



WOMEN IN THE PROFESSION

2002 Report Card
PENNSYLVANIA BAR ASSOCIATION



PBA Women in the Profession

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PBA Women in the Profession

2002 Report Card Executive Summary

The 2002 Report Card is the eighth published by the Commission on Women in the Profession. What began as an overview of women's participation in the PBA has grown over the years into an overview of women's roles throughout the profession. The 2002 Report Card includes statistics on women in the 100 largest law firms in the Commonwealth (based on survey results returned by 77 of the 100 firms surveyed), women in the offices of District Attorneys and Public Defenders (based on survey results returned by 63 of the 67 District Attorney offices and all of the Public Defender offices), women in the PBA, women judges on Pennsylvania's Courts of Common Pleas and Appellate Courts, and on the Federal Courts in Pennsylvania.

PBA

- The PBA had its first and only woman President, Leslie Anne Miller, in 1999
- Women's membership was 22.9% in 1996 and is 26.2% in 2002
- Women members of the PBA Board of Governors rose from 16.7% in 1996/97 to a high of 45.8% in 1999/00. They are 25% in 2001/02.

The 2002 Report Card reflects both good and bad news for women in the profession. Women comprise 30% of the 2001/02 PBA Nominating Committee but, only 21% of the PBA House of Delegates and less than 20% of 12 committees. Women are substantially under-represented on the Councils of six Sections.

Private Firms

- Women are 32% of all lawyers, 8% of Managing Partners, 17% of Department Heads, 16% of Partners, 47% of Associates, 45% of Other Lawyers and the overwhelming majority of Part-Timers

District Attorneys' Offices

- Women are 30% of all lawyers, 13% of the District Attorneys, and 37% of First Assistants

Public Defenders' Offices

- Women are 35% of all lawyers, 18% of the Public Defenders, and 54% of First Assistants

Judiciary

State

- There are no women judges in 41 of 67 counties
- Women are 14% of the Supreme Court, 36% of the Superior Court, and 56% of the Commonwealth Court

Federal

- Eastern District: Women are 16% of District Court Judges, 36% of Magistrate Judges, and 25% of Bankruptcy Judges
- Middle District: Women are 25% of District Court Judges and there are no women Magistrate Judges or Bankruptcy Judges
- Western District: Women are 17% of District Court Judges, 40% of Magistrate Judges, and 20% of Bankruptcy Judges
- Two of the four women on the 10 member Third Circuit Court of Appeals are from Pennsylvania



Chosen From the 100 Largest Firms in Pennsylvania

The Women in the Profession's Award for the Promotion of Women to Leadership Positions

This award was established in 2002 to recognize the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. By celebrating the accomplishments of the firm that is selected to be honored, the award recognizes standards which other firms can aspire to meet. By describing the methods the firm uses to promote women to leadership positions, the award highlights successful tactics that other firms can emulate.

The important leadership positions in most firms which carry the greatest prestige and monetary awards are managing partner, equity partner, and department/section/practice group head. The representation of women in substantial percentages in these categories shows a firm's commitment to utilize and reward the talents and abilities of all of its most accomplished lawyers.

The total percentage of women in a firm does not indicate that the firm is making the best use of its talented and able women lawyers unless they are also well represented in leadership positions. Associate and non-equity partner positions may or may not be stepping-stones to true leadership positions in a firm. Part-time positions might be compatible with wholesome family life and provide some women and men with the ability to practice their profession which would not be available if they had to work full time. However, part-time positions should not be dead end positions that exclude the possibility of equity partnership or other leadership positions. Opportunities for advancement of excellent lawyers should be available in varying circumstances.

We hope to present two awards in each future year: one for a firm selected from among the very large-size firms in Pennsylvania and another selected from among the mid-sized firms which are nevertheless within the 100 largest firms in Pennsylvania.

First Award to Willig, Williams and Davidson

The first Women in the Profession Award for the Promotion of Women to Leadership Positions has been awarded to Willig, Williams and Davidson, a mid-sized firm of 34 lawyers, with offices in Philadelphia, Harrisburg and New Jersey. The firm concentrates in representing labor unions, employee benefits funds and working people. Willig, Williams and Davidson has set a standard that will be very hard for other firms to match.



There are three named partners: two women, Deborah Willig and Alaine Williams, and one man, Stewart Davidson. Of the eight equity partners, five are women. One of those women works part-time, as she did for most of her time as an associate at the firm. Two of the other women equity partners were part-time during some of their time as associates. At Willig, Williams and Davidson, working part-time as an associate does not extend the time period necessary to achieve partnership or equity partnership. The firm has a parenting policy which has been used by a number of women and two men. There are a total of 15 partners in the firm, nine women and six men. There are seven non equity-partners, four women and three men. Of the 20 associates, there are six women and 12 men. Two of the women associates work part-time. There is one male lawyer in New Jersey who is of counsel. Of the 34 lawyer total, 15 are women and 19 are men.

Deborah Willig, the Managing Partner, graduated from Temple Law School in 1975. During law school, she worked as a legal and legislative assistant for the Governor's Commission on the Status of Women. Upon graduation, she clerked for Philadelphia Common Pleas Judge Lisa Aversa Richette. Since her clerkship, she has been engaged in the practice of union labor relations and plaintiff employment law. Deborah Willig became the first woman Chancellor of the Philadelphia Bar Association in 1992 and received the association's Sandra Day O'Connor Award in 1995. This March, Womens Way presented her with its Agent of Change Award. She currently serves on the Pennsylvania Bar Association's Judicial Evaluation Commission.

Alaine S. Williams graduated from Florida State University Law School in 1979 and received a LL.M from Columbia University School of Law in 1980. She served as the Assistant and Acting Executive Director of the Florida Commission on Human Relations and also served in the U.S. Embassy in Kabul, Afghanistan in 1975, where she taught a course on the American legal system to Afghan judges and lawyers. She is an expert on public employment law and has chaired the Labor Law Committee of the Philadelphia Bar Association.

Stewart W. Davidson graduated from Harvard Law School in 1982. He practices labor law, specializing in representing employee benefit funds. He serves on multiple boards, co-chairing the Labor Advisory Board for State of Israel Funds. He has taught, and continues to teach, numerous labor and employment courses at Philadelphia area colleges and universities, and he lectures extensively in Pennsylvania and nationally.



PBA Women in the Profession

The Anne X. Alpern Award

In 1994, the Commission created an annual award to be presented to a woman attorney in Pennsylvania who has been an outstanding legal professional as well as a mentor for other attorneys. The Anne X. Alpern Award was named after the first woman to serve as a state attorney general in the United States. In 1959 Governor David Lawrence appointed Anne Alpern to the position of attorney general for Pennsylvania. Two years later, Governor Lawrence appointed Anne Alpern to the Pennsylvania Supreme Court, making her Pennsylvania's first woman appellate judge. Justice Alpern died in 1981. By naming its award in memory of this legal pioneer, the Commission honors her outstanding achievement as a role model for all women attorneys.

2002 Recipient: Lila G. Roomberg, Esquire

The 2001 Anne X. Alpern recipient is Lila G. Roomberg. Ms. Roomberg is presently Of Counsel at Ballard Spahr Andrews & Ingersoll, where she spent most of her legal career. She was an associate from 1959-1970 and became a partner in 1970. She received her law degree from the School of Law of the New York University and received a bachelor of arts degree from Washington Square College, New York University. Ms. Roomberg has served as a mentor to many women in the profession over the years.

