

WOMEN
in the *Profession*

1999

R E P O R T C A R D

PENNSYLVANIA BAR ASSOCIATION

OUR MISSION STATEMENT

This Report Card was prepared by the Pennsylvania Bar Association Commission on Women in the Profession, which is comprised of 150 women from across Pennsylvania. The Commission on Women in the Profession's mission is to:

1. Identify barriers that prevent women lawyers from full participation 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. Assess the current status of women in the legal profession and identify their career paths and goals.
3. Develop educational programs to address discrimination against women lawyers and the unique problems they encounter in pursuing their professional careers.
4. Make recommendations to the PBA Board of Governors and House of Delegates for action to solve problems the Commission identifies.
5. Make recommendations to the Courts, legislature and other groups within the justice system to solve problems the Commission identifies through the approval of the Board of Governors and House of Delegates.



PBA COMMISSION ON THE WOMEN IN THE PROFESSION REPORT CARD INTRODUCTION

The Commission on Women in the Profession has a membership of nearly 150 women from across Pennsylvania. It continues to be a valuable source for networking and the promotion of women in the legal profession. This year the Commission marks a milestone, as this is the 5th Report Card published on women in the profession.

Although PBA membership has been steady over the past 5 years, there has been an increase in the number of areas for lawyers to become active as well as in the number of leadership positions. In the inaugural year of the Report Card, there were 38 committees. Now there are 45. One new section was started and the number of delegates in the House of Delegates has grown by 65 by the addition of a voting representative from each county bar association. In the 1994/95 Report Card, there

were 12 women committee chairs and 21 women vice chairs. In 1998/99 the number of chairs has doubled to 24 women although the number of women vice chairs has declined to 14.

This year, Leslie Anne Miller serves as the first woman President of the PBA in its one hundred four-year history. Her election to this office paves the way for other women leaders of the bar to pursue leadership roles in the association.

Once again, the Commission will hold its annual conference, this year saluting the success of women lawyers as leaders. The Commission, along with women lawyers from across the state, will gather to celebrate the progress women lawyers have made and focus on how an increasing number of women lawyers can become leaders in their fields of practice.



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. In 1959 Governor David Lawrence appointed Anne Alpern to the position of attorney general. Two years later, Lawrence appointed her to the Pennsylvania Supreme Court, becoming the first woman appellate judge. 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.

This year's Anne X. Alpern Award recipient is Leslie Anne Miller. Ms. Miller has just concluded her term as the first woman president of the PBA in its 104-year history. She has held numerous PBA offices, including first woman chair of the House of Delegates, chair of the Commission on Women in the Profession and first woman chair of the Young Lawyers Division. She has been an active member of the Philadelphia Bar Association and also has served as Judge Pro

Tempore in Philadelphia common pleas court. In addition, she has been a faculty member for a variety of continuing legal education programs throughout Pennsylvania.

Ms. Miller is a shareholder in the law firm of McKissock & Hoffman P.C. where she concentrates in the defense of professional malpractice claims and appellate practice. She is a cum laude graduate of Mount Holyoke College, and received a master's degree from Rutgers University in 1974, where she was a Fellow at The Eagleton Institute of Politics. She earned her J.D. from the Dickinson School of Law in 1977, and served as captain of the National Appellate Moot Court Team and a member of The National Order of Barristers. Ms. Miller received an LL.M. in Trial Advocacy with honors from Temple University Law School in 1994.

Leslie has received numerous honors throughout her career. She was elected an Alumnae Trustee of the Dickinson School of Law, 1978-81; named to the Pennsylvania Honor Roll of Women, 1996; and honored with the Sylvia Rambo Award from the Dickinson School of Law, 1997. She has been listed



THE ANNE X. ALPERN AWARD

continuously in Who's Who in American Law since 1991 and in Who's Who in America since 1995. She was presented with the Alumnae Medal of Honor from Mount Holyoke College in 1988 and the President's Award from the Medical College of Pennsylvania in 1993.

Leslie serves on the boards of directors of a host of charitable, civic and cultural organizations in the Philadelphia area, including the Pennsylvania Ballet, WHYY public television station and the Free Library of Philadelphia.

Marina Angel was the 1998 Anne X. Alpern Award winner. Professor Marina Angel has been a professor of law at Temple University since 1979. A graduate of Barnard College (B.A. 1965), Columbia Law School (J.D. 1969), and the University of Pennsylvania Law School (LL.M. 1977), Professor Angel began her professional career as an attorney with the Voluntary Defender Association of Philadelphia. She was an associate with a firm in New York before beginning her outstanding academic career.

During her career, Professor Angel has participated in many women's legal issues. She developed the first university sexual harassment

policy in the United States which prohibited sexual and/or romantic relationships between faculty members and their students. She filed, tried and won cases on behalf of women police officers in New York regarding discrimination and layoffs. She founded and continues to coordinate The Delaware Valley Women Law Teachers and has been active in the Section on Women in Legal Education of the Association of American Law Schools.

