

PENNSYLVANIA BAR ASSOCIATION

WOMEN
IN THE
PROFESSION



1996 REPORT CARD

MESSAGE FROM THE CHAIR
ROBERTA D. LIEBENBERG

The publication of this year's Report Card of the PBA Commission on Women in the Profession provides an excellent opportunity to reflect on the Commission's many accomplishments over the past year.

For a number of months, members of the Commission have been planning its Third Annual Conference, to be held on May 2, 1996 in Pittsburgh. As in the past, the Conference has attracted a number of nationally prominent judges, lawyers and other speakers. This year's Conference, chaired by Nora Barry Fischer, will address such topics as improving negotiation skills, communicating more affectively with judges and juries, increasing leadership and business-getting skills, and will also provide practical suggestions through demonstration and discussion as to how to accomplish these goals.

In addition to planning the Annual Conference over the past year, the Commission implemented liaisons with various women's bar groups from throughout the State on a "zone" basis. The Commission is hopeful that this will provide increased opportunities for women, particularly in counties where there are not many women lawyers, to network

with one another, coordinate CLE and other activities and participate in Commission programs.

The Gender Education Committee, which operates under the auspices of the Commission, has conducted several successful programs on gender issues. The Committee, chaired by Arline Jolles Lotman, has developed a comprehensive bibliography of materials which focus on gender, as well as a new brochure entitled "Principles for Gender Equity."

Also, the Commission prepared a resolution, which was adopted by the PBA, urging the addition of a voluntary gender check-off box to the Pennsylvania Supreme Court's bar admission application form. This resolution was necessitated by a lack of statistics on women admitted to practice law in Pennsylvania. Such information is needed by the Commission in order to assess the status of women in the profession as well as evaluate the progress of women lawyers in overcoming barriers to advancement as a result of gender bias.

The Commission has begun publishing a quarterly newsletter, "Voices and Views," which not only provides an update on Commission activities, but also articles of interest to women PBA members. Editors of the newsletter are Marguerite Walsh and Judy Berkman.

The Commission is already planning next year's Conference, which will focus on family court issues, including the creation of a unified family court system. The Chair of the Conference is Elizabeth Bennett, and the Commission is very proud that Supreme Court Justice Sandra Schultz Newman and Superior Court Judge Kate Ford Elliott have agreed to act as Honorary Co-Chairs of this important and historic Conference.

One of the Commission's most important activities each year is the preparation of the Report Card, which enables us to assess the level of participation of women in the PBA in terms of overall membership as well as the attainment of leadership positions. This year's Report Card was completed under the direction of Bonnie Stein, Kathleen Mock and Lucille Marsh. The Report Card demonstrates that women attorneys have made progress in obtaining leadership positions within the PBA over the past year. While there is still room for improvement, particularly in the number of women on the Board of Governors, there was an increase in the number of women participating in the House of Delegates and in the number of zones with women delegates. In fact, 1995 represented the highest level of women participation ever in the PBA House of Delegates. The annual assessment of progress reflected in the Report Card will serve the salutary purpose of ensuring that the PBA leadership will continue to fulfill its commitment to increasing the participation of women in the Association.

As you can see, the Commission has been very busy over the past year and has achieved many of its goals. However, much work remains to be done, and the Commission is dedicated to continuing its efforts to improve the status of women in the legal profession.

Roberta D Liebenberg

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

Since the publication of the first Report Card of the PBA Commission on Women in the Profession in 1995, significant developments have taken place for women in the legal arena.

In November, 1995 Sandra Schultz Newman became the first woman ever elected as a Justice on the Pennsylvania Supreme Court. This milestone in the history of the Pennsylvania judiciary shows marked progress in the advancement of women in the profession. With her election, Justice Newman became a role model for women lawyers throughout the Commonwealth.

Also in November 1995, Leslie Anne Miller was nominated as the first woman Vice President of the Pennsylvania Bar Association. When Ms. Miller steps into the position of President of the Pennsylvania Bar Association in May of 1998, she will become the first woman president in the history of the bar association. Ms. Miller is no stranger to being a first — she was the first woman to chair the PBA Young Lawyers Division, the first woman officer and secretary of the PBA Board of Governors, the first woman chair of the PBA House of Delegates and the first chair of the PBA Commission on Women in the Profession.

