



LAWYERS CLUB of San Diego

964 Fifth Ave., Suite 210

San Diego, CA 92101

Phone: 619-544-1478

Email: info@lawyersclubsandiego.com

Website: www.lawyersclubsandiego.com

2003 Gender Equality Survey Private Law Firms and Public Agencies

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Lawyers Club of San Diego

Equality Committee

Stacy Fode, Chair

Jasmin Flores, Chair

Julie Ashby

Kara Gervais

Paula Rosenstein

Angela Soldner

Amy Tranckino

Kate Yavenditti

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Note: Please also see article on study, published in July, 2003, issue of Lawyers Club News. Also available at www.lawyersclubsandiego.com.

**Lawyers Club of San Diego
2003 GENDER EQUALITY SURVEY -- PRIVATE LAW FIRMS**

	Law Firm	% of Female Partners	Total Partners	Female Partners	% of Female Attorneys	Total Attorneys	Female Attorneys	% of Female Associates	Total Associates	Female Associates	Other Attorneys
1	Koeller Nebeker Carlson & Haluck*	60	5	3	39	18	7	31	13	4	0
2	Baker & McKenzie	50	8	4	55	20	11	70	10	7	2
3	Kimball Tirey & St. John	43	14	6	27	22	6	50	8	4	0
4	Pillsbury Winthrop	33	24	8	46	59	27	54	35	19	0
5	Gray Cary Ware & Friedenrich	31	62	19	34	158	53	34	86	29	10
6	Sullivan Wertz McDade & Wallace	31	13	4	40	20	8	60	5	3	2
7	Klinedinst Fliehman & McKillop	28	18	5	35	46	16	39	28	11	0
8	Bacalski Byrne Koska & Ottoson**	25	8	2	33	21	7	42	12	5	1
9	Duke Gerstel Shearer**	25	12	3	20	15	3	0	1	0	2
10	Fish & Richardson	25	20	5	22	55	12	20	35	7	0
11	Lorber Greenfield Polito & Pengilly	25	4	1	41	22	9	44	18	8	0
12	Maxie Rheinheimer Stephens & Vrevich*	25	4	1	32	19	6	33	15	5	0
13	Sheppard Mullin Richter & Hampton	25	24	6	38	53	20	33	18	6	11
14	Chapin Shea McNitt & Carter	22	9	2	41	22	9	67	9	6	4
15	Milberg Weiss Bershad Hynes & Lerach	21	34	7	32	76	24	40	42	17	0
16	Best Best & Krieger	20	10	2	52	23	12	82	11	9	2
17	Branton & Wilson*	20	10	2	12	17	2	0	6	0	0
18	Morrison & Foerster	20	10	2	26	46	12	28	32	9	4
19	Lewis Brisbois Bisgaard & Smith	19	23.5	4.5	33	44.5	14.5	43	21	9	0
20	Luce Forward Hamilton & Scripps	19	72	14	37	142	52	60	62	37	8
21	Duckor Spradling & Metzger	18	11	2	24	21	5	30	10	3	0
22	Cooley Godward	17	24	4	37	76	28	42	48	20	4
23	Neil Dymott Perkins Brown & Frank	17	12	2	38	34	13	50	22	11	0
24	Post Kirby Noonan & Sweat	17	12	2	25	20	5	29	7	2	1
25	Wingert Grebing Brubaker & Ryan	17	12	2	17	24	4	20	10	2	2
26	Mulvaney Kahan & Barry	14	7	1	47	15	7	83	6	5	2
27	Sullivan Hill Lewin Rez & Engel	14	7	1	9	22	2	13	8	1	7
28	Allen Matkins Leck Gamble & Mallory	13	15	2	33	39	13	4	20	8	4
29	Lincoln Gustafson & Cercos*	13	8	1	32	19	6	50	10	5	1
30	Littler Mendelson	13	8	1	40	15	6	71	7	5	0
31	Procopio Cory Hargreaves & Savich	13	38	5	22	74	16	36	22	8	14
32	Heller Ehrman White & McAuliffe*	12	17	2	19	47	927	26	7	4	4
33	Higgs Fletcher & Mack	12	34	4	25	57	14	38	21	8	2
34	Latham & Watkins*	12	33	4	31	93	29	39	57	22	3
35	Hayes Simpson & Greene*	11	9	1	13	15	2	17	6	1	0
36	Grimm Vranjes McCormack & Graham*	11	9	1	19	16	3	29	7	2	0
37	Selzer Caplan McMahon & Vitek	11	27	3	16	56	9	24	21	5	8
38	Hecht Solberg Robinson Golberg & Bagley*	10	10	1	25	20	5	75	4	3	6
39	Stutz Gallagher Artiano Shinoff & Holtz*	10	10	1	26	27	7	35	17	6	0
40	Knobbe Martens Olson & Bear**	7	14	1	11	35	4	15	20	3	1
41	Soloman Ward Seidenwurm & Smith	7	14	1	25	20	5	80	5	4	1
42	Gordon & Rees*	6	16	1	16	44	7	25	16	4	12
44	Foley & Lardner	0	16	0	37	46	17	57	30	17	0
45	McKenna Long & Aldredge**	0	11	0	15	20	3	33	6	2	3
	TOTALS	19%	747.5	143.5	29%	1733.5	1444.5	40%	848	344	118

