



COMMISSION ON
WOMEN IN THE PROFESSION

2000 Report Card

PENNSYLVANIA BAR ASSOCIATION



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PBA Commission on the Women in the Profession 2000 Report Card Executive Summary

The 2000 Report Card is the sixth one published by the Commission on Women in the Profession. What began as an overview of women's participation in the PBA has grown over the years into an overview of women's roles, not only in the PBA but throughout the profession.

Included in the 2000 Report Card are statistics on:

- Women in the 100 largest law firms in the Commonwealth (based on survey results returned by 38 of the 100 firms surveyed)
- The role of women in the offices of District Attorneys and Public Defenders (based on survey results returned by 34 of the 67 District Attorney offices and 34 of the 67 Public Defender offices)
- The number of women who are members of the PBA by county
- Women judges for the Courts of Common Pleas, Pennsylvania Appellate Courts and the Federal Courts in Pennsylvania

The information gathered over the years concerning the PBA is positive:

- The PBA had its first woman President, Leslie Anne Miller, in 1999
- Women's membership rose from 22.9% in 1996 to 25% in 2000
- Women members of the PBA Board of Governors rose from 16.7% in 1996/97 to 45.8% in 1999/00
- Women comprise 40% of the 1999/00 PBA Nominating Committee

The 2000 Report Card reflects both good and bad news for women in the profession. There is always room for improvement and one area is in committee membership where 15 committees have less than 20% women members.

Women are under-represented in law firm management (such as Managing Partners, Department Heads and Partners) with only one firm reporting a woman managing partner. Our survey results show only 1 woman District Attorney and 3 women Public Defenders.

The Commission continues, through its annual conference and activities throughout the year, to both celebrate the progress women lawyers have made and to focus on increasing the number of women lawyers in leadership positions.



PBA Commission on Women in the Profession The Anne X. Alpern Award

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

2000 Recipient

The 2000 Anne X. Alpern recipient is Judge Carolyn Engel Temin. Judge Temin earned a Bachelor of Fine Arts from the University of Pennsylvania in 1955 and a Law Degree (L.L.B./J.D.) from the University of Pennsylvania Law School in 1958. She began her career as the first woman to be hired on the staff of the Defender Association of Philadelphia and later served as Chief Counsel to the Pennsylvania Board of Probation and Parole, and as an Assistant District Attorney.

Judge Temin was elected to the bench of the Court of Common Pleas of Philadelphia County (the court of general jurisdiction) in 1983 and retained for a second ten year term in 1993. Presently assigned to the Civil Trial Division, she previously served for four and one-half years as Chief Criminal Calendar Judge.

In 1992-1993 Judge Temin became the first woman to be elected President of the Pennsylvania Conference of State Trial Judges and she is author of the Pennsylvania Benchbook for Criminal Proceedings. Judge Temin is active in many professional and community organizations, including the American Bar Association, National Association of Women Judges, Publication Society, Arden Theatre, Philadanco, and the Philadelphia Dance Alliance. She was elected to membership in the American Law Institute in 1997.

Prior Award Recipients

- 1999 Leslie Anne Miller, Esquire
- 1998 Professor Marina Angel
- 1997 Honorable Phyllis Beck
- 1996 Professor Esther Clark
- 1995 Joy Flowers Conti, Esquire
- 1994 Honorable Genevieve Blatt