The Commission continues to hold yearly conferences, with timely and innovative programming focusing on the enhancement of women in areas such as career development, business and political advancement and personal enrichment.



THE **ANNE X. ALPERN** AWARD

In 1994, the Commission created an annual award to be presented to a female attorney in Pennsylvania who has been an outstanding legal professional and 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. Anne X. Alpern was a graduate of the University of Pittsburgh and its law school. She was the first woman solicitor of Pittsburgh, and in 1954 became an Allegheny County Court of Common Pleas judge. In 1959 Governor David Lawrence appointed her to the position of attorney general. Two years later, Lawrence appointed her to the Pennsylvania Supreme Court, becoming the state's first woman appellate judge. After losing the election to retain her Supreme Court seat, Ms. Alpern returned to Allegheny County court until her retirement in 1974. Ms. 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.

The first recipient of the Anne X. Alpern Award was Genevieve Blatt, the first woman judge on the Commonwealth Court. Judge Blatt, who was a close friend of Anne Alpern, served as assistant city solicitor under Alpern. Following her graduation from the University of Pittsburgh School of Law in 1938, Judge Blatt accepted a position with the Pittsburgh Civil Service Commission — one of the first women to serve in such a position. She served three terms as Pennsylvania Secretary of Internal Affairs and was the first woman elected to statewide administrative office. Governor Milton Shapp commissioned her judge of the Commonwealth Court in 1972 and she 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, Judge Blatt retired in 1993.

In 1995 the Commission presented the Anne X. Alpern Award to Joy Flowers Conti, a partner in the Pittsburgh firm of Kirkpatrick & Lockhart. After graduating first in her class from Duquesne University School of Law, Ms. Conti began an active legal career and assumed many professional leadership positions in Allegheny County, Pennsylvania and American Bar Associations. In addition to chairing numerous PBA committees and sections, she was appointed in 1993 by then PBA President William Cassebaum as

the first woman to serve as an at-large governor on the PBA Board of Governors. She continues to give of her time and talents to the enhancement of women in the profession.

Esther F. Clark is the 1996 recipient of the Anne X. Alpern Award. She has been a Professor of Law at Widener University Law School since 1976. Prior to entering the academic arena, Professor Clark was a sole practitioner in Chester, Pennsylvania. Professor Clark is also a woman of many firsts. She is the first woman to receive tenure at Widener University Law School, the first woman elected to the presidency of the Delaware County Bar Association, and the first woman elected president of the Delaware County Legal Assistance Association. Professor Clark has achieved many firsts in the Pennsylvania Bar Association also, serving as the first woman appointed as a Zone 9 Delegate to the PBA House of Delegates, and the first woman appointed as chair of the Bylaws Committee. For over forty years, Professor Clark has served as a role model and mentor for both female and male attorneys and law students, and has gained the respect and admiration of her colleagues.



The Women in the Profession Report Card was created to illustrate the participation and leadership roles of women in the PBA. The Report Card will be updated yearly, with an in-depth analysis of women in leadership positions to be completed every five years.

An explanation of the methodology used to compile this report is necessary to confirm its validity. The calculations describing female participation are based on the PBA's annual VIP Book and membership database. The VIP Book lists the association's governing bodies, committees and sections. To measure the participation, this report includes the gender composition from 1991 to 1996 of the 1) Board of Governors, 2) House of Delegates, 3) Nominating Committee, 4) Committees, 5) Sections of the PBA and 6) the Young Lawyers Division. Leadership positions within the committees and sections, such as chair and vice chair, have been identified.

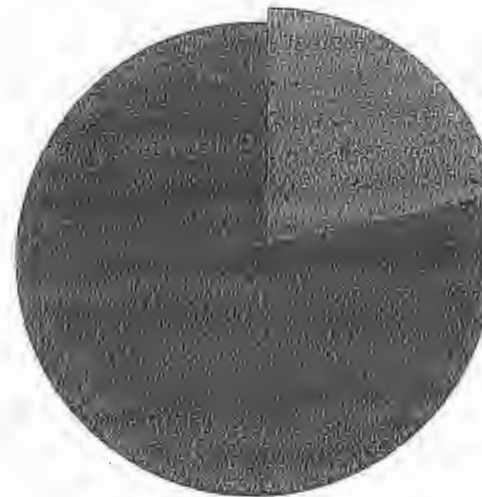
As with all studies, some flaws exist within the calculation system. Names of some members of the PBA are gender neutral, and in the case of ambiguous names, chairs and vice chairs of committees and PBA files were consulted for clarification.