In 1996 she received the Philadelphia Bar Association's Sandra Day O'Connor Award and has also received numerous awards from Temple Law School. Professor Angel is a well-respected lecturer and writer on sexual harassment issues, women in the criminal justice system, women in legal education, and violence against women.

The first recipient of the Anne X. Alpern Award was Judge Genevieve Blatt, the first woman judge on the Commonwealth Court. Other recipients include Joy Flowers Conti in 1995, Professor Esther Clark in 1996 and Superior Court Judge Phyllis Beck in 1997.

PENNSYLVANIA BAR ASSOCIATION METHODOLOGY

The Women in the Profession Report Card was created to illustrate the participation and leadership roles of women in the PBA. The Report Card is produced annually and an in-depth analysis of women in the leadership positions is included for the five previous years.

An explanation of the methodology used to compile this report is necessary to confirm its validity. The calculations describing women's participation are based on the PBA's annual VIP Book and the membership database. The data for the breakdown of the percentage of women lawyers is based on the PBA 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 1994-1999 of the 1) Board of Governors, 2) House of Delegates, 3) Nominating Committee 4) Committees 5) Section leadership and 6) the leadership of the Young Lawyers Division.

This year two new sections have been added: women membership in county bar associations and women employed as lawyers in the public

sector (District Attorneys and Public Defenders) and in the private sector (the 100 largest law firms in the Commonwealth). The data for the breakdown of the percentage of women PBA members in county bar associations is based on the PBA membership database. The information on the private and public sector was obtained by an anonymous survey sent to the 100 largest law firms in Pennsylvania and to the 67 District Attorney and Public Defender offices. The data is based on the returned surveys from 51 of the 100 largest firms, 43 of the 67 District Attorney offices and 33 of the 67 Public Defender offices.

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, although some errors may exist.

As small sample sizes can result in large fluctuations of percentages, 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. Although the overall PBA membership number has declined slightly since 1998, the percentage of women members increased slightly in 1999 to 24.4% of the PBA membership from 24.3% in 1998.

By comparison, when the first report card was issued in 1994/95, there were 6497 women members out of a total PBA membership of 27,563. Women made up 23.6% of the total membership.



■ Women	6,482
■ Men	20,063
Total Members 26,545	

*Source: PBA Membership Records
as of April 1, 1999*

24.4%

WOMEN MEMBERSHIP
IN THE PBA TODAY

WOMEN IN THE PROFESSION SURVEY RESULTS PRIVATE SECTOR

	Women		Men	= % of Women	■	Total Lawyers		Managing Partner	Partners		Associates		Other		Dept. Heads		Part-Time	
	Women	Men				Women	Men		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
464	117	347	25%	■	23	163	92	156	2	28	0	0	8	2				
319	84	235	26%	■	35	180	47	52	2	3	5	28	2	1				
298	108	190	36%	■	32	113	62	66	14	11	0	11	21	3				
289	107	182	37%	■	23	106	54	66	30	10	4	25	24	3				
265	56	209	21%	■	10	116	41	74	5	19	1	17	3	0				
263	76	187	29%	■	12	106	55	48	9	33	5	21	10	2				
253	66	187	26%	■	12	79	54	83	0	25	4	25	12	25				
249	81	168	33%	■	22	98	59	70	0	0	8	29	10	0				
237	83	154	35%	■	19	90	59	55	5	9	3	15	12	3				
219	69	150	32%	■	19	74	50	73	0	3	3	8	2	1				
208	58	150	28%	■	21	101	37	49	0	0	1	12	6	0				
200	66	134	33%	■	18	76	44	33	4	25	3	12	11	0				
192	62	130	32%	■	15	57	47	66	0	7	2	0	9	0				
170	50	120	29%	■	13	80	34	33	3	7	1	11	5	0				
106	26	80	25%	■	6	47	20	24	0	9	0	6	2	0				
88	21	67	24%	■	8	32	13	24	0	11	1	5	4	0				
79	16	63	20%	■	3	49	13	14	0	0	0	3	1	0				
77	18	59	23%	■	5	33	11	23	2	3	2	19	1	0				
71	17	54	24%	■	3	34	11	11	3	9	0	All Male	1	0				
64	20	44	31%	■	11	26	9	15	0	5	3	17	4	5				
59	11	48	19%	■	3	34	8	13	0	1	0	3	0	4				
52	18	34	35%	■	7	26	11	8	0	0	1	4	0	0				
50	11	39	22%	■	4	24	7	14	0	1	4	5	0	0				
49	15	34	31%	■	5	19	9	16	1	1	1	2	3	3				
45	5	40	11%	■	1	25	4	12	0	3	0	6	1	0				