Pennsylvania Bar Association Methodology

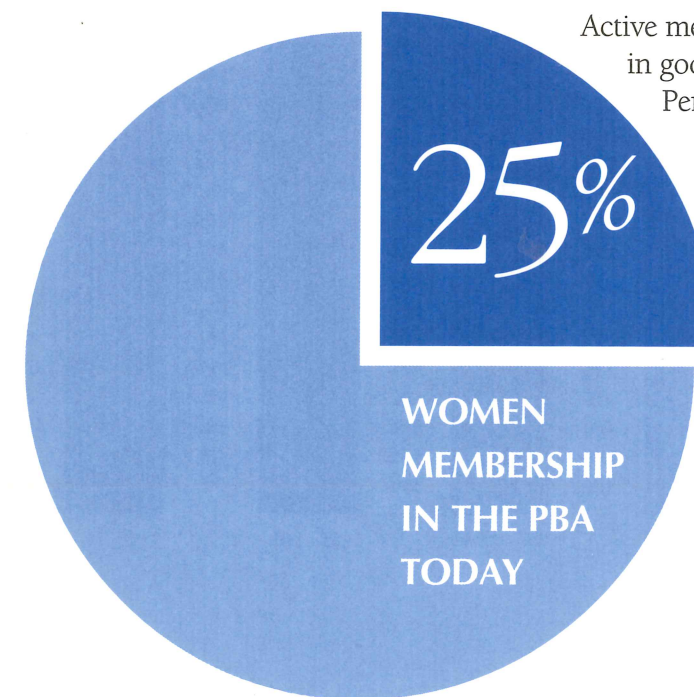
The Women in the Profession Report Card was originally created to illustrate the participation and leadership roles of women in the PBA. The Report Card, produced annually, includes statistics for the five previous years. It has been expanded to assess the status of women in several areas including,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

The sources of the data are:

- 1999/2000 Resource Guide to the Pennsylvania Bar Association
- Pennsylvania Bar Association Membership records
- Surveys sent to all District Attorneys, all Public Defenders and the 100 largest law firms
- PALAW 1999 Annual Report on the Legal Profession
- Administrative Office of Pennsylvania Courts
- PBA Lawyer's Directory and Product Guide

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

Pennsylvania Bar Association Today in the PBA



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

The overall PBA membership number has declined slightly since 1998, but the percentage of women members has been increasing steadily. 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 and women made up 23.6% of the total membership.

- Women – 6,799
- Men – 20,238
- Total Members – 27,037

Source: PBA Membership Records as of April 1, 2000



Women in the Profession Survey Results Private Sector Law Firms

Total Lawyers	Women		Men		= % of Women	Managing Partners	Dept. Heads	Partners	Associates	Other	Part-Time		
	Count	Count	Count	Count									
401	130	271	32%	■	0	9	0%	43	125	41%	4	2	66%
365	118	247	32%	■	1	2	33%	27	102	46%	6	0	100%
288	90	198	31%	■	0	7	0%	9	82	10%	10	0	100%
258	53	203	21%	■	4	35	10%	14	90	7%	0	0	0%
250	77	173	31%	■	1	16	6%	27	102	21%	8	1	11%
249	65	184	26%	■	4	19	17%	23	110	17%	0	0	0%
194	65	129	34%	■	0	7	0%	16	77	17%	8	0	100%
173	55	118	32%	■	0	3	0%	39	41	49%	9	0	100%
165	45	120	27%	■	0	3	0%	9	61	13%	13	0	100%
130	28	102	22%	■	2	18	10%	15	61	20%	9	3	82%
114	22	92	19%	■	0	5	0%	5	53	9%	1	0	100%
113	17	96	15%	■	0	7	0%	6	47	11%	2	9	18%
87	15	72	17%	■	0	0	0%	7	59	11%	0	0	0%
82	19	63	23%	■	0	4	0%	4	49	8%	1	1	50%
79	20	59	25%	■	0	7	0%	3	37	8%	2	0	0%
67	21	46	31%	■	2	19	10%	11	24	31%	3	1	75%
58	9	49	16%	■	0	0	0%	7	28	20%	3	0	100%
53	15	38	28%	■	0	3	0%	4	34	11%	1	1	50%
47	5	42	21%	■	2	16	11%	2	16	11%	0	0	0%
41	15	26	37%	■	1	5	17%	1	25	4%	1	3	25%
40	4	36	10%	■	0	5	0%	4	12	25%	0	3	0%
40	13	27	33%	■	1	1	50%	8	9	30%	2	0	100%
38	10	28	36%	■	0	8	0%	2	28	7%	1	0	100%
34	15	19	44%	■	2	11	15%	6	19	24%	2	1	67%
34	15	19	44%	■	0	3	0%	2	23	8%	0	0	0%
33	7	26	21%	■	3	11	21%	3	11	21%	5	3	63%
32	8	24	25%	■	1	5	17%	1	5	17%	0	0	0%
31	4	27	13%	■	0	0	0%	1	11	8%	0	0	100%
31	5	26	16%	■	0	0	0%	1	11	8%	1	0	100%
28	2	26	7%	■	0	0	0%	3	19	14%	0	1	100%
28	5	23	18%	■	0	2	30%	3	19	14%	0	1	100%
26	10	16	39%	■	0	3	0%	3	14	17%	0	0	0%
23	3	20	15%	■	1	15	6%	1	15	6%	1	0	100%
23	11	12	48%	■	0	3	0%	2	11	15%	0	0	0%
21	1	20	5%	■	0	0	0%	3	17	15%	0	5	0%
20	6	14	30%	■	0	0	0%	3	8	27%	1	2	33%
20	5	15	25%	■	0	5	0%	2	8	11%	0	0	0%
12	2	10	17%	■	1	2	33%	1	2	33%	2	1	67%
Totals	3,728	1,012	2,716	1/33	26	221		272	1,499		98	34	

