

Women in the Profession

16th ANNUAL REPORT CARD

PENNSYLVANIA BAR ASSOCIATION

Welcome to the 2010 Pennsylvania Bar Association's Commission on Women in the Profession Report Card which marks its 16th year. In the fall of 2009 the Report Card Committee was asked to evaluate whether the Report Card remained a valuable annual project for the Commission. The consensus was that there was value in obtaining data on the number of women in large private law firms, certain public offices, the judiciary and the Pennsylvania Bar Association. However, there were also concerns that for years the Report Card has highlighted where women are not rather than where women are in the legal profession.

In order to address these concerns, for 2010, the Report Card has expanded to highlight the women in the legal profession who practice in small firms, solo practice or in government agencies. By profiling the experiences of these women, the Report Card hopes to illuminate where women are practicing and what choices led them there. The Commission is indebted to Barbara Seaman Ochs and Melinda Ghilardi for interviewing these women and sharing their stories.

The sixteenth Report Card continues to provide concrete data on the number of women practicing in large firms, as public defenders, district attorneys and as judges while becoming relevant to women practicing in other areas. It is the Commission's continued hope that the Report Card will help identify barriers as well as reveal opportunities for women within the profession.

Denina Kessler Lieber
2009 Report Card Committee Co-Chair

Molly Barker Gilligan
2010 Report Card Committee Co-Chair

Lila G. Roomberg
2009 Report Card Committee Co-Chair

Renee Mattei Myers
2010 Report Card Committee Co-Chair



Women in the Profession 16th ANNUAL REPORT CARD

REPORT CARD MISSION

For the sixteenth 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 1995, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Sixteen 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 2010 Report Card looks at numbers and positions of women in private law firms as well as public offices, such as District Attorney and Public Defender Offices, and in the judiciary. This year, the report card has expanded again, and includes profiles of women in small firms, solo practice, and government.

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.

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:

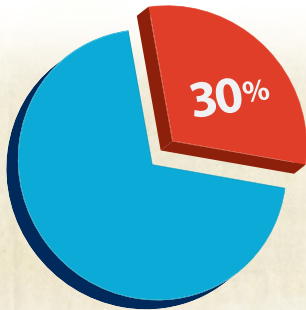
1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities, and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession, and 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 approval of the Board of Governors and House of Delegates.

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Today in the PBA

- Women = 8,407
- Men = 19,667
- Total = 28,074



2010 REPORT CARD EXECUTIVE SUMMARY

PBA

- Women’s membership in the PBA continues to increase both numerically and proportionally since the first Report Card was issued in 1995.

Women were 30% of the PBA during the 2009 Bar Year.

- Gretchen A. Mundorff, President-Elect for the 2009 Bar Year, will be the second woman President of the PBA. The PBA had its first woman President, Leslie Anne Miller, in 1999.
- Women comprise 28% of the House of Delegates during the 2009 Bar Year.
- Women were 20.8% of the PBA Board of Governors in 1995, rose to a high of 45.8% in 2000, and were 32% in the 2009 Bar Year, 8% higher than the previous Bar Year.
- Women were 9% of the Nominating Committee in 1995, and were 41% in the 2009 Bar Year.
- In 1995, there were 38 committees with 12 women solo chairs, 32%. During the 2009 Bar Year, there were 48 committees: 29 had women solo chairs, 60%.

The President-Elect appoints the chairs of committees.

The Commission on Women in the Profession had over 700 members during the 2009 Bar Year, almost six times as many members as the next largest committee. Women are a majority of total committee membership, 56%.

- In 1995, there was 1 woman section chair. For the 2009 Bar Year, 6 section chairs were women, 33%. Sections elect their own chairs.
- In 1995, there was only 1 woman out of 16 section representatives to the House of Delegates. During the 2009 Bar Year, there were 6 women out of 17 section representatives to the House of delegates, or 35%, a 16% increase from the prior year.

The Young Lawyers Division, which includes all women and men under 38, is 31% of PBA members. Women comprise 45% of the Young Lawyers Division for 2009.

- Women were 57% of the leadership in the Young Lawyers Division for the 2009 Bar Year and were the same in 1995– the current chair, secretary and immediate past chair are men, while the chair-elect, treasurer, house of delegates representative, and ABA/YLD district representative are women.

PRIVATE FIRMS

- In the 2009 Bar Year, women were 30% of all Lawyers, 12% of Chief Administrators, 19% of Equity Partners, 20% of Partners, 18% of Partner-Administrators (e.g. Department and Practice Group Heads), and 45% of Associates on Partnership Track.

Women continue to be under-represented in higher level positions including managing partners and executive committee members and over-represented as Associates, contract and staff attorneys, per diem attorneys from temporary agencies, and part-timers.

DISTRICT ATTORNEYS' OFFICES

- Women were 42% of all lawyers, 13% of District Attorneys, and 24% of First Assistants in the 2009 Bar Year.

PUBLIC DEFENDERS' OFFICES

- Women were 37% of all lawyers, 10% of the Public Defenders, and 23% of First Assistants.

STATE JUDICIARY

- In 2009, elected women were 29% of the Supreme Court, 54% of the Superior Court, and 43% of Commonwealth Court.

- Philadelphia had 43 women Court of Common Pleas Judges, or 48%. Women comprised only 27% of Court of Common Pleas Judges in the remaining 66 counties.
- Thirty-one counties had no women judges. Montgomery County, one of the four largest counties, has only 1 woman out of 17 judges.

FEDERAL JUDICIARY

In 2009, appointed women federal judges in Pennsylvania were 21% of District Court Judges, 41% of Magistrate Judges, and 31% of Bankruptcy Judges.

- Eastern District: Women were 14% of District Court Judges, 42% of Magistrate Judges, and 33% of Bankruptcy Judges.
- Middle District: Women were 25% of District Court Judges and 33% of Bankruptcy Judges. There were no women Magistrate Judges.
- Western District: Women were 33% of District Court Judges, 67% of Magistrate Judges, and 25% of Bankruptcy Judges.
- In 2009 there were 3 women judges, 25%, on the 12 member Third Circuit Court of Appeals. Two were from Pennsylvania.

METHODOLOGY

Sources:

- 2009/2010 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of May 16, 2010.
- Data collected from surveys sent to the 100 Largest Pennsylvania Law Firms, District Attorneys, and Public Defenders in April 2010.
- Administrative Office of Pennsylvania Courts Judicial Data.
- PA LAW 2009 Annual Report on the Legal Profession.
- 2009 PBA Lawyer's Directory and Product Guide.

Factors to consider:

- Some members of the PBA have gender neutral names so some errors may exist.
- Sample sizes must be recognized in the interpretation of these statistics.
- Direct yearly comparisons are appropriate only for the PBA and the Judiciary, since responders and response rates can differ from year to year for the 100 Largest Pennsylvania Law Firms, District Attorneys, and Public Defenders.
- In comparisons, women's statistics are given first.
- All percentages are of women and are rounded unless reported in greater detail.

PRIVATE LAW FIRMS

These statistics are the result of data collected from surveys sent to the 100 largest law firms in Pennsylvania. Follow-up phone calls to firms, District Attorney, and Public Defender Offices increased response rates. Survey responses were voluntary. Responding firms are promised anonymity. 2010 was the eleventh year that this information was gathered.

For the 2009 Bar Year, counting only Pennsylvania offices of responding law firms, women were:

- 30% of all Lawyers, same as 2008.
- 12% of all Chief Administrators, a decrease from 13% in 2008.
- 18% of Partner-Administrators, e.g. Department or Practice Group Heads, a decrease from 20% in 2008.
- 19% of Equity Partners, an increase from 17% in 2008.
- 20% of all Partners, an increase from 19% in 2008.
- 45% of Associates on Partnership Track, a decrease from 47% in 2008.
- 67% of all Part-Timers, 92% of Part Time Equity Partners, 82% of Part Time Partners, and 99% of Part Time Associates.

