

Lawyers News Club

October, 1993

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

LC Survey Shows Women Still Better Off in Public Sector

by Paula Rosenstein

FOR the third consecutive year, the Gender Bias committee has completed surveys regarding employment and promotion of women attorneys in both private law firms and public agencies. As before, the survey results indicate, in raw numbers, women lawyers are better off in the public sector where they are currently 39% of the total number of attorneys. This, however, is a decline of 3%. In private firms, women account for only 25% of attorneys. This figure is also down from last year's 26% finding.

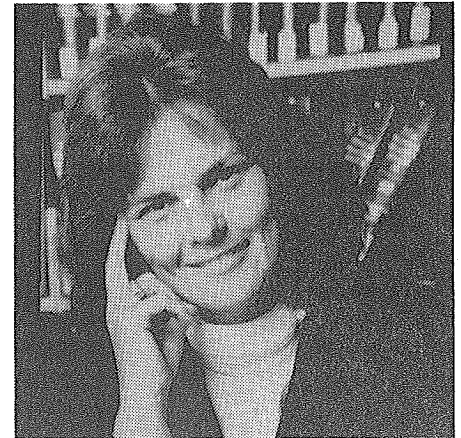
Equally as important is the information obtained on women's career advancement issues. The statistics are disappointing in this area, as the percentages of women in top level positions (excluding agency directors) and partnerships also declined. Specifically, the 1992 survey showed 21% of the top level public agency positions were held by women, while the 1993 survey shows a significant drop to 16%. In real numbers, while 28 of 133 top level public agency positions were held by women in 1992, only 18 of 113 positions are held by women in 1993.

In private law firms, the picture on career advancement is a little brighter. In 1992, women held 63 of 508, or 12% of, partnership positions. The results of the 1993 survey show 87 of 618 positions held by women. This is 14% of all partnership positions, a 2% increase from last year.

What has not changed much, however, is the private sector's reluctance to consider alternative work options for its attorneys. The public sector is still more willing to assist attorneys in accommodating the needs of children and family, while the private sector remains essentially inflexible. Where alternative work schedules are allowed, the participating attorneys are often identified as "of counsel" and taken off partnership track.

Regardless, congratulations should be extended in the public sector to Legal Aid for maintaining the highest percentage of female attorneys (74%) for the second consecutive year and tying with Appellate Defenders for the highest percentage of women in top level positions, 50%.

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Professor Marjorie Schultz

Professor Schultz To Speak on Medical-Legal Ethics

PROFESSOR Marjorie Schultz, a Boalt Hall graduate, and now a Boalt Hall Law School professor, spent 1992 at the UC Hospital and Medical School at Parnassus Heights in San Francisco, California. She was there as an observer/lecturer and to be involved in the day-to-day operation of the facility, with the opportunity to see first-hand the relationships between doctors, patients, and the medical community. As a lawyer, legal educator, and ethicist in the medical-legal field, she developed insights of interest to all of us.

Professor Schultz is presently a member of the Legal Review Group on The White House Health Care Reform Proposal. She has been deeply involved in issues regarding health care, bioethics, and health access. She

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OCTOBER LUNCHEON

Professor Marjorie Schultz
MCLE Credit

Date: Thursday, October 21

Time: 11:45 a.m. to 1:30 p.m.

Place: U.S. Grant Hotel,
Crystal Rm.

Cost: \$18 for members (\$21 for members who also wish to help sponsor a student's lunch); \$20 for non-members
No shows will be billed.

RSVP: by October 19 to 544-1478

Menu: Boneless breast of chicken with basil cream sauce, sun dried tomatoes, and roasted pinenuts; vanilla mousse; vegetarian plate by reservation.

New in this Issue:
LC Job Bank Listings
See page 11

President's Column

by Rebecca Michael

The Lawyers Club's annual retreat, held at the Rancho Bernardo Inn (the owners of the Inn, the J.W. Colachis Company, donated a weekend with golf to last year's Bench and Bar Bazaar), was a mixture of stress reduction (yoga), committee reports, camaraderie and hard work. Here is a sampling of this year's goals which are categorized according to Article II of the Lawyers Club Bylaws, "Objectives and Purposes":

IMPROVE THE STATUS OF WOMEN IN THE COMMUNITY: benefit the Women's Resource Fair with proceeds from the Golf Tournament; continue our support of the Domestic Violence Program through inclusion of a ten dollar donation in our membership fee; and encourage volunteers to assist with the child support program.

AID WOMEN IN OBTAINING, RETAINING, AND ADVANCING IN JOBS: create a job bank; establish a new committee for political appointments; network at luncheons through introductions and exchange of business cards; and organize a panel discussion featuring alternative careers.

PROMOTE LEGISLATION TO ELIMINATE GENDER-BASED DISCRIMINATION: draft judicial and bar canons and support the Freedom of Choice Act.

PROMOTE WOMEN TO THE JUDICIARY: determine Lawyers Club influence in Sacramento and support judicial advancement.

PROMOTE THE WELFARE AND FRIENDLY RELATIONS OF LAWYERS, LAW STUDENTS



Rebecca Michael

AND MINORITY BAR ASSOCIATIONS: encourage members to be mentors to law students and first year associates and publicize minority bar issues in the newsletter.