Source: Based on the survey responses received from 38 of the largest 100 law firms as identified in the PALAW 1999 Annual Report on the Legal Profession



Women in the Profession Survey Results Private Sector Law Firms

These statistics are the result of survey forms sent to the 100 largest law firms in Pennsylvania. The survey forms are sent out in late January and firms are asked to respond within three weeks. Survey responses are voluntary and firms are promised anonymity. 2000 was only the second year that this information was gathered. In 1999, 51 firms responded while in 2000 only 38 firms responded.

Important statistics for 2000 include:

- Women comprise 27.1% of all lawyers
- Women comprise less than 3% of Managing Partners
- Only 1 woman Managing Partner as compared to 4 in 1999
- Women are 10.5% of the Department Heads
- Women comprise 15.4% of the Partners in the firms
- Women comprise 40.4% of the Associates
- Women comprise 74.2% of the Part-Timers
- Of the 38 firms responding, in 14 of the 25 firms with part-time positions, 100% of the part-timers are women

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



Women in the Profession Survey Results Public Sector

District Attorneys

	Women		Men	= % of Women	DA	First Asst.		Part-Time	= % of Women
	Total Lawyers	Lawyers				Asst.	Asst.		
38	17	21	45%	■	■	1	0	100%	
37	14	23	38%	■	■	0	0	0%	
30	12	18	40%	■	■	0	0	0%	
23	9	14	39%	■	■	0	0	0%	
22	8	14	36%	■	■	0	0	0%	
21	7	14	33%	■	■	1	0	100%	
21	5	16	24%	■	■	0	0	0%	
20	6	14	30%	■	■	0	0	0%	
20	9	11	45%	■	■	0	3	0%	
19	9	10	47%	■	■	0	3	0%	
16	7	9	44%	■	■	4	6	40%	
12	1	11	8%	■	■	0	6	0%	
9	2	7	22%	■	■	0	5	0%	
9	2	7	22%	■	■	0	0	0%	
9	4	5	44%	■	■	2	3	40%	
7	3	4	43%	■	■	1	0	100%	
7	1	6	14%	■	■	1	6	14%	
6	0	6	0%	■	■	0	5	0%	
6	2	4	33%	■	■	2	1	67%	
5	1	4	20%	■	■	1	4	20%	
5	2	3	40%	■	■	2	3	40%	
4	1	3	25%	■	■	0	1	0%	
4	3	1	75%	■	■	3	1	75%	
3	1	2	33%	■	■	1	1	50%	
3	1	2	33%	■	■	1	0	100%	
3	1	2	33%	■	■	0	1	0%	
3	0	3	0%	■	■	0	3	0%	
2	0	2	0%	■	■	0	2	0%	
2	0	2	0%	■	■	0	2	0%	
2	0	2	0%	■	■	0	2	0%	
2	0	2	0%	■	■	0	0	0%	
1	0	1	0%	■	■	0	1	0%	
1	0	1	0%	■	■	0	1	0%	
1	0	1	0%	■	■	0	0	0%	
Totals	373	128	245		1/33	8/28	20	60	



