



2008 Equality Survey

Private Law Firms & Public Agencies, Published June 2008

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Contents:

2008 Equality Survey Results – Private Law Firm
2008 Equality Survey Results – Public Agencies
Methodology

See also article regarding the 2008 Equality Survey results published in the July 2008 issue of *Lawyers Club News*. Article also available at www.lawyersclubsandiego.com.
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Lawyers Club Of San Diego Equality Survey Methodology

Set forth below is a description of Lawyers Club of San Diego's 2008 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 2008 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 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 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 2008 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
2008 Equality Survey – Private Sector**

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	% Non-White Attorneys	Non-White Attorneys	% Non-White Female Attorneys	Non-White Female Attorneys
Wilson Petty Kosmo & Turner	60%	10	6	59%	22	13	55%	11	6	1	32%	7	14%	3
Best Best & Krieger	47%	17	8	56%	36	20	63%	16	10	3	11%	4	6%	2
Higgs Fletcher & Mack**	44%	36	16	49%	57	28	50%	18	9	3	NR	NR	NR	NR
Duane Morris*	41%	22	9	44%	32	14	67%	6	4	4	NR	NR	NR	NR
Kimball Tirey & St. John*	38%	13	5	41%	27	11	46%	13	6	1	NR	NR	NR	NR
Fagen Friedman & Fulfroost	38%	8	3	56%	16	9	75%	8	6	0	31%	5	13%	2
Klinedinst	38%	16	6	38%	29	11	38%	13	5	0	10%	3	3%	1
Littler Mendelson	36%	11	4	55%	22	12	78%	9	7	1	18%	4	14%	3
Pillsbury Winthrop Shaw Pittman	31%	13	4	44%	41	18	52%	27	14	1	12%	5	7%	3
Baker & McKenzie	30%	10	3	41%	29	12	47%	17	8	2	21%	6	10%	3
Wilson Sonsini Goodrich & Rosati***	29%	7	2	39%	44	17	37%	35	13	2	18%	8	9%	4
Wertz McDade Wallace Moot & Brower	27%	11	3	39%	18	7	60%	5	3	2	NR	0	NR	0
Latham & Watkins	27%	30	8	36%	121	43	39%	87	34	4	15%	18	7%	9
Lewis Brisbois Bisgaard & Smith	25%	24	6	36%	42	15	50%	18	9	0	12%	5	7%	3
Lincoln Gustafson & Cercos*	25%	8	2	35%	20	7	45%	11	5	1	NR	NR	NR	NR
Paul Plevin Sullivan & Connaughton*	25%	8	2	44%	25	11	56%	16	9	1	NR	NR	NR	NR
Coughlin Stoia Geller Rudman & Robbins	25%	57	14	42%	136	57	57%	35	20	44	13%	17	7%	9
DLA Piper Rudnick Gray Cary US	23%	56	13	34%	126	43	46%	59	27	11	14%	18	7%	9
Duckor Spradling Metzger & Wynne	23%	13	3	31%	26	8	83%	6	5	6	4%	1	4%	1
Stutz Artiano Shinoff & Holtz*	23%	13	3	39%	23	9	60%	10	6		NR	NR	NR	NR
Allen Matkins Leck Gamble & Mallory	23%	22	5	37%	41	15	56%	18	10	1	2%	1	2%	1
Fish & Richardson	22%	18	4	29%	45	13	33%	27	9	0	18%	8	9%	4
Paul Hastings Janofsky & Walker	22%	9	2	45%	42	19	50%	32	16	0	12%	5	2%	1
Sheppard Mullin Richter & Hampton	22%	32	7	30%	80	24	31%	39	12	9	15%	12	5%	4
Luce Forward Hamilton & Scripps	20%	79	16	35%	156	55	53%	64	34	11	10%	16	6%	9
Heller Ehrman***	19%	21	4	29%	45	13	38%	24	9	0	7%	3	7%	3
Cozen O'Connor*	18%	11	2	27%	15	4	50%	4	2	0	NR	NR	NR	NR
Gordon & Rees*	18%	39	7	30%	98	29	47%	30	14	29	NR	NR	NR	NR
Cooley Godward Kronish	18%	28	5	37%	92	34	44%	62	27	6	15%	14	8%	7
Seltzer Caplan McMahon Vitek	17%	46	8	28%	69	19	45%	22	10	1	10%	7	3%	2
Solomon Ward Seidenwurm & Smith	16%	19	3	19%	32	6	30%	10	3	3	16%	5	6%	2
Sullivan Hill Lewin Rez & Engel*	14%	14	2	20%	25	5	20%	5	1	6	NR	NR	NR	NR
Grimm Vranjes McCormick & Graham*	11%	9	1	18%	17	3	25%	8	2	0	NR	NR	NR	NR
Branton & Wilson*	10%	10	1	32%	19	6	50%	8	4	1	NR	NR	NR	NR
Neil Dymott Frank Harrison & McFall**	10%	10	1	26%	27	7	35%	17	6	0	NR	NR	NR	NR
Procopio Cory Hargreaves & Savitch	10%	51	5	35%	111	39	46%	26	12	33	17%	19	9%	10
Hecht Solberg Robinson Goldberg & Bagley*	9%	11	1	17%	18	3	25%	4	1	3	NR	NR	NR	NR
Morrison & Foerster	9%	22	2	36%	70	25	49%	45	22	3	16%	11	9%	6
Knobbe Martens Olson & Bear*	9%	23	2	14%	43	6	25%	16	4	0	NR	NR	NR	NR
Daley & Heft*	8%	12	1	20%	25	5	33%	12	4	1	NR	NR	NR	NR
McKenna Long & Aldridge***	8%	12	1	15%	20	3	33%	6	2	2	20%	4	65%	13
Foley & Lardner***	5%	19	1	22%	45	10	39%	23	9	3	82%	37	4%	2
Jones Day ***	0%	6	0	25%	16	4	40%	10	4	0	88%	14	0%	0
Kirby Noonan Lance & Hoge*	0%	11	0	24%	17	4	67%	6	4	1	NR	NR	NR	NR
Mintz Levin Cohn Ferris Glovsky & Popeo	0%	0	0	15%	27	4	27%	11	3	2	4%	1	0%	0
Ross Dixon & Bell	0%	16	0	25%	16	4	50%	8	4	0	13%	2	6%	1
TOTALS	22%	933	201	34%	2103	724	45%	957	434	202	12%	260	6%	117