SUPPORT MEMBERS WITH EDUCATION: produce high quality, low cost MCLE programs; publish the "Are you a Feminist?" pamphlet; and publish articles on gender and other bias in the classroom.

ADVANCE THE PURPOSE OF THE ORGANIZATION: highlight committee activities by establishing a "Committee Corner" in the newsletter and organize a women partners luncheon.

AND THOSE OTHER NECESSARY THINGS THAT DID NOT FIT NEATLY INTO ANY OF THE ABOVE: hold the best possible Wine and Cheese Affair, CWL Reception, LC Night at the Rep, Golf Tournament, Women in the Law Conference Reception, and Annual Dinner; and try our hand at making The LC Store a profitable retail venture.

There are many goals to achieve this year. We have already accomplished some. Please join me - and join a committee to help accomplish all of them. ♪♫

LC Survey Shows...

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Condolences should be extended to the District Attorneys Office, as it has only two women in a total of 42 top level positions, a mere 5% at that level.

In the private sector, Viviano & Bradley this year takes the top position for total number of women (50%) away from Lorber & Volk, which now is tied for second with Gibson, Dunn & Crutcher (both at 47%). Gibson, Dunn, however retains the top ranking for highest percentage of women partners with 67%, up from last year's 50% figure. Each of these firms should be congratulated.

Borton, Petrini & Conron takes last place for not employing any women attorneys at all. Last year, Lorenz, Alhadeff & Oggel had the bottom position and this year, its percentage of women attorneys dropped from 10% to 5%. Equally disappointing is the fact that of the 40 firms surveyed, eight firms do not have any women partners and in 15 firms, less than 10% of their partners are women.

While this year's statistics are disheartening, we hope that by continuing the survey on an annual basis, along with the other work of the Gender Bias Committee, the outlook for women attorneys in San Diego will brighten.

Lawyers Club of San Diego gathered its data in early and middle 1993. Surveys were sent to all public law agencies in San Diego. Data for the private firms was obtained either directly from the firms themselves or from the 1993 Martindale-Hubbell Law Directory. The figures cited 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 may call Beverly Schneider at 544-1478. ♪♫

LAWYERS CLUB SURVEY OF PUBLIC AND PRIVATE SECTOR LAW FIRMS

The following describes the Lawyers Club 1993 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 1993. 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 1993 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 by sending last year's survey results to each of the firms and requesting that they update their own figures. For those who did not return the survey, the 1993 Martindale-Hubbell Law Directory was used to compile the figures. These numbers and percentages do not reflect any changes in firm size or composition after the firm's return of the survey or the 1993 publication date.

Only firms 15 or more attorneys resident in San Diego were included in this survey. Attorneys listed as advisory partners or "of counsel" were included in determining firm size or calculating percentages.

The first three columns of the 1993 Survey describe the percentage of women in each law firm as reflected by the figures provided by the firms themselves or 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. Attorneys identified as "of counsel" or "special counsel" are grouped with 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.

