

LAWYERS CLUB SURVEY OF PUBLIC AND PRIVATE SECTOR LAW FIRMS

The following describes the Lawyers Club 1995 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 the 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., Spring, 1995. 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 1995 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 data from the 1994 survey and/or the 1995 edition of the Martindale-Hubbell 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 1995 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	# FEMALE ASSOCIATES	# FEMALE ASSOCIATES	# FEMALE PARTNERS	# FEMALE PARTNERS	# FEMALE ATTORNEYS	ON SITE DAY CARE	EMERGENCY C/C CENTER	MAT/PAT LEAVE	WORK OPTIONS**
Littler Mendelson	44%	27	12	9	7	78%	18	5	28%	No	Mat/Pat	No Response***
Page Pollin	44%	16	7	7	6	86%	8	1	13%	No	Mat/Pat	No***
Lewis D'Amato	42%	33	14	18	10	56%	14	4	29%	No	Maternity	No
Brobeck Phleger & Harrison	41%	32	13	18	9	50%	14	4	29%	No	Family Leave	PT
Lorber Volk	41%	22	9	17	7	41%	5	2	40%	No Response	No Response	No Response***
Seitzer Caplan	40%	52	21	23	13	57%	29	8	28%	No	Maternity	PT
Haasis Pope	38%	24	9	13	7	54%	11	2	18%	No	Maternity	PT/FT
Mulvany Kuhan	37%	27	10	17	5	29%	11	5	45%	No	Maternity	PT
Milberg Weiss	36%	50	18	37	16	43%	13	2	15%	No	Family Leave	No
Sheppard Mullin	36%	36	13	22	12	55%	14	1	7%	No	Yes	Yes
Chapin Fleming	33%	27	9	19	9	47%	8	0	0%	No	Yes	FT***
Post Kirby Noonan & Sweat	33%	30	10	11	5	45%	19	5	26%	No	Maternity	JS/PT/FT
Solomon Ward Seidenwurm	33%	24	8	8	5	63%	13	3	23%	No	No*	No***
Ault Deuprey	32%	50	16	30	12	40%	20	4	20%	No	Mat/Pat	No
McInnis Fitzgerald	32%	50	16	32	15	47%	18	1	6%	No	Yes	PT
Pillsbury Madison	31%	32	10	19	7	37%	14	3	21%	No	Yes	Yes
Dukor & Spradling	30%	30	9	9	3	33%	21	6	29%	No	Maternity	No***
Wingert Grebing	30%	27	8	13	7	54%	13	1	8%	No	Maternity	PT***
Baker & McKenzie	29%	31	9	17	8	47%	13	2	15%	No	Maternity	PT/FT
Gray Cary	29%	159	46	71	34	48%	88	12	14%	No	Maternity	PT
Hinchy Witte Wood Anderson	27%	26	7	21	7	33%	5	0	0%	No	Maternity	PT/FT
Luce Forward	27%	139	38	63	26	41%	69	12	17%	No	Mat/Pat	PT/FT
Nugent & Newham	27%	11	3	1	1	100%	9	2	22%	No	No*	PT/FT
Saxon Brewer	26%	15	4	5	2	40%	7	0	0%	No	No*	No***
Cooley Godward	25%	16	4	9	3	33%	6	0	0%	No	Mat/Pat	JS/PT/FT***
McKenna & Cuneo	24%	17	4	11	3	27%	5	1	20%	No	Mat/Pat	JS/PT/FT***
Neil Dymott	24%	29	7	18	5	28%	11	2	18%	No	Maternity	No
Royce Grimm	24%	17	4	10	3	30%	7	1	14%	No	Maternity	PT
Shifflet Walters	24%	25	6	12	4	33%	13	2	15%	No	Yes	No
Gibbs Eppsteiner	23%	22	5	19	4	21%	3	1	33%	No	Maternity	No Response***
Sullivan Hill Lewin	22%	18	4	7	3	43%	6	0	0%	No	Maternity	PT (1 Female of Counsel)
Stutz Gallagher	21%	19	4	10	3	30%	9	1	11%	No	No*	No
Duke Gerstel	20%	20	4	2	0	0%	18	4	22%	No	Maternity	PT
Edwards White & Sooy	20%	30	6	20	5	25%	10	1	10%	No	Maternity	No
Higgs Fletcher & Mack	20%	45	9	11	4	36%	27	4	15%	No	Maternity	No
McCormick, Mitchell	20%	5	1	2	1	50%	3	0	0%	Special Arrangements Avail	Yes	Yes
Latham & Watkins	18%	60	11	33	10	30%	82	8	8%	No	Maternity	Maternity
McDonald Hecht	18%	17	3	7	2	29%	9	1	11%	Unknown	Unknown	Unknown***
Hillyer & Irwin	17%	35	6	9	4	44%	26	2	8%	No	No*	No
Allen Matkins Leck	16%	19	3	10	3	30%	9	0	0%	No	Mat/Pat	PT/PT
Cozen O'Connor	15%	15	2	7	1	14%	8	1	13%	No	Mat/Fam	JS/PT/FT***
Harrigan Ruff Ryder	15%	16	2	8	1	13%	8	1	13%	No	Yes	PT
Lindley Lszar	15%	16	2	1	1	100%	13	1	8%	No	No*	No***
McKillop & Jones	15%	15	2	2	2	100%	4	0	0%	Unknown	Unknown	Unknown***
Procorpio Corey	12%	34	4	8	3	38%	24	1	4%	No	Mat/Pat	No
Lorenz Alhadeff	11%	28	3	14	2	14%	10	0	0%	No	Maternity	No***
Thornes Bartolotta	10%	21	2	7	1	14%	12	1	8%	No	Family Leave	PT/PT
TOTALS	28%	1,502	417	737	301	41%	718	112	16%			

