

LAWYERS CLUB SURVEY OF PUBLIC AND PRIVATE SECTOR LAW FIRMS

The following describes the Lawyers Club 1996 Surveys of Public and Private Sector Law Firms and the methodology used.

In each survey, the firms and agencies are listed in descending order. 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 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, 1996. 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, Addie Mentzer.

The first three columns of the 1996 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 1995 survey was used. These numbers and percentages do not reflect any changes in firm size or composition after the firm's return of the survey.

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 1996 Survey describe the percentage of women partners in each law firm as reflected by the figures provided by the firms themselves 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 overall figures. For the purpose of this survey, the words "partner" and "partnership" includes "shareholders" and "corporation" in their meaning.

FIRM NAME	%FEMALE PARTNERS	%FEMALE ATTORNEYS	TOTAL # ATTORNEYS	#FEMALE ATTORNEYS	#ASSOCIATE POSITIONS	#FEMALE ASSOCIATES	%FEMALE ASSOCIATES	TOTAL PARTNERS	#FEMALE PARTNERS	ON SITE DAY CARE	EMERGENCY C/C CENTER	MAT/PAT LEAVE	WORK OPTIONS**
Kimball Tirey & St. John	67%	55%	22	12	16	8	50%	6	4	No	No	Family Leave	No
Mulvany Kahan	45%	37%	27	10	17	5	29%	11	5	No	No	Maternity	PT***
Lorber Greenfield	34%	41%	22	9	16	7	44%	6	2	No	No	Mat/Pat	JS/PT/FT
Brobeck Phleger & Harrison	29%	40%	35	14	21	10	48%	14	4	No	No	Family Leave	PT
Duker & Spradling	29%	30%	30	9	9	3	33%	21	6	No	No	Maternity	No***
Lewis D'Amato	29%	35%	31	11	14	7	50%	14	4	No	No	Maternity	PT
Littler Mendelson	29%	45%	29	13	12	8	67%	17	5	No	No	Mat/Pat	No response
Seltzer Caplan	27%	37%	57	21	27	13	48%	30	8	No	No	Maternity	PT
Post Kirby Noonan & Sweat	26%	35%	34	12	14	7	50%	19	5	No	No	Maternity	JS/PT
Gibbs Eppsteiner	25%	19%	16	3	12	2	17%	4	1	No	No	Maternity	No response
Nugent & Newnham	25%	27%	15	4	3	1	33%	12	3	No	No	Maternity*	PT
Duke Gerstel	22%	20%	20	4	2	0	0%	18	4	No	No	Maternity	PT***
Pillsbury Madison	21%	31%	32	10	19	7	37%	14	3	No	No	Mat/Pat	PT
Ault Deuprey	20%	32%	50	16	30	12	40%	20	4	No	No	Mat/Pat	No***
Epsten & Grinnell	20%	39%	18	7	13	6	46%	5	1	No	No	Yes	FT
Gray Cary	20%	32%	133	43	62	29	47%	70	14	No	No	Maternity	PT***
McKenna & Cuneo	20%	24%	17	4	11	3	27%	5	1	No	No	Mat/Pat	JS/PT***
Milberg Weiss	20%	36%	50	18	35	15	43%	15	3	No	No	Family Leave	No
Haasis Pope	18%	39%	28	11	17	9	53%	11	2	No	No	Maternity	PT
Neil Dymott	18%	26%	34	9	23	7	30%	11	2	No	No	Family Leave	No
Higgs Fletcher & Mack	17%	26%	42	11	14	6	43%	23	4	No	No	Maternity	Yes
Luce Forward	17%	29%	150	44	67	31	46%	70	12	No	Yes	Mat/Pat	PT
Baker & McKenzie	15%	35%	31	11	17	9	53%	13	2	No	No	Maternity	PT
Shifflet Walters	15%	24%	25	6	12	4	33%	13	2	No	No	Yes	No***
Royce Grimm	14%	17%	18	3	11	2	18%	7	1	No	No	Maternity	No
Cozen O'Connor	13%	13%	15	2	7	1	14%	8	1	No	No	Mat/Family	JS/PT
Page Polin	13%	44%	16	7	7	6	86%	8	1	No	No	Mat/Pat	No***
Stutz Gallagher	11%	21%	19	4	10	3	30%	9	1	No	No	No*	No***
Edwards White & Sooy	10%	20%	30	6	20	5	25%	10	1	No	No	Maternity	No***
Harrigan Ruff	10%	13%	15	2	5	1	20%	10	1	No	No	Family Leave	No
Hillyer & Irwin	10%	16%	38	6	9	3	33%	29	3	No	No	No*	PT(1 female of counsel)
Latham & Watkins	10%	27%	55	15	32	12	38%	20	2	No	No	Maternity	PT
Lindley Lazar	8%	12%	17	2	2	1	50%	13	1	No	No	No*	No
Lorenz Alhadeff	8%	19%	27	5	14	4	29%	13	1	No	No	Maternity	PT
Thorsnes Bartolotta	8%	9%	22	2	9	1	11%	12	1	No	No	Family Leave	PT
Wingert Grebing	8%	30%	27	8	13	7	54%	13	1	No	No	Maternity	PT***
McInnis Fitzgerald	6%	30%	44	13	26	12	46%	18	1	No	No	Yes	PT
Sheppard Mullin	6%	34%	38	13	22	12	55%	16	1	No	No	Yes	PT
Procopio Corey	4%	17%	48	8	13	6	46%	26	1	No	No	Mat/Pat	PT(1 female K atty)
Allen Matkins	0%	20%	20	4	8	4	50%	10	0	No	No	Mat/Family	PT***
Chapin Fleming	0%	33%	27	9	19	9	47%	8	0	No	No	Yes	No***
Coolley Godward	0%	22%	27	6	21	6	28%	6	0	No	No	Mat/Pat	JS/PT
Hinchy Witte	0%	38%	21	8	17	7	42%	4	0	No	No	Mat/Pat	JS/PT
Hecht Solberg	0%	13%	16	2	9	2	22%	7	0	No	No	Maternity	PT/FT
McKillop & Jones	0%	13%	15	2	11	2	19%	4	0	No response	No response	No response	No response***
Saxon Brewer	0%	26%	15	4	5	2	40%	7	0	No	No	No*	No***
Solomon Ward Seidenwurm	0%	33%	19	3	6	3	50%	12	0	No	No	No*	No
Sullivan Hill	0%	22%	18	4	7	3	43%	6	0	No	No	Maternity	PT*** (1 female of counsel)
TOTALS	16%	28%	1,555	450	786	323	41%	718	119				

