

Lawyers News Club

October, 1992

Lawyers Club of San Diego seeks to advance the status of women in the law, to support and improve the administration of justice and to promote equality of the sexes in our society

SPECIAL ELECTION ISSUE

Columnists Analyze Election at November 12 Luncheon

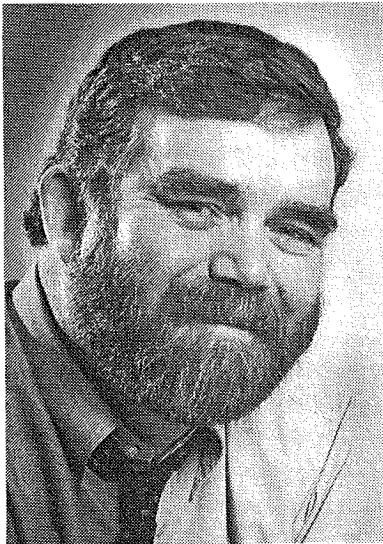


Photo courtesy of LA Times

Anthony Perry

IS this really the Year of the Woman? Was incumbency the kiss of death in 1992? Do people want to hear about "family values" from politicians?

Find out the answers to these and other questions engendered by one of the more exciting political seasons in recent memory. Two renown political journalists—Gerry Braun and Anthony Perry—will offer an election commentary at

the Lawyers Club November 12 luncheon.

Gerry Braun, political writer of the *San Diego Union-Tribune*, and Anthony Perry, columnist of the *San Diego*

County edition of the *Los Angeles Times*, will dissect the 1992 election results and share their insights at this special luncheon. Please note the November luncheon will be a week earlier than usual to assure an exciting and timely commentary.

Braun, who is covering the contests for the two U.S. Senate seats (Dianne Feinstein versus John Seymour and Barbara Boxer versus Bruce Herschensohn), has written insightfully on politics since 1979. He joined the staff of the *San Diego Union* in 1985 and, in addition to his political writing,

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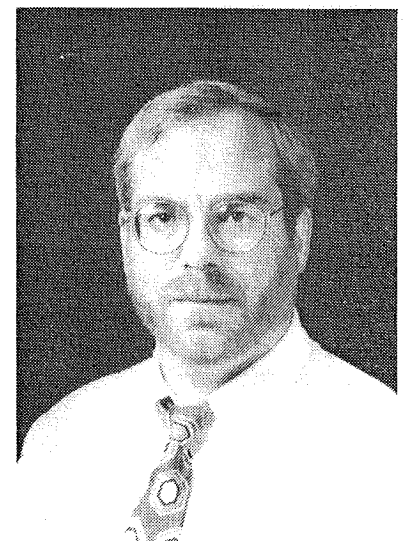


Photo courtesy of SD Union-Tribune
Gerry Braun

Survey Shows Women Lawyers Better Off in Public Sector

A survey completed by Lawyers Club of San Diego (please see insert for complete results) shows that public agencies are more likely to hire and promote women than private law firms. Moreover, significantly more public employers offer work option benefits, such as job sharing or part-time positions, than the private sector.

According to the survey, women now comprise 42% of all attorneys employed by the responding public agencies. In public agencies, 21% of all top level positions are held by women and entry level positions have 54% women.

This contrasts with the private firm sector (only those with 15 or more attorneys were surveyed), where only 26% of all attorneys are women and a mere 12.4% of partners are women. 35% of private firm associates are women.

The public sector also offers more benefits for working moms and dads. Only one agency provided no alternative work options and only two other agencies provided the minimal compromise of flex-time (varying hours but no

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NOVEMBER LUNCHEON

Post-election Commentary by
Political Journalists
Gerry Braun & Anthony Perry

Date: Thursday, November 12

Time: 11:45 a.m. – 1:30 p.m.

Place: U.S. Grant, Garden Rm.

Cost: \$18 for members
\$20 for non-members

RSVP: by Nov. 10 to 544-9533
(No shows will be billed.)

Menu: Spinach salad, chicken breast w/basil sauce, and fresh berries and cream; vegetarian plate by reservation.

President's Column

by Kitty Juniper



Kitty Juniper

Cutbacks, layoffs, deficits. The legal community is well acquainted with these economic consequences. Undoubtedly, Lawyers Club, like many other bar associations and special interest groups, will feel the pinch.

Despite that fear, the Board of Directors determined at its annual retreat that there were others in graver danger—the indigent or oth-

erwise needy women who visit the Domestic Violence Prevention Clinics and the Women's Resource Fair.

Is there any doubt that these women, many of whom struggle for survival, will suffer more through these hard economic times than most of the LC membership or the bar at large? SDVLP predicts an increase of 500 to 1,000 battered persons will visit their court house clinics this year. Last year there were approximately 7,000.

The feminization of poverty is real and growing. Indeed, almost 80 percent of the 9,031 cases closed last year by SDVLP were on behalf of women. Many of those were women heads of household needing child custody and support orders.

But SDVLP is short of funds, being particularly hard hit by decreased state bar funding. Just last month, the downtown domestic violence prevention clinic was closed for half a day due to lack of staff to cover for absent volunteers.

