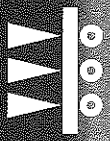


Pennsylvania Bar Association

Women In The Profession



REPORT CARD

The involvement of women lawyers in the organized bar in Pennsylvania, particularly in its leadership, has been a fairly recent phenomenon.

Many women lawyers in the latter part of this century found that their local bar associations offered more opportunities for activity and leadership than at the statewide level. From 1967 until 1995, 38 women served as presidents of county bar associations throughout the Commonwealth.

In the late 1970's and early 1980's, as more women were graduated from law schools, the Pennsylvania Bar Association saw increased involvement by women in its activities, particularly in its Young Lawyers Division and its Equal Rights Committee. Throughout the 1970's and into the 1990's, the Equal Rights Committee examined issues affecting women lawyers ranging from sexism and discrimination in the workplace to child care.

By the late 1980's and early 1990's, women lawyers in the PBA held leadership positions on the Board of Governors, in the House of Delegates, and as chairs of

committees and sections. However, the movement of women into PBA leadership positions was slow, and the association found it needed to provide a push for greater gender equity among its ranks.

Consequently, in 1991, PBA President Thomas L. Cooper appointed a special task force on women and minorities in the PBA to examine the lack of representation of both groups in PBA leadership and to recommend solutions to remedy the imbalance. The task force, chaired by Donald E. Lee with Barbara L. Hollenbach as vice chair, recommended the expansion of the PBA Board of Governors in 1992 to include an at-large governor's seat for women and a seat for minorities. When the Board of Governors and the House of Delegates approved the expansion in 1991, it was understood that the at-large governor concept would sunset at the 1997 PBA Annual Meeting pending an affirmative vote by the Board and House to continue the arrangement. In 1993, PBA President William C. Cassebaum appointed Joy Flowers Conti to a two-year term as the at-large governor representing women.

H. Robert Fiebach became PBA president in May 1993. In taking the helm, Fiebach identified among his top presidential priorities the incorporation of more women and minorities into PBA leadership roles. Consequently, 40 percent of Fiebach's committee chair and vice chair appointments went to women. Fiebach also took an historic step in establishing the PBA Commission on Women, chaired by Leslie

PBA COMMISSION ON WOMEN IN THE PROFESSION REPORT CARD **INTRODUCTION**

Anne Miller. In its first year, the Commission on Women hosted a special conference on issues affecting women in the law, during which the group awarded its first Anne X. Alpern Award to Commonwealth Court Judge Genevieve Blatt.

Paul L. Stevens, the association's 100th president, continued the tradition of appointing women to leadership positions of committees, with 12 women serving as chairs and 27 women as vice chairs. Also during Steven's presidency, the PBA Board of Governors had a record five women members: Germaine Ingram, secretary; Gretchen Mundorff, YLD chair; Susan Rardon, YLD chair-elect; Joy Flowers Conti and Dianne Nichols, governors-at-large.

The purpose of this report card is to illustrate the participation and leadership roles of women in the PBA over the past five years.

PENNSYLVANIA WOMEN LEGAL PIONEERS & PBA TRAILBLAZERS

Legal Pioneers

Carrie Burnham Kilgore was the first woman to be admitted to the bar in Pennsylvania. A remarkable woman, she spent ten years struggling for admission to law school until 1881 when the Pennsylvania legislature passed a law enabling women to be admitted. After graduating from the University of Pennsylvania Law School in the 1880's, she became a successful trial lawyer. Kilgore was named a master chancery in Philadelphia in 1886. At the time of her death in 1909, she was actively involved in a new past time – hot-air ballooning.

Anne X. Alpern was a woman who accomplished a multitude of legal firsts. A graduate of the University of Pittsburgh and its law school, she was the first woman solicitor of Pittsburgh, a position she held from 1942 to 1954, when she became an Allegheny County Court of Common Pleas judge. She was elected the first female president of the National Institute of Municipal Law Officers in 1947. In 1959, Gov. David Lawrence appointed Alpern Pennsylvania attorney general, making her the first woman state attorney general in the United States. Two years later, Lawrence appointed her to the Pennsylvania Supreme Court and she

became the state's first woman appellate judge. After losing the election to retain her Supreme Court seat, she returned to Allegheny County court until her retirement in 1974. Alpern died in 1981, but her accomplishments are not forgotten. In 1994, the PBA Commission on Women in the Profession created the Alpern Award to be presented annually in her honor.

Genevieve Blatt, the first woman judge on Commonwealth Court, received the first Anne X. Alpern Award. A close friend of Alpern's, Blatt was assistant city solicitor under Alpern in Pittsburgh.

Following graduation from the University of Pittsburgh School of Law in 1938, Blatt accepted a position with the Pittsburgh Civil Service Commission, a rarity for a woman in those days. She served three terms as Pennsylvania Secretary of Internal Affairs from 1954-1966 and was the first woman elected to statewide administrative office. In 1964, she narrowly missed a bid for the U.S. Senate, losing to Hugh Scott by 112,000 votes. She was commissioned judge of Commonwealth Court in 1972 by Gov. Milton Shapp and was elected to a full term in 1973, making her the first woman elected to the statewide judiciary. After 22 years on the appellate bench, Blatt retired in 1993.

