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2006 Equality Survey

Private Law Firms & Public Agencies, Published June 2006

Lawyers Club of San Diego Equality Survey Publication Committee:

*Tina Fryar, Littler Mendelson, Committee Chair
Jasmin Flores-Tucker, San Diego Superior Court
Lindsay Reese, Ross, Dixon & Bell
Paula Rosenstein, Rosenstein, Wilson & Dean
Julie Saake, California Department of Transportation
Amy Tranckino, Sheppard, Mullin, Richter & Hampton
Sachi Wilson, Attorney at Law*

Administrative Assistance Provided By:

*Kimberly Dammeyer, Littler Mendelson
Paloma Hernández, Lawyers Club
Joan Friedenberg, Lawyers Club*

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See also article regarding the 2006 Equality Survey results published in the July 2006 issue of Lawyers Club News. Article also available at www.lawyersclubsandiego.com.

Lawyers Club of San Diego - 701 B Street - Suite 374 - San Diego - California - 92101 - 619-595-0650 (phone) - 619-595-0657 (FAX)

Public Sector

The data in this portion of the survey was compiled from information provided to Lawyers Club by participating public agencies in San Diego. These agencies provided the information in response to a questionnaire Lawyers Club sent to the firms in Spring 2006. 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. If a public agency did not return a completed questionnaire, Lawyers Club used data from the agency's most recent Equality Survey response.

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 next four columns describe the ethnic composition of the agencies' attorneys. 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.

Private Sector

The data 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 County offices. These firms provided the information in response to a questionnaire Lawyers Club sent to the firms during the Spring 2006 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 results matrix. If a firm did not return a completed questionnaire, Lawyers Club compiled the survey data from either the firm's website, Martindale Hubbell listing or National Association for Law Placement listing. The survey data does not reflect changes in firm composition that may have occurred after the date on which each firm returned their completed survey questionnaires or the date on which the Lawyers Club Equality Committee gathered responsive information from the foregoing alternative sources.

The first, second and third columns of the survey describe the percentage of female partners, the total number of partners and the total number of female attorneys in each firm. The fourth, fifth and sixth columns describe the percentage of female attorneys, the total number of attorneys and the total number of female associates in each firm. The seventh, eighth and ninth columns describe the percentage of female associates, the total number of associates and the total number of female attorneys 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 or of counsel). The eleventh and twelfth columns describe the percentage of "non-white" (e.g., African American, Alaskan, American Indian, Asian, Pacific Islander, Hispanic, Multi-Racial, etc.) attorneys and the total number of non-white attorneys in each firm. The thirteenth and fourteenth columns describe the percentage of non-white female attorneys and the total number of non-white female attorneys in each firm.