The percentages presented may also be deceptive at first glance, as small sample sizes can result in large fluctuations of percentages. As an example, since some PBA House of Delegates zones consist of only as few as four delegates, having one female delegate in that zone would be interpreted as a 25% participation. Therefore, sample sizes must be recognized in the interpretation of these statistics.

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. Women represent 23 percent of the PBA membership in 1996.

In addition to active membership, the association offers associate membership to lawyers not admitted to practice in Pennsylvania. Associate members are not included in the total percentages reflected in this report.



22.9%

*Women Membership
in the PBA Today*

- 21,103Men
- 6,282Women
- 27,385Total Members

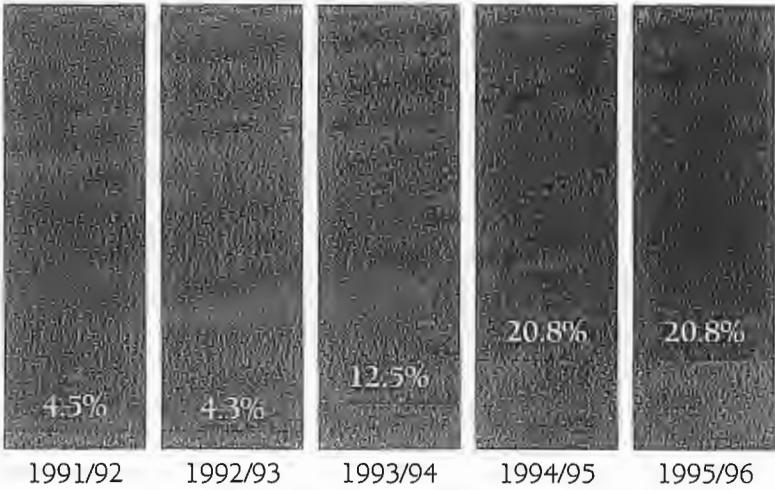


PENNSYLVANIA BAR ASSOCIATION
BOARD OF **GOVERNORS**

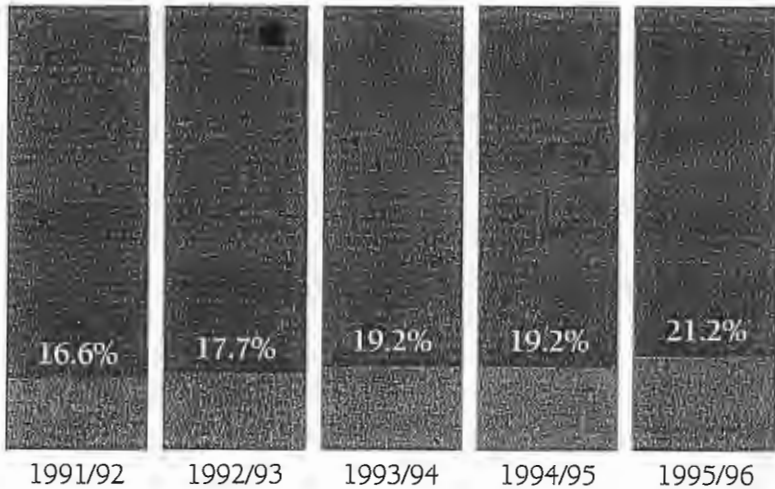
The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of the following members:

- 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 (Chair, Chair-elect and Immediate Past Chair);
- one Zone Governor from each of the twelve zones; and
- two governors-at-large (one minority governor and one women governor)

The participation of women on the Board of Governors grew during the 1990's. This was due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. In 1995/96, the number of women on the Board was the same as the previous year with five members, representing approximately 21 percent of the Board's total composition.