Total Lawyers	F	%F	Chief Admin	Total Partners	F Partners	%F Partners	Total Equity Partners	F Equity	% F Equity	Partner-Admin	F Partner-Admin	% F Partner-Admin	Total Assoc.	F Assoc.	% F Assoc.	Total Other	F Other	% F Other	Total PT	F PT	% F PT
331	113	34%	M	33	7	21%	10	NR	0%	17	1	6%	52	27	52%	25	9	36%	3	3	100%
318	133	42%	F/M	137	27	20%	103	14	0%	51	10	20%	169	77	46%	48	24	50%	13	13	100%
274	55	20%	M	136	24	18%	79	8	10%	47	3	6%	N/A	N/A	N/A	59	23	39%	16	11	69%
263	67	25%	M	130	27	21%	101	21	21%	75	12	16%	70	36	51%	21	2	10%	29	18	62%
255	67	26%	M	31	3	10%	31	3	0%	22	2	9%	11	3	27%	28	5	18%	2	1	50%
223	80	36%	M	76	14	18%	60	11	18%	70	12	17%	120	56	47%	27	10	37%	19	15	79%
221	65	29%	M	12	0	0%	4	1	25%	12	3	25%	10	3	30%	21	2	10%	3	1	33%
219	65	30%	M	169	33	20%	104	15	14%	42	6	14%	75	32	43%	30	2	7%	37	17	46%
217	84	39%	F	107	25	23%	107	25	23%	76	17	22%	84	49	58%	25	10	40%	28	19	68%
185	49	26%	M	81	16	20%	74	15	20%	41	6	15%	89	29	33%	15	4	27%	11	9	82%
158	31	20%	M	97	13	13%	48	3	6%	19	1	5%	35	12	34%	26	6	23%	9	8	89%
125	36	29%	M	75	11	15%	48	7	15%	18	4	22%	39	21	54%	11	4	36%	11	9	82%
121	32	26%	M	19	2	11%	12	2	17%	12	2	17%	7	4	57%	17	4	24%	3	1	33%
118	45	38%	M	69	15	22%	39	7	18%	69	14	20%	41	29	71%	8	1	13%	0	0	0%
111	36	32%	M	59	12	20%	39	9	23%	33	7	21%	42	13	31%	9	2	22%	5	3	60%
109	27	25%	M	66	13	20%	66	13	20%	30	3	10%	43	14	33%	0	0	0%	4	4	100%

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Women in the Profession 16th ANNUAL REPORT CARD



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Total Lawyers	F	%F	Chief Admin	Total Partners	F Partners	%F Partners	Total Equity Partners	F Equity	%F Equity	Partner- Admin	F Partner- Admin	%F Partner- Admin	Total Assoc.	F Assoc.	%F Assoc.	Total Other	F Other	%F Other	Total PT	F PT	% F PT
108	35	32%	M	53	11	21%	28	3	11%	17	3	18%	28	10	36%	27	11	41%	13	9	69%
95	38	40%	M	115	27	23%	40	40	100%	116	14	12%	74	36	49%	10	4	40%	14	13	93%
86	24	28%	NR	52	12	23%	19	1	5%	NR	NR	-	0	0	0%	34	12	35%	0	0	0%
66	14	21%	M	41	2	5%	27	2	7%	7	1	14%	22	9	41%	3	1	33%	1	1	100%
59	23	39%	M	10	2	0%	4	1	25%	2	1	50%	7	4	57%	0	0	0%	2	1	50%
56	24	43%	M	13	8	62%	10	5	0%	4	2	50%	14	9	64%	3	0	0%	1	1	100%
52	11	21%	M	35	4	11%	29	2	7%	7	0	0%	16	7	44%	1	0	0%	6	2	33%
49	19	39%	M	19	5	26%	15	5	33%	4	1	25%	NR	NR	-	9	2	22%	3	2	67%
43	6	14%	M	26	11	42%	NR	NR	-	9	3	33%	27	13	48%	1	0	0%	8	4	50%
39	23	59%	F/M	19	4	21%	12	1	8%	5	1	20%	10	2	20%	2	1	50%	NR	NR	-
39	23	59%	M	18	10	56%	4	1	25%	4	1	25%	21	13	62%	0	0	0%	3	3	100%
39	18	46%	F	23	12	52%	9	5	56%	6	5	83%	17	7	41%	2	2	100%	6	6	100%
37	13	35%	M	18	4	22%	14	4	29%	4	2	50%	13	5	38%	6	2	33%	3	2	67%
35	2	6%	M	21	0	0%	15	0	0%	6	0	0%	8	1	13%	6	1	17%	6	1	17%
35	14	40%	M	24	6	25%	10	2	20%	9	3	33%	10	5	50%	1	1	100%	4	1	25%
35	6	17%	M	17	2	12%	17	2	12%	12	2	17%	12	4	33%	1	0	0%	1	0	0%
34	8	24%	M	24	6	25%	5	0	0	46	10	22%	3	2	67%	2	0	0	0	0	0
33	11	33%	NR	117	16	14%	NR	NR	-	21	5	24%	110	46	42%	4	1	25%	11	9	82%
32	7	22%	M	64	14	22%	48	7	15%	12	2	17%	40	0	0%	3	1	33%	2	1	50%
31	8	26%	M	12	2	17%	12	2	17%	5	2	40%	14	6	43%	5	NR	-	5	NR	-
30	8	27%	M	13	3	23%	10	3	30%	NR	NR	-	18	5	28%	2	0	0%	2	NR	0%
30	6	20%	NR	15	3	20%	15	3	20%	1	NR	0%	6	2	33%	4	0	0%	1	1	100%
30	5	17%	M	NR	NR	-	34	10	29%	12	4	33%	25	13	52%	1	0	0%	3	3	100%
29	7	24%	F	13	2	15%	13	2	15%	10	2	20%	12	5	42%	4	0	0%	5	1	20%
29	7	24%	M	114	22	19%	NR	NR	-	15	5	33%	156	87	56%	3	1	33%	40	30	75%
28	4	14%	M	19	4	21%	7	1	14%	19	4	21%	7	2	29%	2	0	0%	NR	0	0%
26	4	15%	M	20	2	10%	11	1	9%	1	NR	0%	3	2	67%	3	0	0%	NR	0	0%
23	8	35%	M	22	6	27%	22	6	27%	8	2	25%	7	4	57%	6	2	33%	2	2	100%
4476	1361	30%	5F/38M	2234	442	20%	1355	263	19%	996	178	18%	1567	704	45%	515	150	29%	335	225	67%
12%																					

NR denotes that no response was provided to the survey question.

SOLO AND SMALL FIRM ATTORNEY PROFILES

Kelly Phillips Erb:

Principal in the Erb Law Firm, P.C.,
Roxborough/Manayunk section of Philadelphia.

Law School: Temple University, 1997

Professional/community involvement: PBA Solo and Small Firm section. I am purposefully uninvolved in the community unless it's related to my children.

Practice area: Tax and business planning, international tax, estate planning, immigration issues/work visas.

What drew you to small firm practice? I always wanted to have my own business. I like to call the shots. I work with my husband, who is also a lawyer. We select our clients. That doesn't happen in a large firm.

What do you like best about small firm practice? The control in selecting employees and clients as well as our marketing strategy. I choose my hours.