WOMEN IN THE PROFESSION SURVEY RESULTS PRIVATE SECTOR

Total Lawyers	Women		= % of Women	Men	Managing Partner	Partners	Associates	Other	Dept. Heads	Part-Time
	Lawyers									
39	3	36	8%	■		2 26	1 9	0 1	0 8	0 0
39	11	28	28%			2 16	9 12	0 0	0 4	0 0
31	6	25	19%	■		2 16	4 9	0 0	0 0	3 3
31	5	26	16%	■		1 12	3 13	1 1	0 0	0 2
30	3	27	10%	■		2 21	1 6	0 0	0 6	0 0
30	14	16	47%			4 10	10 8	0 0	1 3	3 2
29	8	21	28%	■		5 12	2 8	1 1	1 3	3 0
28	6	22	21%	■		3 16	3 4	0 2	0 3	1 0
28	10	18	36%	■		2 13	8 5	0 0	0 3	2 0
28	2	26	7%	■		0 13	2 13	0 0	0 0	0 0
26	3	23	12%	■		0 15	2 4	1 4	0 5	0 0
26	9	17	35%	■		0 16	7 3	2 2	0 0	3 0
25	4	21	16%	■		0 10	4 7	0 4	0 1	0 0
25	5	20	20%	■		2 14	3 4	0 2	0 3	0 0
24	5	19	21%	■		4 17	1 2	0 0	0 0	0 5
23	14	9	61%	■		7 3	7 5	0 1	4 0	4 0
23	10	13	43%	■		2 8	8 5	0 0	0 0	1 0
22	7	15	32%	■		2 8	5 6	0 1	0 0	2 0
22	5	17	23%			2 10	3 5	0 2	0 0	0 0
21	2	19	10%	■		1 12	1 5	0 2	0 3	0 0
21	4	17	19%	■		1 14	3 3	0 0	0 0	0 0
20	10	10	50%	■		1 2	9 8	0 0	3 3	0 0
20	11	9	55%	■		8 7	3 0	0 2	0 0	4 2
19	4	15	21%	■		2 6	2 9	0 0	0 0	0 0
18	2	16	11%	■		1 12	1 4	0 0	0 3	0 0
18	3	15	17%			2 14	1 1	0 0	0 0	0 0

Source: Based on the survey responses received from 51 of the largest 100 law firms in Pennsylvania, as identified in the PaLAW 1998 Annual Report on the Legal Profession.

WOMEN IN THE PROFESSION SURVEY RESULTS PUBLIC SECTOR — DISTRICT ATTORNEYS

Total Lawyers	Women		= % of Women	Men	DA	Part-Time		Asst. DA	
	Lawyers	DA				Part-Time	Asst. DA		
267	119	148	45%	■	0	0	118	148	
37	13	24	35%	■	0	0	13	23	
34	15	19	44%	■	0	0	15	18	
30	13	17	43%	■	0	0	13	16	
28	12	16	43%	■	0	1	12	15	
23	9	14	39%	■	1	2	9	13	
22	9	13	41%	■	2	3	9	12	
22	7	15	32%	■	0	0	7	14	
22	5	17	23%	■	0	0	5	16	
21	11	10	52%	■	0	0	11	9	
19	8	11	42%	■	0	4	8	10	
17	8	9	47%	■	0	0	8	8	
15	6	9	40%	■	4	8	6	8	
12	1	11	8%	■	0	3	0	11	
10	5	5	50%	■	2	2	5	4	
10	2	8	20%	■	0	8	2	7	
9	2	7	22%	■	0	4	2	6	
9	2	7	22%	■	0	6	2	6	
9	1	8	11%	■	0	0	1	7	
8	3	5	38%	■	0	3	3	0	
7	2	5	29%	■	0	0	2	4	
6	2	4	33%	■	2	1	3	3	

Total Lawyers	Lawyers		DA	Part-Time		Asst. DA		
	Lawyers	DA		Part-Time	Asst. DA			
6	2	4	33%	■	1	2	2	3
6	0	6	0%	■	0	5	0	5
6	2	4	33%	■	0	0	2	3
5	3	2	60%	■	3	2	3	1
4	1	3	25%	■	1	2	0	3
4	1	3	25%	■	1	4	1	3
4	1	3	25%	■	0	0	0	3
4	1	3	25%	■	1	3	1	2
4	2	2	50%	■	2	2	2	1
3	1	2	33%	■	1	2	1	1
3	1	2	33%	■	0	1	1	1
3	1	2	33%	■	0	1	1	2
3	0	3	0%	■	0	3	0	2
2	0	2	0%	■	0	2	0	1
2	0	2	0%	■	0	1	0	0
2	0	2	0%	■	0	2	0	1
2	0	2	0%	■	0	2	0	1
2	0	2	0%	■	0	1	0	1
1	0	1	0%	■	0	1	0	0
1	0	1	0%	■	0	1	0	0
1	0	1	0%	■	0	0	0	0

Source: Based on the survey responses received from 43 of the 67 District Attorney Offices.



