



## **LAWYERS CLUB OF SAN DIEGO**

701 B Street, Suite 374  
San Diego, CA 92101  
(619) 595-0650 Telephone  
(619) 595-0657 Facsimile  
[www.lawyersclubsandiego.com](http://www.lawyersclubsandiego.com)

# **2005 Equality Survey**

## **Private Law Firms & Public Agencies**

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### **Lawyers Club of San Diego Equality Committee**

Tina Fryar, Littler Mendelson, Committee Chair  
Jasmin Flores, San Diego Superior Court  
Stacy Fode, Brown Law Group  
Paula Rosenstein, Rosenstein, Wilson & Dean  
Amy Tranckino, Sheppard, Mullin, Richter & Hampton  
Sachi Wilson, Attorney At Law

Administrative Assistance Provided By  
Kimberly Dammeyer, Littler Mendelson  
Marsha Smelkinson, Lawyers Club  
Jennifer Wells, Lawyers Club

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*See also article regarding the 2005 Equality Survey results published in the July 2005 issue of  
Lawyers Club News. Article also available at [www.lawyersclubsandiego.com](http://www.lawyersclubsandiego.com).*

**Lawyers Club of San Diego**  
**2005 GENDER EQUALITY SURVEY -- PRIVATE LAW FIRMS**

Law Firm	% Female Partners	Total Partners	Female Partners	% Female Attorneys	Total Attorneys	Female Attorneys	% Female Associates	Total Associates	Female Associates	Total Other Attorneys
Wilson Petty Kosmo & Turner	75%	8	6	68%	19	13	67%	9	6	2
Baker & McKenzie	45%	11	5	52%	29	15	63%	16	10	2
Koeller Nebeker Carlson & Haluck	43%	7	3	50%	18	9	55%	11	6	0
Best Best & Krieger	42%	12	5	50%	24	12	64%	11	7	1
Klinedinst	36%	14	5	42%	31	13	47%	17	8	0
Sullivan Wertz McDade & Wallace	33%	12	4	47%	19	9	80%	5	4	2
Pillsbury Winthrop Shaw Pittman*	30%	20	6	39%	46	18	50%	24	12	2
Stutz Artiano Shinoff & Holtz*	30%	10	3	27%	22	6	30%	10	3	2
Lewis Brisbois Bisgaard & Smith	29%	24	7	38%	39	15	53%	15	8	0
Kimball Tirey & St. John*	29%	14	4	41%	29	12	62%	13	8	2
Sheppard Mullin Richter & Hampton	28%	18	5	38%	37	14	38%	13	5	6
Duckor Spradling Metzger & Wynne	27%	11	3	17%	24	4	8%	13	1	0
DLA Piper Rudnick Gray Cary US	26%	57	15	34%	134	46	38%	66	25	11
Paul Hastings Janofsky & Walker*	25%	8	2	49%	39	19	55%	29	16	2
Maxie Rheinheimer Stephens & Vrevich*	22%	9	2	26%	19	5	43%	7	3	3
Branton & Wilson**	22%	9	2	20%	15	3	25%	4	1	2
Lerach Coughlin Stoia Geller Rudman Robbins	21%	42	9	37%	92	34	48%	44	21	6
Luce Forward Hamilton & Scripps*	21%	75	16	31%	145	45	52%	56	29	14
Cooley Godward	21%	24	5	34%	77	26	39%	49	19	4
Littler Mendelson	20%	10	2	47%	17	8	100%	6	6	1
Allen Matkins Leck Gamble & Mallory*	20%	20	4	31%	39	12	38%	16	6	3
Knobbe Martens Olson & Bear*	19%	16	3	13%	38	5	10%	21	2	1
Sullivan Hill Lewin Rez & Engel	18%	11	2	22%	23	5	43%	7	3	5
Fish & Richardson	17%	24	4	22%	51	11	23%	26	6	1
Higgs Fletcher & Mack	15%	39	6	25%	59	15	45%	20	9	0
Gordon & Rees*	15%	33	5	29%	77	22	41%	32	13	12
Latham & Watkins*	15%	33	5	32%	98	31	38%	60	23	5
Ross Dixon & Bell*	14%	7	1	18%	17	3	25%	8	2	2
Heller Ehrman	13%	24	3	33%	52	17	50%	28	14	0
Seltzer Caplan McMahon & Vitek	13%	32	4	21%	56	12	32%	19	6	5
Foley & Lardner	12%	17	2	36%	42	15	52%	21	11	4
Lincoln Gustafson & Cercos	11%	9	1	35%	20	7	55%	11	6	0
Hecht Solberg Robinson Goldberg & Bagley**	11%	9	1	25%	20	5	50%	8	4	3
Grimm Vranjes McCormick & Graham	11%	9	1	17%	18	3	22%	9	2	0
Neil Dymott Brown Frank & Harrison	10%	10	1	30%	23	7	46%	13	6	0
Post Kirby Noonan & Sweat	8%	12	1	18%	17	3	40%	5	2	0
Procopio Cory Hargreaves & Savitch	7%	41	3	20%	83	17	36%	25	9	17
Solomon Ward Seidenwurm & Smith	7%	14	1	27%	26	7	67%	9	6	3
Morrison & Foerster	6%	17	1	28%	57	16	37%	35	13	5
Mulvaney Kahan & Berry	0%	6	0	50%	18	9	75%	12	9	0
Paul Plevin Sullivan & Connaughton*	0%	5	0	35%	17	6	50%	12	6	0
<b>TOTALS</b>	<b>20%</b>	<b>783</b>	<b>158</b>	<b>32%</b>	<b>1726</b>	<b>554</b>	<b>44%</b>	<b>815</b>	<b>356</b>	<b>128</b>

