
LC's Gender Bias Survey Results

Survey Reveals Slow Gains for Women Attorneys in San Diego

by Betty Santohigashi, Chair, Gender Bias Committee

For the fourth consecutive year, Lawyers Club's Gender Bias Committee conducted a survey on the employment and promotion of women attorneys in both private law firms and public agencies in San Diego. The survey shows extremely slow gains in both the public and private sectors in terms of both numbers and promotion of women attorneys in San Diego.

Women make up 39.4% of attorneys in the public sector in 1994, as opposed to 38.9% in 1993, a minuscule increase. Women make up 27% of attorneys in the private sector in 1994, a 2% increase over 1993. Thus, although there are still more women by far in the public sector than in private firms, private firms might be on track to catch up. This is probably a good trend, given the salary difference between public agencies and private firms.

However, women still appear to face more barriers to promotion in private firms than in public agencies. In private firms, the percentage of women partners is 15%, only a 1% increase over 1993. Women in top-level positions in public agencies increased from 16% in 1993 to 20% in 1994.

The private sector also remains less amenable than the public sector to the needs of children and families. Alternative work schedules frequently lead to attorneys being identified as "of counsel" and taken off partnership track.

One conclusion apparent from the data, that should not be a surprise to anyone, is that San Diego has undergone a shake-up in its private firms. To be included in the survey, a private firm must have 15 or more attorneys. The survey this year deleted seven

firms and added seven different firms as a result of this factor alone. Despite this shake-up, women seem to be holding their own in the associate ranks, even though the glass ceiling is still a barrier.

Among private firms, congratulations go to Littler, Mendelson for having the highest percentage (44%) of women attorneys and to Mulvaney, Kahan for having the highest percentage (45%) of women partners.

In the public sector, congratulations go to Appellate Defenders for having both the highest percentage (67%) of women attorneys and the highest percentage (55%) of women in top-level positions. Although Legal Aid had excellent numbers last year, which are provided in this year's survey, it declined to provide data for this year's survey.

This year's statistics are disheartening in that the gains made by women in the legal community in San Diego are painfully slow. By continuing the survey on an annual basis, along with the other work of the Gender Bias Committee, Lawyers Club hopes to brighten the outlook for women attorneys in San Diego in the future.

Lawyers Club of San Diego gathered its data in mid 1994. The figures cited in the completed survey do not reflect any changes in firm size or composition since the time of data collection. Anyone wishing to inspect the data can call Beverly Schneider at the LC office at 544-1480. ☐

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LAWYERS CLUB SURVEY OF PUBLIC AND PRIVATE SECTOR LAW FIRMS

The following describes the Lawyers Club 1994 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 1994. 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 1994 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 survey information was used. These numbers and percentages do not reflect any changes in firm size or composition after the firm's return of the survey or the 1994 publication date.