Juanita Kidd Stout became the first black woman in the nation to serve on a state's highest court when she was inducted as a justice of the Pennsylvania Supreme Court in 1988. Prior to holding that position, she was twice elected to the Philadelphia Court of Common Pleas, and

served as administrative secretary to the late William H. Hastie, judge of the U.S. Court of Appeals for the Third Circuit. She also served as Chief of Appeals of the Pardons and Paroles Divisions of the Philadelphia District Attorney's office. In 1963, Justice Stout was appointed by President John F. Kennedy as a member of the U.S. delegation to the Kenya Independence Celebration, and was later appointed American specialist to tour six African countries in 1967. A graduate of the University of Iowa and the Indiana University School of Law, she has been awarded nine honorary doctorate degrees in recognition of her outstanding achievements in the law.

Dolores K. Sloviter first broke new ground in 1964 when she became the first woman partner in a major Philadelphia law firm. After graduation from Temple University and the University of Pennsylvania Law School, she practiced law with the firm of Dilworth, Paxson, Kallish, Kohn & Levy for 16 years. In 1979 she repeated her ground-breaking tradition when she became the first woman ever appointed to the United States Court of Appeals for the Third Circuit. In 1991 she was named Chief Judge of the Third Circuit. Since her appointment to the Court, Judge Sloviter has written more than 500 published opinions. Her well-known opinions deal with such diverse subjects as sex and race discrimination, labor law, environmental law and numerous aspects of Federal Constitutional law.

Norma L. Shapiro was the first woman

to serve as a U.S. District Court Judge for the Eastern District of Pennsylvania. Before her appointment to the court, Judge Shapiro was a partner in the Philadelphia law firm of Dechert, Price & Rhoads. A graduate of the University of Michigan and the University of Pennsylvania Law School, Judge Shapiro has always taken an active role in organizations and on committees dedicated to enhancing the legal profession. She is a former member of the Federal Civil Judicial Procedures committee, and served as a reviewing member of the Hearing Committee of the Disciplinary Board of the state Supreme Court. She is the past secretary of the National Conference of Federal Trial Judges, Judicial Administration Division, and a former chair of the Philadelphia Bar Association Board of Governors. Judge Shapiro also served as a member of the Pennsylvania Bar Association House of Delegates.

In 1981, **Phyllis W. Beck** became the first woman judge on Pennsylvania's Superior Court following her appointment by Gov. Dick Thornburgh. Graduating first in her class in the 1967 evening division of Temple University School of Law, Judge Beck was elected to the Superior Court in 1983 and retained for a second 10-year term in 1993. In 1987, Gov. Robert P. Casey appointed her to head a special 23-member commission on judicial reform. She is a member of the PBA Commission on Women in the Profession.

PBA Trailblazers

Roslyn M. Litman graduated first in her class from the University of Pittsburgh School of Law in 1952. In 1958, she became the first woman appointed to the University of Pittsburgh School of Law's faculty. A founding partner of Pittsburgh's Litman, Litman, Harris & Brown P.C., she holds the honor of being the first woman lawyer to serve on the PBA Board of Governors and the first woman president of the Allegheny County Bar Association. She is a permanent delegate to the 3rd U.S. Circuit Court of Appeals and a member of the PBA Commission on Women in the Profession.

Leslie Anne Miller, a partner with Philadelphia's McKissock & Hoffman P.C., is an alumna of Mount Holyoke College, the Dickinson School of Law and the Egleton Institute of Politics. She also holds an L.L.M. in Trial Advocacy from Temple University School of Law. Miller has a number of PBA firsts to her credit – first woman chair of the Young Lawyers Division, first woman officer and secretary on the PBA Board of Governors, and first woman chair of the PBA House of Delegates. She also serves as the first chair of the PBA Commission on Women in the Profession.

Joy Flowers Conti, a partner with Pittsburgh's Kirkpatrick & Lockhart, graduated first in her class from Duquesne University School of Law and has achieved many professional firsts through her leadership in the Allegheny County, Pennsylvania and American Bar

PENNSYLVANIA WOMEN LEGAL PIONEERS & PBA TRAILBLAZERS

Associations. In addition to chairing numerous PBA committees and sections, Flowers Conti was appointed in 1993 by President William C. Cassebaum as the first woman to serve as an at-large governor on the PBA Board of Governors. For her outstanding service to women, the legal profession and the community, Flowers Conti was named in 1995 as the second recipient of the Anne X. Alpern Award by the PBA Commission on Women in the Profession.

All of these women have made significant contributions, both to the legal profession and the organized bar. As this report card shows, the number of women lawyers involved and their opportunity to move on the leadership track in the PBA continues to increase. Through these efforts, the list of women leaders within the PBA should continue to grow well into the 21st century.