The biggest challenge in your practice? Time-consuming administrative responsibilities.

Your most productive marketing tool: My blog "taxgirl.com". I'm also on Twitter.

Both are very chatty, not technical. Taxgirl.com has attracted media attention. I've written twice for Forbes Magazine.

How did you come up with "taxgirl" as the name for your blog? I clerked for the Internal Revenue Service and then worked for a large firm after law school. When someone had a tax question, the response was always "Ask the tax girl."

Is there a common misconception about small firms vs. large firms? Lawyers who practice in small firms are just as competent and capable as lawyers in large firms.

Does the quality of life figure in to your decision to practice in a small firm? I previously worked at large law firms which allowed no time for a personal life. Now that I have children, time at home is really important. Working in my small firm close to my home allows me to run in the morning, walk my children to school and then I walk to work while singing along with my ipod.



Marion Laffey-Ferry:

Sole practitioner in Butler, Butler County

Prior professions: high school teacher, technical school administrator, paralegal.

Law School: University of Pittsburgh, 1985

Professional activities: Butler County Bar Assn.; current chair, PBA Solo and Small Firm Section; Zone 10 delegate; PBA By-Laws Cttee.

Practice area: "People law" – from domestic adoptions through estates.

What drew you to Butler County? I had lived in Pittsburgh all but two years of my life when I accepted a clerkship with a small firm in Butler while I was in law school. I liked the atmosphere in court here and I stayed.

What do you like best about solo practice? The freedom. I'm my own boss. I answer only to me.

Biggest challenge in your practice: Cash flow.

What is your most productive marketing tool? Networking with local people and community groups has been far more effective for me than advertising.

Does the quality of life figure into your decision to practice solo in a small town? I have a better quality of life because I practice solo here. The relationship between the bench and bar is very congenial. Just from listening to urban lawyers, I know I'm far better off practicing in Butler. I could not be as involved in PBA if I worked for a firm or practiced in a city.



Kim L. Lengert:

Solo practitioner in Robesonia, Berks County.

Other profession: ordained Lutheran pastor currently on leave.

Law School: Widener University, 2007.

Professional activities: PBA Solo/Small Firm Section; advisor to Conrad Weiser High School mock trial team; MENSA coordinator for Berks County; frequent speaker for community groups.

Practice area: general civil practice including family law, wills and estates, environmental/administrative law, business and non-profits

Why Robesonia? Robesonia is small town of about 1,000 people and very much like Mayberry. The concept of community allows me to interact with my neighbors and provide the service aspect of the law.

What do you like best about solo practice? It gives me time with my family, to enjoy my farm and to care for my elderly

parents. I have no billable hours requirement which allows me to build relationships with my clients.

What is the biggest challenge in your practice: Hiring and retaining good employees.

What is your most productive marketing tool? My law firm's motto: "Timely solutions- time honored values." I also pass out pens and business cards wherever I go and attend many community and church functions. I also host free seminars for business owners.

How does the quality of life figure into your decision to practice solo in a small town? I no longer work long days commuting to York. I can ride my bicycle to work and go home for lunch. Every Friday morning before work, I go fishing with a friend.



Rebecca Reinhardt:

Associate with McNerney, Page, Vanderlin and Hall, Williamsport, Lycoming County.

Law School: University of Pittsburgh, 2001.

Professional involvement: Immediate past chair, PBA Solo/Small Firm Section; Lycoming County Bar Assn.; frequent pro bono counsel in Protection from Abuse cases; involved in my law firm's fund-raising for local charities.

Practice Area: 99 per cent devoted to family law.

What drew you to Williamsport? My husband. I had been in partnership with another female lawyer in Washington County.

What do you like best about practicing in a small firm? I have my own caseload and my own clients.

What is the biggest disadvantage? The compensation is lower.

Do you find that being a female lawyer is a disadvantage? Not in the least. Many of my clients want a woman as his or her counsel.

The most difficult aspect of your practice: Assisting my clients with their very emotional and sensitive family issues. Balancing my career with my family life is also a challenge.

Your most productive marketing tool: My law firm sponsors advertisements on local radio stations focusing on my family law practice.

Community involvement: None! With a teenager, a toddler and a baby due shortly, I have no time.



Jan Matthew Lamanini:

Solo practitioner in Harrisburg

Prior professions: government attorney, radio/TV news reporter, anchor and host, press secretary

Law School: Dickinson School of Law – 1984

Professional/community involvement: original member and current chair of PBA Plain English Committee; writer and editor for PBA Solo/Small Firm Section newsletter; issue editor for ABA Solo E-Newsletter; adoption of retired racing greyhounds; local theater/dance groups.

Practice area: Small business and non-profit transactions; estate planning

Why solo practice in the state capitol? In the 25 years I worked for the Commonwealth, I saw many small businesses that needed assistance with procurement and contract issues, but couldn't afford the services of a large law firm. My practice targets this huge under-represented group.

What do you like best about solo practice? I set my own agenda, which gives me professional and personal flexibility.

What is the biggest challenge in your practice? Carving out “me” time.

Your most productive marketing tool? I frequently speak to community and business groups on planning for the unexpected in business. I go to networking events for business women's groups where I'm known for my humorous “30 Second Commercials” (sample start: “How many of you love your lawyer?”).

How does quality of life figure into your decision to practice solo? I have no concern about meeting an employer's constantly changing agenda. Though I'm tough on myself, being my own boss has been great for my mental and physical health!

PUBLIC SECTOR

All District Attorneys' Offices and Public Defenders' Offices returned survey forms. These high rates of return give an accurate picture to date of the status of women in the public sector.

DISTRICT ATTORNEYS

All District Attorney's Offices responded. In 2009, women were:

- 42% of all lawyers in District Attorneys' Offices, same as 2008.
- 9 women are 13% of District Attorneys, a decrease from 14% in 2008.
- 15 women are 24% of First Assistant District Attorneys, same as 2008.
- Women are 29% of Part-Timers, a decrease from 31% in 2008. These are generally considered desirable positions because they usually supplement income from private practice.

Total Das	Total Female DAs	% F	DA	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
304	165	54%	F	M	38	19	50%	3	3	100%
114	47	41%	M	M	17	5	29%	2	1	50%
53	21	40%	M	M	19	7	37%	0	0	0%
45	17	38%	F	M	3	1	33%	0	0	0%
41	24	59%	M	M	8	2	25%	3	3	100%
31	12	39%	M	F	8	2	25%	0	0	0%
30	13	43%	F	M	3	1	33%	12	2	17%
29	12	41%	M	M	9	4	44%	0	0	0%
26	7	27%	M	M	14	5	36%	1	0	0%
25	10	40%	M	M	6	2	33%	0	0	0%
25	9	36%	M	F/M	7	2	29%	0	0	0%
23	5	22%	M	M	1	0	0%	4	1	25%
22	8	36%	M	M	3	1	33%	0	0	0%
21	8	38%	M	M	0	0	0%	7	2	29%
15	15	100%	F	M	33	15	45%	0	0	0%
15	6	40%	M	F/M	3	1	33%	0	0	0%
13	2	15%	M	M	1	0	0%	5	0	0%
13	4	31%	M	M	3	1	33%	5	1	20%
13	3	23%	M	F	3	1	33%	7	0	0%
13	4	31%	M	M	0	0	0%	2	1	50%
12	6	50%	M	F	3	1	33%	4	3	75%
12	3	25%	M	M	3	0	0%	4	2	50%
10	3	30%	F	M/M	3	1	33%	5	0	0%
10	3	30%	M	M	4	1	25%	1	0	0%
10	3	30%	M	M/M	2	0	0%	3	0	0%
9	4	44%	M	M	3	0	0%	3	2	67%
8	2	25%	M	F	2	1	50%	0	0	0%
8	5	63%	F	M	2	1	50%	0	0	0%
8	3	38%	M	M	2	0	0%	7	3	43%
8	3	38%	M	F	2	1	50%	3	0	0%
7	2	29%	M	M	1	0	0%	6	2	33%
7	2	29%	M	F	2	1	50%	2	0	0%
7	2	29%	M	M	2	0	0%	1	0	0%
6	1	17%	M	M	2	0	0%	1	0	0%