PENNSYLVANIA BAR ASSOCIATION
HOUSE OF DELEGATES



The PBA House of Delegates sets the policy of the association. The House of Delegates consists 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 delegates to the ABA House;
- unrepresented county bar delegate;
- the Court Administrator of Pennsylvania; and
- deans of Pennsylvania law schools

Participation by women in the House of Delegates increased to 21.2% this year as compared to 19.2% in 1994/95. The increase suggests a continued trend of growth in participation by women in the House.

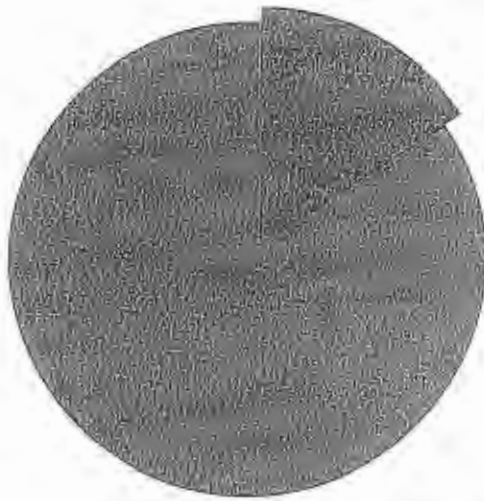
PENNSYLVANIA BAR ASSOCIATION HOUSE OF DELEGATES

Along with an increase of participation by women in the House of Delegates in 1995/96, there was an increase in the number of zones with women delegates. This year represents the highest level of participation by woman in the House in the history of the PBA. At the same time, another high mark was achieved with ten of the twelve zones having women delegates.

Some zones have yet to name women House members, while other continue to move ahead. Fluctuations in membership and the number of representatives in a particular zone have affected the percentages of female vs. male in some instances.

| | Men | Women | = % of Women |
|---------|---------|-------|--------------|
| | 1991/92 | | |
| Zone 1 | 48 | 13 | 21.3% |
| Zone 2 | 15 | 1 | 6.3% |
| Zone 3 | 23 | 3 | 11.5% |
| Zone 4 | 3 | 0 | 0% |
| Zone 5 | 11 | 0 | 0% |
| Zone 6 | 0 | 0 | 0% |
| Zone 7 | 6 | 0 | 0% |
| Zone 8 | 5 | 0 | 0% |
| Zone 9 | 33 | 4 | 10.8% |
| Zone 10 | 6 | 0 | 0% |
| Zone 11 | 2 | 0 | 0% |
| Zone 12 | 23 | 13 | 36.1% |
| | 1992/93 | | |
| Zone 1 | 43 | 13 | 23.2% |
| Zone 2 | 13 | 1 | 7.1% |
| Zone 3 | 23 | 3 | 11.5% |
| Zone 4 | 3 | 0 | 0% |
| Zone 5 | 10 | 0 | 0% |
| Zone 6 | 8 | 1 | 11.1% |
| Zone 7 | 6 | 0 | 0% |
| Zone 8 | 5 | 0 | 0% |
| Zone 9 | 34 | 4 | 10.5% |
| Zone 10 | 6 | 0 | 0% |
| Zone 11 | 1 | 0 | 0% |
| Zone 12 | 25 | 11 | 30.6% |
| | 1993/94 | | |
| Zone 1 | 37 | 13 | 26.0% |
| Zone 2 | 15 | 1 | 6.3% |
| Zone 3 | 22 | 5 | 18.5% |
| Zone 4 | 3 | 0 | 0% |
| Zone 5 | 11 | 0 | 0% |
| Zone 6 | 8 | 1 | 11.1% |
| Zone 7 | 5 | 0 | 0% |
| Zone 8 | 5 | 0 | 0% |
| Zone 9 | 36 | 4 | 10.0% |
| Zone 10 | 5 | 0 | 0% |
| Zone 11 | 1 | 2 | 66.7% |
| Zone 12 | 22 | 11 | 33.3% |
| | 1994/95 | | |
| Zone 1 | 34 | 10 | 32.0% |
| Zone 2 | 15 | 2 | 11.8% |
| Zone 3 | 19 | 5 | 20.8% |
| Zone 4 | 4 | 0 | 0% |
| Zone 5 | 11 | 0 | 0% |
| Zone 6 | 4 | 1 | 20.0% |
| Zone 7 | 6 | 1 | 14.3% |
| Zone 8 | 5 | 0 | 0% |
| Zone 9 | 36 | 5 | 13.9% |
| Zone 10 | 6 | 0 | 0% |
| Zone 11 | 3 | 1 | 25.0% |
| Zone 12 | 22 | 12 | 35.3% |
| | 1995/96 | | |
| Zone 1 | 36 | 15 | 26.5% |
| Zone 2 | 15 | 3 | 16.7% |
| Zone 3 | 18 | 8 | 30.8% |
| Zone 4 | 4 | 1 | 20.0% |
| Zone 5 | 10 | 2 | 16.7% |
| Zone 6 | 8 | 1 | 11.1% |
| Zone 7 | 6 | 1 | 14.3% |
| Zone 8 | 5 | 0 | 0% |
| Zone 9 | 37 | 6 | 14.0% |
| Zone 10 | 5 | 0 | 0% |
| Zone 11 | 5 | 0 | 0% |
| Zone 12 | 26 | 12 | 31.6% |

