

## LAWYERS CLUB SURVEY OF PUBLIC AND PRIVATE SECTOR LAW FIRMS

The following describes the Lawyers Club 1999 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 partners. If two or more entities have an identical percentage, they are listed alphabetically. All percentages have been rounded to the nearest percentile.

The last column of the public sector survey describes 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 was compiled from the results of a survey sent to all public law agencies in San Diego. The data was provided by the survey respondents and is presumably current as of submission; i.e., Spring, 1999. The completed surveys 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 1999 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 law firms with fifteen or more attorneys and requesting that they provide their own figures. Those who did not return the survey are not listed in the survey. These numbers and percentages do not reflect any changes in firm size or composition which may have occurred after the firm returned 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 1999 Survey describe the percentage of women partners and attorneys 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 describes the percentage of women associates in each law firm. Attorneys identified as "of counsel" or "special counsel" are grouped with associates.

1999 LAWYERS CLUB GENDER BIAS SURVEY

Firm Name	% Female Partners	% Female Attorneys	Total # Attorneys	# Female Attorneys	# Associate Positions	# Female Associates	% Female Associates	Total Partners	# Female Partners
Heller Ehrman	67%	22%	18	4	13	0	0	6	4
Kimball Tirey	63%	53%	17	9	9	5	56%	8	5
Epsten & Grinnell	43%	40%	15	6	8	2	25%	7	3
Best Best & Krieger	33%	53%	15	8	9	6	67%	6	2
Sullivan Wertz	33%	40%	15	6	3	3	100%	12	4
Baker & McKenzie	27%	33%	43	14	28	10	36%	15	4
Wingert Grebing	22%	21%	28	6	10	2	20%	18	4
Post Kirby	21%	27%	22	6	8	3	38%	14	3
Higgs Fletcher	21%	25%	40	10	13	4	31%	24	5
Luce Forward	20%	36%	179	65	82	45	55%	86	17
Cooley Godward	20%	31%	51	16	36	13	36%	15	3
Lorenz Alhadeff	18%	16%	19	3	8	1	13%	11	2
Neil Dymott	17%	34%	35	12	23	10	43%	12	2
McKenna & Cuneo	17%	28%	18	5	7	2	29%	6	1
Duke Gerstel	17%	27%	15	4	3	2	67%	12	2

Firm Name	% Female Partners	% Female Attorneys	Total # Attorneys	# Female Attorneys	# Associate Positions	# Female Associates	% Female Associates	Total Partners	# Female Partners
Hillyer & Irwin	15%	19%	37	7	10	3	30%	26	4
Lewis D'Amato	14%	29%	35	10	14	7	50%	21	3
Solomon Ward	14%	11%	19	2	4	0	0%	14	2
Latham & Watkins	13%	32%	78	25	43	18	42%	30	4
Royce Grimm	10%	26%	19	5	9	4	44%	10	1
Procopio, Cory	10%	17%	58	10	18	5	28%	29	3
Stutz Gallagher	9%	14%	21	3	10	2	20%	11	1
Thorsnes Bartolotta	8%	28%	25	7	12	6	50%	12	1
Hinchy Witte	0%	36%	22	8	16	8	50%	6	0
Klinedinst Fiehman	0%	38%	24	9	17	9	53%	7	0
<b>TOTAL</b>	<b>19%</b>	<b>30%</b>	<b>867</b>	<b>260</b>	<b>413</b>	<b>170</b>	<b>40%</b>	<b>418</b>	<b>80</b>

1999 PUBLIC SECTOR SURVEY

AGENCY NAME	% FEMALE ATTORNEYS	TOTAL # ATTORNEYS	# FEMALE ATTORNEYS	# ENTRY LEVEL POSITIONS	# FEMALE ELPS	# MID-LEVEL POSITIONS	# FEMALE MLPS	% FEMALE MLPS	# TOP LEVEL POSITIONS	# FEMALE TLPS	% FEMALE TLPS	AGENCY HEAD	WORK * OPTIONS
Legal Aid	73%	15	11	N/A	N/A	10	8	80%	5	3	60%	Male	JS/PT/FT, TC
Appellate Defenders	68%	22	15	2	100%	7	6	86%	13	7	54%	Female	PT/FT/TC, Flex
SDVLP	67%	9	6	7	71%	N/A	N/A	N/A	2	1	50%	Male	JS/PT/FT, Flex
Superior Ct./ Research Attorneys	67%	63	42	17	76%	44	29	66%	2	0	0%	Female	PT/FT/TC
Ct. of Appeal/ Research Attorneys	60%	30	18	2	50%	26	15	58%	2	2	100%	Female	JS/PT/FT
City Attorney	55%	121	67	46	63%	69	34	49%	5	4	80%	Male	JS/PT/FT, Flex/TC
Public Defenders	48%	194	93	62	66%	109	46	42%	23	6	26%	Male	FT
County Counsel	47%	60	29	2	100%	59	25	42%	2	2	100%	Male	FT/Flex
Attorney General	44%	894	391	263	56%	624	244	39%	7	0	0%	Male	PT/FT
U.S. Attorneys	39%	137	54	113	38%	10	1	10%	14	10	71%	Male	JS/PT/FT, Flex
District Attorneys	38%	274	104	25	48%	198	86	43%	51	6	12%	Male	JS/PT/FT, TC
Federal Defenders	37%	19	7	16	38%	N/A	N/A	N/A	2	1	50%	Male	Flex
Alt. Public Defenders	36%	39	14	N/A	N/A	16	7	44%	22	7	32%	Male	None
TOTALS	45%	1879	851	555	54%	1172	501	43%	150	49	33%	23% Male, 23% Female	

\* Work Options: JS: Job Share; FT: Full Time; Flex: Flexible scheduling; TC: Telecommuting  
 \*\* The U.S. Attorney, District Attorney and Alt. Public Defender's offices declined to participate in this year's survey; 1998 survey figures are provided.  
 \*\*\* Federal Defender's declined to participate in this year's survey; 1996 survey figures are provided.