Women in the Profession Survey Results Public Sector

Public Defenders

	Women		Men	= % of Women	PD	First Asst.		Part-Time	= % of Women
	Total Lawyers	Lawyers				Asst.	Asst.		
45	10	35	22%	■	■	0	0	0%	
24	10	14	42%	■	■	1	3	25%	
19	10	9	53%	■	■	0	0	0%	
18	5	13	28%	■	■	0	0	0%	
18	5	13	28%	■	■	1	3	25%	
16	7	9	44%	■	■	0	0	0%	
15	2	13	13%	■	■	13	1	7%	
10	3	7	30%	■	■	2	7	22%	
9	1	8	11%	■	■	1	5	17%	
9	2	7	22%	■	■	0	5	0%	
8	3	5	38%	■	■	1	3	25%	
8	1	7	13%	■	■	0	7	0%	
7	1	6	14%	■	■	1	4	20%	
6	0	6	0%	■	■	0	4	0%	
5	2	3	40%	■	■	0	0	0%	
5	1	4	20%	■	■	1	2	33%	
5	0	5	0%	■	■	0	5	0%	
4	0	4	0%	■	■	0	4	0%	
4	2	2	50%	■	■	2	2	50%	
4	2	2	50%	■	■	0	1	100%	
3	1	2	33%	■	■	1	2	33%	
3	1	2	33%	■	■	1	2	33%	
3	0	3	0%	■	■	0	3	0%	
3	0	3	0%	■	■	0	3	0%	
3	1	2	33%	■	■	1	2	33%	
2	1	1	50%	■	■	0	0	0%	
2	0	2	0%	■	■	0	2	0%	
1	1	0	100%	■	■	0	0	0%	
1	0	1	0%	■	■	0	0	0%	
1	0	1	0%	■	■	0	0	0%	
1	0	1	0%	■	■	0	1	0%	
1	0	1	0%	■	■	0	1	0%	
1	1	0	100%	■	■	1	0	100%	
1	0	1	0%	■	■	0	1	0%	
Totals	265	73	192		3/31	9/15	27	73	

The statistics compiled as to the role of women in District Attorneys' Offices and Public Defenders' Offices are the result of the number of surveys returned. 34 out of the 67 District Attorneys' Offices surveyed returned forms and 34 out of the 67 Public Defenders' Offices surveyed returned forms. As with the private sector, the forms were sent out in late January and anonymity was promised to responding offices.

The survey response rate was down in general from 1999, which was the first year that this information was gathered. In 1999, 43 of the 67 District Attorneys' Offices responded and 33 of 67 Public Defenders' Offices responded. The pattern of under-representation of women in the higher ranking positions and over-representation in the lower ranking positions as seen in the private sector is mirrored in the public sector.

District Attorney

- Women make up 34.3% of the lawyers in District Attorneys' Offices
- There is only 1 woman District Attorney, or 3% of the District Attorneys
- There are only 8, or 28.6% woman First Assistant District Attorneys
- Women comprise 25% of the Part-Timers, but Part-Time Assistant District Attorney positions are desirable positions

Public Defender

- Women make up 27.5% of the lawyers in Public Defenders' Offices
- There are 3 women Public Defenders, or 8.8% of the Public Defenders
- There are 9, or 37.5%, women First Assistant Public Defenders
- Women comprise 27% of the Part-Timers, but as with Part-Time Assistant District Attorney positions, these are desirable positions

Source: Based on the survey responses received from 34 of the 67 District Attorney Offices and 34 of the 67 Public Defender Offices.