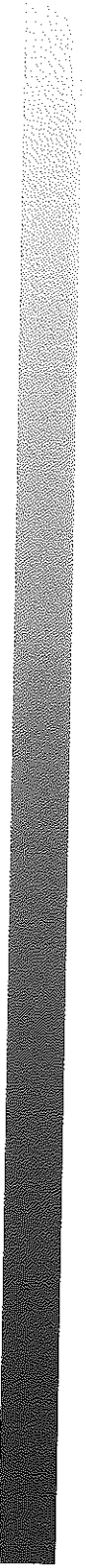
PENNSYLVANIA BAR ASSOCIATION **METHODOLOGY**

During its October 1994 meeting, the PBA Commission on Women in the Profession elected to draft a **Report Card** illustrating the participation and leadership roles of women in the PBA. The Commission presented the **Report Card** at the PBA's Annual Meeting in May 1995. The future of women as active participants in the association is vital. The Commission has developed this report to focus on the role women have thus far played in the PBA.

An understanding of this report requires some explanation about the methodology used to compile the reported statistics. The calculations describing female participation are based on the PBA's **VIP Book** and membership database. The **VIP Book**, published every year by the PBA, lists the association's governing bodies, committees and sections. To measure the participation, the report includes the gender composition from 1990/1995 of the: 1) Board of Governors, 2) House of Delegates 3) Nominating Committee 4) Committees 5) Sections of the PBA and 6) Young Lawyers Division. Any leadership roles within the committees and sections, such as chair or vice chair, also have been identified.

Obviously, there are some flaws to this methodology. Some names are gender neutral. In cases where a name was ambiguous as to gender, we referred to the bar association's files and chairs who were knowledgeable about the association's members.

In interpreting the statistics provided in this report, some percentages may be deceptive as small sample sizes can result in large fluctuations of percentages. For example, some zones consist of as few as four delegates. If one of the delegates is a female, the percentage of female participation would be 25%. Therefore, sample sizes must be recognized in the interpretation of the statistics in the report.

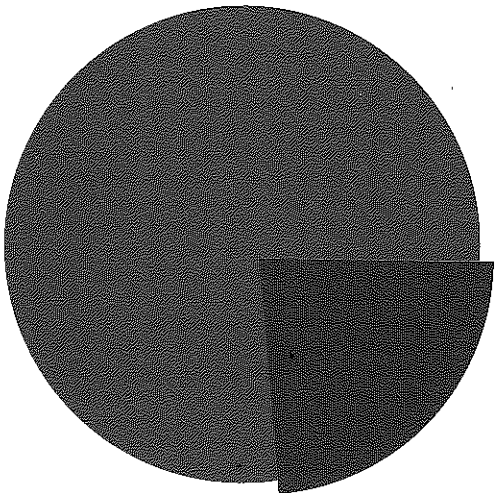


TODAY IN THE
PENNSYLVANIA BAR ASSOCIATION

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

As overall membership in the PBA is growing, so is the percentage of women members. Specific statistics are not available from the PBA data base for the years 1990-94. However, women today represent nearly 24 percent of the PBA membership.

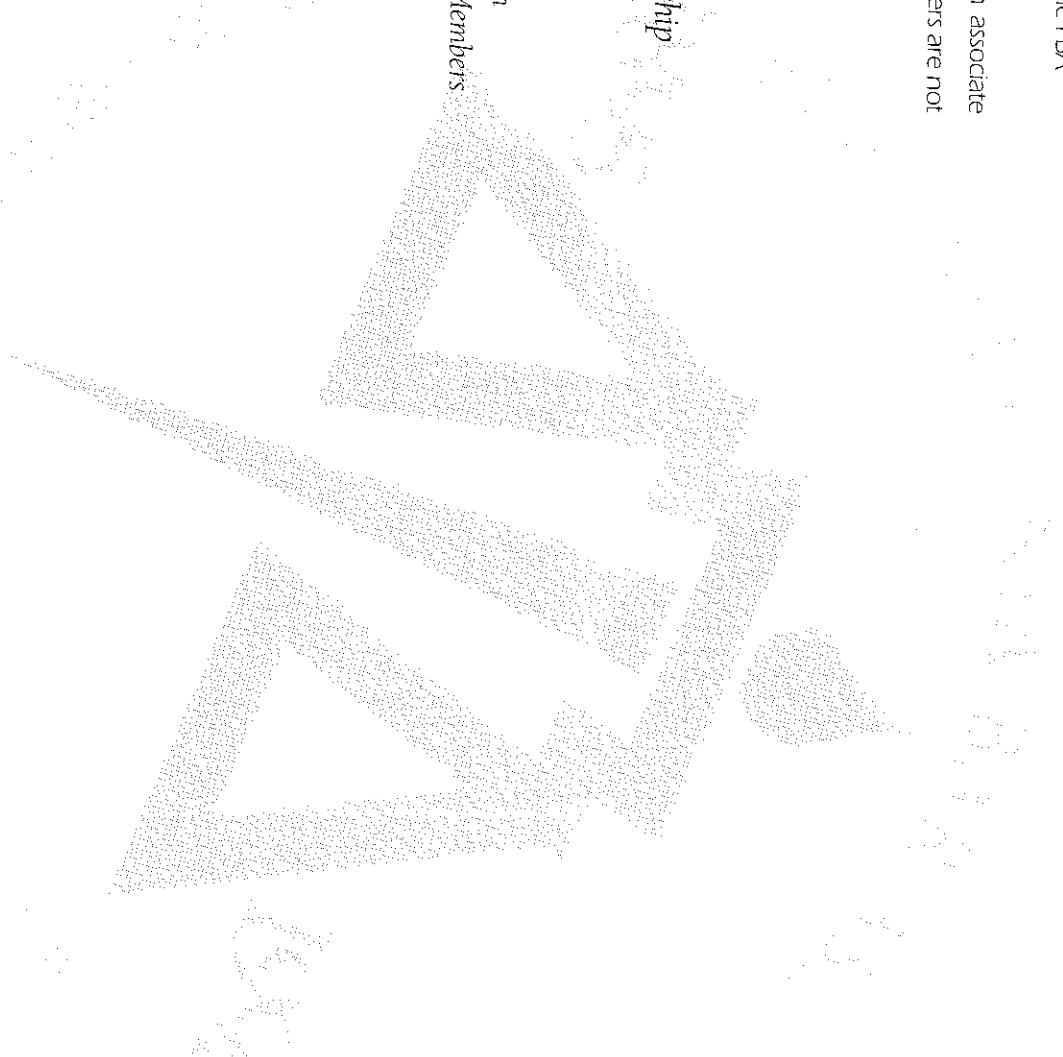
In addition to active membership, the association also offers an associate membership to lawyers not admitted to practice in PA. These members are not included in the total percentage reflected for this report.