Ms. Roomberg is an active member with both the Pennsylvania and Philadelphia Bar Associations. She serves on the Executive Council of the PBA Women in the Profession as its Newsletter and Networking Directory Editor. She was the founder of the Philadelphia Bar Association Child Care Services Committee. The Philadelphia and Pennsylvania Bar Associations have recently adopted Alternative Work Arrangement Recommendations that she co-authored. She also presently is a member of the Advisory Board of Pennsylvanians for Modern Courts and the Golda Meir Chapter of Hadassah. She received the Philadelphia Bar Association's Sandra Day O'Connor Award in 2000.

Her practice concentrated in public finance, and she was responsible for tax-exempt financing for municipalities, school districts, authorities, and health care facilities, including hospitals, nursing homes, and continuing care communities.

Prior Award Recipients

2001	Nora Barry Fischer, Esquire
2000	Honorable Carolyn E. Temin
1999	Leslie Anne Miller, Esquire
1998	Professor Marina Angel
1997	Honorable Phyllis Beck
1996	Professor Esther Clark
1995	Joy Flowers Conti, Esquire
1994	Honorable Genevieve Blatt



Pennsylvania Bar Association Methodology

The Women in the Profession Report Card was originally created to illustrate the participation and leadership roles of women in the PBA. The Report Card, produced annually, includes statistics for the five previous years. It has been expanded to assess the status of women in several areas, including the judiciary.

The sources of the data are:

2001/02 Resource Guide to the Pennsylvania Bar Association

Pennsylvania Bar Association Membership records

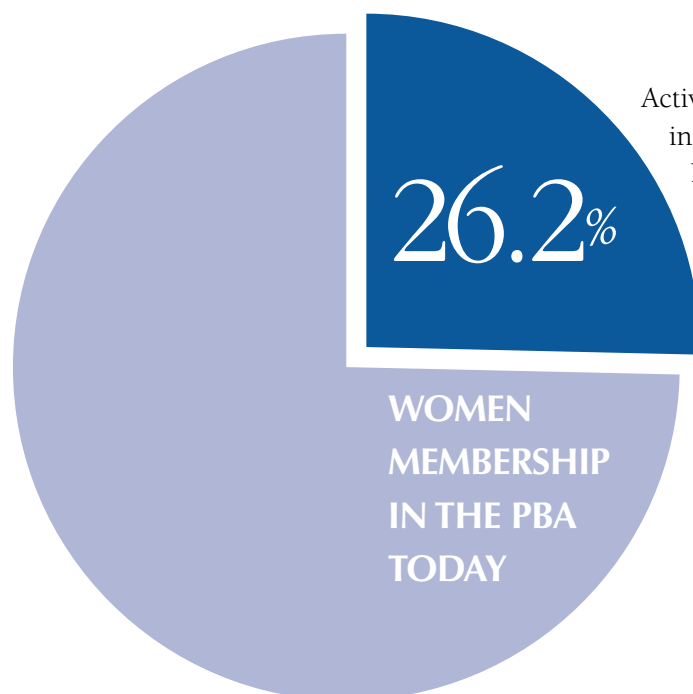
Surveys sent to all District Attorneys, all Public Defenders, and the 100 largest law firms

PALAW 2001 Annual Report on the Legal Profession

2002 PBA Lawyer's Directory and Product Guide

Some members of the PBA have gender neutral names so some errors may exist. As sample sizes can result in fluctuations of percentages, sample sizes must be recognized in the interpretation of these statistics.

Pennsylvania Bar Association Today in the PBA



Active membership in the PBA is open to any lawyer in good-standing who is admitted to practice law in Pennsylvania.

The overall PBA membership number has declined slightly since 1998, but the percentage of women members has been increasing steadily. When the first report card was issued in 1994/95, women were 23.6% of the total membership. Today women are 26.2% of the membership

■ Women – 7,137 ■ Men – 20,090
Total Members – 27,227

Source: PBA Membership Records as of April 1, 2002



Women in the Profession Survey Results Private Sector Law Firms

Women Men = % of Women

Total Lawyers	Lawyers		Managing Partners	Dept. Heads	Partners		Associates		Other							
	Women	Men			Women	Men	Women	Men	Women	Men						
726	228	498	31%	■	4	11	27%	53	279	16%	162	141	53%	33	58	24%
469	160	309	34%	■	7	43	14%	47	208	18%	98	68	59%	17	31	35%
445	158	287	36%	■	2	31	6%	21	143	13%	123	125	49%	21	12	63%
433	131	302	30%	■	4	38	10%	17	166	9%	108	130	45%	24	12	67%
393	113	280	26%	■	3	29	9%	22	176	11%	78	88	47%	9	20	31%
387	122	285	32%	■	0	12	0%	37	159	19%	73	101	42%	10	7	59%
327	106	221	32%	■	4	20	17%	24	139	15%	75	46	62%	21	22	49%
319	104	215	33%	■	2	14	13%	13	85	13%	94	101	48%	12	14	46%
294	118	176	40%	■	0	4	0%	35	85	29%	75	85	47%	6	8	43%
286	82	204	29%	■	5	7	42%	31	120	21%	55	92	37%	2	12	14%
272	83	189	31%	■	3	14	18%	15	93	14%	58	23	72%	1	3	25%
240	109	131	45%	■	7	25	22%	25	97	20%	62	48	56%	8	0	100%
232	105	127	45%	■	5	22	19%	26	89	23%	60	33	64%	9	15	38%
201	76	125	38%	■	1	6	14%	17	58	23%	43	73	37%	6	4	60%
200	68	132	34%	■	12	10	55%	14	81	15%	46	53	46%	7	1	88%
157	98	59	62%	■	5	7	42%	22	37	37%	27	27	50%	17	5	77%
151	30	121	20%	■	10	27	27%	6	87	6%	24	20	55%	7	7	50%
142	54	88	38%	■	1	5	17%	18	50	26%	37	37	50%	5	5	50%
129	43	86	33%	■	2	15	12%	11	46	19%	21	45	32%	3	3	50%
126	31	95	24%	■	0	1	0%	7	62	10%	21	33	33%	4	1	80%
113	28	85	25%	■	2	10	16%	8	49	14%	15	31	33%	5	5	50%
112	38	74	34%	■	2	17	13%	16	48	25%	11	20	35%	1	16	6%
102	19	83	19%	■	2	17	13%	5	56	8%	11	26	23%	3	1	75%
95	34	61	36%	■	2	5	29%	8	38	17%	24	20	55%	4	1	80%
87	19	68	22%	■	0	5	0%	2	31	6%	17	35	33%	0	2	0%
83	32	51	38%	■	1	9	10%	6	32	16%	21	20	51%	1	3	25%
72	16	56	22%	■	2	6	25%	3	34	8%	10	18	36%	1	6	14%
70	19	51	27%	■	1	11	8%	9	31	23%	10	14	42%	1	5	20%
69	28	41	41%		0	0	0%	9	16	36%	12	27	31%	1	4	25%
65	20	45	31%	■	2	6	25%	5	27	16%	13	15	46%	3	2	60%
56	13	43	23%	■	1	3	25%	0	33	0%	7	12	37%	2	2	50%
54	15	39	28%	■	1	4	20%	2	18	10%	13	20	39%	7	6	54%
48	14	34	29%		0	0	0%	1	16	6%	13	17	43%	5	4	56%
46	12	34	26%	■	1	10	9%	2	27	7%	8	8	50%	1	0	100%
44	13	31	30%	■	0	2	0%	6	18	25%	7	13	35%	0	0	0%
44	21	23	48%	■	2	4	33%	4	22	15%	17	1	17%	0	2	0%
42	13	29	31%	■	1	3	25%	7	21	25%	4	9	31%	0	1	0%
41	16	25	39%	■	0	3	0%	3	20	13%	12	5	71%	1	0	100%
40	10	30	25%	■	1	2	33%	1	20	5%	10	9	52%	0	0	0%