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

Lawyers Club of San Diego  
2005 PUBLIC SECTOR 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	82%	11	9	6	5	83%	2	2	100%	3	2	67%	Female	PT/JS/ Flex
Appellate Defenders	74%	19	14	1	1	100%	3	3	100%	15	10	67%	Female	PT/JS/ Flex/TC
Family Law Facilitators	71%	17	12	N/A	N/A	N/A	17	12	71%	N/A	N/A	N/A	Female	PT
Superior Ct/ Research Attorneys	69%	51	35	N/A	N/A	N/A	46	34	74%	5	1	20%	Female	PT/JS
Ct. of App./ Research Attorneys**	63%	30	19	N/A	N/A	N/A	28	18	64%	2	1	50%	Male	PT/JS/ Flex
Legal Aid	63%	19	12	9	7	78%	7	3	43%	3	2	67%	Male	PT/JS/ Flex/TC
City Attorney**	63%	142	89	56	38	68%	81	47	58%	5	4	80%	Male	PT/JS/ TC/Flex
SD Unified Port Dist.	50%	6	3	1	0	0%	3	2	67%	2	1	50%	Male	None
Public Defenders**	48%	193	93	35	16	46%	139	70	50%	19	7	37%	Male	JS
District Attorney	47%	289	137	37	20	54%	132	73	55%	120	44	37%	Female	PT/TC Flex
Attorney General**	46%	1032	470	148	88	60%	880	381	43%	4	1	25%	Male	PT/Flex
Federal Defenders	44%	43	19	33	15	46%	N/A	N/A	N/A	10	4	40%	Male	None
Alt. Public Defenders	44%	48	21	15	10	67%	12	5	42%	21	6	29%	Male	None
County Counsel	43%	71	30	2	2	100%	63	26	41%	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
<b>TOTALS</b>	<b>48%</b>	<b>2089</b>	<b>1012</b>	<b>445</b>	<b>247</b>	<b>55%</b>	<b>1413</b>	<b>676</b>	<b>48%</b>	<b>230</b>	<b>89</b>	<b>39%</b>	<b>40%</b>	

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

\*\* Did not respond to this year's survey. Data from the 2004 is used except for US Attorney which uses data from 2001.