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DISTRICT ATTORNEYS CONTINUED

Total Das	Total Female DAs	% F	DA	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
6	2	33%	M	M	3	1	33%	2	1	50%
6	2	33%	M	F	2	1	50%	0	0	0%
5	1	20%	M	M	2	0	0%	4	1	25%
5	3	60%	F	F	1	1	100%	2	1	50%
5	1	20%	M	M	2	0	0%	5	1	20%
5	3	60%	M	M	3	3	100%	3	3	100%
4	1	25%	M	M	2	0	0%	4	1	25%
4	0	0%	M	M	4	0	0%	1	0	0%
4	1	25%	M	M	2	0	0%	1	0	0%
4	2	50%	F	M	1	1	100%	0	0	0%
4	0	0%	M	M	0	0	0%	0	0	0%
3	1	33%	M	F	3	1	33%	0	0	0%
3	0	0%	M	M	3	0	0%	0	0	0%
3	0	0%	M	M	1	0	0%	2	0	0%
3	0	0%	M		3	0	0%	2	0	0%
3	0	0%	M	M	1	0	0%	2	0	0%
3	0	0%	M	M	0	0	0%	2	0	0%
3	1	33%	M	F	3	1	33%	1	0	0%
3	0	0%	M	M	3	0	0%	2	0	0%
2	0	0%	M	M	2	0	0%	0	0	0%
2	1	50%	M	F	0	0	0%	1	1	100%
2	0	0%	M	M	2	0	0%	0	0	0%
2	0	0%	M	M	2	0	0%	1	0	0%
2	0	0%	M	M	0	0	0%	1	0	0%
2	1	50%	M	F	2	1	50%	1	1	100%
1	0	0%	M		0	0	0%	0	0	0%
1	1	100%	F		1	1	100%	1	1	100%
1	0	0%	M		1	0	0%	0	0	0%
1	1	100%	M	F	1	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M		0	0	0%	1	0	0%
1	1	100%	M		1	0	0%	0	1	0%
0	0	0%	M		1	0	0%	1	0	0%
1088	457	42%	13%	24%	264	87	33%	131	38	29%
			9F/58M 15F/48M							

PUBLIC DEFENDERS

All Public Defenders' Offices responded. In 2009, women were:

- 37% of all lawyers in Public Defenders' Offices, a decrease from 39% in 2008.
- 7 women are 10% of Public Defenders, a decrease from 12% in 2008.
- 9 women are 23% of First Assistant Public Defenders, an increase from 22% in 2008.
- Women are 22% of Part-Timers, an increase from 20% in 2008. These are generally considered desirable positions because they usually supplement income from private practice.

Total PDs	Total Female PDs	% F	PD	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
225	141	63%	F	M	26	10	38%	0	0	0%
86	40	47%	M		0	0	0%	15	9	60%
65	7	11%	M	M	3	1	33%	0	0	0%
40	15	38%	M	F	0	0	0%	24	10	42%
31	13	42%	M	M	2	0	0%	1	0	0%
30	1	3%	M		0	0	0%	25	0	0%
25	10	40%	M	M	3	0	0%	0	0	0%
24	10	42%	M	M	3	3	100%	0	0	0%
23	6	26%	M	M	0	0	0%	2	0	0%
22	11	50%	M	F	1	1	100%	0	0	0%
20	9	45%	M	M	1	0	0%	4	2	50%
19	10	53%	M	F	1	1	100%	0	0	0%
18	2	11%	M	M	0	0	0%	7	1	14%
18	3	17%	M	M	0	0	0%	17	2	12%
14	2	14%	M	M	0	0	0%	8	2	25%
14	5	36%	M	F	1	1	100%	7	2	29%
13	3	23%	M	M	0	0	0%	8	3	38%
12	4	33%	M	M	3	1	33%	8	3	38%
10	3	30%	F	M	2	1	50%	7	0	0%
9	2	22%	M	M	0	0	0%	2	0	0%
9	4	44%	M	M	1	1	100%	3	1	33%
8	1	13%	M	M	1	0	0%	4	0	0%
8	1	13%	M		0	0	0%	7	1	14%
8	3	38%	M	M	0	0	0%	6	2	33%
7	1	14%	M	F	2	1	50%	0	0	0%
7	1	14%	M	M	0	0	0%	5	0	0%
7	0	0%	M	F	2	1	50%	6	0	0%
7	4	57%	M	F	0	0	0%	1	0	0%
7	1	14%	M	M	1	0	0%	2	0	0%
6	0	0%	M	M	1	0	0%	3	0	0%
6	0	0%	M	M	1	0	0%	0	0	0%
6	1	17%	M		0	0	0%	2	1	50%
5	2	40%	M		1	0	0%	0	0	0%
5	1	20%	M	M	1	0	0%	4	1	25%

CONTINUED NEXT PAGE

PUBLIC DEFENDERS CONTINUED

Total PDs	Total Female PDs	% F	PD	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
5	2	40%	M	M	2	0	0%	0	0	0%
5	1	20%	M		0	0	0%	1	1	100%
5	1	20%	M		0	0	0%	2	0	0%
5	1	20%	M	M	0	0	0%	5	1	20%
4	1	25%	M		3	0	0%	0	0	0%
4	0	0%	M	M	1	0	0%	3	0	0%
4	1	25%	M		0	0	0%	4	1	25%
4	0	0%	M		1	0	0%	4	0	0%
3	0	0%	M		0	0	0%	0	0	0%
3	0	0%	M	M	0	0	0%	3	0	0%
3	1	33%	M		0	0	0%	3	1	33%
3	0	0%	M	M	0	0	0%	1	0	0%
3	1	33%	M	M	1	0	0%	2	1	50%
3	2	67%	F		1	0	0%	0	0	0%
2	1	50%	M		1	0	0%	2	1	50%
2	1	50%	F	M	1	1	100%	0	0	0%
2	0	0%	M		1	0	0%	1	0	0%
2	1	50%	F		0	0	0%	0	0	0%
2	1	50%	M	F	2	1	50%	1	0	0%
2	1	50%	M	F	0	0	0%	2	1	50%
2	0	0%	M		0	0	0%	2	0	0%
2	0	0%	M	M	0	0	0%	0	0	0%
2	1	50%	F		0	0	0%	1	0	0%
1	0	0%	M		1	0	0%	1	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M		1	0	0%	1	0	0%
1	0	0%	M		1	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M	M	0	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M		0	0	0%	1	0	0%
1	1	100%	F		0	0	0%	0	0	0%
896	335	37%	10%	23%	74	24	32%	218	47	22%
		7F/60M		9F/31M						