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

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

***These firms did not respond to requests for and reflect 1995 Survey data.

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	MAT/PAT LEAVE	WORK OPTIONS***
Legal Aid***	63%	16	10	10	8	80%	5	2	40%	1	0	0%	Male	No	Maternity	JS/PT/FT Telecommuting
Appellate Defenders	59%	22	13	4	2	50%	6	3	50%	11	6.5	59%	Female	No	Parental	PT/FT Telecommuting
Court of Appeal/Research Attorneys	57%	23	13	2	1	50%	19	10	53%	2	2	100%	Female	No	Maternity	JS/PT/FT
Superior Court/Research Attorneys	52%	44	23	13	7	54%	27	15	56%	4	1	25%	Male	No	Parental	PT/FT
City Atty	49%	104	51	27	18	67%	66	32	48%	13	2	15%	Male	No	Mat/Pat	JS/PT/FT
Public Defenders Dept.	47%	221	104	99	61	62%	109	39	36%	13	4	31%	Male	No	No*	FT
County Counsel***	46%	63	29	41	23	56%	19	4	21%	3	2	67%	Male	No	No*	FT
Federal Defenders	37%	19	7	16	6	38%	N/A	N/A	N/A	2	1	50%	Male	No	No*	Flexible
Altern Public Defender***	36%	36	13	2	1	50%	23	9	39%	11	3	27%	Male	No	No*	None
Attorney General	36%	730	260	146	62	43%	554	194	35%	30	4	13%	Male	No	Maternity	PT/FT
U.S. Atty	36%	101	36	81	29	36%	6	2	33%	12	5	42%	Male	No	Parental	PT/FT
District Attorney	35%	265	93	29	14	48%	182	73	40%	54	6	11%	Male	No	Yes	JS
TOTALS	40%	1,644	652	470	232	49%	1,016	381	38%	156	36.5	22%				

*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. Legal Aid and County Counsel declined to participate in this year's survey, therefore their 1995 responses are provided.