Pennsylvania Bar Association Members by County

COUNTY	Women	Men	= % of Women	COUNTY	Women	Men	= % of Women
Adams	14	40	26%	Lackwanna	97	433	18%
Allegheny	942	2828	25%	Lancaster	144	482	21%
Armstrong	9	37	20%	Lawrence	13	90	13%
Beaver	29	144	17%	Lebanon	21	89	20%
Bedford	4	20	17%	Lehigh	113	436	21%
Berks	109	449	20%	Luzerne	75	344	18%
Blair	28	94	23%	Lycoming	36	151	21%
Bradford	7	36	16%	McKean	3	31	9%
Bucks	156	496	24%	Mercer	22	110	17%
Butler	36	104	26%	Mifflin	4	29	12%
Cambria	31	164	16%	Monroe	24	110	18%
Cameron	0	2	0%	Montgomery	541	1621	25%
Carbon	13	42	24%	Montour	6	9	40%
Centre	34	115	23%	Northampton	78	320	20%
Chester	184	555	25%	Northumberland	5	70	7%
Clarion	2	29	16%	Perry	6	13	32%
Clearfield	13	43	23%	Philadelphia	1426	3731	28%
Clinton	2	27	7%	Pike	3	22	12%
Columbia	6	40	13%	Potter	3	16	16%
Crawford	21	69	23%	Schuylkill	36	148	20%
Cumberland	111	324	26%	Snyder	5	16	24%
Dauphin	490	1180	29%	Somerset	12	60	17%
Delaware	222	727	23%	Sullivan	1	4	20%
Elk	4	21	16%	Susquehanna	2	24	8%
Erie	84	420	17%	Tioga	3	33	8%
Fayette	26	88	23%	Union	9	30	23%
Forest	0	3	0%	Venango	10	50	17%
Franklin	28	85	25%	Warren	8	32	20%
Fulton	1	7	13%	Washington	60	200	23%
Greene	7	24	23%	Wayne	11	40	22%
Huntingdon	4	31	11%	Westmoreland	105	375	22%
Indiana	11	51	18%	Wyoming	8	15	35%
Jefferson	4	35	10%	York	84	338	20%
Juniata	3	10	23%				

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

Source: PBA Membership Records as of March 2000. Out-of-state PBA members not included.



Pennsylvania Court of Common Pleas Judges by County

COUNTY	Women	Men	= % of Women	COUNTY	Women	Men	= % of Women
Adams	0	3	0%	Lackwanna	1	5	17%
Allegheny	8	33	19%	Lancaster	1	10	9%
Armstrong	0	2	0%	Lawrence	0	3	0%
Beaver	0	6	0%	Lebanon	0	3	0%
Bedford	0	2	0%	Lehigh	1	8	11%
Berks	2	9	18%	Luzerne	1	7	13%
Blair	1	3	25%	Lycoming	1	4	20%
Bradford	0	2	0%	McKean	0	1	0%
Bucks	3	8	27%	Mercer	0	3	0%
Butler	1	4	20%	Mifflin	0	1	0%
Cambria	0	5	0%	Monroe	2	3	40%
Cameron	0	1	0%	Montgomery	2	16	11%
Carbon	0	2	0%	Montour	0	2	0%
Centre	0	3	0%	Northampton	1	6	14%
Chester	3	8	27%	Northumberland	0	2	0%
Clarion	0	1	0%	Perry	0	2	0%
Clearfield	0	2	0%	Philadelphia	35	54	39%
Clinton	0	2	0%	Pike	0	1	0%
Columbia	0	2	0%	Potter	0	1	0%
Crawford	0	2	0%	Schuylkill	1	4	20%
Cumberland	0	5	0%	Snyder	1	1	50%
Dauphin	1	7	13%	Somerset	0	3	0%
Delaware	3	15	17%	Sullivan	0	1	0%
Elk	0	1	0%	Susquehanna	0	1	0%
Erie	2	6	25%	Tioga	0	1	0%
Fayette	0	5	0%	Union	1	1	50%
Forest	0	1	0%	Venango	0	2	0%
Franklin	1	3	25%	Warren	0	1	0%
Fulton	1	3	25%	Washington	2	3	40%
Greene	0	2	0%	Wayne	0	1	0%
Huntingdon	0	1	0%	Westmoreland	2	9	18%
Indiana	0	2	0%	Wyoming	0	1	0%
Jefferson	0	1	0%	York	2	9	18%
Juniata	0	2	0%				

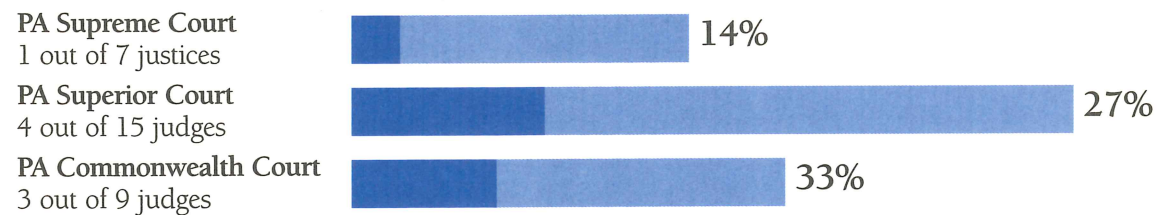
Source: Administrative Office of Pennsylvania Courts.