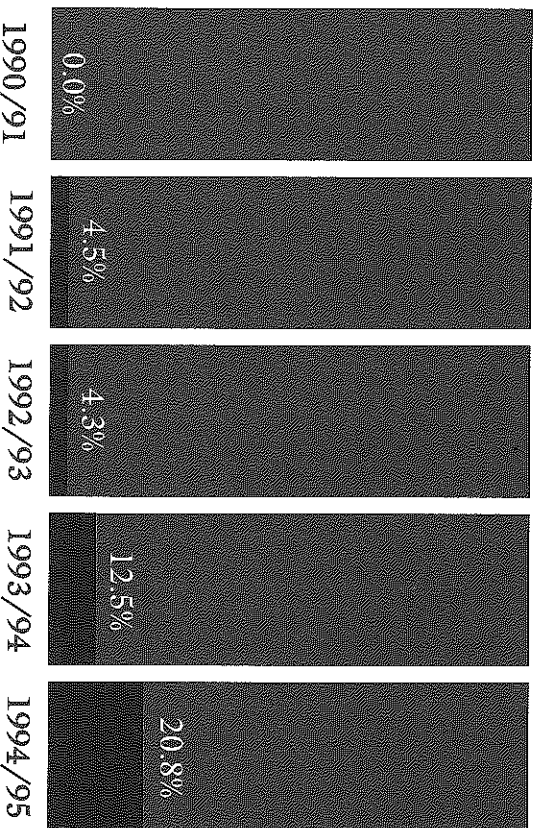
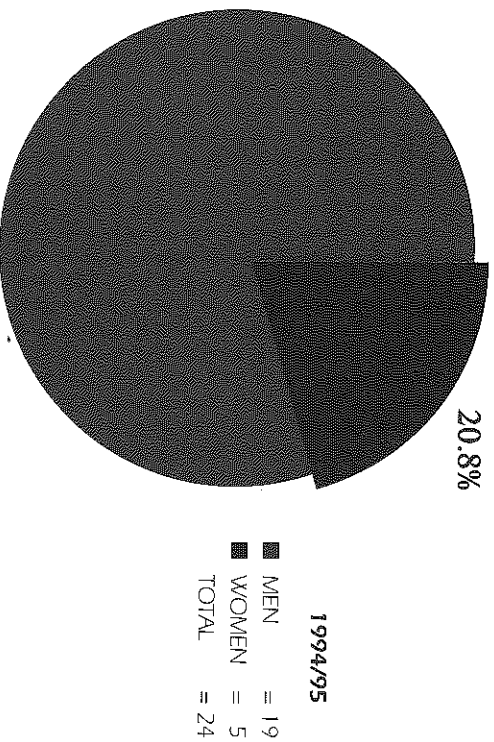
23.6%

*Women Membership
in the PBA Today*

■ 21,066	Men
■ 6,497	Women
27,563	Total Members



PENNSYLVANIA BAR ASSOCIATION BOARD OF **GOVERNORS**



The PBA Board of Governors is the body that manages and carries out PBA policies as 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 (the Chair, Chair-Elect, and the immediate past Chair);
- one Zone Governor from each of the twelve zones; and
- two governors-at-large (one minority governor and one woman governor)