PENNSYLVANIA BAR ASSOCIATION
NOMINATING COMMITTEE



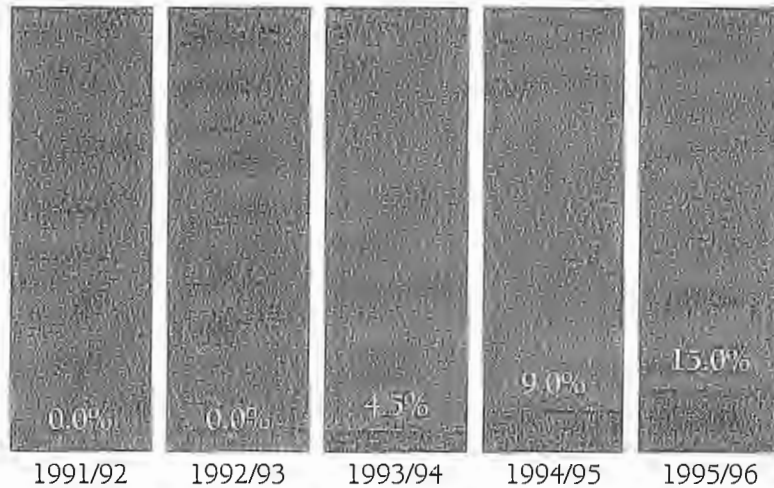
15.0%

■ Men = 17
 ■ Women = 3
 Total = 20

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.

The Nominating Committee seats held by women in 1995/96 increased by one over the previous year to three members, representing 15 percent of the committee.



PENNSYLVANIA BAR ASSOCIATION
COMMITTEES

In 1995/96, there were 40 full-year committees. Each of the 40 committees addresses an area of concern in the practice of law such as Lawyer Advertising or Civil and Equal Rights. Generally, each committee has a chair, vice chair and members.

The table indicates the percentage of women members in each of the 40 committees. For the second consecutive year, there is only one committee with no women members in 1995/96. Participation by women in the remaining committees continues to fluctuate from year to year.

The overall average of women's participation on committees is 31% compared to a 23% representation of the total PBA membership. This higher than average participation may be explained by the appointed and voluntary characteristics of committee membership. Membership in the few appointed committees is by presidential appointment only where membership on the majority of the PBA committees on a volunteer basis open to any association member.

In terms of committee leadership, 12 of the 40 committees in 1995/96 were led by women chairs. The number of women leaders was the same as 1994/95 when there was a total of 38 committees. The number of women vice chairs in 1995/96 also remained at the same level as the previous year with a total 21.