Source: Based on the survey responses received from 79 of the largest 100 law firms as identified in the PALAW 2001 Annual Report on the Legal Profession



Women in the Profession Survey Results Private Sector Law Firms

Women Men = % of Women

Total Lawyers	Lawyers		Managing Partners	Dept. Heads		Partners			Associates			Other				
	W	M		W	M	W	M	%	W	M	%	W	M	%		
39	5	34	15%	■	0	1	0%	0	20	0%	5	10	33%	0	4	0%
39	21	18	54%	■	1	1	50%	3	11	21%	21	4	84%	4	4	50%
38	10	28	26%	■	1	0	100%	1	10	9%	9	13	41%	2	3	40%
38	21	17	55%		1	3	25%	4	11	27%	13	9	54%	4	3	57%
37	5	32	14%	■	0	8	0%	2	28	7%	1	6	14%	0	0	0%
37	14	23	37%	■	2	5	29%	0	7	0%	12	15	44%	1	2	33%
37	7	30	23%	■	0	3	0%	2	13	13%	5	16	24%	0	1	0%
37	6	29	16%	■	0	3	0%	2	19	10%	6	10	38%	0	0	0%
35	10	25	28%	■	1	5	17%	2	14	13%	6	10	38%	1	2	33%
34	20	14	59%	■	5	0	100%	9	6	60%	9	9	50%	2	1	67%
33	5	28	15%	■	0	1	0%	3	25	11%	2	3	40%	0	0	0%
33	8	25	32%	■	1	3	25%	5	15	25%	5	5	50%	0	3	0%
33	11	22	33%	■	1	5	17%	1	8	11%	9	13	41%	0	2	0%
32	7	25	22%	■	1	8	11%	1	13	7%	5	13	28%	2	2	50%
32	8	24	25%	■	0	0	0%	1	9	10%	7	15	32%	0	0	0%
31	8	23	26%	■	1	5	17%	4	12	25%	4	9	31%	0	2	0%
30	4	26	13%	■	0	15	0%	0	15	0%	4	10	29%	0	1	0%
29	14	15	48%	■	0	7	0%	4	14	22%	6	5	55%	3	3	50%
28	10	18	36%	■	0	1	0%	2	5	29%	9	9	50%	1	2	33%
27	6	21	22%	■	0	6	0%	3	12	20%	4	4	50%	1	3	25%
27	15	12	56%	■	2	0	100%	5	6	45%	12	0	100%	1	3	25%
27	6	21	22%	■	1	5	17%	2	13	13%	3	8	27%	0	1	0%
26	3	23	12%	■	0	0	0%	0	13	0%	3	8	27%	1	1	50%
26	6	20	23%	■	0	0	0%	2	12	14%	2	8	20%	0	2	0%
25	6	19	24%	■	2	1	67%	0	6	0%	6	12	33%	2	1	67%
25	5	20	20%	■	5	3	63%	0	9	0%	5	9	36%	0	2	0%
25	5	20	20%	■	1	5	17%	2	14	13%	2	5	29%	0	2	0%
25	8	17	32%	■	0	3	0%	3	13	19%	3	3	50%	0	3	0%
25	4	21	16%	■	0	2	0%	0	16	0%	4	1	80%	1	3	25%
24	5	19	21%	■	0	3	0%	1	11	8%	4	6	40%	2	0	100%
23	8	15	35%	■	1	2	33%	2	8	20%	6	7	46%	1	1	50%
23	6	17	26%	■	0	0	0%	2	12	14%	4	3	57%	1	1	50%
23	2	21	10%	■	0	6	0%	1	16	6%	1	4	20%	0	1	0%
22	3	19	14%		0	0	0%	0	17	0%	0	4	0%	0	1	0%
22	4	18	18%	■	0	4	0%	0	11	0%	3	6	33%	1	1	50%
20	2	18	10%	■	0	3	0%	2	9	18%	1	8	11%	0	0	0%
20	2	18	10%	■	0	0	0%	1	11	8%	1	4	20%	0	3	0%
18	14	4	78%	■	3	4	43%	3	8	27%	8	2	80%	1	0	100%
Totals 8,317	2,735	5,612			6/79	123	584		645	3,287		1,823	2,038		306	377
Percentages		32%				17%			16%			47%			45%	

Source: Based on the survey responses received from 79 of the largest 100 law firms as identified in the PALAW 2001 Annual Report on the Legal Profession



Women in the Profession Survey Results

Private Sector Law Firms

These statistics are the result of survey forms sent to the 100 largest law firms in Pennsylvania. Follow up phone calls to firms and District Attorney and Public Defender Offices greatly increased the response rate this year. However, the phone calls revealed confusion as to the data requested, which may have resulted in some inadvertent errors in responses including slight variations in totals reported. Some responses that did not fit the final format were eliminated. The survey instruments will be revised next year. The survey forms are sent out in late January. Survey responses are voluntary and firms are promised anonymity. 2002 was the fourth year that this information was gathered. In 2002, 77 firms responded, compared to 42 firms in 2001.

For 2002 women are:

- 32% of all lawyers, compared to 28% in 2001
- 8% of Managing Partners, compared to 5% in 2001
- 17% of Department Heads
- 16% of Partners
- 47% of Associates
- Women are an overwhelming majority of Part-Timers
- 45% of Other Lawyers, e.g. Of Counsel, Specialists

Women are under-represented in the higher ranking positions of Managing Partners, Department Heads and Partners. They are over-represented in the lowest paying, least powerful and least prestigious positions of Associates and Part-Timers.