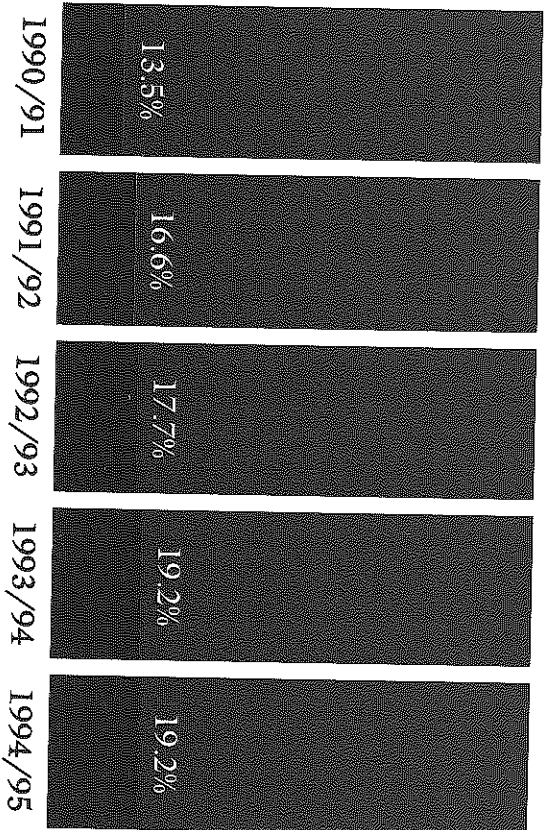
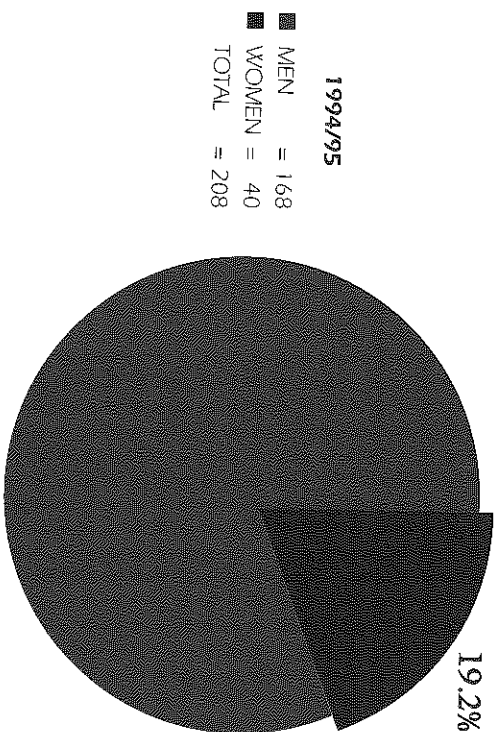
From 1968 to 1990, only 17 women served on the Board of Governors. The first, Roslyn M. Litman, sat on the board from 1976/79. During the 1980's, three women sat on the board as chairs of the Young Lawyers Division. In the 1990's, women's participation on the board grew, due to both a general increase in the number of women in the profession and a 1991 amendment to the PBA Bylaws establishing the position of an at-large governor to represent women lawyers. In 1992/93, one woman sat on the board, constituting four percent of the board. Participation in 1993/94 increased to three women, which translated into 13 percent of the board. In 1994/95, a record-setting five women held positions on the board, representing approximately 21 percent of the board's composition, including one officer. This increase suggests a trend toward increased participation of women in governing positions within the PBA.

The PBA House of Delegates is the body charged with setting the policy of the PBA. The House of Delegates 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;
- the preceding secretary, treasurer and zone governors;
- delegates of sections and the YLD;
- the Attorney General of Pennsylvania;
- state delegate to ABA House;
- unrepresented county bar delegate;
- the Court Administrator of PA; and
- deans of Pennsylvania law schools.

In 1966 Yolanda Barco was the first woman to become a member of the House of Delegates. Barco was appointed to Tellers of Election, and participated in compiling the ballots to elect the first Chair of the House.

PENNSYLVANIA BAR ASSOCIATION HOUSE OF DELEGATES



PENNSYLVANIA BAR ASSOCIATION HOUSE OF DELEGATES

Men Women = % of Women

	1990/91	1991/92	1992/93
Zone 1	46 10 17.9%	48 13 21.3%	43 13 23.2%
Zone 2	15 0 0%	15 1 6.3%	13 1 7.1%
Zone 3	22 3 12.0%	23 3 11.5%	23 3 11.5%
Zone 4	3 0 0%	3 0 0%	3 0 0%
Zone 5	10 0 0%	11 0 0%	10 0 0%
Zone 6	8 0 0%	9 0 0%	8 1 11.1%
Zone 7	6 0 0%	6 0 0%	6 0 0%
Zone 8	5 0 0%	5 0 0%	5 0 0%
Zone 9	31 5 13.9%	33 4 10.8%	34 4 10.5%
Zone 10	6 0 0%	6 0 0%	6 0 0%
Zone 11	2 1 33.3%	2 0 0%	1 0 0%
Zone 12	24 10 29.4%	23 13 36.1%	25 11 30.6%

	1993/94	1994/95
Zone 1	37 13 26.0%	34 16 32.0%
Zone 2	15 1 6.3%	15 2 11.8%
Zone 3	22 5 18.5%	19 5 20.8%
Zone 4	3 0 0%	4 0 0%
Zone 5	11 0 0%	11 0 0%
Zone 6	8 1 11.1%	4 1 20.0%
Zone 7	5 0 0%	6 1 14.3%
Zone 8	5 0 0%	5 0 0%
Zone 9	36 4 10.0%	36 5 13.9%
Zone 10	5 0 0%	6 0 0%
Zone 11	1 2 66.7%	3 1 25.0%
Zone 12	22 11 33.3%	22 12 35.3%

Beginning in 1990/91, only five out of 12 zones had women representatives. Of those five zones, only zones eleven and twelve exceeded 20 percent participation by women.

In 1991/92, five zones again had women House members.