PENNSYLVANIA BAR ASSOCIATION
COMMITTEES

| Committee | Men | | Women | | = % of Women | |
|---|---------|---------|---------|---------|--------------|-------|
| | 1991/92 | 1992/93 | 1993/94 | 1994/95 | 1995/96 | |
| Advertising Committee* | 12 | 12 | 10 | 16 | 16 | 15.8% |
| Agricultural Law Committee | 16 | 25 | 34 | 25 | 25 | 19.4% |
| Alcohol and Drug Addiction Committee | 48 | 47 | 45 | 28 | 31 | 24.4% |
| Amicus Curiae Brief Committee* | 8 | 8 | 9 | 10 | 10 | 9.1% |
| Arbitration and Mediation | | | | | 34 | 21.7% |
| Attorney Discipline Study Committee | 42 | 44 | 34 | 28 | 27 | 34.1% |
| Bylaws Committee* | 5 | 7 | 6 | 6 | 4 | 33.3% |
| Children's Rights Committee* | | | | 8 | 14 | 48.1% |
| Civil and Equal Rights Committee | | | | 37 | 41 | 31.7% |
| Committee on the Corrections System | 29 | 27 | 22 | 33 | 41 | 19.6% |
| Communications Advisory Panel* | | | | 17 | 14 | 17.6% |
| Dispute Resolution Committee | 56 | 62 | 77 | 58 | 66 | 25.0% |
| Editorial Board* | 11 | 12 | 12 | 14 | 14 | 22.2% |
| Gender Education* | | | | | 0 | 100% |
| Health Care and Hospital Law Committee | 78 | 88 | 131 | 83 | 102 | 30.1% |
| In-House Counsel Committee | | | 148 | 57 | 84 | 27.6% |
| Interdisciplinary Committee on Medical and Health Related Issues | 45 | 41 | 38 | 34 | 37 | 31.5% |
| Judicial Selection and Administration Committee | 57 | 55 | 78 | 38 | 46 | 14.5% |
| Judicial Evaluation Committee* | 11 | 10 | 8 | 13 | 12 | 42.9% |

* denotes appointed committee

PENNSYLVANIA BAR ASSOCIATION
COMMITTEES

| Committee | Men | | Women | | = % of Women | | | | | |
|---|---------|---------|---------|---------|--------------|-------|-------|-------|-------|-------|
| | 1991/92 | 1992/93 | 1993/94 | 1994/95 | | | | | | |
| Legal Affairs for Older Persons Committee | 49/24 | 32.9% | 66/29 | 30.5% | 99/48 | 32.7% | 64/37 | 36.6% | 70/25 | 28.3% |
| Legal Education | | | | | | | 29/22 | 45.3% | 27/18 | 40.0% |
| Legal Ethics and Professional Responsibility* | 55/13 | 19.1% | 46/9 | 16.4% | 49/11 | 18.3% | 40/9 | 18.4% | 47/11 | 19.0% |
| Legal Services for Exceptional Children | 22/19 | 46.3% | 19/23 | 54.8% | 29/26 | 47.3% | 35/22 | 46.8% | 35/37 | 51.4% |
| Legal Services to Persons with Disabilities | 27/32 | 30.8% | 33/19 | 29.8% | 47/25 | 32.9% | 26/14 | 35.0% | 28/15 | 34.9% |
| Legal Services to the Public Committee | 23/13 | 36.1% | 65/39 | 37.5% | 81/53 | 39.6% | 37/20 | 43.9% | 35/28 | 44.4% |
| Legislative and Government Affairs* | | | | | | | 12/5 | 29.4% | 13/5 | 23.5% |
| Long Range Planning Committee* | 17/2 | 19.0% | 11/2 | 15.4% | 10/2 | 16.7% | 8/5 | 27.3% | 7/4 | 36.4% |
| Membership Committee | 11/2 | 15.4% | 9/3 | 18.2% | 12/6 | 33.3% | 13/7 | 35.0% | 13/7 | 35.0% |
| Minority Bar Committee | 94/16 | 32.0% | 31/11 | 31.1% | 30/19 | 38.8% | 23/19 | 45.2% | 18/21 | 53.8% |
| Non-Dues Revenue Study Committee* | | | | | | | 8/0 | 0% | 9/0 | 0% |
| PBA Centennial Celebration Committee* | 10/29 | 28.6% | 11/34 | 26.7% | 22/74 | 24.1% | 21/6 | 22.2% | 24/6 | 20.0% |
| PBA Commission on Women in the Profession | | | | | 0/19 | 100% | 1/28 | 96.6% | 2/58 | 96.7% |
| PBA-PAC* | 1/10 | 0% | 6/11 | 14.2% | 8/21 | 11.1% | 8/11 | 11.1% | 6/3 | 33.3% |
| Personnel Advisory Committee* | | | | | | | 3/3 | 50.0% | 3/3 | 50.0% |
| Professional Liability Committee | 25/0 | 0% | 31/2 | 6.1% | 34/4 | 10.5% | 25/5 | 20.0% | 45/4 | 8.2% |
| Professionalism Committee | 46/17 | 20.7% | 44/10 | 18.5% | 69/20 | 22.5% | 38/11 | 22.5% | 40/15 | 27.3% |
| Sports, Entertainment and Art Law | | | 22/2 | 8.3% | 11/18 | 13.6% | 46/16 | 25.8% | 80/20 | 20.0% |
| Statewide Computerization Committee | 50/8 | 13.8% | 37/9 | 13.7% | 56/8 | 12.5% | 46/16 | 25.8% | 53/7 | 7.0% |
| Statutory Law Committee | 11/10 | 19.6% | 40/13 | 24.5% | 60/15 | 20.0% | 34/12 | 26.1% | 42/12 | 14.3% |
| Unauthorized Practice of Law Committee | 11/0 | 0% | 23/11 | 4.2% | 28/8 | 22.2% | 24/3 | 14.3% | 34/5 | 12.8% |