## **Lawyers Club Of San Diego Equality Survey Methodology**

Set forth below is a description of Lawyers Club of San Diego's 2005 Equality Survey of Private Law Firms and Public Agencies and the methodology used in connection therewith. In each respective survey, the firms and agencies are listed in descending order based upon the percentage of female partners in each private firm or the percentage of female attorneys in each public agency. If two or more entities have an identical percentage, they are listed alphabetically. All percentages have been rounded to the nearest percentile.

### **Private Sector Law Firms**

The data set forth in this portion of the survey was predominately compiled from information provided to Lawyers Club by participating San Diego law firms with 15 or more attorneys in their respective San Diego offices. The foregoing firms provided the information in response to a questionnaire Lawyers Club sent to the firms during the Spring 2005 time frame. If the information submitted to Lawyers Club reflected computational errors, *e.g.*, Total Number of Partners: 2, plus Total Number of Associates: 2, equals Total Number of Attorneys: 5, those errors were corrected before the information was inserted into the final version of the survey. If a firm did not return a completed questionnaire, Lawyers Club compiled the data set forth in the survey based on information obtained from the firm's website or Martindale Hubbell listing. The data set forth in the survey does not reflect changes in firm composition that may have occurred after the date on which each firm returned their completed questionnaires.

The first column of the survey describes the percentage of female partners in each firm. The second column describes the total number of partners in each firm. The third column describes the total number of female partners in each firm. The fourth column describes the percentage of female attorneys in each firm. The fifth column describes the total number of attorneys in each firm. The sixth column describes the total number of female attorneys in each firm. The seventh column describes the percentage of female associates in each firm. The eighth column describes the total number of associates in each firm. The ninth column describes the total number of female associates in each firm. The tenth column describes the total number of "other" attorneys in each firm, *i.e.*, attorneys who do not fall into the traditional partner or associate categories, such as special counsel, of counsel, etc.

### **Public Sector Law Firms**

The data set forth in this portion of the survey was compiled from information provided to Lawyers Club by participating public agencies in San Diego. The foregoing agencies provided the information in response to a questionnaire Lawyers Club sent to the firms during the Spring 2005 time frame. The data set forth in the survey does not reflect changes in agency composition that may have occurred after the date on which each agency returned their completed questionnaires.

The first three columns of the survey describe the percentage of females in each agency and the size and composition of the agency as a whole. The next three columns describe the composition of the entry level positions in each agency, *i.e.*, new attorneys and attorneys who have little or no supervisory responsibilities. The next three columns describe the composition of the middle level positions in each agency, *i.e.*, attorneys who have supervisory responsibilities. The next four columns describe the composition of the top echelons of each agency. The last column describes what, if any, work options, *e.g.*, job sharing, part time or flex time, the organization has available to its employees.

## 2005 Equality Survey Results

By Tina Fryar and Paula Rosenstein

The Lawyers Club Equality Committee has completed its 14th annual survey of San Diego's private firms ("private sector") and public agencies ("public sector"). A summary of the data collected is included as an insert in this newsletter and is also available on the Lawyers Club website ([www.lawyersclubsandiego.com](http://www.lawyersclubsandiego.com)). As in past years, the results of the survey illustrate the progress female attorneys have made in the San Diego legal community over the past year.

### Methodology

The data set forth in the survey was compiled from information voluntarily provided to Lawyers Club by private law firms with 15 or more attorneys in their respective San Diego offices and by public agencies in San Diego. The foregoing entities provided the information in response to a questionnaire Lawyers Club disseminated during the Spring 2005 time frame. If a private firm did not return a completed questionnaire, Lawyers Club compiled the data set forth in the survey based on information obtained from the firm's website or Martindale Hubbell listing. If a public agency did not return a completed questionnaire, Lawyers Club compiled the data set forth in the survey based on information obtained from the agency's most recent Equality Survey response. Although some private firms may have multiple office locations, the survey results reflect information relating to each firm's San Diego office only.