One additional zone in 1992/93 included women representatives, raising the total number of zones with women House members to six. In several zones, overall membership decreased, thereby decreasing the number of male and female representatives.

In 1993/94, the overall number of women in the House increased. Nonetheless, some zones still did not have any women representatives.

Women's participation in the House was highest in 1994/95, with eight zones having female representatives. Four zones still did not have any women representatives.

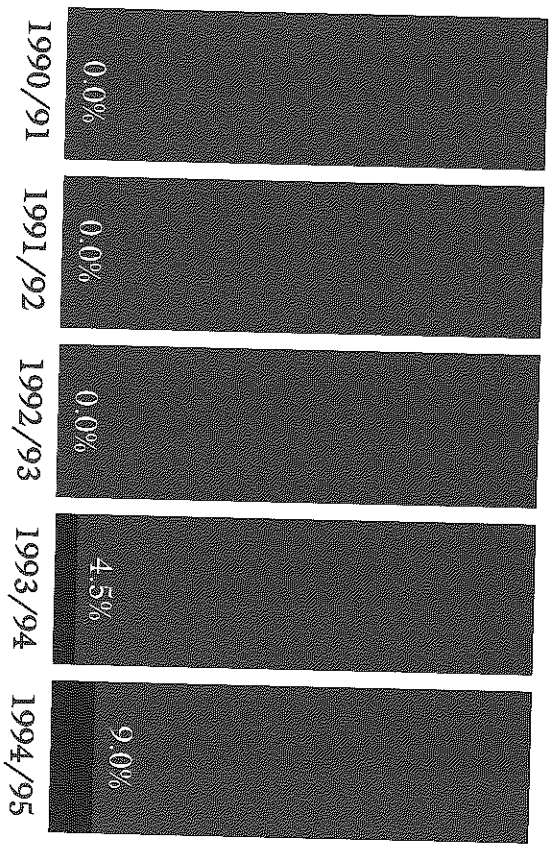
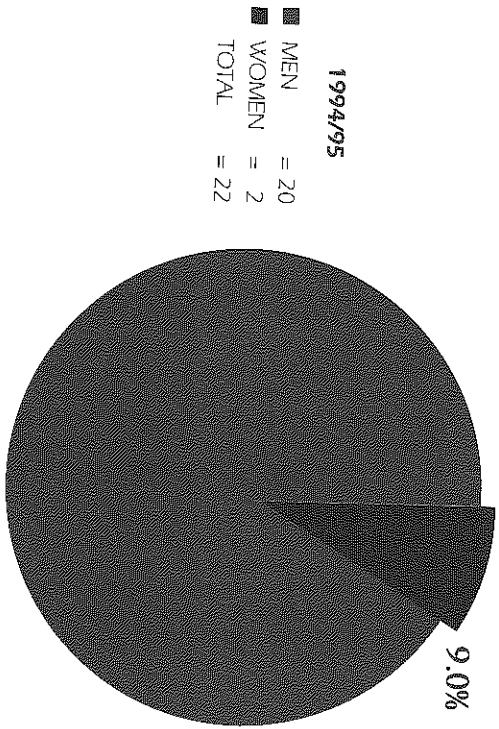
In short, some zones have yet to name women House members, while others are moving ahead. Fluctuations in membership and number of representatives have affected the percentages of female vs. male in some instances.

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; and
- the immediate past chair of the Young Lawyers Division.

No women held positions on the committee from 1990 through the 1992/93 bar year. In 1993/94, one woman held a seat on the committee followed by two women in 1994/95, representing nine percent of the committee.



PENNSYLVANIA BAR ASSOCIATION **COMMITTEES**

In 1994/95 there were 38 committees. Each of the 38 committees addresses an area of concern in the practice of law such as Lawyer Advertising or Legal Education. Generally, each committee has a chair, vice chair and members.

The table indicates the percentage of women members in each of the 38 committees. Some committees have a history of strong women participation and leadership, while others do not. There is only one committee without women members in 1994/95. The Legal Services for Exceptional Children Committee has approximately 39 percent women participation. Participation of women in the remaining committees fluctuates from year to year.

Currently, the percentage of women in the PBA is approximately 24 percent. The percentage of women on the "average" committee is 29 percent, somewhat higher than the percentage of female membership in the PBA. This higher than average participation may be explained by the appointed and non-appointed characteristic of the committees. Membership in appointed committees is by presidential appointment only.

In terms of leadership, however, only 12 out of the 38 committees in 1994/95 were lead by women chairs. Twenty-one out of the 38 committees included female vice chairs. Interestingly, the number of women occupying leadership positions in committees has only recently begun to rise. Women held 12 chair positions and 14 vice chair positions in 1993/94, while in 1992/93 only three chair and nine vice chair positions were held by women.