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

**Work Options: JS = Job Share; PT = Part-time; FT = Full Time.

***These firms did not respond to requests for information so the data from the 1994 Survey an/or the 1995 edition of the Martindale-Hubbell Directory was used.

AGENCY NAME	% FEMALE ATTORNEYS	TOTAL # ATTORNEYS	# FEMALE ATTORNEYS	# ENTRY LEVEL POSITIONS	# FEMALE ELP'S	# MID-LEVEL POSITIONS	# FEMALE ELP'S	# FEMALE MLP'S	# TOP LEVEL ATTORNEYS	# FEMALE TOP LEVEL	AGENCY HEAD	ON SITE DAY CASE	EMERGENCY CO/CENTER	MAT/PAT LEAVE	WORK OPTIONS***
Legal Aid	63%	16	10	10	8	80%	5	2	40%	0	0	No	No	Maternity JS/PT/FT Telecommuting	
Appellate Defenders	59%	22	13	3	2	67%	7	5	71%	6	Female	No	No	Parental Pt/FT Telecommuting	
Court of Research Attorneys	53%	19	10	N/A	N/A	N/A	19	10	53%	N/A	Female	No	No	Maternity JS/PT/FT	
Superior Court/Attorneys	50%	42	21	12	7	58%	27	13	48%	1	Male	No	No	Parental Pt/FT	
City Atty Public Defenders	49%	103	50	36	19	53%	54	29	54%	2	Male	No	No	Mat/Pat JS/PT/FT (Discounts Avail)	
County Counsel	46%	213	99	98	59	60%	76	28	37%	3	Male	No	No	No*	FT
Altern Public Defender***	46%	63	29	41	23	56%	19	4	21%	2	Male	No	No	No*	FT
District Attorney	36%	36	13	2	1	50%	23	9	39%	3	Male	No	No	No*	None
Attorney General	35%	256	91	38	17	45%	150	62	41%	12	Male	No	No	Yes	JS
U.S. Atty	32%	692	239	137	54	39%	527	182	35%	3	Male	No	No	Maternity Pt/FT	
		87	28	65	20	31%	6	3	50%	5	Male	No	No	Parental Pt/FT	
TOTALS	29%	1,549	602	442	210	48%	913	147	163	17	21%				

*All agencies comply w/state law-maternity leave requests treated same as other disability requests.
 ***Work Options: JS = Job Share; Pt = Part Time; Ft = Full Time.
 ***Alternate Public Defenders declined to participate in this year's survey; 1994 survey figures are provided.