Marshals of the court ordered frustrated and angry women from the clinic who were patiently waiting for help in obtaining TRO's against their batterers. How many more bruises did they suffer as a result?

The LC Board decided that we have to do more this year even though fund raising will be tough. We may have more money next year or five years from now but the need today is acute. Therefore, we have shifted our priorities and pledged a minimum of 11 percent of our budget to the Domestic Violence Prevention Project and the Women's Resource Fair. That equals approximately \$15,000—a hefty sum for us.

In making this commitment, the Board recognizes the challenge it faces in raising that amount at a time when people are cutting back. We hope you'll help us do our part. After all, its when hard times hit that generosity earns its label. A

Survey Shows Women Lawyers Better Off in Public Sector, *continued from page 1*

reduction in the number of hours worked).

Specifically, the City Attorney's office offers job sharing, part time, flex-time and maternity/paternity leave. The City Attorney's office noted it also arranges discounts for child care.

The local Legal Aid office has the highest percentage of women attorneys at 79%, followed by Appellate Defenders at 60%. Only two local public agencies are headed by women however.

Although women have little to cheer about overall in the private firm arena, some individual private firms deserve accolades. Lorber, Volk & Greenfield consists of 50% women attorneys, includ-

ing 33% women partners. In addition, 50% of the partners at Gibson, Dunn & Crutcher are women.

A comparable survey of private firms undertaken in 1990 by Lawyers Club shows small progress has been made by women. In 1990, 23% of all attorneys in private firms were women. Two years later, women comprise 26% of attorneys in private firms. The increase in the number of women partners from 1990 to 1992 has also risen by a meager 4%.

In family benefits, some progress has been made since 1990. Although not one firm or agency offers on-site child care, several firms are participating in the

Lawyers Club Emergency Child Care Center. Nine firms reported offering part-time and job sharing options. This is only slightly better than 1990, when only 7 firms had formal work option policies in place.

Lawyers Club of San Diego gathered its data in early 1992. Surveys were sent to all public law agencies in San Diego. Data contained in the 1992 Martindale-Hubbell Law Directory was extrapolated for private firms with 15 or more attorneys. The figures cited above or included in the insert do not reflect any changes in firm size or composition since the time of data collection. Anyone wishing to inspect the data at Lawyers Club's office can call Beverly Schneider at 544-9533. A

LAWYERS CLUB SURVEY OF PUBLIC AND PRIVATE SECTOR LAW FIRMS

The following describes the Lawyers Club 1992 Surveys of Public and Private Sector Law Firms and the methodology used.

In each survey, the firms and agencies are listed in descending order, according to the percentage of women attorneys in the organization. If two or more entities have an identical percentage, they are listed alphabetically. All percentages have been rounded to the nearest percentile.

The last three columns of each survey describe whether each entity has on site day care available to its employees; whether the agency has elected to participate in the Emergency Child Care Center sponsored by Lawyers Club and other firms; whether the agency has maternal, paternal or parental leave policies; and what, if any work options, e.g., job sharing, flex time or part time, the organization has available to its employees. This information was compiled by telephone or written response to Lawyers Club questionnaire. Lawyers Club thanks the agencies and law firms involved for their participation.

Differences in data compilation of the surveys follow.

Public Sector Law Firms

The data depicted in this chart were compiled from the results of a survey sent to all public law agencies in San Diego. The data were provided by the survey respondents and are presumably current as of submission; i.e., early 1992. The completed surveys, along with supporting documentation which may have been submitted by an agency, are located in the Lawyers Club office. They are available for inspection during normal business hours with reasonable notice to Executive Director, Beverly Schneider.

The first three columns of the 1992 survey describe the percentage of women in each agency as reflected by its responses to our survey, as well as the size and composition as a whole. The next three columns describe the composition of the entry level positions. For the purpose of this survey, this is defined as new attorneys along with those who are more experienced, but whose rank has little or no supervisory responsibilities. The next three describe the composition of the middle level positions. This is defined as those attorneys who are not only more experienced, but who also have a reasonable degree of supervisory responsibilities. The next three describe those in the top echelon of the agency, excluding the agency head.

Private Sector Law Firms

The figures used in this survey were compiled from the 1992 Martindale-Hubbell Law Directory. The numbers and percentages do not reflect any changes in firm size or composition after the 1992 publication date.

Only firms having a total of 15 or more attorneys were included in this Survey. The method of determining firm size was restricted to firms which have 15 or more attorneys resident in San Diego, if that distinction is made in Martindale-Hubbell. Attorneys listed as advisory partners or "of counsel" were not included in determining firm size or calculating percentages.

The first three columns of the 1992 Survey describe the percentage of women in each law firm as reflected in the 1992 Martindale-Hubbell and the size and composition of the law firm as a whole. The next three columns describe the composition of the group of employees who are associates. The next three columns show the partnership figures. For the purpose of this Survey, the words "partner" and "partnership" includes "shareholders" and "corporation" in their meaning.