PENNSYLVANIA BAR ASSOCIATION COMMITTEES

Committee	Men		Women		= % of Women	
	1990/91	1991/92	1992/93	1993/94	1994/95	
Advertising Committee*	28	7	20%	12	4	25.0%
Agricultural Law Committee	48	9	15.8%	16	7	3.0%
Alcohol and Drug Addiction Committee				48	10	17.2%
Amicus Curiae Brief Committee*				8	0	0.0%
Attorney Discipline Study Committee				42	9	17.7%
Bill of Rights Committee	70	13	15.7%	76	15	16.5%
Bylaws Committee*	5	0	0.0%	8	0	0.0%
Children's Rights Committee*				7	0	0.0%
Civil and Equal Rights Committee				49	17	25.8%
Civil Rights and Responsibilities Committee	32	6	15.8%	40	15	27.3%
Client Security Fund	15	1	6.3%	12	1	8.0%
Committee on the Corrections System	26	8	23.5%	29	11	27.5%
Continuing Legal Education Committee	35	9	20.5%	38	13	25.5%
Communications Advisory Panel*				53	12	18.5%
Disciplinary Board Study Committee	33	3	8.3%	37	10	21.3%
Dispute Resolution Committee	46	16	25.8%	56	21	27.3%
Editorial Board*	10	7	41.2%	11	6	35.3%
Entry into the Practice of Law Committee	17	5	22.8%	16	8	33.3%
Equal Rights Committee	8	23	74.2%	9	28	75.7%
Health Care and Hospital Law Committee				78	51	39.5%
In-House Counsel Committee				88	53	37.6%
Interdisciplinary Committee on Medical and Health Related Issues				144	68	31.5%
Interprofessional Relations Committee	44	14	25.5%	45	24	34.8%
Judicial Administration Committee	31	4	11.4%	15	6	28.6%
Judicial Inquiry and Review				57	19	25.0%
Judicial Selection and Reform Committee	59	11	15.8%	33	4	23.3%
				75	17	18.5%
				85	18	17.5%
				124	30	16.3%
				79	12	13.2%

* denotes appointed committee

PENNSYLVANIA BAR ASSOCIATION COMMITTEES

Committee	1990/91		1991/92		1992/93		1993/94		1994/95	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Judiciary Committee*	12	2	11	3	10	4	8	10	13	11
Lawyer Referral Committee	13	7	7	6	9	3	13	3	13	3
Legal Affairs for Older Persons Committee	42	21	49	24	66	29	99	48	64	37
Legal Education									29	24
Legal Ethics and Professional Responsibility*	71	16	55	13	46	9	49	11	40	9
Legal Services for Exceptional Children	23	16	22	19	19	23	29	26	35	22
Legal Services to Persons with Disabilities	26	11	27	12	33	14	47	23	26	14
Legal Services to the Public Committee	23	10	23	13	65	39	81	53	37	29
Local Rules of Court Committee	24	7								
Legislative and Government Affairs*									12	5
Long Range Planning Committee*	17	2	17	4	11	2	10	2	8	3
Medico—Legal Committee	40	67								
Membership Committee	12	4	11	2	9	2	12	6	13	7
Minority Bar Committee	27	15	34	16	31	14	30	19	23	19
Non-Dues Revenue Study Committee*									8	0
PBA Centennial Celebration Committee*	8	5	10	4	11	4	22	7	21	6
PBA Commission on Women in the Profession							0	19	1	28
Personnel Advisory Committee*									3	3
Prepaid Legal Services Committee	17	3	9	5	18	5	18	5	25	5
Professional Liability Committee	19	0	25	0	31	2	34	4	25	5
Professionalism Committee	34	8	46	12	44	10	69	20	38	11
Specialization Committee	27	2	31	3	35	5	56	8	46	16
Sports, Entertainment and Art Law									17	18
Statewide Computerization Committee	37	8	50	8	57	9	56	8	46	16
Statutory Law Committee	28	9	41	10	40	13	60	15	34	12
Task Force for Legal Services to the Needy*	19	3	18	2						
Unauthorized Practice of Law Committee			11	0	23	1	28	8	24	4

* denotes appointed committee

PENNSYLVANIA BAR ASSOCIATION SECTIONS

There are currently 16 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. Each section is run by a chair, vice chair, secretary and any other officers within a subsection and/or committee established by that section's Bylaws. The section's Bylaws may also provide that the section have a council to conduct its business.

In 1990/91, women held nine of the possible 70 section leadership positions. Women did participate as council members, however, their participation varied greatly depending on the substantive area of the section. Five of the 16 section councils had no representation by females.

For 1991/92, the same number of women held section leadership positions, however, the number of secretary/treasurer positions held by women increased and the number of chair and section delegate positions decreased. Council representation again fluctuated, with three sections having no female participation whatsoever, although some sections did increase their number of female council members.

1992/93 saw one section vice chair and two section chair positions held by women. Women also held five secretary/treasurer positions. There was no increase in the number of women serving as section delegates. Once again council membership varied, with three sections having no women representation, while the remaining section councils fluctuated from eight to 33 percent female participation.

No women held section chair or delegate positions in 1993/94, however, three women did serve as vice chairs. Six women held secretary/treasurer positions, but women representation on section councils decreased with four sections having no female council members.

In 1994/95, one woman held the position of section chair, and six vice chair positions were filled by women. Secretary/treasurer positions remained stable with six of the positions being filled by women. Only one woman participated as a section delegate. Some improvement was seen on section councils, with only two sections having no female members and three section councils were comprised of more than 33 percent female members.