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

**Lawyers Club of San Diego
2008 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	% Non-White Attys	Total # N/W Attys	% Female N/W Attys	# Female N/W Attys	Work Options *
SDVLP	90%	10	9	8	7	87%	1	1	100%	1	1	100%	Female	20%	2	20%	2	PT/JS/ Flex
Superior Ct. Attorneys	74%	74	55	N/A	N/A	N/A	70	53	76%	4	2	50%	Female	13%	10	11%	8	PT
Legal Aid Appellate Defenders	73%	26	19	17	13	76%	7	5	71%	2	1	50%	Male	50%	13	42%	11	PT/JS/ Flex
SD Unified Port Dist.	72%	18	13	1	1	100%	3	3	100%	14	9	64%	Female	16%	3	16%	3	Flex/TC
Ct. of App./ Research Attorneys	60%	5	3	N/A	N/A	N/A	4	2	50%	1	1	100%	Male	20%	1	0%	0	None
City Attorney Public	59%	32	19	1	1	100%	18	8	44%	13	10	77%	Female	6%	2	3%	1	Flex
County Counsel	58%	173	100	52	35	67%	91	20	22%	30	16	53%	Male	N.R.	N.R.	N.R.	N.R.	None
District Attorney General**	53%	205	109	9	7	78%	168	94	56%	28	8	29%	Male	35%	71	17%	35	JS/PT/ Flex
County Counsel	50%	314	158	43	27	63%	136	75	55%	135	56	41%	Female	24%	76	12%	37	PT/TC Flex
Alt. Public Defenders	48%	978	469	127	79	62%	819	381	47%	32	9	28%	Male	25%	244	13%	131	PT/Flex
County Counsel	46%	57	26	15	11	73%	38	13	34%	4	2	50%	Male	21%	12	9%	5	None
TOTALS	51%	1965	1010	277	184	66%	1417	680	48%	271	117	43%	42%	23%	445%	12%	238%	

* Work Options: JS - Job Share; PT - Part Time; Flex - Flex-time; TC – Telecommuting ** Did not respond to this year's survey. Data from 2007 is used.
*** N.R. - No Response **** The U.S. Attorney and Federal Defenders offices have declined to participate in the survey for the last 7 and 4 years, respectively. As a result, they will no longer be included in the chart unless they decide to participate again.