### Private Sector Results

#### Gender Diversity

As of Spring 2005, 32% of all attorneys in the firms included in the private sector survey were female. Of the partners and associates in those firms, 20% and 44%, respectively, were female. When compared to last year's survey results, the percentage of total female attorneys increased by 1%, the percentage of total female partners remained unchanged, and the percentage of total female associates increased by 3%.

In 10 of the 41 firms included in this year's survey, the percentage of female attorneys exceeded 40%. (Last year, the percentage of female lawyers exceeded 40% in 9 out of 40

firms.) The firms containing the largest percentage of female lawyers were Wilson Petty Kosmo & Turner (68%), Baker & McKenzie (52%), Best Best & Krieger (50%), Koeller Nebeker Carlson & Haluck (50%), Mulvaney Kahan & Berry (50%), Paul Hastings Janofsky & Walker (49%), Littler Mendelson (47%), Sullivan Wertz McDade & Wallace (47%), Klinedinst (42%), and Kimball Tirey & St. John (41%). In five of the foregoing firms (Baker & McKenzie, Koeller Nebeker Carlson & Haluck, Littler Mendelson, Sullivan Wertz McDade & Wallace, and Wilson Petty Kosmo & Turner) female lawyers also occupied leadership positions within the firms' San Diego offices.

This year, there were 4 firms in which the percentage of female partners exceeded 40%. (This is consistent with last year's results in which the percentage of female partners exceeded 40% in 3 firms.) The firms with the largest percentage of female partners were Wilson Petty Kosmo & Turner (75%), Baker & McKenzie (45%), Koeller Nebeker Carlson & Haluck (43%), and Best Best & Krieger (42%).

There were 8 firms (1 more than last year) in which the percentage of female associates exceeded 60%. The firms with the largest percentage of female associates were Littler Mendelson (100%), Sullivan Wertz McDade & Wallace (80%), Mulvaney Kahan & Berry (75%), Solomon Ward Seidenwurm & Smith (67%), Wilson Petty Kosmo & Turner (67%), Best Best & Krieger (64%), Baker & McKenzie (63%), and Kimball Tirey & St. John (62%). In 10 firms (6 more than last year), the percentage of female associates fell within the range of 50-55%.

#### Ethnic Diversity

For the second year in a row, the survey questionnaire included questions regarding the numbers of "non-white" (e.g., African American, Hispanic, American Indian, Alaskan, Asian, Pacific Islander, etc.) attorneys in private firms. In 21 of the 27 firms that responded to the questions, the percentage of non-white attorneys was less than 15%. Of those 21 firms, 4 of them (1 less than last year) had no non-white attorneys at all. There were only 6 firms in which the percentage of non-white attorneys was equal to or exceeded the 15% mark. The firms with the largest percentage of ethnically diverse attorneys were Littler Mendelson (29%),

Wilson Petty Kosmo & Turner (21%), Fish & Richardson (20%), Baker & McKenzie (17%), Cooley Godward (17%), and DLA Piper Rudnick Gray Cary (15%).

There were only 3 out of the 27 firms in which the percentage of non-white female attorneys exceeded 10%. The firms with the largest percentage of ethnically diverse female attorneys were Littler Mendelson (18%), Wilson Petty Kosmo & Turner (16%), and Baker & McKenzie (14%). In 5 of the 27 firms, the percentage of non-white female attorneys fell within the range of 5-8%. Those 5 firms are Cooley Godward (8%), Fish & Richardson (8%), Solomon Ward Seidenwurm & Smith (8%), DLA Piper Rudnick Gray Cary (7%) and Procopio Cory Hargreaves & Savitch (5%). The percentage of non-white female attorneys in the remaining 19 out of 27 firms was 4% or less. Of those 19 firms, 9 had no non-white female attorneys at all.