WOMEN IN THE PROFESSION SURVEY RESULTS PUBLIC SECTOR — PUBLIC DEFENDERS

Total Lawyers	Women		= % of Women	Men	PD	Part-Time		Asst. PD	
	Lawyers	Men				Part-Time	Asst. PD		
229	103	126	45%	■		8	0	108	130
45	9	36	20%	■		0	0	9	36
22	9	13	41%	■		0	2	9	11
19	0	19	0%	■		0	0	10	8
15	5	10	33%	■		1	7	5	9
15	2	13	13%	■		1	13	2	12
14	8	6	57%	■		0	0	8	0
11	4	7	36%	■		0	0	3	7
9	2	7	22%	■		0	5	2	6
9	3	6	33%	■		2	6	3	5
8	1	7	13%	■		1	4	1	7
8	1	7	13%	■		0	6	1	6
8	3	5	38%	■		0	4	3	4
8	2	6	25%	■		1	5	2	5
6	0	6	0%	■		0	4	0	6
6	2	4	33%	■		0	1	2	3
5	0	5	0%	■		0	4	0	4
5	2	3	40%	■		0	0	2	2
5	1	4	20%	■		1	2	1	3

Total Lawyers	Lawyers	Men	= % of Women	PD	Part-Time	Asst. PD
4	0	4	0%	■	0	4
4	2	2	50%	■	0	0
4	0	4	0%	■	0	4
4	1	3	25%	■	1	2
4	0	4	0%	■	0	4
3	0	3	0%	■	0	3
3	0	3	0%	■	0	3
3	2	1	67%	■	0	0
3	1	2	33%	■	1	2
2	0	2	0%	■	0	0
1	0	1	0%	■	0	1
1	0	1	0%	■	0	1
1	1	0	100%	■	1	1
1	0	1	0%	■	0	1

Source: Based on the survey responses received from 33 of the 67 Public Defender Offices.



PENNSYLVANIA BAR ASSOCIATION MEMBERS BY COUNTY

Women
Men
 = % of Women

COUNTY	Women	Men	= % of Women
Adams	14	40	26%
Allegheny	938	2915	24%
Armstrong	6	37	14%
Beaver	29	148	16%
Bedford	4	19	17%
Berks	102	442	19%
Blair	35	102	26%
Bradford	6	38	14%
Bucks	152	502	23%
Butler	30	100	23%
Cambria	32	170	16%
Carbon	15	45	25%
Centre	42	132	24%
Chester	172	538	24%
Clarion	3	29	9%
Clearfield	14	44	24%
Clinton	2	29	6%
Columbia	7	39	15%
Crawford	22	72	23%
Cumberland	106	338	24%
Dauphin	433	1113	28%

COUNTY	Women	Men	= % of Women
Delaware	248	732	25%
Elk	4	23	15%
Erie	78	419	16%
Fayette	27	90	23%
Franklin	29	87	25%
Fulton	2	6	25%
Greene	7	25	22%
Huntingdon	4	31	11%
Indiana	10	54	16%
Jefferson	4	35	10%
Juniata	2	10	17%
Lackawanna	91	437	17%
Lancaster	151	483	24%
Lawrence	15	94	14%
Lebanon	26	92	22%
Lehigh	119	438	22%
Luzerne	80	340	19%
Lycoming	32	156	17%
McKean	3	30	9%
Mercer	22	110	17%
Mifflin	4	29	12%
Monroe	22	110	17%
Montgomery	554	1609	26%

COUNTY	Women	Men	= % of Women
Montour	6	8	43%
Northampton	81	314	21%
Northumberland	5	67	7%
Perry	6	14	30%
Philadelphia	1387	3718	27%
Pike	5	23	18%
Potter	3	16	16%
Schuylkill	35	155	18%
Snyder	4	17	19%
Somerset	13	61	18%
Sullivan	1	3	25%
Susquehanna	2	24	8%
Tioga	4	33	11%
Union	11	30	27%
Venango	7	52	12%
Warren	7	33	18%
Washington	58	207	22%
Wayne	7	37	16%
Westmoreland	122	418	23%
Wyoming	9	14	39%
York	84	340	20%

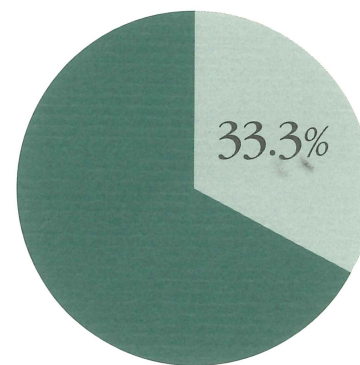
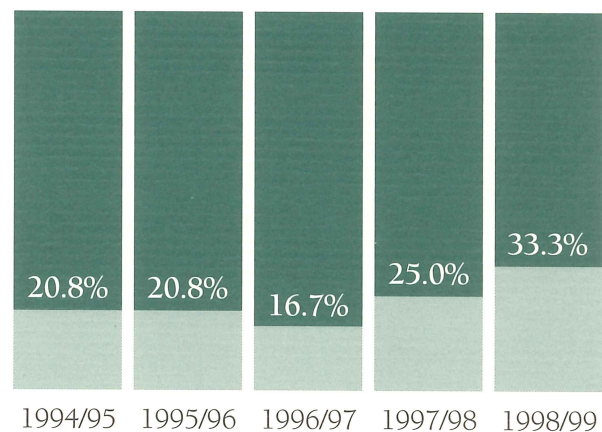
Source: PBA Membership Records as of March 1999.
Out-of-state PBA members not included.