Women in the Profession Survey Results Public Sector

District Attorneys

		Women		Men		= % of Women					
Total Lawyers	Lawyers	DA	First Asst.	Part-Time	Total Lawyers	Lawyers	DA	First Asst.	Part-Time		
99	37 62	37%	■ ■	0 62	0%	5	1 4	20%	■ ■	1 0	100%
40	15 25	38%	■ ■	0 25	0%	5	1 4	20%	■ ■	1 0	100%
36	14 22	39%	■ ■	0 22	0%	4	0 4	0%	■ ■	0 3	0%
31	10 21	32%	■ ■	0 21	0%	4	1 3	25%	■ ■	1 0	100%
24	12 12	50%	■ ■	0 12	0%	4	1 3	25%	■ ■	0 1	0%
23	7 16	30%	■ ■	0 16	0%	4	0 4	0%	■ ■	0 2	0%
23	9 14	39%	■ ■	0 14	0%	4	1 3	25%	■ ■	1 2	33%
23	9 14	39%	■ ■	2 10	17%	3	0 3	0%	■ ■	0 2	0%
22	6 16	29%	■ ■	0 0	0%	3	0 3	0%	■ ■	0 2	0%
22	11 11	50%	■ ■	2 5	28%	3	0 3	0%	■ ■	0 1	0%
21	3 18	14%	■ ■	1 8	11%	3	1 2	33%	■ ■	1 0	100%
21	6 15	29%	■ ■	0 15	0%	3	0 3	0%	■ ■	0 1	0%
18	8 10	44%	■ ■	5 2	71%	3	0 3	0%	■ ■	0 0	0%
17	3 14	18%	■ ■	0 13	0%	3	0 3	0%	■ ■	0 0	0%
14	0 14	0%	■ ■	0 8	0%	3	0 3	0%	■ ■	0 1	0%
12	1 11	8%	■ ■	0 4	0%	3	0 0	0%	■ ■	0 0	0%
11	3 8	27%	■ ■	2 1	67%	2	0 2	0%	■ ■	0 1	0%
11	3 8	27%	■ ■	1 2	33%	2	0 2	0%	■ ■	0 1	0%
10	2 8	20%	■ ■	0 8	0%	2	0 2	0%	■ ■	0 2	0%
9	3 6	33%	■ ■	2 0	100%	2	0 2	0%	■ ■	0 1	0%
8	4 4	50%	■ ■	2 0	100%	2	0 2	0%	■ ■	0 0	0%
8	3 5	38%	■ ■	1 1	50%	2	0 2	0%	■ ■	0 2	0%
8	2 6	25%	■ ■	0 1	0%	2	0 2	0%	■ ■	0 2	0%
7	3 4	43%	■ ■	1 3	25%	1	0 1	0%	■ ■	0 1	0%
7	1 6	14%	■ ■	1 0	100%	1	1 0	100%	■ ■	1 0	100%
7	3 4	43%	■ ■	0 4	0%	1	0 1	0%	■ ■	0 0	0%
7	1 6	14%	■ ■	0 3	0%	1	0 1	0%	■ ■	0 0	0%
7	2 5	29%	■ ■	0 3	0%	1	0 1	0%	■ ■	0 0	0%
7	4 3	57%	■ ■	1 0	100%	1	0 1	0%	■ ■	0 0	0%
6	3 3	50%	■ ■	3 0	100%	1	0 1	0%	■ ■	0 0	0%
6	2 4	33%	■ ■	1 0	100%	1	0 1	0%	■ ■	0 0	0%
6	2 4	33%	■ ■	2 0	100%	1	0 1	0%	■ ■	0 0	0%
6	0 6	0%	■ ■	0 1	0%	1	0 1	0%	■ ■	0 0	0%
Totals	655	199 443	30%			8/63	14/38	33 289	10%		

Source: Based on the survey responses received from 63 of the 67 District Attorney Offices.



Women in the Profession Survey Results Public Sector

The statistics compiled as to the role of women in District Attorneys' Offices and Public Defenders' Offices are the result of the number of surveys returned: 63 out of the 67 District Attorneys' Offices surveyed returned forms and all of the Public Defenders' Offices surveyed returned forms. The survey response rate was up from 2001, when 44 District Attorneys' offices and 39 Public Defenders' Offices responded. The pattern of under-representation of women in the higher ranking positions and over-representation in the lower ranking positions as seen in the private sector is mirrored in the public sector. As with the private sector, the forms were sent out in late January and anonymity was promised to responding offices.

District Attorneys

For 2002, women are:

- 30% of all lawyers in District Attorneys' Offices
- 8 or 13% of District Attorneys
- 14 or 37% First Assistant District Attorneys
- 10% of Part-Timers, but Part-Time Assistant District Attorney positions are desirable positions

Public Defenders

For 2002, women are:

- 35% of all lawyers in Public Defenders' Offices
- 12 or 18% of Public Defenders
- 15 or 54% of First Assistant Public Defenders
- 19% of Part-Timers, but Part-Time Assistant Public Defender positions are desirable positions



Pennsylvania Court of Common Pleas Judges by County

	Women	Men	= % of Women				
COUNTY				COUNTY			
Adams	0	3	0%	Lackawanna	1	6	14%
Allegheny	8	32	20%	Lancaster	1	11	8%
Armstrong	0	2	0%	Lawrence	0	3	0%
Beaver	0	6	0%	Lebanon	0	4	0%
Bedford	0	2	0%	Lehigh	1	8	11%
Berks	2	10	17%	Luzerne	1	8	11%
Blair	1	3	25%	Lycoming	1	4	20%
Bradford	0	2	0%	McKean	0	1	0%
Bucks	3	7	30%	Mercer	0	3	0%
Butler	1	4	20%	Mifflin	0	1	0%
Cambria	0	5	0%	Monroe	2	3	40%
Cameron	0	1	0%	Montgomery	2	18	10%
Carbon	0	2	0%	Montour	0	2	0%
Centre	0	3	0%	Northampton	1	4	20%
Chester	4	7	36%	Northumberland	0	3	0%
Clarion	0	1	0%	Perry	0	2	0%
Clearfield	0	2	0%	Philadelphia	39	54	42%
Clinton	0	2	0%	Pike	0	1	0%
Columbia	0	2	0%	Potter	0	1	0%
Crawford	0	3	0%	Schuylkill	1	5	17%
Cumberland	0	5	0%	Snyder	1	1	50%
Dauphin	1	7	13%	Somerset	0	3	0%
Delaware	4	14	22%	Sullivan	0	1	0%
Elk	0	1	0%	Susquehanna	0	1	0%
Erie	2	6	25%	Tioga	0	1	0%
Fayette	0	5	0%	Union	1	1	50%
Forest	0	2	0%	Venango	0	2	0%
Franklin	1	3	25%	Warren	0	1	0%
Fulton	1	3	25%	Washington	2	3	40%
Greene	0	2	0%	Wayne	0	1	0%
Huntingdon	0	1	0%	Westmoreland	2	9	18%
Indiana	0	2	0%	Wyoming	0	1	0%
Jefferson	0	1	0%	York	2	9	18%
Juniata	0	2	0%				
				Totals	82	329	20%

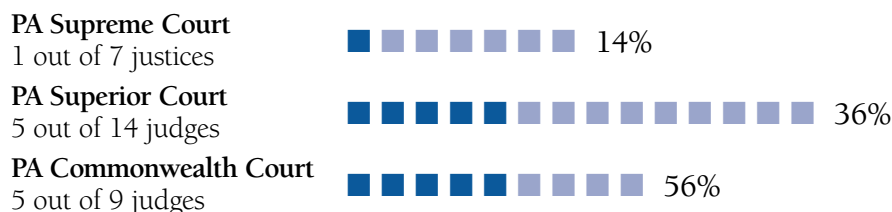
There were no women judges in 41 of 67 counties last year. The situation remains the same. There are no women judges in the same 41 counties this year. There are 82 women judges, or 20%, and 329 men. Excluding Philadelphia which has 42% women judges, women comprise 14% of the judges in the remaining counties.



Pennsylvania State Appellate and Federal Judiciary

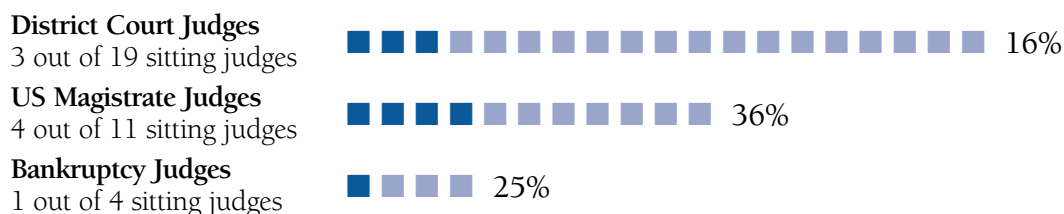
Women **Men** = % of Women

PA Appellate Judiciary

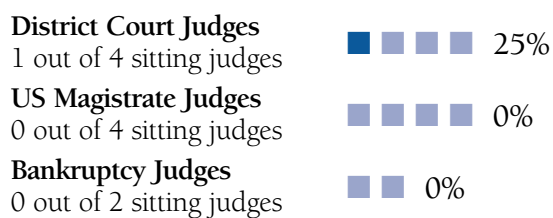


Federal Judiciary

E A S T E R N D I S T R I C T



M I D D L E D I S T R I C T



W E S T E R N D I S T R I C T



T H I R D C I R C U I T C O U R T O F A P P E A L S

The Federal Appellate Court for Pennsylvania, New Jersey, Delaware and the Virgin Islands is composed of 10 judges. Two of the four women judges are from Pennsylvania.