### Survey of Parental Leave Policies

For the fourth year in a row, the survey questionnaire included questions regarding private firms' policies on parental leave and part-time and flex-time work options. Of the 41 firms included in the survey, 23 responded to the foregoing questions. Like last year, a cluster of firms led the way with regard to maternity leave by providing their female attorneys with up to 3 months of paid leave. The firms offering the most generous leave periods were Baker & McKenzie, DLA Piper Rudnick Gray Cary, Fish & Richardson, Heller Ehrman, Lerach Coughlin Stoia Geller Rudman & Robbins, Littler Mendelson, Luce Forward Hamilton & Scripps, Morrison & Foerster, Seltzer Caplan McMahon & Vitek, and Sheppard Mullin Richter & Hampton. In some cases, the amount of paid leave available to an attorney fluctuated depending on her length of employment with the firm. In 16 of the 23 firms, part-time or flex-time employment options were available. Such arrangements were offered and/or administered by the firms on a case by case basis.

### Public Sector Results

The San Diego Volunteer Lawyers Program ("SDVLP") held on to its first place position in the public sector survey for the third year in a row. Of the attorneys at SDVLP, 82% are female, an increase of 5% from last year's

figures. Appellate Defenders jumped two positions from last year into the second place slot with 74% female attorneys. Family Law Facilitators dropped from its second place slot last year into third place this year with 71% female attorneys, a 4% decline from last year.

In five agencies, the percentage of female attorneys was equal to or exceeded the 50% mark: Superior Court (Research Attorneys) (69%), Court of Appeal (Research Attorneys) (63%), Legal Aid (63%), City Attorney's Office (63%), and San Diego Unified Port District (50%). When compared to last year's survey results, the percentage of female attorneys in those agencies remained the same, except for the percentages at the Superior Court and Legal Aid, both of which declined by 3% and 8%, respectively.

Federal Defenders, which gained the most ground last year, lost significant ground this year and dropped from 10th place to 12th place thereby erasing much of its gain. Similarly, the District Attorney's office, which moved up three places last year, has dropped two places this year and is currently back in 10th place.

Even while not responding to the survey since 2001, the U. S. Attorney's office still managed to end up in last place as it has for the past four years now with only 41% female attorneys.

Last year, we saw some bright spots with increases in the percentage of women in top level legal positions and increases in the percentages of female lawyers overall. This year we saw a 4% drop in females in top level positions, which took the statistics down to 39% -- almost back to their 2003 percentage of 38%. We also saw a 1% drop in the overall percentage of female attorneys, which brings that figure back to 48%, its 2003 number.

With Carl Poirot's retirement from SDVLP and his replacement with a woman, the overall agency head percentage increased from 33% last year to 40% this year. While we are sorry to see Mr. Poirot leave, we wish SDVLP and his successor all the best and challenge them to maintain their 1st place status in our annual survey.

The public agencies in San Diego still have a long way to go before achieving parity, and it is disappointing to see last year's modest gains reversed. We are hopeful that 2006 will bring much needed improvements for all of the agencies.

## Comment

As we noted last year, private firms and public agencies must continue to ensure equal opportunity for women in order to attract, retain, and promote the most qualified individuals. As part of that effort, firms must create and implement policies that enable their employees to balance professional demands with personal responsibilities. Some firms and agencies have already successfully implemented options such as job sharing, flex-time, telecommuting, and part-time work schedules. Lawyers Club encourages San Diego's private firms and public agencies to continue exploring innovative strategies to eliminate the barriers to equal participation and advancement of women in the law.

Lawyers Club extends its thanks to the firms and agencies participating in this year's survey.

*Tina Fryar is an attorney with Littler Mendelson and the current Chair of the Lawyers Club Equality Committee. Paula Rosenstein is a partner with Rosenstein, Wilson & Dean and a past Chair of the Equality Committee.*