FIRM NAME	% FEMALE ATTORNEYS	TOTAL # ATTORNEYS	# FEMALE ATTORNEYS	# ASSOCIATE POSITIONS	# FEMALE ASSOCIATES	% FEMALE ASSOCIATES	# PARTNERS	# FEMALE PARTNERS	% FEMALE PARTNERS	ON SITE DAY CARE	EMERGENCY C/C CENTER	MAT/PAT LEAVE	WORK OPTIONS**
Viviano & Bradley	58%	12	7	9	6	67%	3	1	33%	No	No	No Response	No Response
Gibson Dunn & Crutcher	47%	15	7	10	5	50%	3	2	67%	No Response	No Response	No Response	No Response
Lorber Volk & Greenfield	47%	19	9	13	7	53%	6	2	33%	No Response	No Response	No Response	No Response
Adams Duque & Hazeltine	42%	19	8	10	5	50%	9	3	33%	No Response	No Response	No Response	No Response
Lewis D'Amato	41%	32	13	19	8	42%	12	5	42%	No	No	Maternity	No
Milberg Weiss Bershad	41%	41	17	29	15	52%	12	1	8%	No Response	No Response	No Response	No Response
Brobeck Phleger & Harrison	39%	33	13	21	12	57%	12	1	8%	No	No	Family Leave	PT
Jennings Engstrand	38%	45	17	25	13	52%	10	4	40%	No	Yes	Maternity	PT
Mulvaney Kahan Barry	37%	27	10	17	6	35%	10	4	40%	No	No	Maternity	PT
Haasis Pope & Correll	35%	26	9	18	9	50%	8	0	0%	No Response	No Response	No Response	No Response
Seltzer Caplan	35%	55	19	20	10	50%	33	9	27%	No	No	No Response	PT
Duckor & Spradling	33%	27	9	12	6	50%	15	3	20%	No	No	Maternity	No
Post Kirby Noonan Sweat	32%	25	8	9	4	44%	16	4	25%	No	No	No Response	JS/PT/FT
Sullivan Hill Lewin Markham	29%	24	7	8	3	38%	12	2	17%	No	No	Maternity	FT (2 Females of Counsel)
McInnis Fitzgerald	28%	58	16	36	14	39%	22	2	9%	No	Yes	Yes	No
Wingert Grebing	28%	25	7	15	6	40%	10	1	10%	No	No	Maternity	PT
Sheppard Mullin	27%	33	9	18	7	39%	15	2	13%	No	No	Yes	Yes
Shifflet Walters	26%	31	8	21	6	29%	10	2	20%	No	No	No*	No
Baker & McKenzie	25%	24	6	10	4	40%	13	2	15%	No	No	Maternity	PT/FT
Duke Gerstel Shearer	25%	20	5	7	3	43%	13	2	15%	No	No	Maternity	PT
Ault Deuprey Jones	24%	45	11	24	7	29%	21	4	19%	No	No	Mat/Pat	No
Luce Forward	24%	113	27	54	18	33%	59	9	15%	No	No	Mat/Pat	PT/FT
Neil Dymott Perkins	23%	26	6	18	5	28%	8	1	13%	No	No	Maternity	No Response
Gray Cary Ames Frye	21%	166	35	94	28	30%	72	7	10%	No	?	Maternity	PT
Royce Grimm Vranjes	20%	15	3	8	2	25%	7	1	14%	No	No	Maternity	FT
Stutz Gallagher	20%	20	4	10	3	30%	10	1	10%	No	No	Maternity	No
Hillyer Irwin	18%	40	7	18	7	39%	21	0	0%	No	No	No*	No
McCormick & Mitchell	18%	11	2	4	2	50%	7	0	0%	No	No	No*	PT/FT
Edwards White & Scoy	17%	29	5	19	4	21%	10	1	10%	No	No	Maternity	No
Schall Boudreau	17%	23	4	21	4	19%	3	0	0%	No	No	Maternity	PT/FT
Latham & Watkins	16%	62	10	39	9	23%	20	2	10%	No	Yes	Maternity	No
Saxon Dean Mason Brewer	16%	25	4	14	4	29%	11	0	0%	No	No	No*	No
Procopio Cory	13%	38	5	11	3	27%	27	2	7%	No	No	No*/Family Care	FT
Hinchy Witte Wood Anderson	12%	17	2	9	2	22%	8	0	0%	No	No	Maternity	No
Higgs Fletcher & Mack	11%	53	6	15	2	13%	39	4	10%	No Response	No Response	No Response	No Response
Solomon Ward Seidenwurm	10%	20	2	8	1	13%	11	1	9%	No	No	Maternity	No
Lindley Lazar & Scales	8%	26	2	6	1	17%	14	1	7%	No	No	No*	No
Thorsnes Bartolotta	6%	17	1	6	0	0%	11	1	9%	No	No	Maternity	FT
Lorenz Alhadeff & Oggel	5%	21	1	10	2	20%	11	0	0%	No	No	Maternity	No
Borton Petrini & Conron	0%	9	0	5	0	0%	4	0	0%	No Response	No Response	No Response	No
TOTALS	25%	1367	341	720	253	35%	618	87	14%				

*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.

LAWYERS CLUB SURVEY 1993

AGENCY NAME	% FEMALE ATTORNEYS	TOTAL # ATTORNEYS	# FEMALE ATTORNEYS	ENTRY LEVEL POSITIONS	# FEMALE ELP'S	% FEMALE 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	74%	19	14	12	11	92%	4	2	50%	2	1	50%	Male	No	No	Maternity	JS/PT/FT
Appellate Defenders	65%	20	13	6	5	83%	7	4	57%	6	3	50%	Female	No	No	Parental	PT/FT
Court of Appeal/Research Attorneys	55%	22	12	2	2	100%	19	9	47%	N/A	N/A	N/A	Female	No	No	Maternity	JS/PT/FT
Superior Court/Research Attorneys	51%	41	21	6	2	33%	31	18	58%	3	1	33%	Male	No	No	Parental	PT/FT
City Attorney	51%	106	54	95	50	53%	N/A: Response to survey insufficient for breakdown			10	2	20%	Male	No	No	Mat/Pat	JS/PT/FT
Public Defenders Dept.	43%	195	84	94	52	55%	90	29	32%	11	3	27%	Male	No	No	No*	FT
Alternative Public Defender	36%	33	12	8	5	63%	24	7	29%	1	0	0%	Male	No	No	No*	None
U.S. Attorney	35%	89	31	73	26	36%	9	3	33%	7	1	14%	Male	No	No	Parental	PT/FT
Attorney General	34%	604	206	109	54	49%	467	149	32%	28	3	11%	Male	No	No	Maternity	PT/FT
District Attorney	34%	257	88	89	41	46%	126	45	36%	42	2	5%	Male	No	No	No*	JS
County Counsel***	46%	63	29	42	33	79%	18	4	22%	3	2	67%	Male	No	No	No*	FT
TOTALS	39%	1,449	564	536	281	52%	295	270	34%	113	18	16%					

*All agencies comply w/state law-maternity leave requests treated same as other disability requests.

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

***County Counsel declined to participate in survey. Last year's figures are provided.