and 7% of men attorneys utilized these options.

Is Paid Maternity and Paternity Leave Offered?

Based on the results, the length of paid maternity and paternity leave differed substantially, with the most common length of leave being 9-12 weeks paid maternity leave. The results indicated that 40% of firms offered 9-12 weeks paid maternity leave, while only 20% offered 9-12 weeks paid paternity leave. 16% of firms indicated that they did not offer any paid maternity leave, and 48% did not offer any paid paternity leave.

PUBLIC AGENCIES



767 Total Attorneys
 425 Women Attorneys
 100 Women of Color Attorneys

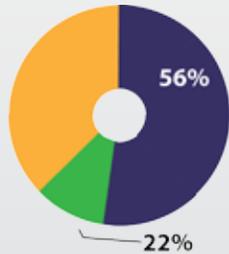
The results from the 10 public agencies that responded to the survey indicated that 55% of the total attorneys were women, and 14% were women of color. Women held 56% of leadership/management positions in these public agencies, whereas women of color held 22%.

Available: Flexible Work Schedules, Are They Used?

Agencies were also asked about their flexible work schedule options. The vast majority of public agencies that responded offered some type of flexible work schedule. The results indicated that 90% of agencies offered flexible hours, 60% offered telecommuting, 40% offered job sharing, 40% offered other types of flexible schedules, and 10% offered a flexible work location. Only 10% of agencies did not offer any type of flexibility. The public agencies indicated that flexible work schedules were utilized by 10% of attorneys – 7% women attorneys, compared to 3% men attorneys.

Alternative Options to Paid Maternity and Paternity Leave

The public agencies were also asked about the length of paid maternity and paternity leave offered. Based on the results, the majority of agencies did not offer any paid maternity or paternity leave. Only 20% of the public agencies surveyed offered paid maternity leave and a meager 10% offered paid paternity leave. However, many of the agencies explained that employees requesting maternity or paternity leave were able to use a combination of accrued sick leave, vacation time, floating holidays, paid time off, paid family leave and employee recognition leave.



103 Total Leadership/Management Positions
 58 Women in Leadership/Management Positions
 23 Women of Color in Leadership/Management Positions

Conclusion

In San Diego County and nationwide, we have the opportunity to make significant gains in terms of women and minorities in the legal profession. Lawyers Club has been working to advance the status of women in the law and society since 1972 and continues to make strides. With the help of its members and partners in the legal community, Lawyers Club will increase the number of women and women of color attorneys, partners, equity partners, and women in leadership positions within San Diego County. Lawyers Club truly appreciates the efforts of all the firms and public agencies that participated in the 2015 Equality Survey, many of whom have agreed to have their logo printed below.

Thank you to all the private firms and public agencies that responded to the 2015 Equality Survey!