* denotes appointed committee



PENNSYLVANIA BAR ASSOCIATION SECTIONS

| Sections/Councils | = % of Women | | 1991/92 | | 1992/93 | | 1993/94 | |
|--|--------------|-------|---------|-------|---------|-------|---------|-------|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| Administrative Law | 6 | 0 | 6 | 0% | 9 | 25.0% | 5 | 0% |
| Aeronautical Law | 1 | 0 | 1 | 0% | 1 | 0% | 2 | 0% |
| Civil Litigation | 12 | 25.0% | 10 | 33.3% | 9 | 40.0% | 11 | 0% |
| Corporation, Banking & Business Law | 8 | 20.0% | 11 | 0% | 11 | 0% | 11 | 0% |
| Criminal Law | 7 | 12.5% | 7 | 12.5% | 7 | 12.5% | 7 | 12.5% |
| Educational Law | 10 | 16.7% | 10 | 16.7% | 9 | 25.0% | 9 | 25.0% |
| Environmental Law | 3 | 40.0% | 7 | 60.0% | 3 | 40.0% | 3 | 40.0% |
| Family Law | 12 | 42.9% | 14 | 33.3% | 14 | 33.3% | 14 | 33.3% |
| International & Comparative Labor Law | 6 | 33.3% | 6 | 33.3% | 6 | 33.3% | 6 | 33.3% |
| Municipal Law | 12 | 12.5% | 14 | 6.7% | 15 | 7.1% | 15 | 7.1% |
| Public Utility Law | 8 | 20.0% | 9 | 18.2% | 7 | 12.5% | 7 | 12.5% |
| Real Property Law | 9 | 16.7% | 4 | 33.3% | 6 | 50.0% | 6 | 50.0% |
| Solo & Small Firm | 10 | 16.7% | 11 | 8.3% | 12 | 0% | 12 | 0% |
| Tax Law | 6 | 0% | 8 | 27.3% | 8 | 27.3% | 8 | 27.3% |
| Workers Compensation | 6 | 0% | 6 | 0% | 5 | 16.7% | 5 | 16.7% |
| | 9 | 25.0% | 10 | 9.1% | 10 | 18.2% | 9 | 18.2% |

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 1995/96, three women held the position of section chair, and three vice chairs were filled by women as compared to one chair and six vice chairs in 1994/95. Secretary/treasurer positions remained the same with six being filled by women. No women served in the position of section delegate compared to one occupying this position the previous year.

There was a varied fluctuation in section councils in 1995/96 with five increasing in women representation, six decreasing and 5 remained unchanged compared to 1994/95. Three sections had no women participating as members of council, an increase of one section with no representation over the previous year.

