

Methodology of Lawyers Club Equality Survey

The following describes the Lawyers Club of San Diego 2004 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, 2004. 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, 2004. 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 2004 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 firm's 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 2004 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.



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2004 Equality Survey Private Law Firms and Public Agencies

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Note: Please also see article on study, published in July, 2004, issue of Lawyers Club News. Also available at www.lawyersclubsandiego.com.

**Lawyers Club of San Diego
2004 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	Total Other Attorney
1	Baker & McKenzie	50%	8	4	62%	21	13	66%	9	6	4
2	Kimball Tiley & St. John	50%	16	8	50%	24	12	50%	8	4	0
3	Koeller Nebeker Carlson & Haluck	50%	6	3	33%	15	5	25%	8	2	1
4	Sullivan Wertz McDade & Wallace	39%	13	5	50%	20	10	100%	4	4	3
5	Best Best & Krieger	36%	11	4	58%	26	15	79%	14	11	1
6	Pillsbury Winthrop	35%	23	8	45%	60	27	53%	34	18	3
7	Gray Cary Ware & Friedenrich	33%	60	20	34%	149	51	32%	78	25	11
8	Klinedinst PC	29%	17	5	55%	33	18	81%	16	13	0
9	Shea Stokes & Carter	29%	7	2	39%	18	7	45%	11	5	0
10	Stutz Artiano Shinoff & Holtz	27%	11	3	27%	22	6	27%	11	3	0
11	Paul Hastings Janofsky & Walker	27%	11	3	35%	49	17	39%	36	14	2
12	Maxie Rheinheimer Stephens & Vrevich**	25%	8	2	35%	17	6	44%	9	4	0
13	Lewis Brisbois Bisgaard & Smith	24%	21	5	33%	39	13	50%	14	7	4
14	Allen Matkins Leck Gamble & Mallory*	23%	13	3	42%	26	11	43%	7	3	6
15	Duckor Spradling & Metzger	23%	13	3	24%	25	6	27%	11	3	1
16	Sheppard Mullin Richter & Hampton	23%	30	7	34%	65	22	41%	22	9	13
17	Lerach Coughlin Stoia & Robbins	21%	39	8	35%	88	31	44%	45	20	4
18	Branton & Wilson**	20%	10	2	12%	16	2	0%	5	0	1
19	Cooley Godward*	20%	25	5	32%	76	24	40%	47	19	4
20	Sullivan Hill Lewin Rez & Engel**	18%	11	2	23%	22	5	33%	6	2	5
21	Fish & Richardson	17%	23	4	22%	49	11	30%	26	7	0
22	Luce Forward Hamilton & Scripps	17%	79	13	28%	147	41	44%	59	26	9
23	Heller Ehrman White & McAuliffe	16%	19	3	31%	49	15	43%	28	12	2
24	Neil Dymott Perkins Brown & Frank	15%	13	2	33%	33	11	45%	20	9	0
25	Latham & Watkins*	14%	35	5	34%	99	34	42%	60	25	4
26	Mulvaney Kahan & Berry	14%	7	1	28%	18	5	36%	11	4	0
27	Lincoln Gustafson & Cercos	14%	7	1	41%	17	7	60%	10	6	0
28	Higgs Fletcher & Mack	13%	39	5	24%	62	15	38%	21	8	2
29	Little Mendelson*	13%	8	1	47%	17	8	87%	8	7	1
30	Foley & Lardner	12%	17	2	36%	42	15	47%	19	9	6
31	Gordon & Rees*	11%	28	3	28%	65	18	44%	27	12	10
32	Grimm Vranjes McCormick & Graham*	11%	9	1	19%	16	3	29%	7	2	0
33	Hecht Solberg Robinson Goldberg & Bagley*	11%	9	1	22%	18	4	66%	3	2	6
34	Morrison & Foerster	9%	11	1	29%	45	13	36%	31	11	3
35	Post Kirby Noonan & Sweat	9%	11	1	17%	18	3	29%	7	2	0
36	Seltzer Caplan McMahon & Vitek*	9%	32	3	18%	56	10	28%	18	5	6
37	Procopio Cory Hargreaves & Savitch	8%	37	3	21%	77	16	36%	25	9	15
38	Solomon Ward Seidenwurm & Smith*	7%	13	1	18%	22	4	50%	6	3	3
39	Knobbe Martins Olson & Bear*	6%	15	1	12%	34	4	17%	18	3	1
40	Wingert Grebing Brubaker & Ryan**	0%	15	0	4%	28	1	8%	13	1	0
	TOTALS	20%	780	154	31%	1723	539	41%	812	335	131

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

**Lawyers Club of San Diego
2004 GENDER EQUALITY SURVEY -- PUBLIC SECTOR**

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	72%	68	49	N/A	N/A	N/A	62	46	74%	5	2	40%	Female	PT/JS
Appellate Defenders	70%	20	14	3	2	67%	3	3	100%	14	9	64%	Female	PT/JS/ Flex/TC
Legal Aid	70%	20	14	8	8	100%	7	3	43%	3	2	67%	Male	PT/JS/ Flex/TC
Ct. of App./ Research Attorneys	63%	30	19	N/A	N/A	N/A	28	18	64%	2	1	50%	Male	PT/JS/ Flex
City Attorney	61%	146	89	56	38	68%	81	47	58%	5	4	80%	Male	PT/JS/ TC/Flex
District Attorney	50%	280	140	17	10	59%	147	78	53%	116	52	45%	Female	PT/TC Flex
SD Unified Port Dist.	50%	6	3	1	0	0%	3	2	67%	2	1	50%	Male	None
Federal Defenders	49%	37	18	30	16	53%	N/A	N/A	N/A	7	2	29%	Male	None
Public Defenders	48%	193	93	35	16	46%	139	70	50%	19	7	37%	Male	JS
Attorney General	46%	1032	470	148	88	60%	880	381	43%	4	1	25%	Male	PT/Flex
Alt. Public Defenders	43%	53	23	7	6	86%	24	11	46%	22	6	27%	Male	None
County Counsel	43%	70	30	4	3	75%	60	25	42%	5	2	40%	Male	Flex/PT
U.S. Attorney**	41%	118	49	102	45	44%	N/A	N/A	N/A	16	4	25%	Female	PT
TOTALS	49%	2102	1033	418	238	57%	1452	698	48%	224	95	43%	33% Female	

* Work Options: JS - Job Share; PT - Part Time; Flex - Flex-time; TC - Telecommuting
** Did not respond to this year's survey. Data from the 2003 (Fam. Law Facilitators) or 2001 (US Attorney) is included.