Pennsylvania Bar Association Members by County

	Women	Men	= % of Women				
COUNTY				COUNTY			
Adams	18	44	29%	Lackawanna	98	438	18%
Allegheny	1078	2918	27%	Lancaster	148	491	23%
Armstrong	6	36	14%	Lawrence	17	85	17%
Beaver	33	146	18%	Lebanon	26	89	23%
Bedford	3	21	13%	Lehigh	125	411	23%
Berks	124	437	22%	Luzerne	70	329	18%
Blair	30	87	26%	Lycoming	38	154	20%
Bradford	10	41	20%	McKean	2	32	6%
Bucks	165	481	26%	Mercer	20	106	15%
Butler	35	92	28%	Mifflin	5	32	14%
Cambria	30	155	16%	Monroe	26	106	18%
Cameron	0	3	0%	Montgomery	598	1660	27%
Carbon	15	39	28%	Montour	7	12	37%
Centre	48	121	28%	Northampton	86	333	21%
Chester	208	566	27%	Northumberland	7	69	9%
Clarion	3	30	9%	Perry	7	12	37%
Clearfield	10	43	19%	Philadelphia	1690	3882	30%
Clinton	1	29	3%	Pike	7	24	27%
Columbia	9	40	18%	Potter	3	12	20%
Crawford	21	78	21%	Schuylkill	42	142	23%
Cumberland	110	326	25%	Snyder	5	17	23%
Dauphin	535	1228	30%	Somerset	15	60	20%
Delaware	239	678	26%	Sullivan	1	4	20%
Elk	3	19	14%	Susquehanna	4	22	15%
Erie	84	414	17%	Tioga	4	34	11%
Fayette	26	89	23%	Union	8	26	24%
Forest	0	3	0%	Venango	8	50	14%
Franklin	34	88	28%	Warren	5	29	15%
Fulton	2	7	22%	Washington	66	203	25%
Greene	8	26	24%	Wayne	10	44	19%
Huntingdon	4	30	12%	Westmoreland	104	380	22%
Indiana	13	51	20%	Wyoming	8	13	38%
Jefferson	4	35	10%	York	91	334	21%
Juniata	1	12	8%				

With some exceptions, women are more heavily represented in large urban counties (e.g. Philadelphia in the east and Allegheny in the west) and their surrounding suburban counties (e.g. Bucks, Chester, Delaware and Montgomery in the east and e.g., Butler, Washington and Westmoreland in the west).



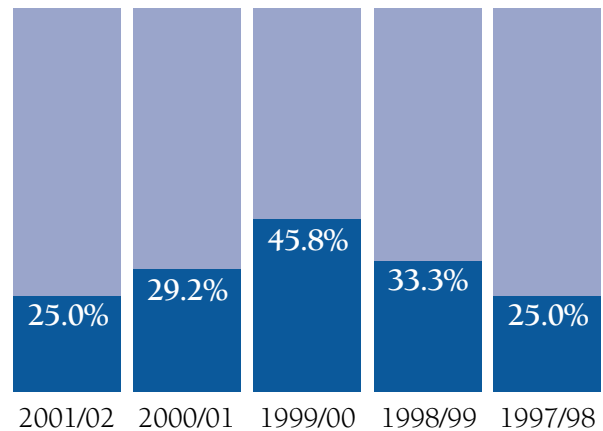
The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of the following members:

- PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer)
- the Immediate Past President
- three representatives from the Young Lawyers Division
- one Zone Governor from each of the twelve zones
- two governors-at-large (one minority governor and one woman governor)

The Pennsylvania Bar Association has welcomed women lawyers into its leadership. The participation of women on the Board of Governors grew during the 1990s. This was due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. The steady improvement from 1995/96 to 1999/00 was reversed, in 2000/01 as the number of women on the Board decreased by 4 from the previous year. This year 6 women comprise 25% of the Board.

- Women were 16.7% of the Board of Governors in 1996/97, 45.8% in 1999/00, and are 25% today
- The number of women decreased from 11 in 1999/00 to 6 in 2001/02

Pennsylvania Bar Association Board of Governors



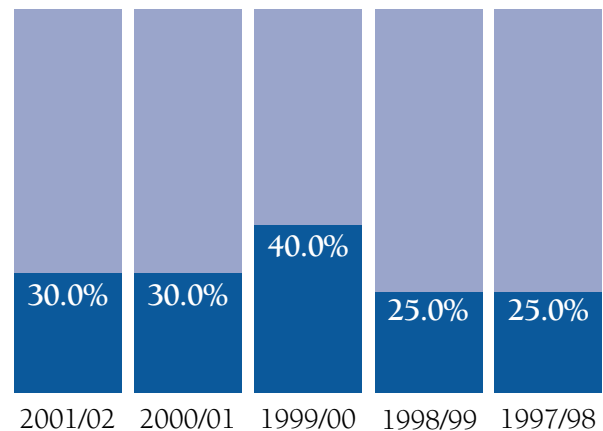
Women
 Men
 = % of Women
 2001/02
 Women = 6
 Men = 18
 Total = 24

Pennsylvania Bar Association Nominating Committee

The Nominating Committee selects one candidate for each of the general offices of the association to be presented to the House of Delegates for consideration. The committee, derived from the Board of Governors, consists of:

- all zone governors
- the minority governor
- the woman governor
- the five living immediate past presidents of the PBA
- the immediate past chair of the Young Lawyers Division

- Women held 40% of Nominating Committee seats in 1999/00 and 30% both last year and this year.



Women
 Men
 = % of Women
 2001/02
 Women = 6
 Men = 14
 Total = 20



Pennsylvania Bar Association House of Delegates

The House of Delegates sets the policy of the PBA and is comprised of the following members:

PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer)

all Zone Governors

one member from each zone for each 100 active members

one additional member from each unit membership zone

living former PBA presidents and chairs of the House

one representative of each county bar association the preceding secretary, treasurer and zone governors

delegates of sections and the Young Lawyers Division

the Attorney General of Pennsylvania

state delegates to the ABA House

the Court Administrator of Pennsylvania

deans of Pennsylvania law schools

Participation by women in the House of Delegates was 25% in 1999/00, 19.9% in 2000/01, and is 21% in 2001/02. The percentage of delegates does not mirror the percentage of women PBA members, which is 26.2% in 2001/02.

In 1999/00 there were 87 women delegates and this year there are 86. This year, each of the 12 zones has women delegates, but in Zones 2 and 4 they comprise only 6.7% of the delegates.

Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone. The members of the House of Delegates are selected by election within each zone.