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;
- one Zone Governor from each of the twelve zones; and
- two governors-at-large (one minority governor and one woman governor)

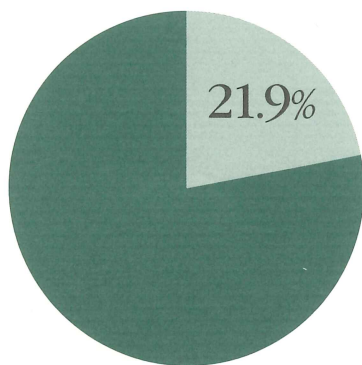
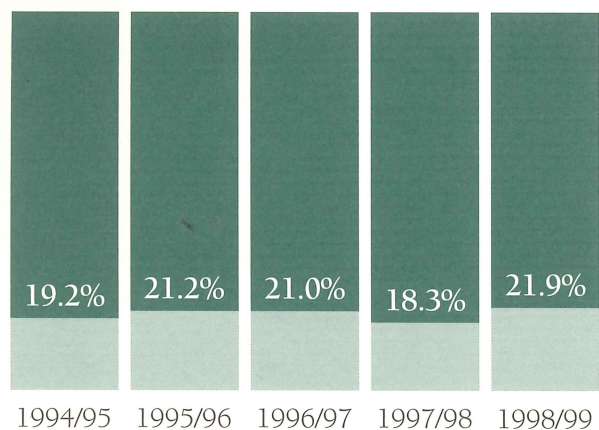
The participation of women on the Board of Governors has grown during the 1990s. This was due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. In 1998/99, the number of women on the Board increased by two over the previous year. The eight members represented one-third of the Board's total composition. The increase was due to the election of women zone governors and the election of a woman Chair-Elect of the Young Lawyer's Division.



■ Women = 8 • ■ Men = 16 • Total = 24



PENNSYLVANIA BAR ASSOCIATION HOUSE OF DELEGATES



■ Women = 70 • ■ Men = 250 • Total = 320

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;
- one representative of each county bar association;
- the preceding secretary, treasurer and zone governors;
- delegates of sections and the YLD;
- the Attorney General of Pennsylvania;
- state delegates to the ABA House;
- the Court Administrator of Pennsylvania; and
- deans of Pennsylvania law schools

Participation by women in the House of Delegates increased from the lowest point, 18.3 percent in 1997/98, to the highest point this year at 21.9 percent. This shift is due to the increase in number of women county bar association delegates and Young Lawyers Division delegates.

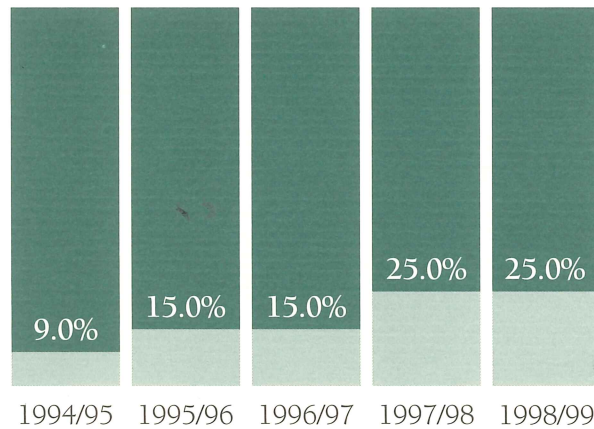
PENNSYLVANIA BAR ASSOCIATION HOUSE OF DELEGATES

The number of women in the House continues to increase. In 1997/98 there were 53 women and this year there are 70. The increase in the number of total House members is due to vacancies being filled.

For the first time, each of the 12 zones has named women delegates to the House. Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone.

	Women	Men	= % of Women
	1994/95		
Zone 1	16	34	32%
Zone 2	2	15	11.8%
Zone 3	5	19	20.8%
Zone 4	0	4	0%
Zone 5	0	11	0%
Zone 6	1	4	20%
Zone 7	1	6	14.3%
Zone 8	0	5	0%
Zone 9	5	36	13.9%
Zone 10	0	6	0%
Zone 11	1	3	25%
Zone 12	12	22	35.3%
	1995/96		
Zone 1	13	36	26.5%
Zone 2	3	15	16.7%
Zone 3	8	18	30.8%
Zone 4	1	4	20%
Zone 5	2	10	16.7%
Zone 6	1	8	11.1%
Zone 7	1	6	14.3%
Zone 8	0	5	0%
Zone 9	6	37	14%
Zone 10	0	5	0%
Zone 11	0	5	0%
Zone 12	12	26	31.6%
	1996/97		
Zone 1	12	43	21.8%
Zone 2	3	16	15.8%
Zone 3	9	21	30%
Zone 4	0	5	0%
Zone 5	2	11	15.4%
Zone 6	2	7	22.2%
Zone 7	1	6	14.3%
Zone 8	0	6	0%
Zone 9	7	39	15.2%
Zone 10	2	5	28.6%
Zone 11	0	3	0%
Zone 12	12	26	31.6%
	1997/98		
Zone 1	13	40	24.5%
Zone 2	3	21	12.5%
Zone 3	11	23	32.4%
Zone 4	1	10	9.1%
Zone 5	3	19	13.6%
Zone 6	3	11	21.4%
Zone 7	2	14	12.5%
Zone 8	0	14	0%
Zone 9	6	42	12.5%
Zone 10	1	7	12.5%
Zone 11	0	9	0%
Zone 12	10	26	38.5%
	1998/99		
Zone 1	14	44	24.1%
Zone 2	3	23	11.5%
Zone 3	12	28	30%
Zone 4	2	9	18.2%
Zone 5	2	21	8.7%
Zone 6	4	12	25%
Zone 7	2	14	12.5%
Zone 8	1	13	7.1%
Zone 9	10	41	19.6%
Zone 10	4	8	33.3%
Zone 11	1	9	10%
Zone 12	15	28	34.9%