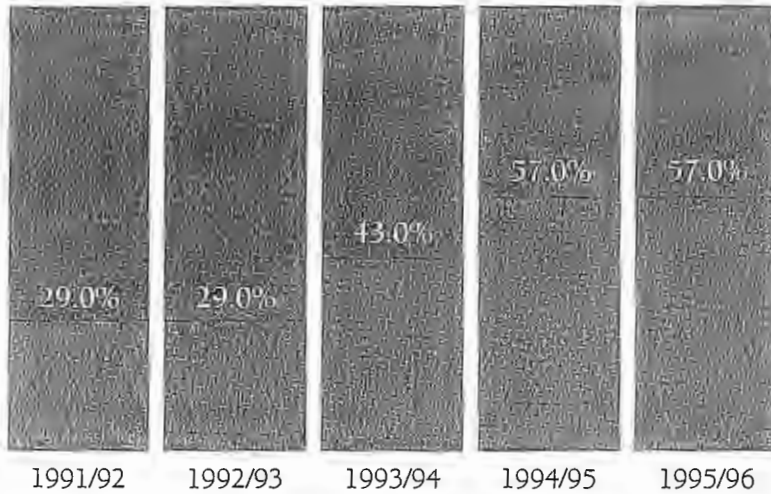
PENNSYLVANIA BAR ASSOCIATION SECTIONS

Men **Women** = % of Women

| Sections/Councils | 1994/95 | 1995/96 |
|-------------------------------------|---------|---------|
| Administrative Law | 6/0 | 0/0 |
| Aeronautical Law | 2/0 | 0/0 |
| Civil Litigation | 10/3 | 0/3 |
| Corporation, Banking & Business Law | 10/2 | 3/1 |
| Criminal Law | 7/1 | 7/4 |
| Educational Law | 10/2 | 10/1 |
| Environmental Law | | |
| Family Law | 13/8 | 11/10 |
| International & Comparative | 6/2 | 5/3 |
| Labor Law | 13/1 | 12/1 |
| Municipal Law | 6/1 | 8/5 |
| Public Utility Law | 3/2 | 3/0 |
| Real Property Law | 11/0 | 11/1 |
| Solo & Small Firm | | 6/1 |
| Tax Law | 5/0 | 5/1 |
| Workers Compensation | 0/0 | 6/2 |

| 94/95 Sections/Leadership | Chair | VChair | Sec/Treas | Sec Del |
|-------------------------------------|-------|--------|-----------|---------|
| Administrative Law | ☐ | ☐ | ☐ | ☐ |
| Aeronautical Law | ☐ | | ☐ | ☐ |
| Civil Litigation | ☐ | ☐ | ☐ | ☐ |
| Corporation, Banking & Business Law | ☐ | ☐ | ☐ ☐ | ☐ |
| Criminal Law | ☐ | | ☐ | ☐ |
| Educational Law | ☐ | | ☐ | ☐ |
| Environmental Law | ☐ | ☐ | ☐ ☐ | ☐ |
| Family Law | ☐ | ☐ | ☐ ☐ | |
| International & Comparative | ☐ | | ☐ | ☐ |
| Labor Law | ☐ | | ☐ ☐ | ☐ |
| Municipal Law | ☐ | ☐ | ☐ ☐ | ☐ |
| Public Utility Law | ☐ | ☐ | ☐ | ☐ |
| Real Property Law | ☐ | ☐ | ☐ ☐ | ☐ |
| Solo & Small Firm | ☐ | | ☐ | ☐ |
| Tax Law | ☐ | ☐ | ☐ | ☐ |
| Workers Compensation | ☐ | ☐ | ☐ ☐ | ☐ |

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 leadership positions in the YLD are:

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

Women continue to participate actively in leadership roles of the Young Lawyers Division, representing 57 percent of the Division's leadership for the second year.

PENNSYLVANIA BAR ASSOCIATION
REPORT CARD **CONCLUSION**

It is the ongoing goal of the Commission on Women in the Profession, through the presentation of this Annual Report Card, to bring to the attention of the PBA membership the continuing significant service rendered by women in the legal profession. It is also intended that this report card and the statistics it contains will serve as a yearly measuring stick by which to review past participation as well as to monitor future participation and progress of women members in all aspects of the PBA.

With the continuing increase of women's membership in the PBA, this Commission envisions that women in leadership positions will increase proportionately. The statistics presented in this Annual Report Card support that this expectation is indeed a realistic one. It is the belief and goal of this Commission that with all members working together we will create a strong and vital PBA, prepared to meet the challenges of the 21st century.



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