

LAWYERS CLUB SURVEY OF PUBLIC AND PRIVATE SECTOR LAW FIRMS

The following describes the Lawyers Club 1998 Surveys of Public and Private Sector Law Firms and the methodology used.

In each survey, the firms and agencies are listed in descending order based upon percentages of women attorneys. 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 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, 1998. 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 1998 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 a survey to all San Diego with fifteen or more attorneys and requesting that they provide their own figures. For those who did not return the survey, no data was used. These numbers and percentages do not reflect any changes in firm size or composition after the firm's return of the survey. Attorneys listed as advisory partners or "of counsel" were included in determining firm size or calculating percentages.

The first and second columns of the 1998 Survey describes the percentage of women attorneys and partners respectively 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 seventh column describe the percentage of women associates in each law firm as reflected by the figures provided by the firms. Attorneys identified as "of counsel" or "special counsel" are grouped with associates.

1998 LAWYERS CLUB GENDER BIAS SURVEY

Firm Name	% Female Attorneys	% Female Partners	Total # Attorneys	# Female Attorneys	# Associate Positions	# Female Associates	% Female Associates	Total Partners	# Female Partners	On Site Day Care	Mat/Pat Leave
Kimball, Tiley	59%	57%	27	16	20	12	60%	7	4	No	No
Best Best & Krieger	54%	40%	13	7	8	5	63%	5	2	No	Yes
Littler Mendelson	42%	31%	26	11	10	6	60%	16	5	No	Yes
Sheppard Mullin	41%	6%	34	14	18	13	72%	16	1	No	Yes
Seltzer Caplan	40%	22%	63	25	31	18	58%	32	7	No	Yes
Duckor & Spradling	39%	31%	28	11	12	6	50%	16	5	No	Yes
Klinedinst Fiehnman	35%	0%	20	7	14	7	50%	6	0	No	Yes
Allen Matkins	34%	8%	26	9	12	8	61%	12	1	No	Yes
Lorber Greenfield	33%	29%	33	11	26	9	35%	7	2	No	Yes
Cooley Godward	32%	21%	44	14	30	11	37%	14	3	No	Yes
Baker & McKenzie	32%	24%	37	12	20	8	40%	17	4	No	Yes
McInnis Fitzgerald	32%	18%	37	12	19	9	49%	17	3	No	Yes
Latham & Watkins	31%	6%	70	22	41	19	66%	26	3	No	Yes
Milberg Weiss	30%	29%	66	20	44	14	32%	21	6	No	Yes
Lewis, D'Amato	29%	17%	192	56	70	32	46%	122	21	No	No

Firm Name	% Female Attorneys	% Female Partners	Total # Attorneys	# Female Attorneys	# Associate Positions	# Female Associates	% Female Associates	Total Partners	# Female Partners	On Site Day Care	Mat/Pat Leave
Pillsbury Madison	28%	19%	36	10	20	7	35%	16	3	No	Yes
Chapin Fleming	27%	17%	59	16	36	13	36%	12	2	No	Yes
Sullivan Hill	27%	20%	15	4	6	3	50%	5	1	No	No
Gibbs, Eppsteiner	25%	33%	16	4	13	3	23%	3	1	No	Yes
Thornes Bartolotta	25%	8%	24	6	12	6	50%	12	1	No	Yes
Mulvaney Kahan	24%	27%	21	5	10	2	20%	11	3	No	Yes
McKenna & Cuneo	24%	17%	21	5	15	3	27%	6	1	No	Yes
Cozen & O'Connor	22%	9%	18	4	7	3	43%	11	1	No	Yes
Higgs Fletcher	20%	13%	44	9	14	5	36%	26	3	No	Yes
Procopio Cory	19%	7%	57	11	18	8	44%	28	2	No	Yes
Duke Gerstel	18%	13%	17	3	2	1	50%	15	2	No	Yes
Hillyer & Irwin	17%	18%	36	6	8	2	25%	28	4	No	Yes
Royce Grimm	16%	11%	19	3	10	2	20%	9	1	No	Mat.
Lorenz Alhadeff	14%	8%	21	3	9	2	22%	12	1	No	No
Solomon Ward	9%	7%	21	2	7	1	14%	14	1	No	Yes
TOTALS	31%	18%	1,101	338	733	238	32%	542	97		