Since 1996, the following Zones have consistently had high percentages of women Delegates:

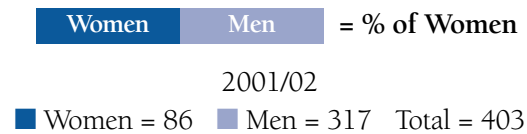
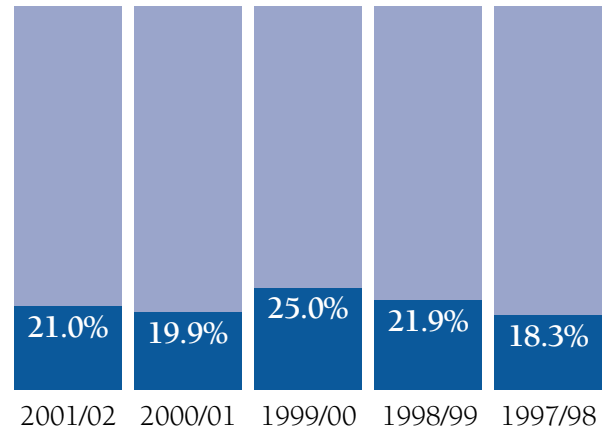
- Zone 3 - Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry and York
- Zone 6 - Fayette, Greene, Washington and Westmoreland
- Zone 12 - Allegheny

This year, the following Zones have less than 18% women Delegates:

- Zone 2 - Berks, Carbon, Lehigh, Northampton and Schuylkill
- Zone 4 - Columbia, Lycoming, Montour, Northumberland, Snyder, Tioga and Union
- Zone 5 - Bradford, Lackawanna, Luzerne, Monroe, Pike, Sullivan, Susquehanna, Wayne and Wyoming
- Zone 7 - Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren and Venango
- Zone 8 - Bedford, Blair, Cambria, Fulton, Huntingdon, Indiana, Mifflin and Somerset
- Zone 11 - Cameron, Centre, Clearfield, Clinton, Elk and Potter

Zone 1, Philadelphia, fell from 24.5% women delegates in 1997/98 to 18.1% this year.

Delegates

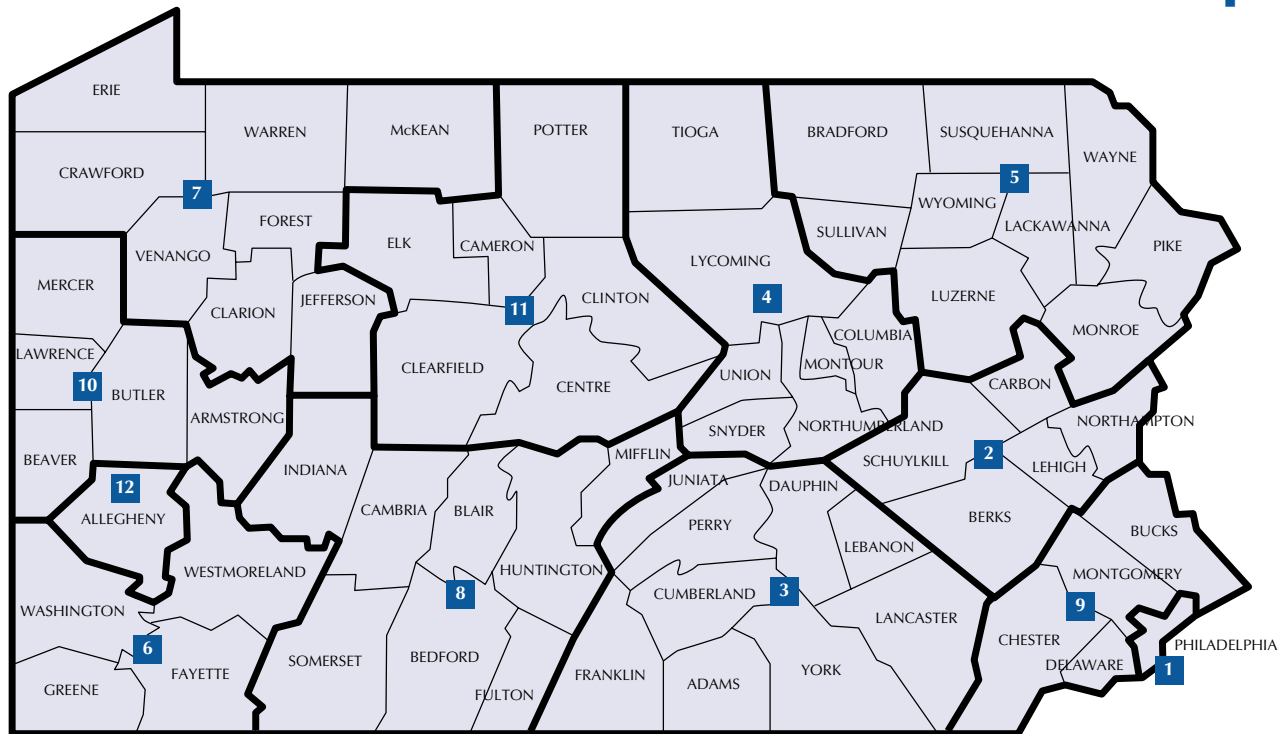




Pennsylvania Bar Association House of Delegates – by Zone

	Women		Men		= % of Women	2001/02		2000/01		1999/00		1998/99		1997/98	
Zone 1	13	59	18.1%	11	52	17.7%	13	46	22%	14	44	24.1%	13	40	24.5%
Zone 2	2	28	6.7%	2	26	7.1%	3	23	11.5%	3	23	11.5%	3	21	12.5%
Zone 3	22	39	36.1%	16	31	34%	14	28	50%	12	28	30%	11	23	32.4%
Zone 4	1	14	6.7%	0	12	0%	0	11	0%	2	9	18.2%	1	10	9.1%
Zone 5	3	21	12.5%	2	21	8.7%	2	22	8.3%	2	21	8.7%	3	19	13.6%
Zone 6	5	17	22.7%	6	13	31.6%	4	13	23.5%	4	12	25%	3	11	21.4%
Zone 7	3	16	15.8%	1	16	5.9%	1	16	5.9%	2	14	12.5%	2	14	12.5%
Zone 8	3	14	17.6%	1	14	6.7%	1	14	6.7%	1	13	7.1%	0	14	0%
Zone 9	11	49	18.3%	10	44	18.5%	10	44	18.2%	10	41	19.6%	6	42	12.5%
Zone 10	3	11	21.4%	3	10	23.1%	4	8	33.3%	4	8	33.3%	1	7	12.5%
Zone 11	2	10	16.7%	2	8	20%	2	8	20%	1	9	10%	0	9	0%
Zone 12	18	39	31.6%	15	31	32.6%	15	29	34.1%	15	28	34.9%	10	26	38.5%