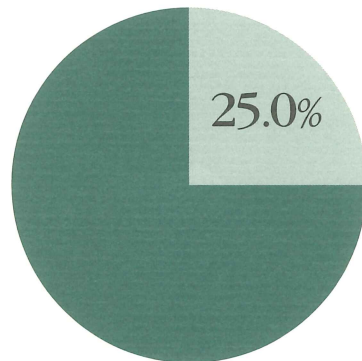
PENNSYLVANIA BAR ASSOCIATION NOMINATING COMMITTEE



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.

The Nominating Committee seats held by women remained the same as 1997/98 with five women representing 25% of the Committee.



■ Women = 5 • ■ Men = 15 • Total = 20



PENNSYLVANIA BAR ASSOCIATION COMMITTEES

In 1998/99, there were 45 full-year committees. Each of the 45 committees addresses an area of concern in the practice of law such as Health Care Law or Professionalism. Generally, each committee has a chair, vice chair and members.

The following table indicates the percentage of women members in each of the 45 committees and all but one committee have women representation. Participation of women on committees continues to fluctuate from year to year.

Women's participation overall on committees is 31.5 percent compared to a 24 percent representation of the total PBA membership. Membership in the few appointed committees is by presidential appointment. Membership on the majority of the PBA committees is on a volunteer basis open to any association member.

In terms of committee leadership, 24 women served as chairs or co-chairs of the 45 committees in 1998/99. This is an increase of four women leaders compared to 1997/98. The number of women vice chairs or co-vice chairs in 1997/98 was 14, down from 18 the previous year.



PENNSYLVANIA BAR ASSOCIATION COMMITTEES

<i>Committee</i>	Women			Men			= % of Women								
	1994/95	1995/96	1996/97	1997/98	1998/99	1994/95	1995/96	1996/97	1997/98	1998/99					
Advertising Committee*	3	16	15.8%	3	16	15.8%	3	16	15.8%	3	18	14.3%	4	18	18.2%
Agricultural Law Committee	9	25	26.5%	6	25	19.4%	8	38	17.4%	9	32	22%	11	37	22.9%
Alternative Dispute Resolution Committee	21	58	26.6%	22	66	25%	46	111	29.3%	38	107	26.2%	43	110	28.1%
Amicus Curiae Brief Committee*	1	10	9.1%	1	10	9.1%	1	9	10%	0	10	0%	0	11	0%
Attorney Discipline Study Committee**	12	28	30%	14	27	34.1%	11	49	18.3%	12	46	20.7%			
Bar/Press Committee*										2	12	14.3%	3	16	15.8%
Bylaws Committee	4	6	40%	2	4	33.3%	3	7	30%	3	8	27.3%	5	8	38.5%
Children's Rights Committee*	9	8	52.9%	13	14	48.1%	16	12	57.1%	41	17	70.7%	46	20	70%
Civil and Equal Rights Committee	25	37	40.3%	19	41	31.7%	21	59	26.3%	18	47	27.7%	21	53	28.4%
Client and Community Relations*	2	17	10.5%	3	14	17.6%	4	10	28.6%	4	9	30.8%	14	27	34.1%
Code of Evidence Committee*							4	14	22.2%	4	13	23.5%	4	14	22.2%
Commercial Arbitration and Mediation Committee on the Corrections System	11	33	25%	10	41	19.6%	17	36	32.1%	11	36	23.4%	14	27	34.1%
Editorial Board*	4	14	22.2%	4	14	22.2%	4	14	22.2%	5	13	27.7%	5	13	27.7%
Elder Law Committee	37	64	36.6%	43	109	28.3%	55	113	32.7%	53	125	29.8%	51	134	27.6%
Government Lawyers Committee													108	174	38.3%
Health Care Law Committee	45	83	35.2%	44	102	30.1%	72	145	33.2%	59	112	34.5%	56	109	33.9%
In-House Counsel Committee	29	57	33.8%	32	84	27.6%	44	84	34.4%	34	72	32.1%	28	75	27.1%
Interdisciplinary Committee on Medical and Health Related Issues	17	34	33.3%	17	37	31.5%	16	50	24.2%	18	39	31.6%	17	43	28.3%
Joint PBA/PMS Committee													3	7	30%
Judicial Campaign Advertising Board*										6	9	40%	6	10	37.5%
Judicial Evaluation Committee													7	11	38.9%
Judicial Selection and Administration Committee	13	38	25.5%	18	106	14.5%	25	123	16.9%	24	120	16.6%	24	118	16.9%
Lawyers Assistance Committee	10	28	26.3%	10	31	24.4%	7	37	15.9%	5	39	11.4%	8	37	17.8%