1998 PUBLIC SECTOR SURVEY

AGENCY NAME	% FEMALE ATTORNEYS	TOTAL # ATTORNEYS	# FEMALE ATTORNEYS	# ENTRY LEVEL POSITIONS	# FEMALE ELPs	% FEMALE ELPs	# MID-LEVEL POSITIONS	# FEMALE MLPS	% FEMALE MLPS	# TOP LEVEL POSITIONS	# FEMALE TLPs	% FEMALE TLPs	AGENCY HEAD	ON SITE DAY-CARE	WORK OPTIONS
Legal Aid	71%	17	12	10	9	90%	5	3	60%	1	0	0%	Male	No	JS/PT/FT/Tele
Appellate Defenders	62%	21	13	1	1	100%	7	5	71%	13	7	54%	Female	No	PT/FT/Tele
Ct of Appeal/Research Attorneys	62%	29	18	2	2	100%	25	14	56%	2	2	100%	Female	No	JS PT/FT
SDVLP	60%	10	6	7	5	71%	N/A	N/A	N/A	2	1	50%	Male	No	JS PT/FT/Flex
Superior Ct. Research Attorneys	60%	45	27	9	8	89%	28	15	54%	7	3	43%	Female	No	PT/FT/Tele
City Attorney	53%	117	62	42	26	62%	69	31	45%	5	4	85%	Male	No	JS/PT/FT
Public Defenders	48%	199	96	62	43	69%	114	47	41%	23	4	17%	Male	No	FT
Attorney General	42%	872	363	230	120	52%	646	238	39%	35	5	14%	Male	No*	PT/FT
County Counsel	41%	64	26	39	19	49%	17	5	29%	7	2	29%	Male	No	FT
U.S. Attorney	39%	137	54	113	43	38%	10	1	10%	14	10	71%	Male	No	JS/PT/FT/Flex
District Attorney	38%	274	104	25	12	48%	198	86	43%	51	6	12%	Male	No	JS/PT/FT/Tele
Federal Defenders ^{week}	37%	19	7	16	6	38%	N/A	N/A	N/A	2	1	50%	Male	No	Flex
Alt. Public Defenders	36%	39	14	N/A	N/A	N/A	16	7	44%	22	7	32%	Male	No	None
TOTALS	44%	1843	802	556	294	53%	1095	452	41%	184	52	28%	23% Female		

* San Diego does not have on-site daycare.

** Work Options: JS: Job Share; PT: Part Time; FT: Full Time; Flex: Flexible scheduling; Tele: Telecommuting

*** Federal Defender's declined to participate in this year's survey; 1996 survey figures are provided.

LC's Equality Committee Presents:

Public and Private Sector Survey Results

by Angela Soldner and Paula Rosenstein

FOR the eighth consecutive year, the Equality Committee (formerly called the Gender Bias Committee) has completed surveys regarding the employment and promotion of women attorneys in private law firms and public agencies in San Diego. We should first sincerely thank each law firm, public or private, which took the time to respond to the survey. While all San Diego law firms with 15 or more attorneys were invited to participate in this survey, several firms, unfortunately, declined or simply failed to respond.

The questionnaire asked, among other things, for the numbers of total attorneys in the law firm, including partners and associates, and how many of those attorneys are women. It further asked what the total number of partners and total number of associates are, and to indicate how many of the partners and how many of the associates are women.

As was demonstrated in previous survey results, women lawyers are still better off in the public sector. Whereas the highest percentage of women attorneys in a public legal firm is 71% (in the Legal Aid Society), the highest percentage of women attorneys in a private law firm is only 59%. Indeed, in the survey of women in private firms, women total only 31% of the attorneys, falling far short of the percentage of women in all public firms, which is 44%.

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. While last year's survey gave us some cause for optimism because the sta-

tistics showed a six percent increase in the percentages of women in top level positions, this year we see a decrease of one percent in the same category. At the same time, the percentage of women at both the entry level and mid-level positions remained static.

Legal Aid Society, as it has every year since we started the survey, again has the highest percentage of women attorneys (71%). After falling to last place again last year, the U.S. Attorney's Office has again moved up from 36% to 39%. This, year, condolences need to be sent to the Alternate Public Defenders office as they have slipped into the last place position. The good news is that they have 36% women attorneys on staff and this is 2% more than last year's last place finisher.

