

# 2010 Equality Survey

*Private Law Firms & Public Agencies, Published September 2010*

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*See also article regarding the 2010 Equality Survey results published in the October 2010 issue of **Lawyers Club News**.*

*Article also available at [www.lawyersclubsandiego.com](http://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 2010 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 2010 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 2010 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 2010 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
1	Wilson Turner Kosmo*	56%	9	5	67%	21	14	73%	11	8	1	19%	4	10%	2
2	Duane Morris*	50%	18	9	55%	29	16	83%	6	5	5	10%	3	7%	2
3	Littler Mendelson*	50%	14	7	62%	26	16	80%	10	8	2	8%	2	4%	1
4	Best Best & Krieger*	47%	19	9	61%	36	22	76%	17	13	0	11%	4	8%	3
5	Fagen Friedman & Fulfroost*	44%	9	4	59%	17	10	75%	8	6	0	24%	4	6%	1
6	Kimball Tirey & St. John*	36%	14	5	44%	27	12	54%	13	7	0	NR	NR	NR	NR
7	Paul Hastings Janofsky & Walker	33%	9	3	56%	32	18	62%	21	13	2	13%	4	6%	2
8	Wertz McDade Wallace Moot & Brower*	33%	9	3	40%	15	6	67%	3	2	3	0%	0	0%	0
9	Lewis Brisbois Bisgaard & Smith*	28%	25	7	36%	45	16	45%	20	9	0	NR	NR	NR	NR
10	Klinedinst PC	27%	15	4	31%	26	8	36%	11	4	0	8%	2	0%	0
11	Stutz Artiano Shinoff & Holtz*	25%	12	3	32%	31	10	44%	16	7	3	NR	NR	NR	NR
12	Latham & Watkins	22%	27	6	38%	91	35	42%	59	25	5	15%	14	5%	5
13	Paul Plevin Sullivan & Connaughton*	22%	9	2	42%	26	11	56%	16	9	1	NR	NR	NR	NR
14	Pillsbury Winthrop Shaw Pittman	21%	14	3	33%	33	11	47%	17	8	2	9%	3	0%	0
15	Duckor Spradling Metzger & Wynne*	21%	14	3	37%	19	7	80%	5	4	0	NR	NR	NR	NR
16	DLA Piper LLP	20%	49	10	32%	108	35	45%	40	18	19	15%	16	7%	8
17	Allen Matkins Leck Gamble & Mallory	20%	25	5	28%	39	11	46%	13	6	1	3%	1	0%	0
18	Neil Dymott Frank Harrison & McFall*	20%	10	2	33%	30	10	40%	20	8	0	0%	0	0%	0
19	Cooley Godward Kronish	19%	26	5	36%	89	32	39%	56	22	7	19%	17	6%	5
20	Gordon & Rees*	19%	52	10	33%	101	33	47%	47	22	2	6%	6	3%	3
21	Higgs Fletcher & Mack**	24%	41	10	31%	59	18	44%	16	7	2	NR	NR	NR	NR
22	Robbins Geller Rudman & Dowd LLP	18%	44	8	28%	89	25	38%	32	12	13	NR	NR	NR	NR
23	Fish & Richardson***	18%	17	3	19%	36	7	21%	19	4	0	17%	6	6%	2
24	Seltzer Caplan McMahon Vitek*	17%	46	8	24%	66	16	40%	20	8	0	NR	NR	NR	NR
25	Wilson Sonsini Goodrich & Rosati***	17%	6	1	38%	34	13	44%	25	11	3	12%	4	6%	2
26	Hecht Solberg Robinson Goldberg & Bagley*	17%	12	2	17%	18	3	25%	4	1	2	NR	NR	NR	NR
27	Sheppard Mullin Richter & Hampton	16%	37	6	25%	73	18	27%	30	8	6	15%	11	3%	2
28	Luce Forward Hamilton & Scripps	15%	66	10	29%	109	32	56%	36	20	7	7%	8	6%	6
29	Solomon Ward Seidenwurm & Smith*	13%	16	2	21%	29	6	33%	9	3	4	0%	0	0%	0
30	Lincoln Gustafson & Cercos*	13%	8	1	45%	20	9	67%	12	8	0	NR	NR	NR	NR
31	Robbins Umeda LLP***	13%	8	1	33%	24	8	36%	11	4	5	0%	0	0%	0
32	Knobbe Martens Olson & Bear*	12%	26	3	18%	51	9	25%	24	6	1	NR	NR	NR	NR
33	Grimm Vranjes McCormick & Graham*	11%	9	1	19%	16	3	29%	7	2	0	NR	NR	NR	NR
34	Procopio Cory Hargreaves & Savitch	11%	57	6	23%	107	25	42%	19	8	31	16%	17	7%	8
35	Morrison & Foerster***	10%	20	2	35%	66	23	45%	40	18	6	17%	11	6%	4
36	Foley & Lardner	10%	20	2	22%	49	11	36%	25	9	4	12%	6	6%	3
37	Daley & Heft*	9%	11	1	28%	29	8	41%	17	7	1	NR	NR	NR	NR
38	Sullivan Hill Lewin Rez & Engel*	7%	15	1	31%	26	8	75%	4	3	7	NR	NR	NR	NR
39	Mintz Levin Cohn Ferris Glovsky & Popeo	7%	15	1	21%	33	7	29%	14	4	4	24%	8	6%	2
40	Jones Day **	0%	13	1	21%	28	6	43%	14	6	1	18%	5	4%	1
41	Kirby Noonan Lance & Hoge*	0%	10	0	18%	17	3	50%	6	3	1	0%	0	0%	0
	<b>TOTALS</b>	<b>20%</b>	<b>876</b>	<b>174</b>	<b>32%</b>	<b>1820</b>	<b>591</b>	<b>45%</b>	<b>793</b>	<b>356</b>	<b>151</b>	<b>9%</b>	<b>156</b>	<b>3%</b>	<b>62</b>