2009 PENNSYLVANIA JUDICIARY

PENNSYLVANIA COURT OF COMMON PLEAS-SITTING JUDGES BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Philadelphia	43	47	48%	Forest/Warren	1	0	100%	Cumberland	0	4	0%
Allegheny	13	27	33%	Franklin/Fulton	1	2	33%	Fayette	0	4	0%
Delaware	5	12	29%	Indiana	1	2	33%	Greene	0	2	0%
Chester	4	10	29%	Juniata/Perry	1	1	50%	Huntingdon	0	1	0%
Lehigh	4	6	40%	Lackawanna	1	7	13%	Jefferson	0	1	0%
Bucks	3	8	27%	Lycoming	1	3	25%	Lawrence	0	4	0%
Washington	3	3	50%	Montgomery	1	16	6%	Lebanon	0	3	0%
York	3	11	21%	Schuylkill	1	5	17%	Luzerne	0	7	0%
Berks	2	11	15%	Snyder/Union	1	1	50%	McKean	0	1	0%
Blair	2	3	40%	Adams	0	3	0%	Mercer	0	4	0%
Butler	2	4	33%	Armstrong	0	2	0%	Mifflin	0	2	0%
Erie	2	7	22%	Bedford	0	2	0%	Northumberland	0	3	0%
Lancaster	2	13	13%	Cambria	0	3	0%	Pike	0	2	0%
Monroe	2	3	40%	Cameron/Elk	0	1	0%	Potter	0	1	0%
Northampton	2	6	25%	Carbon	0	1	0%	Somerset	0	3	0%
Westmoreland	2	7	22%	Clarion	0	1	0%	Sullivan/Wyoming	0	1	0%
Beaver	1	6	14%	Clearfield	0	2	0%	Susquehanna	0	1	0%
Bradford	1	1	50%	Clinton	0	2	0%	Tioga	0	1	0%
Centre	1	3	25%	Columbia/Montour	0	2	0%	Venango	0	2	0%
Dauphin	1	6	14%	Crawford	0	3	0%	Wayne	0	1	0%
Totals:									98	194	34%

Philadelphia continues to have, by far, the highest number of women judges, 43 or 48%. Women comprise only 27% of Court of Common Pleas Judges in the remaining 66 counties.*

Generally, the largest counties have the most women judges. However, Montgomery County, one of the four largest counties, has only 1 woman out of 17 judges.

Thirty-one counties have no women judges and thirteen counties only have 1 women.

* Cameron and Elk, Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. We have not double counted the judges for these counties.

PENNSYLVANIA APPELLATE

PA Supreme Court

2 out of 7 Sitting Justices

PA Superior Court

7 out of 13 Sitting Judges

PA Commonwealth

3 out of 7 Sitting Judges

Elected women were 29% of the Supreme Court, 54% of the Superior Court, and 43% of Commonwealth Court.



2009 FEDERAL JUDICIARY

EASTERN DISTRICT

District Court Judges3 out of 21 sitting Judges.....14%

US Magistrate Judges.....5 out of 12 sitting Judges.....42%

Bankruptcy Judges2 out of 6 sitting Judges.....33%

MIDDLE DISTRICT

District Court Judges1 out of 4 sitting Judges.....25%

US Magistrate Judges.....0 out of 4 sitting Judges.....0%

Bankruptcy Judges1 out of 3 sitting Judges.....33%

WESTERN DISTRICT

District Court Judges3 out of 9 sitting Judges.....33%

US Magistrate Judges.....4 out of 6 sitting Judges.....67%

Bankruptcy Judges1 out of 4 sitting Judges.....25%

Appointed women were 21% of District Court Judges, 41% of Magistrate Judges, and 31% of Bankruptcy Judges.

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, and the Virgin Islands. There are 3 women appointed judges, 25%, on the 12 member Third Circuit Court of Appeals. Two are from Pennsylvania.

GOVERNMENT LAWYER PROFILES



Pamela F. Cross:

Assistant Counsel-in-Charge, Department of General Services (DGS), Governor's Office of General Counsel

Law School: University of Pennsylvania Law School

Professional involvement: President, Keystone Bar Association (regional minority bar association in Central Pennsylvania)

Practice area: Procurement Unit, DGS Office of Chief Counsel. Practice includes procurement, contract and administrative agency law. Handles contract and transactional matters including negotiations, drafting, review and execution of contracts.

Who have been your mentors? Wayne Richardson, Esquire opened up a door of opportunity for me to work in state government by being available to share his experience and insight as a government attorney, and by bringing together a group of attorneys of color who met periodically for lunch to network.

What attracted you to a government position?

I was initially attracted to the government because of the nature of the work, the ability to be actively engaged in matters from day one and the degree of professionalism among government attorneys.

Does the quality of life figure into your decision to practice in state government?

Quality of life was a major factor for me. I wanted the ability to balance my family and professional lives, and a government position was optimal for me to do that.

What advice would you give to a recent law school graduate considering a government position?

An important part of being a government attorney is advising clients on policy issues as well as legal issues. I would advise a law student to not only have good legal research and writing skills, but to develop their ability to analyze issues, provide sound counsel, and work with the utmost professionalism.



Nikki Johnson-Houston:

Assistant City Solicitor, City of Philadelphia, Major Tax Unit

Law School: Temple University Beasley School of Law, 2004

Practice area: Tax attorney

Who have been your mentors? I have many female mentors who I met through the Philadelphia Bar Association

What attracted you to a government position?

This position gives me the ability to do tax litigation as well as transactional work. I also have the opportunity to get experience very quickly, which is not always the case in private practice.

Does the quality of life figure into your decision to practice in city government?

Balance is very important, and my current position provides me with the flexibility to start a family.

Do you find your gender to be a disadvantage in government work?

Most of my unit is female, and three of us are African American women. In my experience, the government gives people who are not in the Top Ten in their class great opportunities. You are also more likely to see people of color in government work, and in supervisory positions as well. It is a great motivator that it is possible to succeed in these positions.

What advice would you give to a recent law school graduate considering a government position?

Consider it! It provides a great learning experience. Do not be intimidated by lower salaries, and be ready to work hard.



Dianne J. Nichols:

legal counsel to the Professional Licensure Cttee,
Pennsylvania House of Representatives, Harrisburg.

Prior professions: public affairs director for a non-profit; deputy attorney general Bureau of Consumer Protection; administrator at The Dickinson School of Law of The Pennsylvania State University.

Law school: The Dickinson School of Law

Professional involvement: Charter member, PBA Minority Bar Cttee.; current member, PBA Diversity Task Force, former member-at-large of PBA Board of Governors and Judicial Evaluation Cttee.

Practice area: advises the House Standing Committee on legislation and regulations for 29 licensing boards within the Department of State.

What do you like best about state government practice? The public service aspect. When I worked for the Attorney General, helping people with their

consumer issues and getting businesses to comply with the laws and regulations was satisfying. Now, I have some influence over the regulation of licensees performing their work.

Biggest challenge in your practice: Pacing the work load for the various licensing boards with the legislative calendar. Having been a pioneer in the profession, I have not had a mentor, so I figured it out myself and have mentored others.

Does the quality of life figure into your decision to practice in state government? The factor of quality of life was part of my decision to practice in state government, but you take advantage of what your employment opportunities are. Now, it gives me time to care for my mother and be involved in limited community service.