Lawyers Club's Equality Task Force has completed its ninth annual survey of the employment and promotion of women attorneys in San Diego's

thirteen agency heads (26%) are women, indicating women still require opportunities for career advancement and recognition by promotion to leadership positions.

has consistently been at or near the top of our survey for employing a large percentage of women as partners and associates. 43% of the partners (three out of seven) at Epstein & Grinnell are women.

Law provided data on percentages of women in its recent graduating classes. In 1995, 35% of its graduates (January, June and September combined) were female; in 1996, 46%; in January 1997, 44%; and in December 1998 and April 1999 combined, 52% of Cal Western graduates were women. This reflects the increase in women entering the legal profession, and contradicts the notion that more males should be hired as attorneys than females because there are more of them to employ.

## 1999 PUBLIC & PRIVATE SECTOR SURVEY RESULTS

BY ANGELA SOLDNER

private law firms and public agencies. We wish to thank all participating law firms for taking the time to respond to our questionnaire. Although all San Diego law firms with 15 or more attorneys were invited to participate, several firms unfortunately declined or failed to respond. The questionnaire asked for the total number of partners and associates in each firm and how many of those attorneys are women.

Nevertheless, there is a greater percentage of women agency heads than there are women partners in private law firms.

Nineteen out of the twenty-five firms surveyed indicated that women comprise one quarter or less of their partnership. There are no female partners at Hinchy, Witte, Wood, Anderson & Hodges or Klinedinst, Flieman & McKillop.

It is encouraging to see the rates of women partners and associates continue to rise. Nevertheless, there remains a dramatic shortage of women at the partnership level, where the true power lies in terms of management, leadership, status, and pay. We hope that hiring partners will address the barriers that prevent qualified, competent women from becoming partners of prestigious firms.

### PUBLIC SECTOR RESULTS

As was the case in previous years' surveys, San Diego's women lawyers are more likely to obtain top level positions in the public sector than to become partners in a private firm. 33% of the attorneys holding top level public sector positions are women, compared to only 18% of partners. Moreover, whereas women total only 30% of all attorneys in private law firms, they make up 45% of all attorneys in the public firms.

### PRIVATE SECTOR RESULTS

Slowly but surely, San Diego is seeing an increase in women partners in the private law firms. Over the past four years, the percentage of female partners has risen 1% per year; currently, women hold 19% of partnership positions in San Diego's largest firms. A survey conducted by the National Association for Law Placement (NALP) in 1998, which examined 630 of the nation's largest law firms, concluded women held 14.55% of all equity positions. Thus, the good news is that San Diego has surpassed the national average.

The current percentage of women associates in private San Diego law firms is 40%, an 8% increase from last year. The 1998 NALP study found women held 40.9% of all associate positions nationally. Thus, it appears that San Diego is behind the national average for hiring women associates, but appears to be moving in the right direction.

Lawyers Club of San Diego gathered its data in Spring 1999. 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. To participate in next year's annual survey or join the Equality Task Force call Angela Soldner at 635-9469.

Once again, the Legal Aid Society ranked at the top of the list, with an impressive 73% of its attorneys being female. Women hold 86% of mid-level positions at the Appellate Defenders. Women occupy 100% of top-level positions at the San Diego County Counsel's office, as well as at the Court of Appeals Research Attorneys' office. Since four of the agencies listed did not participate this year, last year's numbers were used for purposes of the survey chart. We are pleased and encouraged to find that many women appear to be finding equality in the public workplace. Only three out of

A new addition to San Diego's legal community, Heller Ehrman White & McAuliffe, has assumed the top position of our survey: 67% of its partners (four out of six) are women. Kimball, Tirey & St. John boasted the second-highest percentage of women partners with 62% of its partners (five out of eight) being women. Kimball, Tirey & St. John

Firms which boasted the highest percentages of women at the associate level were Sullivan Wertz McDade & Wallace (three of three associates); Best Best & Krieger (six of nine associates) and Duke, Gerstel Shearer & Bregante (two of three associates). None of the thirteen associates at Heller Ehrman or the four associates at Solomon Ward Seidenwurm & Smith LLP are women. Solomon Ward was low on last year's list with only 14% women associates, but has added a second female partner since last year.

California Western School of

### ABOUT US:

**Janice Brown has been appointed by the San Diego County Bar Association as its newest delegate to the American Bar Association's annual conference.**

**Sandra Lackey of Post, Kirby Noonan and Sweat has been elected Vice-President of the Board of the San Diego YMCA.**

**Kristine Pogalies has been admitted to membership in the American Academy of Adoption Attorneys (AAAA). She continues to specialize in Adoption, Guardianship, Assisted Reproduction Technology Law, Surrogacy Law and General Family Law.**

**Roger L. Popeney, formerly of McInnis, Fitzgerald, Rees & Sharkey, has joined the firm of Whitney & Associates as an insurance defense attorney.**

**Stacy L. Taylor has joined Foley & Lardner as special counsel.**