Pennsylvania Bar Association Zone Map





Pennsylvania Bar Association Committees

Women Men = % of Women

Committee	2001/02			2000/01			1999/00			1998/99			1997/98		
Advertising *	1	18	5.3%	2	17	10.5%	4	18	18.2%	4	18	18.2%	3	18	14.3%
Agricultural Law	11	38	22.5%	11	33	25.6%	14	36	28%	11	37	22.9%	9	32	22%
Alternative Dispute Resolution	41	134	23.4%	47	132	26.3%	51	159	24.3%	43	110	28.1%	38	107	26.2%
Amicus Curiae Brief*	2	9	18.2%	1	9	10%	0	9	0%	0	11	0%	0	10	0%
Bar/Press*	6	11	35.3%	4	11	36.4%	4	15	21.2%	3	16	15.8%	2	12	14.3%
Bylaws	4	8	33.3%	3	8	27.3%	3	9	25%	5	8	38.5%	3	8	27.3%
Charitable Organizations	20	52	27.8%	11	23	32.4%									
Children's Rights	45	22	67.2%	60	23	72.3%	59	18	76.6%	46	20	70%	41	17	70.7%
Civil and Equal Rights	20	58	25.6%	29	57	33.7%	39	74	34.5%	21	53	28.4%	18	47	27.7%
Client and Community Relations*	12	38	24%	14	31	31.1%	24	37	35.8%	14	27	34.1%	4	9	30.8%
Commission on Multidisciplinary Practice*	6	33	15.4%	6	33	15.4%	6	33	15.4%				4	13	23.5%
Committee on the Corrections System	10	30	25%	8	36	18.2%	16	35	31.4%	14	27	34.1%	11	36	23.4%
Council on Judicial Independence	12	45	21.1%	18	48	27.3%	20	46	30.3%						
Delivery of Legal Services for the Needy II	11	19	36.7%	12	21	36.4%	13	20	39.4%	13	18	41.9%			
Editorial Board*	5	13	27.8%	5	13	27.8%	5	13	27.7%	5	13	27.7%	5	13	27.7%
Equal Justice for the Poor	24	32	42.9%	20	25	44.4%	25	33	43.1%	22	37	37.8%	24	41	37%
Government Lawyers	121	156	43.7%	101	133	42.8%	130	180	41.9%	108	174	38.3%			
Health Care Law	61	109	35.9%	58	108	34.9%	76	154	33%	56	109	33.9%	59	112	34.5%
In-House Counsel	38	85	30.9%	45	122	26.9%	51	128	28.5%	28	75	27.1%	34	72	32.1%
Insurance Staff Attorney	16	57	21.9%												
Judicial Administration	12	84	12.5%	13	96	11.9%	23	137	14.4%	24	118	16.9%	24	120	16.6%
Judicial Campaign Advertising Board*	5	10	33.3%	5	10	33.3%	5	10	33.3%	6	10	37.5%	6	9	40%
Judicial Evaluation Commission	7	11	38.9%	6	11	35%	7	11	38.9%	7	11	38.9%			
Lawyers Assistance	4	40	9.1%	3	36	7.7%	7	42	14.3%	8	37	17.8%	5	39	11.4%
Law-Related Education*	9	9	50%												
Legal Ethics & Professional Responsibility*	13	46	22%	12	48	20%	13	53	19.7%	12	53	18.5%	10	50	16.6%
Legal Services for Exceptional Children	31	22	58.5%	30	28	51.7%	36	33	52.2%	30	35	46.1%	32	31	50.8%
Legal Services to Persons with Disabilities	16	33	32.7%	14	33	29.8%	9	42	17.6%	11	30	26.8%	15	33	31.2%
Medical and Health Related Issues	18	38	32.1%	21	39	35%	23	52	30.7%	17	43	28.3%	18	39	31.6%
Medical Society/Bar Association*	2	11	15.4%	2	12	14.3%	4	6	40%	3	7	30%			
Membership Development	8	21	27.6%	10	17	37%	12	17	41.4%	9	17	34.6%	8	14	36.4%
Minority Bar	28	41	40.6%	34	49	40.9%	35	48	42.2%	34	53	39.1%	21	25	45.7%
PBA Comm. on Women in the Profession	162	3	98.2%	171	3	98.3%	171	3	98.3%	139	2	98.6%	77	3	96.3%
PABAR-PAC*	4	6	40%	42	5	44.4%	5	5	50%	42	6	40%	4	5	44.4%
PBA Task Force on Quality of Life/Balance	24	26	48%	5	30	45.5%	26	28	48.1%						
Plain English	15	26	36.6%	20	34	37%	20	28	41.7%	4	6	40%	3	3	50%
Professional Liability	51	61	7.6%	10	57	14.9%	8	68	10.5%	62	63	12.5%	8	13	38.1%
Professionalism	4	54	20.1%	18	60	23.1%	22	61	26.5%	4	56	30%	8	50	13.8%
Senior Lawyers	3	85	3.4%	3	86	3.5%	4	129	3%	4	125	3.1%	23	49	31.9%
Specialization*	3	13	18.8%	2	14	12.6%	2	14	12.6%	2	13	13.3%	10	208	4.6%
Sports, Entertainment & Art	14	64	17.9%	15	69	17.9%	15	84	15.2%	13	64	16.9%	2	12	14.3%
Statutory Law	10	44	18.5%	16	37	30.2%	12	42	22.2%	16	42	27.6%	16	75	20.9%
Unauthorized Practice of Law	18	65	21.7%	11	63	14.9%	7	56	11.1%	12	44	21.4%	6	65	8.5%
Visions and Trends*	2	12	14.3%										11	43	20.4%

* denotes appointed committee



Pennsylvania Bar Association Committees

In 2001/02, there are 44 active committees listed in the Resource Guide to the PBA. Each committee addresses an area of concern in the practice of law. Generally committees have chairs and vice chairs.

Participation of women on committees continues to fluctuate from year to year. In reviewing the percentage of women on committees, it is important to keep in mind that women represent 26.2% of the total PBA membership in 2001/02.

In 2001-02, 19 women serve as chairs or co-chairs of the 44 active committees. Twenty-one women serve as vice chairs.

The following 12 committees have below 20% women membership:

- 5.3% Advertising*
- 18.2% Amicus Curiae Brief*
- 15.4% Commission on Multidisciplinary Practice*
- 12.5% Judicial Administration
- 9.1% Lawyers Assistance
- 15.4% Medical Society/Bar Association*
- 7.6% Professional Liability
- 3.4% Senior Lawyers
- 18.8% Specialization*
- 17.9% Sports, Entertainment & Art
- 18.5% Statutory Law
- 14.3% Visions and Trends*

* denotes appointed committee



Pennsylvania Bar Association Sections

	2001/02			Chair	Vice Chair	Secretary/Treasurer	Section Delegate	2000/01			1999/00		1998/99		1997/98	
	Members	Council	% of Women					Members	Council	% of Women	Members	Council	% of Women	Members	Council	% of Women
Administrative Law																
Members	60	201	23%					64	205	24%	59	204	22%			
Council	3	5	38%	■	■			3	7	30%	3	7	30%	2	4	33%
Aeronautical Law																
Members	7	38	16%					6	41	13%	6	44	12%			
Council	0	3	0%	■			■	0	3	0%	0	5	0%	0	3	0%
Business Law																
Members	463	1953	19%					475	1971	19%	606	3309	16%			
Council	8	12	40%	■	■	■	■	8	14	36%	4	15	21%	3	8	27%
Civil Litigation																
Members	630	3135	17%					604	3190	16%	443	1935	19%			
Council	6	14	30%	■	■	■	■	4	18	18%	6	10	38%	1	12	8%
Criminal Law																
Members	132	674	16%					127	699	15%	106	704	13%			
Council	0	6	0%	■	■	■	■	0	16	0%	0	4	0%	0	3	0%
Education Law																
Members	102	244	30%					96	252	28%	92	267	26%			
Council	1	7	13%	■			■	1	6	14%	1	6	14%	1	4	20%
Elder Law																
Members	110	313	26%													
Council	7	13	35%	■	■	■	■									
Environmental Law																
Members	101	468	18%					120	492	20%	114	509	18%			
Council	4	8	33%	■	■	■	■	5	7	42%	5	6	45%	3	3	50%
Family Law																
Members	672	1025	40%					656	1064	38%	643	1076	37%			
Council	15	15	50%	■	■	■	■	13	14	48%	13	12	52%	11	10	52%
Intellectual Property																
Members	94	335	22%					84	340	20%	64	265	17%			
Council	3	19	14%	■	■	■	■	3	18	14%	2	15	12%	0	14	0%
Int'l. & Comparative																
Members	37	130	22%					38	137	22%	42	147	22%			
Council	2	5	29%	■		■		2	5	29%	2	5	29%	2	3	40%
Labor & Employment																
Members	346	820	30%					336	808	29%	307	808	28%			
Council	2	18	10%	■	■	■	■	2	18	10%	2	16	11%	2	13	13%
Municipal Law																
Members	122	840	13%					124	853	13%	107	878	11%			
Council	1	9	10%	■		■	■	1	9	10%	1	9	10%	1	8	11%
Public Utility Law																
Members	60	172	26%					53	187	22%	49	196	20%			
Council	5	5	50%	■	■	■	■	5	4	56%	5	5	50%	2	3	40%
Real Property Law																
Members	625	2599	19%					533	2672	17%	527	2725	16%			
Council	3	13	19%	■	■	■	■	5	14	26%	4	12	25%	4	7	37%
Solo & Small Firm																
Members	197	890	18%					198	911	18%	212	939	18%			
Council	6	16	27%	■	■	■	■	7	17	29%	6	14	30%	5	9	36%
Tax Law																
Members	188	878	18%					180	920	16%	168	930	15%			
Council	0	15	0%	■	■	■	■	0	15	0%	1	12	8%	1	5	17%
Workers Comp.																
Members	230	1021	18%					233	1098	18%	230	1157	17%			
Council	3	14	18%	■	■	■	■	1	17	6%	1	14	7%	2	10	17%

