



2007 Equality Survey

Private Law Firms & Public Agencies, Published June 2007

Lawyers Club of San Diego Equality Survey Publication Committee:

Lindsay Reese, Ross, Dixon & Bell LLP, Committee Chair

Olga Alvarez, Achtel Law Firm, APC

Tina Fryar, Littler Mendelson

Gosia Kulczycka

Paula Rosenstein, Rosenstein, Wilson & Dean PLC

Administrative Assistance Provided By:

Ruth Baran, Ross, Dixon & Bell LLP

Vicky Frank, Lawyers Club

Joan Friedenber, Lawyers Club

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*See also article regarding the 2007 Equality Survey results published in the July 2007 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)

Lawyers Club Of San Diego Equality Survey Methodology

Set forth below is a description of Lawyers Club of San Diego's 2007 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 County offices. The foregoing firms provided the information in response to a questionnaire Lawyers Club sent to the firms during the Spring 2007 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 data set forth in the survey based on information obtained from either the firm's website, Martindale Hubbell listing or National Association for Law Placement 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 survey questionnaires or the date on which the Lawyers Club Equality Committee gathered responsive information from the forgoing 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 partners 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 attorneys 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 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 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.

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 2007 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. 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.

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.

Lawyers Club of San Diego Equality Survey - Private Sector

Law Firm	% Female Partners	Total Partners	Female Partners	% Female Attorneys	Total Attorneys	Female Attorneys	% Female Associates	Total Associates	Female Associates	Total "Other" Attorneys	% Non-White Attorneys	Non-White Attorneys	% Non-White Female Attorneys	Non-White Female Attorneys
Wilson Petty Kosmo & Turner	60%	10	6	58%	19	11	50%	8	4	1	37%	7	16%	3
Baker & McKenzie	50%	14	7	48%	29	14	50%	14	7	1	24%	7	14%	4
Best Best & Krieger	47%	15	7	49%	37	18	50%	18	9	4	11%	4	5%	2
Duane Morris*	44%	18	8	41%	32	13	40%	10	4	4	N.R.	N.R.	N.R.	N.R.
Klinedinst	44%	16	7	50%	28	14	58%	12	7	0	11%	3	4%	1
Kimball Tiley & St. John*	38%	13	5	43%	28	12	50%	14	7	0	N.R.	N.R.	N.R.	N.R.
Wertz McDade Wallace Moot & Brower*	36%	11	4	50%	18	9	80%	5	4	2	N.R.	N.R.	N.R.	N.R.
Pillsbury Winthrop Shaw Pittman	31%	16	5	38%	48	18	48%	27	13	3	11%	5	6%	3
Stutz Artiano Shinoff & Holtz	31%	16	5	40%	35	14	47%	19	9	0	9%	3	0%	0
Cozen O'Connor*	31%	13	4	31%	16	5	33%	3	1	0	N.R.	N.R.	N.R.	N.R.
Lewis Brisbois Bisgaard & Smith	30%	23	7	41%	37	15	57%	14	8	0	11%	4	3%	1
Epstein Grinnell & Howell	30%	10	3	40%	25	10	50%	14	7	1	0%	0	0%	0
Littler Mendelson	30%	10	3	53%	19	10	86%	7	6	2	21%	4	16%	3
Paul Plevin Sullivan & Connaughton*	29%	7	2	41%	22	9	50%	14	7	1	N.R.	N.R.	N.R.	N.R.
Branton & Wilson*	25%	8	2	38%	21	8	60%	10	6	3	N.R.	N.R.	N.R.	N.R.
Latham & Watkins***	25%	32	8	37%	114	42	41%	80	33	2	N.R.	N.R.	N.R.	N.R.
Lerach Coughlin Stoia Geller Rudman & Robbins	24%	55	13	39%	111	43	51%	39	20	17	9%	10	4%	4
Duckor Spradling Metzger & Wynne	23%	13	3	30%	23	7	57%	7	4	3	4%	1	4%	1
Lorber Greenfield & Polito	22%	9	2	40%	30	12	48%	21	10	0	10%	3	10%	3
Paul Hastings Janofsky & Walker***	22%	9	2	44%	48	21	50%	36	18	3	N.R.	N.R.	N.R.	N.R.
DLA Piper Rudnick Gray Cary US***	22%	59	13	34%	129	44	47%	59	28	11	N.R.	N.R.	N.R.	N.R.
Allen Matkins Leck Gamble & Mallory*	22%	23	5	35%	40	14	60%	10	6	7	N.R.	N.R.	N.R.	N.R.
Sheppard Mullin Richter & Hampton	21%	33	7	25%	77	19	19%	36	7	8	5%	4	1%	1
Luce Forward Hamilton & Scripps	20%	80	16	36%	157	57	55%	67	37	10	9%	14	5%	8
Gordon & Rees***	19%	36	7	34%	91	31	45%	51	23	4	N.R.	N.R.	N.R.	N.R.
Fish & Richardson***	19%	21	4	28%	50	14	35%	26	9	3	N.R.	N.R.	N.R.	N.R.
Cooley Godward Kronish	19%	27	5	37%	83	31	45%	55	25	1	17%	14	8%	7
Solomon Ward Seidenwurm & Smith	18%	17	3	19%	27	5	25%	8	2	2	11%	3	4%	1
Heller Ehrman*	17%	24	4	25%	52	13	33%	27	9	1	N.R.	N.R.	N.R.	N.R.
Seltzer Caplan McMahon Vitek	17%	42	7	26%	65	17	41%	22	9	1	12%	8	5%	3
Knobbe Martens Olson & Bear*	16%	19	3	16%	37	6	19%	16	3	2	N.R.	N.R.	N.R.	N.R.
Higgs Fletcher & Mack	15%	40	6	32%	62	20	62%	21	13	1	6%	4	3%	2
Lincoln Gustafson & Cercos*	14%	7	1	39%	18	7	55%	11	6	0	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
Procopio Cory Hargreaves & Savitch	10%	48	5	31%	110	34	50%	24	12	38	16%	18	10%	11
Foley & Lardner***	10%	20	2	34%	47	16	55%	22	12	5	N.R.	N.R.	N.R.	N.R.
Hecht Solberg Robinson Goldberg & Bagley*	10%	10	1	18%	17	3	33%	3	1	4	N.R.	N.R.	N.R.	N.R.
Kirby Noonan Lance & Hoge	10%	10	1	27%	15	4	75%	4	3	1	13%	2	0%	0
Neil Dymott Frank Harrison & McFall*	10%	10	1	33%	27	9	47%	17	8	0	N.R.	N.R.	N.R.	N.R.
Daley & Heft*	9%	11	1	23%	26	6	42%	12	5	3	N.R.	N.R.	N.R.	N.R.
Sullivan Hill Lewin Rez & Engel*	8%	13	1	21%	24	5	33%	6	2	5	N.R.	N.R.	N.R.	N.R.
Morrison & Foerster	5%	21	1	34%	67	23	49%	43	21	3	16%	11	4%	3
Grace Hollis Lowe Hanson & Schaeffer*	0%	2	0	40%	15	6	46%	13	6	0	N.R.	N.R.	N.R.	N.R.
McKenna Long & Aldridge***	0%	11	0	10%	20	2	29%	7	2	2	N.R.	N.R.	N.R.	N.R.
Ross Dixon & Bell	0%	7	0	13%	16	2	29%	7	2	2	0%	0	0%	0
TOTALS	22%	918	198	34%	2030	697	46%	948	438	161	11%	130	2%	62