Sections/Councils	Men		Women		= % of Women
	1990/91	1991/92	1992/93		
Administrative Law	6	0	3	1	25.0%
Aeronautical Law	1	0	1	0	0%
Civil Litigation	6	0	10	5	33.3%
Corporation, Banking & Business Law	9	3	8	2	20.0%
Criminal Law	7	1	7	1	12.5%
Educational Law	10	4	10	2	16.7%
Environmental Law	3	2	3	2	40.0%
Family Law	14	7	12	9	42.9%
General Practice	0	0	0	0	0%
International & Comparative	6	3	6	3	33.3%
Labor Law	15	2	14	2	12.5%
Municipal Law	9	1	8	2	20.0%
Public Utility Law	5	1	5	1	16.7%
Real Property Law	9	2	10	2	16.7%
Tax Law	6	0	6	0	0%
Workers Compensation	8	1	9	3	25.0%

PENNSYLVANIA BAR ASSOCIATION SECTIONS

Men = % of Women

Sections/Councils	1993/94		1994/95		94/95 Sections/Leadership				
	Men	Women	Men	Women	Chair	VChair	Sec/Treas	Sec/Del	
Administrative Law	5	0	0	0	■	■	■	■	
Aeronautical Law	2	0	2	0	■	■	■	■	
Civil Litigation	9	6	10	3	■	■	■	■	
Corporation, Banking & Business Law	11	0	10	2	■	■	■	■	
Criminal Law	7	1	7	1	■	■	■	■	
Educational Law	9	3	10	2	■	■	■	■	
Environmental Law	3	2	4	1	■	■	■	■	
Family Law	14	7	13	8	■	■	■	■	
General Practice	8	3	4	2	■	■	■	■	
International & Comparative	6	3	6	3	■	■	■	■	
Labor Law	13	1	13	1	■	■	■	■	
Municipal Law	7	1	6	1	■	■	■	■	
Public Utility Law	3	3	3	2	■	■	■	■	
Real Property Law	12	0	11	1	■	■	■	■	
Tax Law	5	1	5	1	■	■	■	■	
Workers Compensation	9	2	9	2	■	■	■	■	

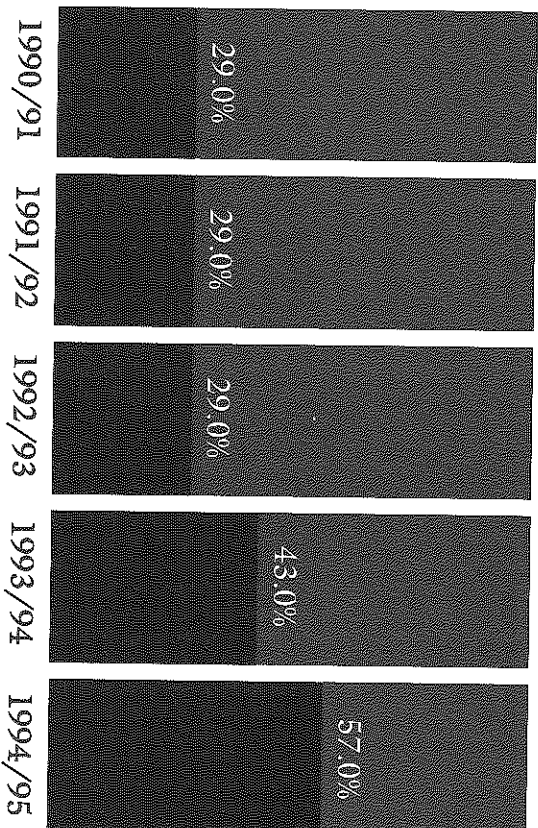
PENNSYLVANIA BAR ASSOCIATION
YOUNG LAWYERS **DIVISION**

The PBA Young Lawyers Division represents approximately one-third of the association's membership. Members of the PBA/YLD are those lawyers who are 36 years of age or younger, or have been practicing law for five years or less, regardless of age. The YLD's membership is approximately 10,000 lawyers.

The leadership positions in the YLD are:

- Chair;
- Chair-Elect;
- Immediate Past Chair;
- Secretary;
- Treasurer;
- Division Delegate; and
- ABAYLD District Representative.

Women have a history of actively participating in the Young Lawyers Division. This participation has resulted in an increase in leadership roles by women over the past five years.



PENNSYLVANIA BAR ASSOCIATION
REPORT CARD **CONCLUSION**

It is the intention of the Commission on Women in the Profession through the presentation of this **Report Card** to bring to the attention of the PBA membership the significant service rendered to date by women in the legal profession. It is also intended that this report card and the statistics it contains will serve as a measuring stick to monitor future participation and progress of women members in all aspects of the PBA.

As the membership of women in the PBA increases, it is envisioned by this Commission that the number of women in leadership positions will increase proportionately. The statistics presented in this **Report Card** support that this expectation is indeed a realistic one. It is the belief and goal of this Commission that all members working together to achieve such an increase will serve to create a strong and vital PBA, prepared to meet the challenges of the 21st century.

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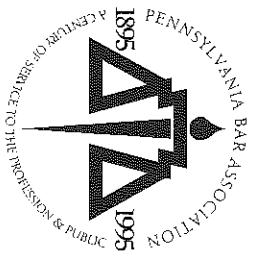
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