LC Survey Reveals Slow Gains for Women Attorneys in San Diego

by Paula Rosenstein & Sharon Rhodes, Gender Bias Task Force

For the fifth consecutive year, the Gender Bias Task Force has completed surveys regarding the employment and promotion of women attorneys in both private law firms and public agencies. As before, the survey results indicate that women lawyers are better off in the public sector where they are 39% of the total number of attorneys. They have stayed steady at this percentage since 1992 when women comprised 43% of public sector attorneys. In private firms of 15 or more attorneys (the minimum number required to be included in the survey), women account for only 33% of the attorneys. This figure is up from last year's 25%.

At least as important as the overall percentages is the information reflected by the portion of the survey which reviews women's career advancement. The statistics are disappointing in this area as the percentages of women in top level positions have only increased slightly over the years. In 1992, for instance, 21% of the top level public agency positions (excluding agency heads) were held by women. In 1995, it is 23%. This

minimal increase, however, is more than offset by the significant decrease seen in the proportion of women hired for entry level positions. In 1992, 54% of entry level public agency attorneys were women, but in 1995, that number fell to 48%. This is occurring even as law schools are graduating classes of approximately even numbers of women and men.


In the private sector, the percentage of women partners is 16%, only a 2% increase since 1993. Moreover, almost half of the firms surveyed had only one or no women partners.

Nevertheless, we congratulate the Legal Aid Society for once again having the highest percentage of women attorneys (63%). We also hope that the U.S. Attorney's office will work to increase the number of women attorneys it employs for next year's survey so that it can move up from its last place public sector ranking. This year, only 32% of the attorneys are women, a decrease of 3% from 1993, its first year of participation in our survey.

Among private firms, congratulations go once again to Littler,

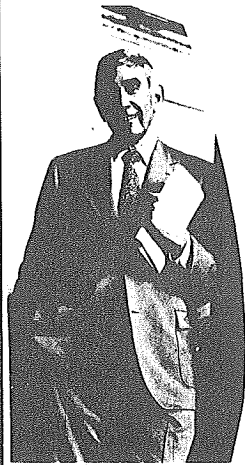
Mendelson, Fastiff, Tichey & Mathiason and Page, Polin, Busch & Boatwright for having the highest percentage (44%) of women attorneys and Mulvaney, Kahan & Barry for having the highest percentage (45%) of women partners.

When it comes to flexibility for attorneys, the public sector is the place to be. The public agencies, in general, have more and better work options than the majority of private sector firms. Most offer full and part-time options, several offer job sharing as an option, and two now offer telecommuting as an option for their employees. As for child care, the County offers off-site care in the Kearney Mesa area, and the City Attorney's office has discounts arranged at certain child care centers around town. In the private sector, although none of the firms offer on-site day care, both Luce, Forward, Hamilton & Scripps and Latham & Watkins offer emergency child care through an emergency child care center.

While this year's statistics are disheartening, we hope that as the years pass, the situation for women attorneys in San Diego will get better. 

Congratulations to the following LC members who passed the February, 1995 California Bar Exam:

Christine Boris
Janice Brooks-Gary
Paul Ginsburg
Sheryl Graff
Je'Nell Gustafson
Nancy Jones
Michael Lestyk
Gary McDonald
Kathryn Rogow
Marie Scribner
Brenda Tomaras
Ruth Toutenhoofd
Tina Tricaiachi



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