PENNSYLVANIA BAR ASSOCIATION MEMBERS BY COUNTY

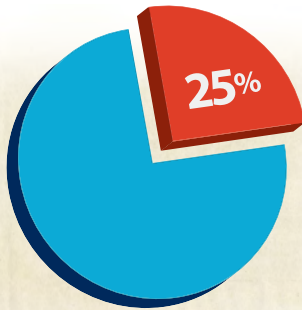
County	F	M	%F	County	F	M	%F	County	F	M	%F
Adams	20	52	28%	Elk	4	19	17%	Montour	5	15	25%
Allegheny	1172	2622	31%	Erie	112	391	22%	Northampton	131	359	27%
Armstrong	8	29	22%	Fayette	35	95	27%	Northumberland	10	68	13%
Beaver	43	133	24%	Forest	1	1	50%	Perry	5	20	20%
Bedford	7	17	29%	Franklin	42	94	31%	Philadelphia	1706	3288	34%
Berks	148	448	25%	Fulton	1	4	20%	Pike	6	23	21%
Blair	33	96	26%	Greene	9	20	31%	Potter	5	11	31%
Bradford	10	35	22%	Huntingdon	3	24	11%	Schuylkill	45	138	25%
Bucks	205	511	29%	Indiana	18	54	25%	Snyder	2	19	10%
Butler	55	122	31%	Jefferson	7	22	24%	Somerset	12	63	16%
Cambria	34	145	19%	Juniata	3	11	21%	Sullivan	1	4	20%
Cameron	1	2	33%	Lackawanna	130	469	22%	Susquehanna	5	26	16%
Carbon	19	46	29%	Lancaster	206	509	29%	Tioga	6	28	18%
Centre	73	133	35%	Lawrence	14	81	15%	Union	10	26	28%
Chester	265	599	31%	Lebanon	28	86	25%	Venango	11	46	19%
Clarion	7	26	21%	Lehigh	146	411	26%	Warren	10	24	29%
Clearfield	9	43	17%	Luzerne	78	338	19%	Washington	83	235	26%
Clinton	4	32	11%	Lycoming	58	151	28%	Wayne	11	32	26%
Columbia	11	35	24%	McKean	5	24	17%	Westmoreland	124	357	26%
Crawford	33	73	31%	Mercer	33	111	23%	Wyoming	8	14	36%
Cumberland	174	379	31%	Mifflin	6	30	17%	York	122	376	24%
Dauphin	637	1223	34%	Monroe	32	103	24%	Out-of country	8	25	24%
Delaware	301	711	30%	Montgomery	732	1786	29%	Out-of-state	1109	2124	34%
Totals:									6,704	14,833	31%

In 2009, the female membership of the PBA was 31%. With some exceptions, women are more heavily represented in large urban counties, e.g., Philadelphia and its surrounding counties in the east and Allegheny in the west.

PBA LEADERSHIP

EXECUTIVE OFFICERS

In the 2009 Bar Year, one Executive Officer of the PBA was a woman: President-Elect Gretchen A. Mundorff. The remaining officers were male: President Clifford E. Haines, Vice President Matthew Crème, and Immediate Past President C. Dale McClain.



BOARD OF GOVERNORS

The PBA Board of Governors is comprised of: PBA Executive Committee (President, President-Elect, Vice President, and Immediate Past President) (1 women); other PBA Executive Officers (Chair of the House of Delegates, Secretary, and Treasurer (2 men and 1 woman); three representatives from the Young Lawyers Division (2 men and 1 woman), 1 Zone Governor from each of the 12 zones (only 4 Zones have women Governors); one minority Governor-at-large (a man), one woman Governor-at-large and one Unit County Governor (a man).

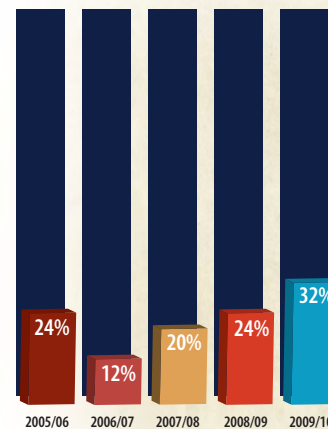
- In 2009, 8 women were 32% of the 25 members of the Board of Governors.

NOMINATING COMMITTEE

The Nominating Committee selects one candidate for each of the top offices of the PBA to be presented to the House of Delegates. The Committee consists of: all Zone Governors, the unit county Governor, the minority Governor, the woman Governor, the five living immediate past presidents of the PBA, the immediate past chair of the YLD, 2 committee and 3 section representatives, a representative from the Conference of County Bar Leaders Executive Committee, a representative of the Executive Council of the Commission on Women in the Profession Committee and a representative of the Executive Council of the Minority Bar Committee.

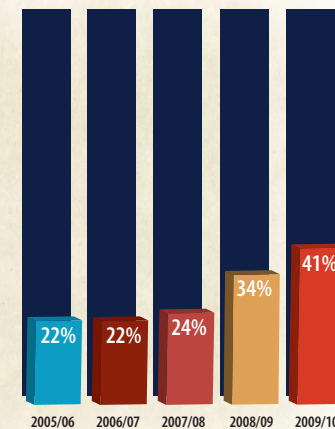
- In 2009, 12 women were 41% of the 29 members of the PBA Nominating Committee.

BOARD OF GOVERNORS

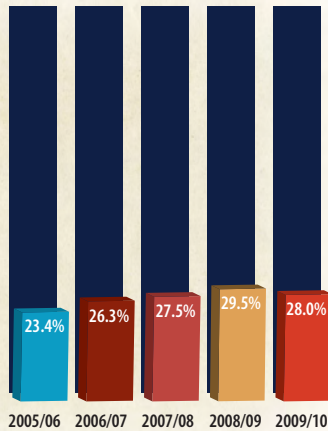


2009/10
Women = 8 Men = 17 Total = 25

NOMINATING COMMITTEE



2009/10
Women = 12 Men = 17 Total = 29



2009/10
 Women = 104 Men = 265
 Total = 369

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 (overwhelmingly men); one representative of each county bar association; the immediate past PBA Secretary, Treasurer, and Zone Governors; representatives of sections and of the Young Lawyers Division; the Attorney General of Pennsylvania; state delegates to the ABA House: the Court Administrator of Pennsylvania; and deans of Pennsylvania law schools, among others.

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

In 2009, 104 women were 28% of the 369 members of the House of Delegates.

2005/06			2006/07			2007/08			2008/09			2009/10			
F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F	
15	53	22%	19	51	27%	26	51	34%	25	49	34%	23	47	33%	Zone 1
4	23	15%	5	21	19%	5	22	19%	5	23	18%	4	24	14%	Zone 2
22	37	37%	20	36	36%	23	39	37%	25	39	40%	22	31	42%	Zone 3
1	13	7%	3	11	21%	5	10	33%	4	9	31%	1	10	9%	Zone 4
3	22	12%	3	21	13%	4	20	17%	4	16	21%	5	19	21%	Zone 5
4	16	20%	6	16	27%	5	15	25%	5	14	27%	7	13	35%	Zone 6
3	14	18%	2	15	12%	3	13	19%	3	11	22%	4	11	27%	Zone 7
5	11	31%	5	13	28%	2	15	12%	2	13	14%	2	14	13%	Zone 8
13	53	20%	15	50	23%	14	49	22%	16	48	26%	13	46	22%	Zone 9
2	10	17%	5	8	38%	5	9	36%	7	8	47%	6	8	43%	Zone 10
2	9	18%	4	8	33%	3	9	25%	3	7	31%	4	8	33%	Zone 11
18	41	31%	16	38	30%	15	38	28%	16	38	30%	13	34	28%	Zone 12