**Lawyers Club of San Diego
Equality Survey - Private Sector**

Law Firm	% Female Partners	Total Partners	Female Partners	% Female Attorneys	Total Attorneys	Female Attorneys	% Female Assoc.	Total Assoc.	Female Assoc.	Total "Other" Attorneys	% Non White Attorneys	Non White Attorneys	% Non White Female Attorneys	Non White Female Attorneys
Koeller Nebeker Carlson & Haluck	67%	6	4	60%	15	9	56%	9	5	0	0%	0	0%	0
Wilson Petty Kosmo & Turner	60%	10	6	61%	18	11	57%	7	4	1	28%	5	11%	2
Best Best & Krieger	47%	15	7	45%	29	13	42%	12	5	2	N.R.	N.R.	N.R.	N.R.
Duane Morris**	47%	15	7	35%	31	11	25%	12	3	4	N.R.	N.R.	N.R.	N.R.
Baker & McKenzie	45%	11	5	52%	33	17	57%	21	12	1	15%	5	12%	4
Klinedinst	43%	14	6	46%	24	11	50%	10	5	0	8%	2	4%	1
Kimball Tiley & St. John*	36%	14	5	43%	28	12	50%	14	7	0	N.R.	N.R.	N.R.	N.R.
Grace Hollis Lowe Hanson & Schaeffer	33%	6	2	40%	25	10	42%	19	8	0	N.R.	N.R.	N.R.	N.R.
Lorber Greenfield & Polito*	33%	6	2	50%	18	9	58%	12	7	0	N.R.	N.R.	N.R.	N.R.
Wertz McDade Wallace Moot & Brower	33%	12	4	45%	20	9	80%	5	4	3	5%	1	5%	1
Epsten Grinnell & Howell	30%	10	3	33%	21	7	40%	10	4	1	0%	0	0%	0
Pillsbury Winthrop Shaw Pittman	29%	17	5	36%	47	17	43%	28	12	2	11%	5	4%	2
Lewis Brisbois Bisgaard & Smith	28%	25	7	34%	35	12	50%	10	5	0	6%	2	0%	0
Duckor Spradling Metzger & Wynne**	27%	11	3	24%	21	5	22%	9	2	1	N.R.	N.R.	N.R.	N.R.
Lerach Coughlin Stoia Geller Rudman & Robbins	25%	51	13	38%	101	38	48%	42	20	8	10%	10	5%	5
Stutz Artiano Shinoff & Holtz	25%	4	1	35%	17	6	43%	7	3	0	12%	2	0%	0
Latham & Watkins	24%	33	8	39%	109	42	43%	74	32	2	18%	20	11%	12
DLA Piper Rudnick Gray Cary US***	23%	57	13	35%	141	49	44%	70	31	14	N.R.	N.R.	N.R.	N.R.
Branton & Wilson**	22%	9	2	30%	20	6	44%	9	4	2	N.R.	N.R.	N.R.	N.R.
Maxie Rheinheimer Stephens & Vrevich*	22%	9	2	28%	18	5	43%	7	3	2	N.R.	N.R.	N.R.	N.R.
Fish & Richardson	22%	23	5	26%	57	15	29%	31	9	3	23%	13	11%	6
Cooley Godward	21%	24	5	39%	76	30	49%	49	24	3	17%	13	8%	6
Sheppard Mullin Richter & Hampton***	21%	29	6	31%	84	26	24%	38	9	17	N.R.	N.R.	N.R.	N.R.
Cozen O'Connor**	20%	10	2	33%	15	5	60%	5	3	0	N.R.	N.R.	N.R.	N.R.
Gordon & Rees**	20%	35	7	38%	80	30	63%	32	20	13	N.R.	N.R.	N.R.	N.R.
Littler Mendelson	20%	10	2	47%	17	8	100%	6	6	1	24%	4	18%	3
Paul Hastings Janofsky & Walker	20%	10	2	47%	43	20	57%	30	17	3	N.R.	N.R.	N.R.	N.R.
Allen Matkins Leck Gamble & Mallory***	19%	21	4	36%	44	16	52%	21	11	2	N.R.	N.R.	N.R.	N.R.
Luce Forward Hamilton & Scripps	18%	78	14	34%	148	50	53%	62	33	8	8%	12	4%	6
Knobbe Martens Olson & Bear*	17%	18	3	16%	37	6	18%	17	3	2	N.R.	N.R.	N.R.	N.R.
Paul Plevin Sullivan & Connaughton**	17%	6	1	40%	20	8	50%	14	7	0	N.R.	N.R.	N.R.	N.R.
Seltzer Caplan McMahon Vitek	17%	42	7	25%	64	16	40%	20	8	2	16%	10	5%	3
Lincoln Gustafson & Cercos	14%	7	1	37%	19	7	50%	12	6	0	N.R.	N.R.	N.R.	N.R.
Ross Dixon & Bell	14%	7	1	25%	20	5	36%	11	4	2	0%	0	0%	0
Higgs Fletcher & Mack	14%	37	5	24%	59	14	41%	22	9	0	5%	3	2%	1
Heller Ehrman	13%	23	3	34%	59	20	47%	36	17	0	10%	6	5%	3
Solomon Ward Seidenwurm & Smith	13%	16	2	25%	24	6	67%	6	4	2	13%	3	8%	2
Procopio Cory Hargreaves & Savitch	12%	42	5	30%	89	27	57%	28	16	19	17%	15	7%	6
Foley & Lardner**	12%	17	2	36%	39	14	46%	13	6	9	N.R.	N.R.	N.R.	N.R.
Grimm Vranjes McCormick & Graham	11%	9	1	22%	18	4	33%	9	3	0	6%	1	6%	1
Hecht Solberg Robinson Goldberg & Bagley	11%	9	1	17%	18	3	29%	7	2	2	11%	2	11%	2
Neil Dymott Frank Harrison & McFall	10%	10	1	34%	29	10	41%	17	7	2	10%	3	7%	2
Kirby Noonan Lance & Hoge**	9%	11	1	24%	17	4	75%	4	3	2	N.R.	N.R.	N.R.	N.R.
Sullivan Hill Lewin Rez & Engel**	8%	12	1	17%	23	4	20%	5	1	6	N.R.	N.R.	N.R.	N.R.
Morrison & Foerster***	5%	19	1	30%	63	19	44%	39	17	5	N.R.	N.R.	N.R.	N.R.
McKenna Long & Aldridge*	0%	8	0	11%	18	2	25%	8	2	2	N.R.	N.R.	N.R.	N.R.
Daley & Heft*	0%	9	0	31%	26	8	57%	14	8	3	N.R.	N.R.	N.R.	N.R.
TOTALS	21%	877	188	34%	1977	676	46%	943	431	151	7%	137	3%	68