	46	11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	Mat/Pat	No
AULT DEUPREY	24%												
JONES		11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No		No
POST KIRBY	22%	5	10	1	10%	13	4	31%	No	No	No	No Response	JS/PT/FT
NOONAN SWEAT													
SCHALL	21%	5	11	3	27%	13	2	15%	No	No	No	Maternity	PT/FT
BOUDREAU													
LATHAM	20%	12	39	9	23%	22	3	14%	No	Yes	No	Maternity	No
WATKINS													
MCCORMICK	20%	4	14	4	29%	6	0	0%	No	No	No	No*	PT/FT
MITCHELL													
NEIL DUMOTT	20%	6	N/A	N/A	N/A	N/A	N/A	N/A	No Response	No Response	No Response	Maternity	No Response
PERKINS													
HIGGS FLETCHER	19%	9	22	7	32%	26	2	8%	No Response	No Response	No Response	No Response	No Response
MACK													
HILLYER IRWIN	18%	7	N/A	N/A	N/A	N/A	N/A	N/A	No	No	No	No*	No
THORSNES	18%	3	7	2	29%	10	1	10%	No	No	No	Maternity	FT
BARTOLOTTA													
BORTON PETRINI	17%	3	14	3	21%	4	0	0%	No Response	No Response	No Response	No Response	No
CONRON													
LINDLEY LAZAR	17%	3	7	2	29%	11	1	9%	No	No	No	No*	No
SCALES													
SHIFFLET	17%	5	20	3	15%	9	2	22%	No	No	No	No*	No
WALTERS													
SAXON DEAN	16%	4	14	4	29%	11	0	0%	No	No	No	No*	No
MASON BREWER													
SULLIVAN HILL	16%	3	8	1	13%	11	2	18%	No	No	No	Maternity	No
LEWIN MARKHAM													
EDWARDS WHITE	14%	4	19	3	16%	9	1	11%	No	No	No	Maternity	No
SOOY													
PROCORPIO	14%	6	12	3	25%	31	3	10%	No	No	No	No Response	FT
CORY													
HINCHY WITTE	13%	2	6	2	33%	9	0	0%	No	No	No	Maternity	No
WOOD ANDERSON													
SOLOMON WARD	13%	2	4	1	25%	12	1	8%	No	No	No	Maternity	No
SEIDENWURM													
LORENZ ALHADEFF	10%	2	10	2	20%	11	0	0%	No Response	No Response	No Response	No Response	No Response
OGGEL													
TOTALS	26%	1440	587	236	34%	508	63	12%					

* Comply with state law, i.e. treating maternity leave requests the same as other disability requests.

** Work Options: JS = Job Share; PT = Part Time; FT = Flex Time

AGENCY NAME	% FEMALE ATTORNEYS	TOTAL # ATTORNEYS	# FEMALE ATTORNEYS	# ENTRY LEVEL POSITIONS	# FEMALE ELP'S	% FEMALES ELP'S	# MID-LEVEL POSITIONS	# FEMALE MLP'S	% FEMALE MLP'S	# TOP LEVEL ATTORNEYS	# FEMALE TOP LEVEL	% FEMALE TOP LEVEL	AGENCY HEAD	ON SITE DAY CARE	EMERGENCY CC/CENTER	MAT/PAT LEAVE	WORK OPTIONS**	
Legal Aid	79%	19	15	12	11	92%	4	2	50%	2	1	50%	Male	No	No	Maternity	JS/PT/FT	
Appellate Defenders	60%	20	12	6	5	83%	8	4	50%	6	3	50%	Female	No	No	Parental	PT/FT	
Superior Court/Research Attorneys	54%	42.5	23	9	3	33%	31	19	61%	3	1	33%	Male	No	No	Parental	PT/FT	
Court of Appeal/Research Attorneys	52%	21	11	3	3	100%	18	8	44%	N/A	N/A	N/A	Female	No	No	Maternity	JS/PT/FT	
City Attorney	49%	111	54	101	52	51%	N/A	10	20%	2	2	20%	Male	No	No (Discounts Arranged)	Mat/Pat	JS/PT/FT	
County Counsel	46%	63	29	42	33	79%	18	4	22%	3	2	67%	Male	No	No	No*	FT	
Attorney General	44%	43	19	7	3	43%	22	12	55%	14	4	29%	Male	No	No	Maternity	PT/FT	
Public Defenders Dept.	40%	183	73	102	51	50%	70	20	29%	11	2	18%	Male	No	No	No*	FT	
District Attorney	33%	229	75	77	36	47%	73	27	37%	79	12	15%	Male	No	No	No*	JS	
Alternative Public Defender	28%	25	7	14	5	36%	6	1	17%	5	1	20%	Male	No	No	No*	None	
U.S. Attorney	DECLINED TO RESPOND																	
TOTALS	42%	756.5	318	373	202	54%	250	97	39%	133	28	21%						

* All agencies comply with state law, i.e. treating maternity leave requests the same as other disability requests.

** Work Options: JS = Job Share; PT = Part Time; FT = Flex Time