

2009 Equality Survey

Private Law Firms & Public Agencies, Published June 2009

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*See also article regarding the 2009 Equality Survey results published in the September 2009 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 2009 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/Summer 2009 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/Summer 2009 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
2009 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 Turner Kosmo	56%	9	5	63%	19	12	67%	9	6	1	26%	5	11%	2
Duane Morris	56%	18	10	57%	28	16	83%	6	5	4	11%	3	7%	2
Littler Mendelson	46%	13	6	50%	22	11	63%	8	5	1	5%	1	5%	1
Fagen Friedman & Fulfroost	44%	9	4	65%	17	11	88%	8	7	0	24%	4	12%	2
Best Best & Krieger*	40%	15	6	52%	33	17	57%	14	8	3	NR	NR	NR	NR
Kimball Tiley & St. John*	38%	13	5	46%	26	12	54%	13	7	0	NR	NR	NR	NR
Klinedinst PC	31%	16	5	31%	29	9	31%	13	4	0	10%	3	0%	0
Paul Hastings Janofsky & Walker	30%	10	3	54%	35	19	63%	24	15	1	11%	4	6%	2
Pillsbury Winthrop Shaw Pittman	29%	14	4	40%	42	17	48%	27	13	1	12%	5	7%	3
DLA Piper LLP	26%	61	16	35%	134	47	43%	61	26	12	14%	19	7%	9
Lewis Brisbois Bisgaard & Smith	25%	24	6	36%	45	16	45%	20	9	1	18%	8	9%	4
Latham & Watkins	24%	29	7	35%	127	44	38%	95	36	3	15%	19	6%	8
Coughlin Stoia Geller Rudman & Robbins	24%	50	12	41%	119	49	50%	36	18	33	14%	17	8%	9
Stutz Artiano Shinoff & Holtz**	24%	17	4	40%	40	16	52%	23	12	0	NR	NR	NR	NR
Baker & McKenzie*	22%	9	2	52%	21	11	80%	10	8	2	NR	NR	NR	NR
Paul Plevin Sullivan & Connaughton*	22%	9	2	44%	25	11	60%	15	9	1	NR	NR	NR	NR
Fish & Richardson***	22%	18	4	26%	42	11	29%	24	7	0	19%	8	7%	3
Duckor Spradling Metzger & Wynne*	21%	14	3	33%	21	7	80%	5	4	2	NR	NR	NR	NR
Wertz McDade Wallace Moot & Brower	20%	10	2	31%	16	5	50%	4	2	2	0%	0	0%	0
Allen Matkins Leck Gamble & Mallory	20%	25	5	28%	39	11	46%	13	6	1	3%	1	0%	0
Cooley Godward Kronish	20%	30	6	35%	95	33	40%	62	25	3	17%	16	6%	6
Seltzer Caplan McMahon Vitek	19%	47	9	25%	68	17	38%	21	8	0	10%	7	1%	1
Higgs Fletcher & Mack**	18%	38	7	31%	59	18	53%	19	10	2	NR	NR	NR	NR
Luce Forward Hamilton & Scripps	17%	70	12	29%	119	34	49%	43	21	6	9%	11	6%	7
Hecht Solberg Robinson Goldberg & Bagley*	17%	12	2	17%	18	3	25%	4	1	2	NR	NR	NR	NR
Wilson Sonsini Goodrich & Rosati***	17%	6	1	37%	38	14	40%	30	12	2	16%	6	5%	2
Gordon & Rees*	16%	44	7	31%	93	29	52%	25	13	24	NR	NR	NR	NR
Solomon Ward Seidenwurm & Smith**	13%	16	2	20%	30	6	33%	9	3	5	NR	NR	NR	NR
Lincoln Gustafson & Cercos**	11%	9	1	38%	24	9	57%	14	8	1	NR	NR	NR	NR
Grimm Vranjes McCormick & Graham*	11%	9	1	12%	17	2	25%	8	2	0	NR	NR	NR	NR
Neil Dymott Frank Harrison & McFall*	11%	9	1	30%	27	8	39%	18	7	0	NR	NR	NR	NR
Procopio Cory Hargreaves & Savitch	11%	54	6	27%	110	30	47%	19	9	37	16%	18	9%	10
Branton & Wilson*	10%	10	1	32%	19	6	50%	8	4	1	NR	NR	NR	NR
Morrison & Foerster	9%	22	2	32%	71	23	43%	47	20	2	15%	11	7%	5
Foley & Lardner	9%	23	2	18%	55	10	29%	28	8	4	13%	7	4%	2
Knobbe Martens Olson & Bear*	8%	24	2	20%	49	10	32%	25	8	2	NR	NR	NR	NR
Daley & Heft*	8%	12	1	27%	30	8	41%	17	7	1	NR	NR	NR	NR
Sullivan Hill Lewin Rez & Engel*	8%	13	1	27%	22	6	50%	2	1	7	NR	NR	NR	NR
Mintz Levin Cohn Ferris Glovsky & Popeo	6%	17	1	13%	31	4	23%	13	3	1	26%	8	6%	2
Sheppard Mullin Richter & Hampton	6%	17	1	27%	55	15	35%	31	11	7	13%	7	4%	2
Kirby Noonan Lance & Hoge*	0%	10	0	16%	19	3	38%	8	3	1	NR	NR	NR	NR
Jones Day ***	0%	10	0	26%	23	6	46%	13	6	0	17%	4	4%	1
Troutman Sanders LLP***	0%	7	0	22%	18	4	40%	10	4	1	22%	4	6%	1
TOTALS	20%	892	177	33%	1970	650	44%	902	401	177	10%	196	4%	84%

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

**Lawyers Club of San Diego
2009 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	% Non-White Attys	Total # N/W Attys	% Female N/W Attys to total Attys	# Female N/W Attys	Work Options *
SDVLP	87%	12	10	10	8	80%	1	1	100%	1	1	100%	Female	25%	3	25%	3	PT
Legal Aid	77%	26	20	16	13	81%	8	6	75%	2	1	50%	Male	46%	12	38%	10	PT
Appellate Defenders	75%	16	12	1	1	100%	2	2	100%	13	9	69%	Female	19%	3	19%	3	PT/ Flex
Superior Ct. Attorneys	73%	67	49	N/A	N/A	N/A	65	48	74%	2	1	50%	Male (Interim Head)	15%	10	12%	8	PT
Ct. of App./ Research	65%	31	20	1	1	100%	15	10	67%	14	8	57%	Female	6%	2	3%	1	Flex/PT
Attorneys SD Unified Port Dist.	60%	5	3	N/A	N/A	N/A	4	2	50%	1	1	100%	Male	20%	1	0%	0	None
City Attorney**	58%	173	100	52	35	67%	91	20	22%	30	16	53%	Male	N.R.	N.R.	N.R.	N.R.	None
Public Defenders	52%	201	105	7	2	29%	167	96	58%	27	7	26%	Male	34%	68	16%	33	JS/PT/ Flex
District Attorney	50%	333	165	47	29	62%	134	71	53%	152	65	43%	Female	25%	82	11%	38	PT/TC/ JS
Attorney General**	48%	978	469	127	79	62%	819	381	47%	32	9	28%	Male	25%	244	13%	131	PT/Flex
Alt. Public Defenders	45%	51	23	16	10	63%	31	11	35%	4	2	50%	Male	29%	15	14%	7	None
County Counsel	42%	73	31	20	11	55%	46	18	39%	7	2	29%	Male	14%	10	7%	5	Flex/PT
TOTALS	51%	1966	1007	297	189	64%	1383	666	48%	285	122	43%	33%	23%	450	12%	239	

* **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**