* denotes appointed committee

** denotes sunsetted committee

PENNSYLVANIA BAR ASSOCIATION COMMITTEES

Committee	Women		Men		= % of Women		1994/95		1995/96		1996/97		1997/98		1998/99		
Law Office Management & Tech. Task Force															6	30	16.7%
Legal Ethics & Professional Responsibility*	9	40	18.4%	11	47	19%	10	45	18.2%	10	50	16.6%	12	53	18.5%		
Legal Services for Exceptional Children	22	35	46.8%	37	35	51.4%	40	38	51.3%	32	31	50.8%	30	35	46.1%		
Legal Services Task Force															13	18	41.9%
Legal Services to Persons with Disabilities	14	26	35%	15	28	34.9%	20	46	30.3%	15	33	31.2%	11	30	26.8%		
Legal Services to the Public Committee	29	37	43.9%	28	35	44.4%	41	53	43.6%	24	41	37%	22	37	37.8%		
Legislative and Government Affairs*	5	12	29.4%	4	13	23.5%	4	14	22.2%	3	16	15.8%	3	20	15%		
Member Benefits and Services Committee**	0	8	0%	0	9	0%	1	10	9.1%	3	8	27.3%					
Membership Development Committee	7	13	35%	7	13	35%	11	14	44%	8	14	36.4%	9	17	34.6%		
Minority Bar Committee	19	23	45.2%	21	18	53.8%	32	32	50%	21	25	45.7%	34	53	39.1%		
PBA Commission on Women in the Profession	28	1	96.6%	58	2	96.7%	75	3	96.1%	77	3	96.3%	139	2	98.6%		
PBA-PAC*	1	8	11.1%	3	6	33.3%	3	6	33.3%	4	5	44.4%	4	6	40%		
PBA/PBI															2	12	14.1%
Personnel Advisory Committee*	3	3	50%	3	3	50%	3	3	50%	3	3	50%					
Plain English Committee															4	6	40%
Planning Committee*	3	8	27.3%	4	7	36.4%	2	10	16.7%	8	13	38.1%	5	14	26.3%		
Professional Liability Committee	5	25	20%	4	45	8.2%	9	51	15%	8	50	13.8%	6	63	12.5%		
Professionalism Committee	11	38	22.5%	15	40	27.3%	21	62	25.3%	23	49	31.9%	24	56	30%		
Senior Lawyers Committee							15	364	4%	10	208	4.6%	4	125	3.1%		
Specialization Committee*										2	12	14.3%	2	13	13.3%		
Sports, Entertainment & Art Committee	16	46	25.8%	20	80	20%	27	97	21.8%	16	75	20.9%	13	64	16.9%		
Statutory Law Committee	12	34	26.1%	7	42	14.3%	14	48	22.6%	12	44	21.4%	16	42	27.6%		
Technology Committee**	16	46	25.8%	4	53	7%	9	91	9%	6	65	8.5%					
Unauthorized Practice of Law Committee	4	24	14.3%	5	34	12.8%	10	51	16.4%	11	43	20.4%	12	44	21.4%		

* denotes appointed committee

** denotes sunsetted committee



PENNSYLVANIA BAR ASSOCIATION SECTIONS

Women	Men	= % of Women				
<u>98/99 Sections/Leadership</u>			Chair	VChair	Sec/Treas	Sec Del
Administrative Law	■		■		■	■
Aeronautical Law	■					■
Civil Litigation	■		■			■
Corporation, Banking & Business Law	■		■		■ ■	■
Criminal Law	■				■	■
Educational Law	■				■	■
Environmental Law	■		■		■ ■	■
Family Law	■		■		■ ■	■
Intellectual Property Law	■ ■				■ ■	
International & Comparative	■				■	■
Labor Law	■		■		■ ■	■
Municipal Law	■		■		■	■
Public Utility Law	■		■		■	■
Real Property Law	■		■		■ ■	■
Solo & Small Firm	■				■ ■	■
Tax Law	■		■		■	■
Workers Compensation	■		■		■ ■	■

Blank spaces denote positions
not filled within section leadership.

There are currently 17 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 the section's bylaws. The section's bylaws may also provide that the section have a council to conduct its business. In January 1999, the PBA added a new section, Intellectual Property Law.

In 1998/99 only one woman holds the position of section chair, and two vice chairs were filled by women as compared to five chairs and two vice chairs in 1997/98. Secretary/Treasurer positions held by women remained at three and Section Delegate positions decreased from 5 in 1997/98 to two in 1998/99.