HOUSE OF DELEGATES BY ZONE

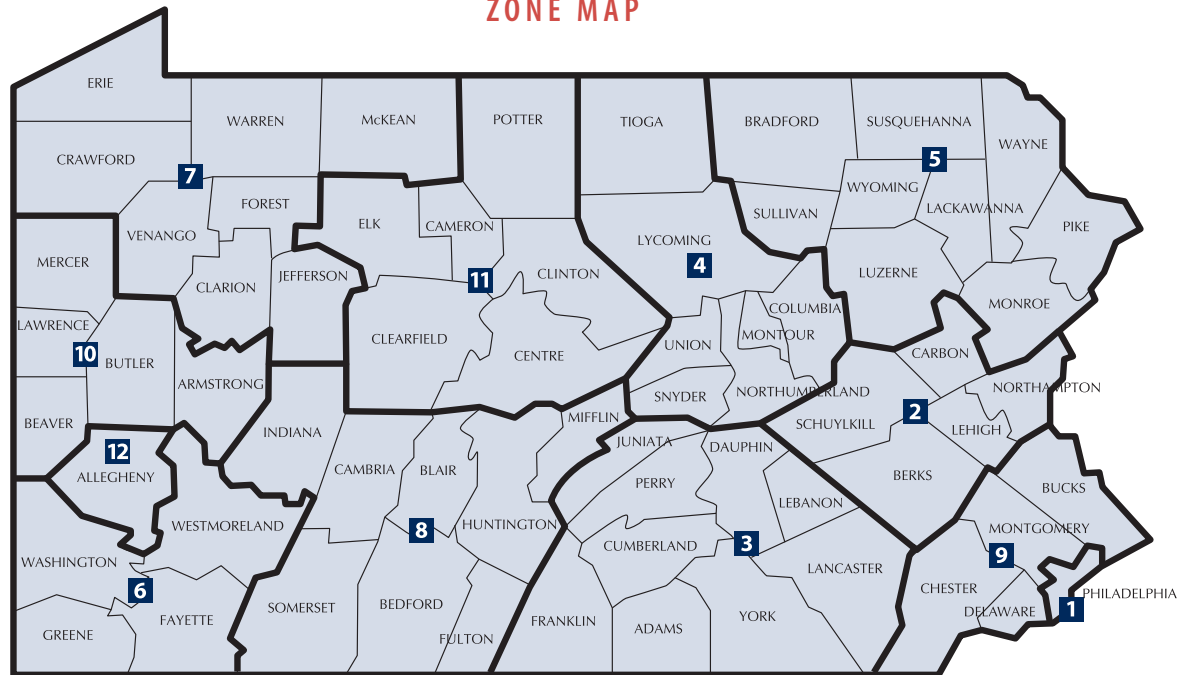
The percentage of women Delegates has been consistently high for Zone 3.

- Zone 3 – 42% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York

In 2009, Zones 1, 6, 10 and 11 are also high.

- Zone 1 – 33% Philadelphia
- Zone 6 – 35% Fayette, Greene, Washington, Westmoreland
- Zone 10 – 43% Armstrong, Beaver, Butler, Lawrence, Mercer
- Zone 11 – 33% Cameron, Centre, Clearfield, Clinton, Elk

ZONE MAP



COMMITTEES

In the 2009 Bar Year, there were 48 active PBA Committees. Each committee addresses an area of concern in the practice of law. Generally committees have chairs and vice chairs, and can have co-chairs and/or co-vice chairs. In reviewing the percentage of women on committees, it is important to keep in mind that in 2009 women represented 30% of PBA membership and 56% of committee members.

In 2009, there were 48 committees: 29 committees had solo women chairs, 60%; 19 committees have solo men chairs, 40%. The number of solo women chairs increased from 2008.

The President-Elect appoints leadership for committees.

The Commission on Women in the Profession is the largest committee in the PBA.

Committee	2005/06		2006/07		2007/08		2008/09		2009/10	
	F	%F	F	%F	F	%F	F	%F	F	%F
Access to Justice									6	33%
Agricultural Law	12	26%	16	31%	16	31%	20	39%	16	41%
Alternative Dispute Resolution	55	32%	61	34%	59	33%	56	34%	47	35%
Amicus Curiae Brief*	2	17%	3	23%	2	20%	2	20%	2	22%
Animal Law	54	56%	71	66%	63	61%	72	63%	58	66%
Appellate Advocacy	44	41%	50	42%	56	47%	60	48%	55	52%
Bar/Press*	3	23%	3	17%	1	11%	1	11%	3	20%
Bylaws	5	31%	4	24%	4	25%	4	24%	1	8%
Charitable Organizations	28	37%	29	40%	31	44%	27	43%	20	41%
Child Advocate Pro Bono							17	81%	14	82%
Children's Rights	59	73%	77	78%	73	83%	63	78%	47	77%
Civil & Equal Rights	17	29%	32	43%	33	45%	29	44%	20	43%
Community & Public Relations	11	30%	16	42%	16	47%	14	50%	4	24%
Corrections System	8	25%	9	24%	13	38%	9	28%	8	32%
Editorial*	5	26%	4	24%	5	28%	5	25%	2	14%
Federal Practice			17	33%	27	42%	26	43%	24	41%
Gaming Law	22	20%	20	20%	19	23%	13	18%	13	22%
Gay/Lesbian Rights	24	55%	28	60%	26	51%	14	48%	13	52%
Government Lawyers	98	47%	111	51%	122	50%	131	51%	127	49%
Health Care Law	49	33%	54	39%	48	40%	49	42%	31	36%
In-House Counsel	31	36%	35	37%	31	36%	32	40%	21	36%
Insurance Staff Attorney	11	24%	11	26%	11	27%	13	33%	12	30%
Judicial Administration	18	24%	22	28%	22	29%	20	32%	17	33%
Judicial Campaign Advertising*	7	39%	7	41%	6	38%	6	35%	5	36%
Judicial Evaluation*	7	50%	8	44%	7	54%	8	50%	9	47%
Judicial Independence Commission*	13	25%	10	21%	10	21%	10	21%	9	20%
Law Related Education	14	64%	18	62%	15	52%	18	56%	14	58%
Lawyer Advertising Task Force*			2	10%	2	11%				
Lawyers Assistance	5	14%	6	17%	5	15%	6	16%	6	19%
Legal Ethics & Professional Resp.*	14	19%	14	19%	15	21%	13	17%	13	18%
Legal Services for Exceptional Children	38	54%	32	53%	39	60%	36	58%	29	55%
Legal Services to Persons with Disabilities	19	42%	16	43%	21	49%	20	54%	15	52%

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In the 2009 Bar Year the following committees have below 30% women membership:

- 22%Amicus Curiae Brief
- 20%Bar/Press
- 8%Bylaws
- 24%Community & Public Relations
- 14%Editorial
- 22%Gaming Law
- 20%Judicial Independence Commission
- 19%Lawyers Assistance
- 18%Legal Ethics & Professional Responsibility
- 29%Military & Veterans Affairs
- 12%Professional Liability
- 21%Professionalism
- 3%Senior Lawyers
- 23%Sports Entertainment & Art Law
- 17%Unauthorized Practice of Law