One of the areas in the public sector which continues to be disappointing is the lack of women heading up these agencies. This year, however, we did pick up one in this category so that of the 13 agencies surveyed, three now have women at the top. This is still a paltry 23% 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 four now offer telecommuting as an employment option for its employees.

PRIVATE SECTOR SURVEY

The 1997 survey focused on the percentage of women partners in law firms, and ranked them according to that

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THINKING OF ADOPTION?

- Independent Adoption
- International Adoption
- Step-Parent Adoption
- Representing Adoptive Parents & Birth Parents



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LC's Equality Committee Presents Public and Private Sector Survey Results

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percentage. This year, the firms are ranked in order of the total number of female attorneys. Thus, the firms may have moved about on the scale even though their numbers may be the same or similar to last year's numbers. It is notable, however, that the two firms which had the highest percentage of women attorneys also had the top two highest percentages of female partners.

Whereas last year, Mulvaney, Kahan & Barry placed at the top of the survey of private sector firms, with 45% women partners, they now place sixth, with 24% of women attorneys, 27% of women partners, and 20% women associates. The first place spot is returned to Kimball, Tirey & St. John, who also came in as number one on the survey in 1996. Kimball, Tirey has an impressive total of 59% women associates, with 57% of its partners, and 60% of its associates being women.

Best Best & Krieger takes second place on the survey this year, with more than half of its attorneys being women (54%), including 40% of women partners, and 63% of women associates. Unfortunately, Kimball, Tirey and Best, Best are the only two firms where the attorneys consist of at least 50% women. Littler, Mendelson, Fastiff, Tichy & Mathiason comes close, with women making up 42% of its attorneys.

Also worth discussing are Gibbs, Epsteiner & Stagg whose partners are 33% women, and the law firms of Littler, Mendelson, Fastiff, Tichy & Mathiason and Duckor, Spradling & Metzger, where women are 31% of partners.

In last year's survey, we reported that there were three firms on the survey with no women partners at all, one of them being Allen, Matkins. Happily, Allen, Matkins now has one female partner of its twelve partners, and 61% female associates.

Thorsnes, Bartolotta, McGuire & Padilla has greatly improved its standing in the survey from the past two years. Whereas, in 1997, its total associates consisted of 14% women, it now employs 50% women associates, and 8% female partners.

Coming in last place in this year's survey is Solomon Ward Seidenwurm & Smith, whose attorneys are 9% women, with 7% of its partners and 14% of its associates being female.

In conclusion, although the numbers of women in law firms is rising slowly, they do appear to be rising. The Lawyers Club Survey also seems to be fairly effective in pointing out to those firms appearing low on the survey of their need to add more women to their organizations. We hope to continue this pattern, albeit at an increased rate, in

the future, until men and women have reached equality in the law firms, both in terms of their participation as associates and as partners, in management, pay, and leadership.

Lawyers Club of San Diego gathered its data in Spring 1997. Surveys were sent to all public law agencies in San Diego. Data for the private firms were 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 to make arrangements.

Anyone interested in participating in next year's annual survey, or in joining the Equality Committee, is invited to call Angela Soldner at 635-9469, or Kristen Fredricks at 350-5859.

WHAT YEAR IS THIS? Cases of Bias in the '90s

The following are recent real life events and occurrences which illustrate why we must continue to be ever vigilant to bias based race, creed, color, sex or national origin in our society:

1. Certain health care providers cover the costs of supplying Viagra (the male sexual performance drug) to their male patients, but continue to refuse to provide coverage for birth control for their female patients.

2. At its annual convention, delegates of the largest Protestant denomination have adopted an amendment to its Faith and Message document, declaring that women are asked to "submit graciously" to their husbands. (The delegates rejected a proposed amendment which would have had husbands and wives submit to each other.)

3. Three white males, with suspected ties to the KKK and white supremacy beliefs, are charged with the death of a black male by chaining him to the back of a pickup and dragging him to death.

4. Just last week, right here in San Diego, a female attorney reports that, during an interview for an associate position, a senior WM partner asked whether her husband would mind if she had to work long hours. (Answer: Husband — No; Cats — Yes.)