LC Surveys Public and Private Sectors

By Paula Rosenstein

For the sixth consecutive year, LC's Gender Bias committee has conducted 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 40% of the total number of attorneys. This is a 1% increase over the 1995 figure. It is, however, still below the 1991 figure when women comprised 43% of public sector attorneys. In private firms, women account for only 28% of the attorneys. This figure is unchanged from 1995.

Public Sector Survey Results

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 remained steady from last year and in four years has only increased by 2% total. 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 attorneys were women, but in 1996, that number

is only 49%. This is occurring even as law schools are graduating classes of approximately even numbers of women and men.

Nevertheless, we congratulate the Legal Aid Society for once again having the highest percentage of women attorneys (63%). We also note that the U.S. Attorney's office has finally moved up from last place by increasing its percentage of women attorneys from 32% to 36%. They also increased their percentage of more senior level women attorneys, albeit by attrition, from 31% to 42%. Condolences should be offered to the District Attorney's office which falls to last place with only 35% women attorneys in its work force.

One of the areas in the public sector which continues to be disappointing is the lack of women heading up these agencies. Of the 12 agencies surveyed, only 2, Appellate Defenders and Court of Appeal, have women at the top. This is a paltry 17% of the positions.

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 telecom-

muting as an employment 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.

Private Sector Survey

This year, to bring attention to the lack of women partners in San Diego County firms, we have ranked the firms by percentage of women partners rather than percentage of women attorneys as a whole. Kudos should be extended to the firm of Kimball, Tirey & St. John because they have the highest percentage (67%) of women partners. They resoundingly replace Mulvaney, Kahan & Barry in this po-

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Survey Results, *continued from page 7*

sition with only 45% of its partners women (per their 1995 figures as they did not return a survey this year).

As terrific as it is that some firms have pretty good gender parity among their partners, it is extremely disappointing that there is a tie for last place. Nine firms have no women partners at all. The largest firm of these nine is Chapin, Fleming & Winet with 27 attorneys. There is no rational explanation why Chapin, with 27 attorneys, is at the bottom while Kimball, with 22 attorneys, is at the top.

The firm with the highest percentage of women associates is Page, Polin, Busch & Boatwright (86%). This contrasts dramatically with Duke, Gerstel, Shearer & Bre-

gante which has no women associates at all.

It is interesting to note that overall, women associates account for 41% of all associates in the survey. This seems lower than it should be since law schools have been graduating classes with pretty close gender parity for a number of years. In addition, since women represent only 16% of all partners, the same percentage as last year, it leads to the question of where do they all go and why is it that the percentage of women partners is not increasing as time passes.

Kimball, Tirey and St. John should also be proud of itself as it has the highest overall percentage of women attorneys (55%). Continuing its dismal

appearance in the survey is Thorsnes, Bartolotta, McGuire & Padilla. This year, while its ranking in this category remains the same, last, its percentage of women attorneys has decreased to 9%. Thorsnes has held this position at the bottom for the last three years.

Conclusion

While this year's statistics are disheartening, we hope that by continuing the survey on an annual basis, along with the other work of Lawyers Club and the Gender Bias Committee, the outlook for women attorneys in San Diego will brighten. Perhaps one day, hiring and promotion practices at firms like Kimball, Tirey and St. John will be the rule and not the exception.

Lawyers Club of San Diego gathered its data during Spring 1996. Surveys were sent to all public law agencies in San Diego. Data for the private firms was obtained directly from the firms themselves. 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 Addie Mentzer at 544-1478. ☞

July Luncheon, *continued from page 1*

teaches the skills of child advocacy as part of the Child Advocacy Clinic. Kalemkarian graduated *magna cum laude* from Princeton University in 1979. She spent three years as Director of Statewide Issues of the New York Public Interest Research Group and later organized and directed the Insurance for Child Care Project in California. She attended the University of San Diego School of Law where she was a member of the San Diego Law Review, graduating *magna cum laude* in 1989. She then clerked for the

Chief Judge of the United States District Court for the Southern District of California and, from 1991 to 1993, served as a Skadden Public Interest Fellow with San Diego Legal Aid representing a variety of child welfare and related clients. Kalemkarian is married to Ron Ottinger and is the mother of Sam, Kay and Rebecca.

This promises to be an interesting and informative discussion about issues of concern to all Lawyers Club members. One-half hour MCLE credit is available for the luncheon. ☞

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