CONTINUED	2005/06		2006/07		2007/08		2008/09		2009/10	
	Committee		F	%F	F	%F	F	%F	F	%F
	F	%F	F	%F	F	%F	F	%F	F	%F
Legal Services to the Public	35	56%	38	54%	37	59%	43	64%	31	56%
Legislative Relations Task Force*	2	29%	1	13%	6	26%				
Loan Forgiveness Implementation*			15	48%	11	44%				
Long Range Planning Strategic Goals					9	43%				
Medical and Health Related Issues	18	32%	29	46%	26	43%	19	38%	15	43%
Member Benefits and Services	12	36%	11	35%	12	39%	11	38%	9	43%
Military and Veterans*	13	17%	11	18%	11	20%	17	30%	16	29%
Minority Bar Association	58	51%	100	56%	75	57%	109	59%	120	57%
Outreach to Children Initiative*			11	42%	8	40%				
PABAR-PAC*	1	17%	2	33%	3	17%	6	30%	5	36%
PBA Leadership Recruitment & Development*					7	58%	6	50%	5	50%
Plain English	18	46%	18	43%	17	47%	21	57%	13	50%
Presidential Planning*	10	38%	8	31%	8	30%	7	37%		
Professional Liability	5	7%	11	15%	9	13%	8	11%	8	12%
Professional Practice Standards*	3	17%	2	15%	2	15%				
Professionalism	17	30%	18	34%	22	42%	18	35%	8	21%
Quality of Life/Balance	21	58%	27	68%	21	64%	21	62%	15	65%
Review & Certifying Board*	6	46%	3	33%	8	62%	5	56%	5	63%
Senior Lawyers	3	5%	3	8%	4	9%	4	9%	1	3%
Sports, Entertainment & Art	14	29%	16	30%	17	32%	17	37%	7	23%
Statutory Law	9	26%	13	30%	13	33%	12	30%	8	31%
Technology & PBA Website*			5	23%	4	19%				
Unauthorized Practice of Law	16	20%	18	23%	13	21%	13	23%	7	17%
Women in the Profession Commission	427	97%	635	97%	674	98%	720	98%	744	99%
Totals	1377		1813	49%	1815	52%	1851	54%	1678	56%

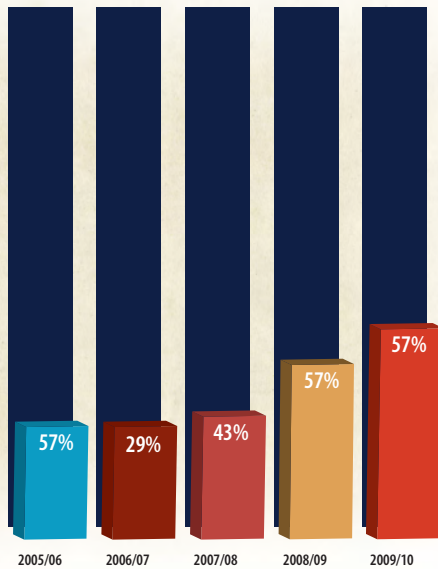
* denotes committee entirely appointed by the PBA President Elect.

SECTIONS

Section membership is open to any PBA member who pays section dues. Sections elect their officers, council members, and House of Delegates representatives.

In the 2009 Bar Year, there were 6 women chairs out of 18 chairs, or 33%, which is a slight decrease compared to 2008 when there were 7 women chairs, or 39%. There are 6 women representatives to the House of Delegates out of 17, or 35%.

		F	M	%F	Chair	Vice Chair	Sec/Treas	Section Del.
Administrative Law	Council	9	7	56%	F	M	F	M
	Members	93	161	37%				
Aeronautical & Space	Council	1	4	20%	M	F		M
	Members	5	28	15%				
Business Law	Council	8	18	31%	M	M	M/M	M
	Members	311	1237	20%				
Civil Litigation	Council	10	12	45%	F	M	F/M	M
	Members	440	1911	19%				
Criminal Law	Council	2	6	25%	M	F	M	F
	Members	104	499	17%				
Education Law	Council	3	3	50%	F			M
	Members	73	175	29%				
Elder Law	Council	15	11	58%	F	F	M/M	F
	Members	216	613	26%				
Environmental Law	Council	3	10	23%	M	M	M/M	F
	Members	106	345	24%				
Family Law	Council	22	9	71%	M	M/F	M/M	
	Members	662	714	48%				
Intellectual Property	Council	8	10	44%	M	F	M	M
	Members	83	249	25%				
International & Comparative Law	Council	1	4	20%	M			M
	Members	37	81	31%				
Labor & Employment Law	Council	6	8	43%	M	M	M/F	F
	Members	244	514	32%				
Municipal Law	Council	3	12	20%	M	F	F	M
	Members	95	613	13%				
Public Utility Law	Council	4	6	40%	M	F	M	F
	Members	53	119	31%				
Real Property Law	Council	6	14	30%	M	M/M	F/M	M
	Members	483	1911	20%				
Solo & Small Firm Practice	Council	14	13	52%	F	M	F/M	F
	Members	191	642	23%				
Tax Law	Council	3	14	18%	M	M	F	M
	Members	137	570	19%				
Workers Compensation Law	Council	6	16	27%	F	M	M/M	M
	Members	171	625	21%				
	Council Totals	124	177	41%	6 of 18	7 of 18	7 of 24	6 of 17
	Member Totals	3504	11007	32%	33%	39%	29%	35%



2009/10

Women = 4 Men = 3 Total = 7

YOUNG LAWYERS DIVISION

The PBA Young Lawyers Division represents 31% of the PBA's membership. Members are lawyers who are 38 years of age or younger or have been practicing law for five years or less, regardless of age.

In the 2009 Bar Year there were 8,585 members of the Young Lawyers Division, 3,828 women, or 45%, and 4,757 men, or 55%. Women held 57% of the leadership positions, 4 of 7 offices.

- The Chair, Secretary, and Immediate Past Chair were men.
- The Chair-Elect, Treasurer, House of Delegates Representative, and ABA/YLD District Representative were women.

AWARDS

This year veteran Commission Member and Report Card Committee co-chair Lila G. Roomberg received the first Lifetime Achievement Award. For decades, Lila has served as a role model, mentor and leader of the profession.

Last year, the Commission on Women in the Profession chose to establish an Honor Roll of legal organizations welcoming women professionals. Nominations are accepted for Pennsylvania firms, corporate law departments or other organizations of lawyers providing legal services, either public or private. The Honor Roll honors those firms that have instituted programs or initiatives that help women lawyers continue and advance in their professional careers.

The Women in the Profession's Firm Award for the Promotion of Women to Leadership Positions was presented from 2002-2008 to recognize the firm among the 100 largest in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm.

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.

Honor Role of Legal Organizations Welcoming Women Professionals

2010 Duane Morris LLP | Eckert Seamans Cherin & Mellott LLC | Lavin, O'Neil, Riccit, Cedrone & DiSipio | Littler Mendelson P.C. | Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C. | White and Williams LLP | Willig, Williams & Davidson

2009 Cozen O'Connor | Hangley Aronchick Segal & Pudlin, P.C. | K&L Gates | Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C. | Oliver, Price & Rhodes | Raynes McCarty

Firm Award

2008 Willig, Williams & Davidson

2007 No Firm Award

2006 Lavin, O'Neil, Ricci, Cedrone & DiSipio

2005 Houston Harbaugh

2004 Woodcock Washburn

2003 Ballard Spahr Andrews & Ingersoll

2002 Willig, Williams & Davidson

The Anne X. Alpern Award to a Pennsylvania woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, and who has participated in mentoring activities.

2010 Hon. Linda K.M. Ludgate

2009 Hon. Cynthia A. Baldwin

2008 Kathleen D. Wilkinson

2007 Ann L. Begler

2006 Hon. Maureen Lally-Green

2005 Hon. Sandra Schultz Newman

2004 Hon. Donetta W. Ambrose

2003 Charisse R. Lillie

2002 Lila G. Roomberg

2001 Nora Barry Fischer

2000 Hon. Carolyn E. Temin

1999 Leslie Anne Miller

1998 Professor Marina Angel

1997 Hon. Phyllis Beck

1996 Professor Esther Clark

1995 Joy Flowers Conti

The Lynette Norton Award to an outstanding woman litigator who has demonstrated leadership in mentoring other women attorneys and who is devoted to assisting other women who follow in the profession.

2010 Lynn E. Rzonca

2009 Mary Sue Ramsden

2008 Kimberly A. Brown

2007 Carolyn P. Short

2006 Elizabeth Maguschak

2005 Melinda C. Ghilardi

2004 Kerry A. Kearney