*Data from firm's website. ** Data from Martindale-Hubbell *** Data from National Association for Law Placement

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	90%	10	9	9	8	89%	N/A	N/A	N/A	1	1	100%	Female	30%	3	30%	3	Flex/PT/JS	
Appellate Defenders	74%	19	14	1	1	100%	3	3	100%	15	10	67%	Female	16%	3	16%	3	PT/JS/ Flex/TC	
Superior Court Attorneys	73%	75	55	N/A	N/A	N/A	70	53	76%	5	2	40%	Female	13%	10	11%	8	PT	
Legal Aid	71%	24	17	14	10	71%	8	6	75%	2	1	50%	Male	41%	14	35%	12	PT/JS/ Flex	
Court of Appeal/ Research Attorneys	63%	32	20	1	1	100%	18	11	61%	13	8	62%	Female	6%	2	3%	1	Flex	
San Diego Port District	60%	5	3	1	0	0%	3	2	67%	1	1	100%	Male	20%	1	0%	0	None	
City Attorney	55%	171	93	59	31	53%	88	50	57%	26	12	46%	Male	N.R.	N.R.	N.R.	N.R.	PT/Flex	
Public Defenders	53%	205	108	23	14	61%	154	86	56%	28	8	29%	Male	35%	73	18%	37	JS/PT/Flex	
District Attorney	48%	307	146	47	22	47%	135	76	56%	125	48	38%	Female	23%	72	11%	35	PT/TC/ Flex	
Attorney General	48%	978	469	127	79	62%	819	381	47%	32	9	28%	Male	25%	244	13%	131	PT/Flex	
County Counsel	41%	71	29	6	4	67%	58	23	40%	7	2	29%	Male	11%	8	6%	4	Flex/PT	
Alt. Public Defenders	42%	57	24	12	6	50%	29	13	45%	16	5	31%	Male	21%	12	7%	4	None	
SUBTOTALS	51%	1954	987	300	176	59%	1385	704	51%	271	107	39%	N/A	23%	442	12%	238	N/A	
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.	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.	N.R.	PT
TOTALS	50%	2115	1055	435	236	54%	1385	704	51%	297	115	39%	N/A	23%	442	12%	238	N/A	

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

** Did not respond this year. Survey response data from 2004 used for Federal Defenders and 2001 for the U.S. Attorney