\* Data from firm's website. \*\*Data from National Association for Law Placement.

**Lawyers Club of San Diego 2010 Equality Survey – Public Sector**

Agency	% 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	91%	11	10	7	6	86%	2	2	100%	1	1	100%	Female	0%	0	0%	0	PT
Legal Aid	76%	29	22	18	15	83%	8	6	75%	2	1	50%	Male	55%	16	45%	13	PT/TC
Appellate Defenders	75%	16	12	1	1	100%	2	2	100%	13	9	69%	Female	19%	3	19%	3	PT/Flex
Superior Ct. Attorneys	71%	66	47	N/A	N/A	N/A	64	46	72%	2	1	50%	Female	15%	10	12%	8	PT
Ct. of App./ Research Attorneys**	65%	31	20	1	1	100%	15	10	67%	14	8	57%	Female	6%	2	3%	1	Flex/PT
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	57%	27	7	26%	Male	34%	68	16%	33	JS/PT/Flex
District Attorney	48%	308	149	43	24	56%	126	64	51%	139	61	44%	Female	25%	77	11%	35	PT/TC/JS/Flex
Attorney General	47%	173	81	14	10	71%	136	61	45%	23	10	43%	Male	13%	23	8%	13	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	45%	69	31	23	14	61%	40	15	38%	6	2	33%	Male	13%	9	6%	4	Flex/PT
<b>TOTALS</b>	<b>53%</b>	<b>1133</b>	<b>603</b>	<b>182</b>	<b>118</b>	<b>65%</b>	<b>686</b>	<b>335</b>	<b>49%</b>	<b>262</b>	<b>119</b>	<b>45%</b>	<b>42%</b>	<b>20%</b>	<b>224</b>	<b>10%</b>	<b>117</b>	

\* Work Options: JS - Job Share; PT - Part Time; Flex - Flex-time; TC – Telecommuting \*\* Did not respond to this year's survey. Data from 2008 (City Atty) and 2009 (Ct. of App., P.D. & Alt. P.D.) is used. \*\*\*\* The U.S. Attorney and Federal Defenders offices have declined to participate in the survey for the last 8 and 5 years, respectively. As a result, they will no longer be included in the chart unless they decide to participate again.