* Data from Martindale-Hubbell. ** Data from firm's website

Lawyers Club of San Diego
2003 PUBLIC SECTOR -- GENDER EQUALITY SURVEY

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 Positions	# Female TLP's	% Female TLP's	Agency Head	Work Options *
SDVLP	77%	13	10	7	6	86%	2	2	100%	4	2	50%	Male	PT/JS/ Flex
Family Law Facilitators	75%	16	12	N/A	N/A	N/A	16	12	75%	N/A	N/A	N/A	Female	Flex
Superior Ct/ Research Attorneys**	69%	64	44	59	40	68%	4	3	75%	1	1	100%	Male	PT/JS
Ct. of App./ Research Attorneys**	67%	30	20	3	3	100%	25	15	60%	2	2	100%	Female	PT/JS/ Flex
Appellate Defenders	65%	17	11	2	1	50%	2	2	100%	13	4	62%	Female	PT/JS/ Flex
City Attorney	59%	147	87	50	34	68%	90	50	56%	5	4	80%	Male	PT/JS/ TC/Flex
Legal Aid**	59%	17	10	7	4	57%	7	5	71%	2	1	50%	Male	Flex
SD Unified Port Dist.	50%	6	3	1	0	0%	3	2	67%	2	1	50%	Male	Unknown
Public Defenders	49%	199	97	38	18	47%	143	72	50%	18	7	39%	Male	JS
Attorney General	45%	1069	482	198	114	58%	863	367	43%	7	1	14%	Male	PT/Flex
District Attorney	44%	280	122	9	2	22%	151	79	52%	115	41	36%	Female	PT/TC Flex
Alt. Public Defenders	43%	54	23	11	8	73%	22	10	45%	21	6	29%	Male	None
County Counsel**	43%	69	30	N/A	N/A	N/A	62	27	44%	6	3	50%	Male	Flex
Federal Defenders**	42%	38	16	32	14	44%	N/A	N/A	N/A	6	2	33%	Male	None
U.S. Attorney**	41%	118	49	102	45	44%	N/A	N/A	N/A	16	4	25%	Female	PT
TOTALS	48%	2137	1016	519	289	56%	1390	646	46%	218	79	36%	33% Female	

* Work Options: JS = Job Share; PT = Part Time; Flex = Flex-time; TC = Telecommuting

** 2002 survey data is used for the Superior Court, Court of Appeal, County Counsel and U.S. Attorney's offices as they did not return this year's survey. 2001 data is used for Federal Defenders and Legal Aid as they did not respond either this year or last year.

Methodology of Lawyers Club Gender Equality Survey

The following describes the Lawyers Club of San Diego 2003 Gender Equality Survey 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 (private) or attorneys (public). If two or more entities have an identical percentage, they are listed alphabetically. All percentages have been rounded to the nearest percentile.

This information was compiled by written response to the Lawyers Club questionnaire, which was forwarded to the firms and public agencies in Spring, 2003. 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, 2003. The completed surveys are available for inspection during normal business hours with reasonable notice to Executive Director, Marsha Smelkinson.

The first three columns of the 2003 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 columns 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 columns describe those in the top echelon of the agency, excluding the agency head. 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.

Private Sector Law Firms

The figures used in this survey were compiled by sending a survey to all San Diego law firms with 15 or more attorneys and requesting that they provide their own figures. Data from Martindale-Hubbell or the firms' website were used for those firms that did not return the survey. These numbers and percentages do not reflect any changes in firm size or composition that may have occurred after the firm returned the survey.

The first column of the 2003 Survey describes the percentage of women partners in each law firm as reflected by the figures provided by the firms themselves. The fourth column describes the percentage of women, partners and associates, in each law firm. The seventh column describes the percentage of women associates in each law firm. The tenth column describes the number of attorneys in each firm that are designated as of counsel, senior counsel, or contract counsel.