Pennsylvania Appellate and Federal Judiciary

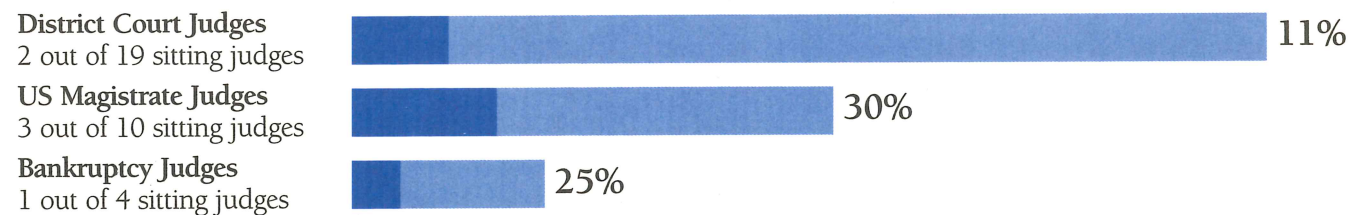
Women Men = % of Women

Appellate Judiciary

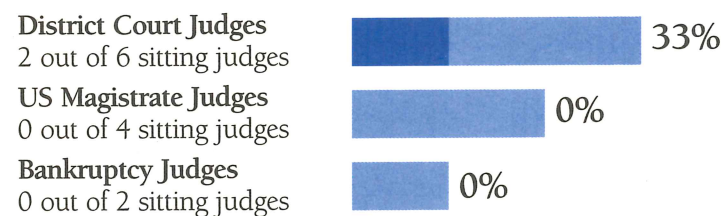


Federal Judiciary

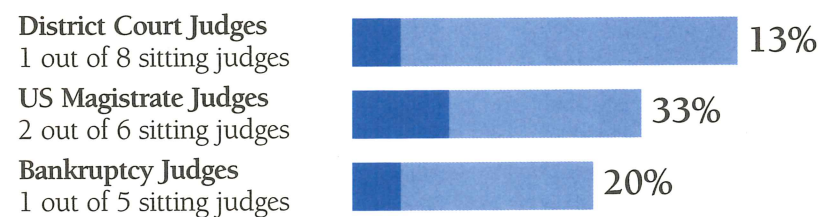
EASTERN DISTRICT



MIDDLE DISTRICT



WESTERN DISTRICT



THIRD CIRCUIT COURT OF APPEALS

The Federal Appellate Court for Pennsylvania, New Jersey, Delaware and the Virgin Islands is composed of 11 judges. Three of the five women judges are from Pennsylvania.

Source: PBA Lawyers Directory and Product Guide.



Pennsylvania Bar Association Board of Governors

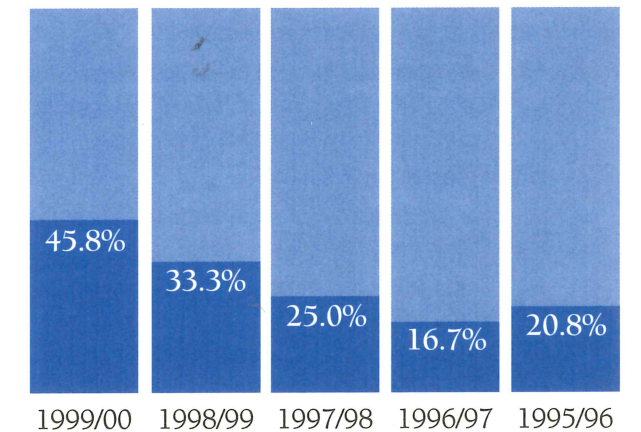
The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of the following members:

- 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
- two governors-at-large (one minority governor and one woman governor)

The Pennsylvania Bar Association has welcomed women lawyers into its leadership. The participation of women on the Board of Governors has grown during the 1990s. This is due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. In 1999/00, the number of women on the Board increased by three over the previous year. The 11 women members comprise almost half the Board. For the second year, the increase was due to the election of women zone governors and the election of another woman Chair-Elect of the Young Lawyers Division.