Only firms of 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 1994 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**
Lorber Volk	47%	19	9	13	7	54%	6	2	33%	No Response	No Response	No Response	No Response***
Littler Mendelson	44%	27	12	9	7	78%	18	5	28%	No	No	Mat/Pat	?
Page Polin	44%	16	7	8	7	88%	8	1	13%	No	No	Mat/Pat	No
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***
Seltzer Caplan	41%	61	25	28	16	57%	33	9	27%	No	No	Maternity	PT
Brobeck Phleger & Harrison	39%	33	13	22	11	50%	11	2	18%	No	No	Family Leave	PT
Mulvaney Kahan Barry	37%	27	10	17	5	29%	11	5	45%	No	No	Maternity	PT
Duckor & Spradling	37%	27	10	10	5	50%	17	5	29%	No	No	Maternity	No
Haasis Pope & Correll	25%	24	6	13	4	31%	11	2	18%	No	No	Maternity	PT/FT
Chapin Fleming	33%	27	9	19	9	47%	8	0	0%	No	No	Yes	FT
Ault Deuprey	32%	50	16	28	12	43%	22	4	18%	No	No	Mat/Pat	No
McInnis Fitzgerald	31%	55	17	33	15	45%	22	2	9%	No	Yes	Yes	PT
Sheppard Mullin	31%	35	11	20	9	45%	15	2	13%	No	No	Yes	Yes
Post Kirby Noonan Sweat	30%	27	8	10	4	40%	17	4	24%	No	No	Maternity	JS/PT/FT
Solomon Ward Seidenwurm	29%	24	7	12	4	33%	12	3	25%	No	No	Disability Lv	No
Sullivan Hill Lewin Markham	29%	21	6	8	3	38%	12	2	17%	No	No	Maternity	FT (1 Female of Counsel)/PT
Gibbs Eppsteiner	28%	18	5	14	4	29%	3	1	33%	No	No	Matrinity	?
Luce Forward	28%	141	40	69	28	41%	68	12	18%	No	Yes	Mat/Pat	PT/FT
Wingert Grebing	28%	25	7	15	6	40%	10	1	10%	No	No	Maternity	PT***
McKenna Cuneo	27%	15	4	10	3	30%	5	1	20%	No	No	Mat/Pat	JS/PT/FT
Cooley Godward	25%	16	4	10	4	40%	6	0	0%	No	No	Mat/Pat	JS/PT/FT
Duke Gerstel	25%	20	5	7	3	43%	13	2	15%	No	No	Maternity	PT***
Baker & McKenzie	24%	25	6	12	4	33%	13	2	15%	No	No	Maternity	PT/FT
Royce Grimm	24%	17	4	10	3	30%	7	1	14%	No	No	Maternity	FT
Neil Dymott	23%	26	6	18	5	28%	8	1	13%	No	No	Maternity	No Response***
Hinchy Witte Wood Anderson	22%	23	5	11	5	45%	6	0	0%	No	No	Maternity	No
Shifflet Walters	22%	27	6	16	6	38%	11	2	18%	No	No	Yes	No
Edwards White & Sooy	21%	29	6	18	5	28%	11	1	9%	No	No	Maternity	No
Gray Cary	21%	166	35	94	28	30%	72	7	10%	No	?	Maternity	PT***
Higgs Fletcher & Mack	19%	43	8	9	3	33%	27	4	15%	No	No	Maternity	No
Hillyer Irwin	19%	36	7	12	6	50%	22	1	4%	No	No	No*	No
Stutz Gallagher	17%	18	3	10	3	30%	8	1	13%	No	No	Maternity	No
Latham & Watkins	16%	62	10	39	9	23%	20	2	10%	No	Yes	Maternity	No***
Saxon Brewer	16%	25	4	14	4	29%	11	0	0%	No	No	No*	No***
Procopio Cory	14%	36	5	12	4	33%	24	1	4%	No	No	Mat/Pat	FT
Cozen O'Connor	13%	15	2	9	1	11%	6	1	17%	No	No	Mat/Fam	JS/PT/FT
Lindley Lazar & Scales	12%	17	2	2	1	50%	13	1	8%	No	No	No*	No
Thorsnes Bartolotta	10%	21	2	7	1	14%	11	1	9%	No	No	Family Leave	FT
Lorenz Alhadeff	5%	21	1	10	2	20%	11	0	0%	No	No	Maternity	No***
TOTALS	25%	1367	341	720	253	35%	618	87	15%				

*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.

***These firms did not respond to requests for information so the data from the 1993 survey was used.

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	67%	21	14	1	1	100%	8	6	75%	11	6	55%	Female	No	No	Parental	PT/FT/Telecommuting
Court of Appeal/Research Attorneys	59%	22	13	1	1	100%	20	11	55%	N/A	N/A	N/A	Female	No	No	Maternity	JS/PT/FT
Superior Court/Research Attorneys	52%	42	22	7	3	43%	31	16	52%	3	1	33%	Male	No	No	Parental	PT/FT
Public Defenders Dept.	47%	198	92	99	61	62%	88	28	32%	11	3	27%	Male	No	No	No*	FT
City Atty	46%	113	52	37	18	49%	66	33	50%	9	1	11%	Male	No	No	Mat/Pat	JS/PT/FT
Altern Public Defender	36%	36	13	2	1	50%	23	9	39%	11	3	27%	Male	No	(Discounts Arranged)	No*	None
U.S. Atty	34%	85	29	63	21	33%	7	3	43%	15	5	33%	Male	No	No	Parental	PT/FT
District Attorney General	35%	261	92	25	11	44%	194	79	41%	42	2	5%	Male	No	No	Yes	JS
County Counsel***	46%	63	29	42	33	79%	18	4	22%	3	2	67%	Male	No	No	No*	FT
TOTALS	39%	1,513	596	400	210	51%	270	165	18%	118	27	20%					

**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

***Legal Aid declined to participate in this year's survey; 1993 survey figures are provided.
 County Counsel declined to participate in the survey for the second year; 1992 figures are provided.