As in previous years, in 1998/99 there was a varied fluctuation in section councils with six increasing in women representation, one decreasing and nine remaining unchanged as compared to 1997/98. Three sections had no women participating as members of council which was an increase over the previous year when two section councils had no women representation.

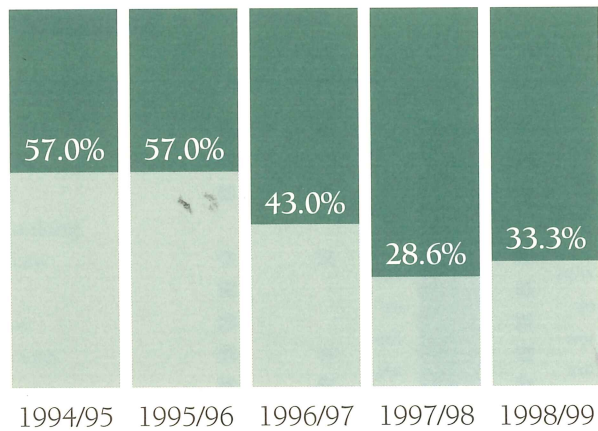


PENNSYLVANIA BAR ASSOCIATION SECTIONS

Sections/Councils	Women		Men		= % of Women
	1994/95	1995/96	1996/97	1997/98	
Administrative Law	0 6 0%	0 6 0%	2 4 33.3%	1 4 20%	2 4 33.3%
Aeronautical Law	0 2 0%	0 2 0%	0 2 0%	0 2 0%	0 3 0%
Civil Litigation	3 10 23.1%	3 9 25%	4 8 33.3%	4 8 33.3%	1 12 7.7%
Corporation, Banking & Business Law	2 10 16.7%	3 8 27.3%	2 9 18.2%	3 8 27.3%	3 8 27.2%
Criminal Law	1 7 12.5%	1 7 12.5%	1 7 12.5%	0 3 0%	0 3 0%
Educational Law	2 10 16.7%	1 10 9.1%	1 9 10%	1 9 10%	1 4 20%
Environmental Law	1 4 20%	1 5 16.7%	1 5 16.7%	3 3 50%	3 3 50%
Family Law	8 13 61.5%	10 11 47.6%	10 11 47.6%	11 10 52.4%	11 10 52.4%
Intellectual Property Law					0 14 0%
International & Comparative	3 6 33.3%	3 5 37.5%	3 5 37.5%	2 3 40%	2 3 40%
Labor Law	1 13 7.1%	1 12 7.7%	2 15 11.8%	2 13 13.3%	2 13 13.3%
Municipal Law	1 6 14.3%	1 8 11.1%	1 8 11.1%	1 8 11.1%	1 8 11.1%
Public Utility Law	2 3 40%	0 5 0%	1 5 16.7%	1 5 16.7%	2 3 40%
Real Property Law	1 11 8.3%	1 11 8.3%	2 10 16.7%	3 9 25%	4 7 36.4%
Solo & Small Firm	2 4 33.3%	1 6 14.3%	3 10 23.1%	2 8 20%	5 9 35.7%
Tax Law	1 5 16.7%	1 5 16.7%	1 5 16.7%	1 5 16.7%	1 5 16.7%
Workers Compensation	2 9 18.2%	2 6 25%	1 10 9.1%	1 9 10%	2 10 16.7%



PENNSYLVANIA BAR ASSOCIATION YOUNG LAWYERS DIVISION



Women Men = % of Women

The PBA Young Lawyers Division represents slightly less than one-third of the association's membership. Members of the PBA/YLD are 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; (M)
- Chair-Elect; (F)
- Immediate Past Chair; (M)
- Secretary; (F)
- Treasurer; (M)
- Division Delegate; (F) and
- ABA/YLD District Representative. (M)

Women continue to participate actively in leadership roles of the Young Lawyers Division. There was an increase in one seat over 1997/98 when only two seats were held by women, Division Delegate and the ABA/YLD District Representative. In 1998/99, the positions of Chair-Elect and Secretary were held by women as well as the Division Delegate. One-third of the Young Lawyers Division leadership positions is held by women in 1998/99 which is an increase from last year.



PENNSYLVANIA BAR ASSOCIATION REPORT CARD CONCLUSION

The PBA Commission on Women in the Profession presents this Annual Report Card to bring to the attention of the PBA membership the continuing significant service rendered by women in the legal profession. This Report Card also serves 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.

This year is a milestone for the Commission on Women in the Profession as this is the fifth Report Card and the PBA had its first woman president. There have been significant changes over the years and an increase in the participation of women. PBA is at one of its highest points of participation by women. This is the first year all twelve zones in the House of Delegates had women representation and the number of committee chairs continues to climb. There is always room for improvement with increased participation by women. Leslie Anne Miller and the PBA have paved the way for women's leadership in the next 103 years.

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 and the strides women have made in the five years since the first 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 profession and PBA, prepared to meet the challenges facing our society and our profession.



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**Report Card
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