* Data from firm's website. ** Data from Martindale-Hubbell. ***Data from National Association for Law Placement. ****N.R. Denotes No Response Received

**Lawyers Club of San Diego
Equality Survey - Public Sector**

Agency	% Female Attys.	Total Attys.	Female Attys.	Entry Level Positions	Female ELPs	% Female ELP's	Mid-Level Positions	Female MLP's	% Female MLPs	Top-Level Positions	Female TLP's	% Female TLP's	Agency Head	% Non-White Attys.	Total Non-White Attys.	% Female Non-White Attys.	Total Female Non-White Attys.	Work Options*
SDVLP	92%	12	11	9	8	88%	2	2	100%	1	1	100%	Female	8%	1	8%	1	Flex/PT/JS
Family Law Facilitators	78%	18	14	N/A	N/A	N/A	17	13	77%	1	1	100%	N/A***	N.R.	N.R.	N.R.	N.R.	PT
Appellate Defenders	74%	19	14	1	1	100%	2	2	100%	16	11	69%	Female	16%	3	16%	3	PT/JS/ Flex/TC
Legal Aid	67%	24	16	12	9	75%	10	6	60%	2	1	50%	Male	38%	9	33%	8	PT/JS/ Flex/TC
Court of Appeals/ Research Attorneys	63%	30	19	1	1	100%	3	1	33%	26	17	65%	Male	7%	2	3%	1	Flex
Superior Court Attorneys	63%	61	38	N/A	N/A	N/A	56	37	66%	5	1	20%	Female	N.R.	N.R.	N.R.	N.R.	PT/JS
District Attorney	46%	300	139	60	29	48%	115	64	56%	125	46	37%	Female	22%	67	10%	29	PT/TC/ Flex
Attorney General	46%	1074	493	139	78	56%	901	407	45%	34	8	24%	Male	30%	322	13%	143	PT/Flex
County Counsel	45%	74	33	7	5	71%	61	27	44%	6	1	17%	Male	12%	9	7%	5	Flex/PT
San Diego Port District	40%	5	2	1	0	0%	2	1	20%	2	1	50%	Male	N.R.	N.R.	N.R.	N.R.	None
City Attorney**	63%	142	89	56	38	68%	81	47	58%	5	4	80%	Male	N.R.	N.R.	N.R.	N.R.	PT/JS/ TC/Flex
Public Defenders**	48%	193	93	35	16	46%	139	70	50%	19	7	37%	Male	N.R.	N.R.	N.R.	N.R.	JS
Federal Defenders**	44%	43	19	33	15	46%	N/A	N/A	N/A	10	4	40%	Male	N.R.	N.R.	N.R.	N.R.	None
Alt. Public Defenders**	44%	48	21	15	10	67%	12	5	42%	21	6	29%	Male	N.R.	N.R.	N.R.	N.R.	None
U.S. Attorney**	41%	118	49	102	45	44%	N/A	N/A	N/A	16	4	25%	Female	N.R.	N.R.	N.R.	N.R.	PT
TOTALS	49%	2161	1050	471	255	54%	1401	682	49%	289	113	39%	N/A	19%	413	9%	190	N/A

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

**Did not respond this year. Data from 2004 survey response is used except for U.S. Attorney which uses data from 2001 response.

*** Same head as the Superior Court