Blank spaces denote positions not filled within section leadership. Two blocks in one column indicate two people hold the position.



Pennsylvania Bar Association Sections

There are currently 18 sections in the Pennsylvania Bar Association. Sections are comprised of active PBA members, and any PBA member may become a member of any section or sections upon payment of section dues. Each section has a chair and may have a vice chair, secretary, treasurer, and other officers.

In 2001/21, are 3 women section chairs and 3 women vice chairs, as compared to 1 woman chair and 5 vice chairs in 2000/01. Secretary/Treasurer positions held by women increased to 4 this year as compared to 3 in 2000/01. There are 2 Section Delegates as compared to 3 in 2000/01.

Women are substantially under-represented in comparison to section membership on the councils of 6 sections:

	Membership	Council
■ Aeronautical Law	16%	0%
■ Criminal Law	16%	0%
■ Education Law	30%	13%
■ Intellectual Property	22%	14%
■ Labor & Employment	30%	10%
■ Tax Law	18%	0%

Women have consistently been unrepresented or under-represented in the leadership of 4 of these sections: Aeronautical Law, Criminal Law, Labor & Employment Law and Tax Law. This year, there are no women on the councils of 3 of these 4 sections: Aeronautical Law, Criminal Law, and Tax Law.



Pennsylvania Bar Association Young Lawyers Division Leadership

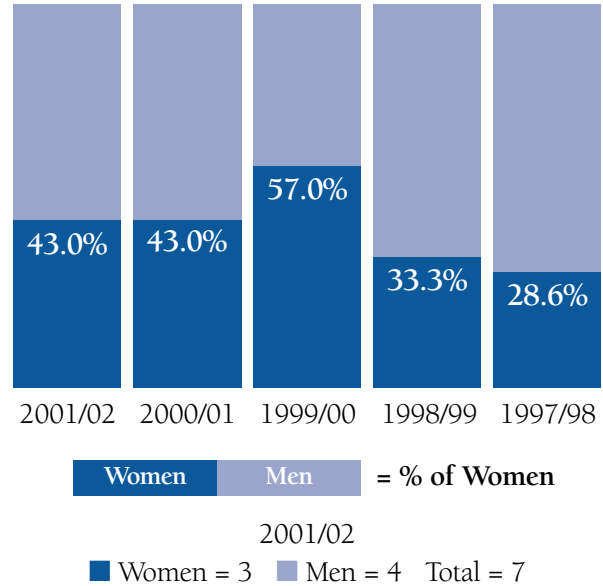
The PBA Young Lawyers Division represents slightly less than one-third of the association's membership. Members are lawyers who are 36 years of age or younger or who have been practicing law for five years or less, regardless of age. The leadership positions in the Young Lawyers Division are:

- Chair
- Chair-Elect
- Immediate Past Chair
- Secretary
- Treasurer
- Division Delegate
- ABA/YLD District Representative

It bodes well for the future of the Young Lawyers Division that women continue to participate actively in its leadership roles.

This year, just as last year, 43% of the leadership positions, 3 of 7 officers, are held by women.

- The Immediate Past Chair is a woman
- The Division Delegate is a woman
- The ABA/YLD District Representative is a woman.





Pennsylvania Bar Association Report Card Conclusion

For the eighth year, the PBA Commission on Women in the Profession has prepared a Report Card. Originally patterned after the ABA Report Card, the PBA Commission on Women in the Profession Report Card has evolved every year. It has changed and expanded with the hope of illuminating the roles of women in the Pennsylvania Bar Association and the legal profession.

Starting in 1994, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Eight years later, this is still an important focus of the Report Card, but the Report Card has grown to include more information on women within the profession. The 2002 Report Card looks at numbers and positions of women in private law firms as well as public offices such as District Attorneys and Public Defenders. For the third time, numbers on women in the judiciary are reported.

The Commission on Women in the Profession issues this Report Card yearly to serve as a measure of the evolving participation of women in the legal profession in Pennsylvania. The Commission hopes, in keeping with our Mission Statement, the Report Card will help identify barriers as well as reveal opportunities for women within the profession.

The Women in the Profession's Award for the Promotion of Women to Leadership Positions was established this year to recognize the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. The important leadership positions in most firms which carry the greatest prestige and monetary awards are managing partner, equity partner, and department/section/practice group head. The representation of women in substantial percentages in these categories shows a firm's commitment to utilize and reward the talents and abilities of all of its most accomplished lawyers. By honoring a firm, the award recognizes standards which other firms can aspire to meet and highlights successful tactics which other firms can emulate.

It remains the belief and goal of this Commission that with all members working together, we will create a strong and vital profession and PBA. Together we will be prepared to meet the challenges facing our society and profession.

2002 Report Card Committee

Marina Angel, *Chair, Temple University School of Law*

Barbara Welsh, *Vice Chair, Mental Health Division, Maryland Public Defender Office*

Mary Austin, *UPMC Health System*

Karen Engro, *University of Pittsburgh Law School*

Joan Schwartz, *Teleflex Incorporated*

Jennifer Zimmerman, *PBA Staff Liaison*



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PBA Women in the Profession **Mission Statement**

The mission of the Pennsylvania Bar Association (“PBA”) Commission on Women in the Profession is to assure full and equal participation of women in the PBA, the legal profession and the justice system. In order to achieve this mission, the Commission is to:

1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession and ways and means by which women can utilize the Bar Association as a continuing organization to help solve and resolve problems unique to women in the profession.
2. Monitor the current status of women in the legal profession, identify their career paths and goals, and promote their advancement and achievement.
3. Develop educational programs to address discrimination against women lawyers and the unique barriers they encounter in pursuing their professional careers.
4. Make recommendations to the PBA Board of Governors and House of Delegates for action on issues the Commission identifies.
5. Make recommendations to the Courts, legislature and other groups within the justice system on issues the Commission identifies through the approval of the Board of Governors and House of Delegates.



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