There is a history of improvement in the status of women since 1995.

- Women were 20.8% of the Board of Governors in 1995 and are 45.8% today
- The number of women increased from 8 in 1999 to 11 in 2000



Women Men = % of Women
1999/00
■ Women = 11 ■ Men = 13 Total = 24

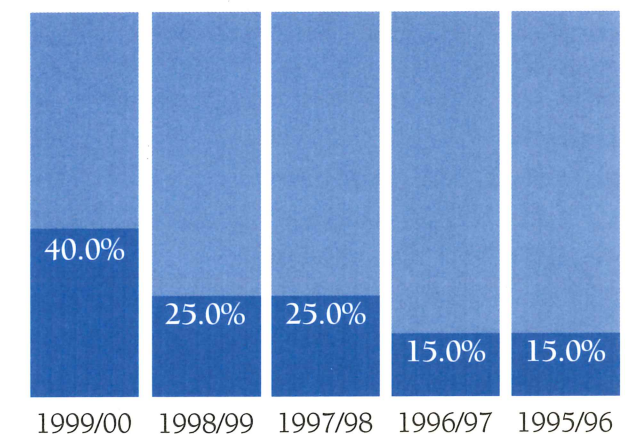
Pennsylvania Bar Association Nominating Committee

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

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

The Nominating Committee seats held by women increased in 1999/00 from 5 to 8 representing 40% of the Committee.

- Women were 15% of the Nominating Committee in 1995 and are 40% today



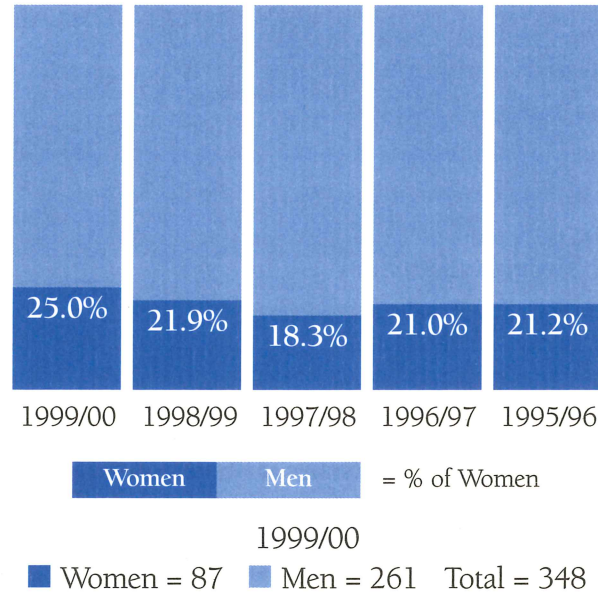
Women Men = % of Women
1999/00
■ Women = 8 ■ Men = 12 Total = 20



Pennsylvania Bar Association House of Delegates

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

- PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer)
- all Zone Governors
- one member from each zone for each 100 active members
- one additional member from each unit membership zone
- living former PBA presidents and chairs of the House
- one representative of each county bar association
- the preceding secretary, treasurer and zone governors
- delegates of sections and the Young Lawyers Division
- the Attorney General of Pennsylvania
- state delegates to the ABA House
- the Court Administrator of Pennsylvania
- deans of Pennsylvania law schools



1999/00
 Women = 87 Men = 261 Total = 348

Participation by women in the House of Delegates increased from 18.3% in 1997/98 to 25% this year. This mirrors the percentage of women members in the PBA.

The number of women in the House continues to increase. In 1998/99 there were 70 women and this year there are 87. In 1998/99 for the first time, each of the 12 zones has named women delegates to the House. Unfortunately in 1999/00 one of the 12 zones has no women delegates.

Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone. The members of the House of Delegates are selected by election within each zone. The overall percentage of women Delegates is identical to the overall percentage of women members of the PBA. Some Zones may need to be more inclusive.

Since 1995, the following Zones have consistently had high percentages of women Delegates:

- Zone 1 - Philadelphia
- Zone 3 - Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry and York
- Zone 12 - Allegheny

This year, the following Zones have less than 12% women Delegates:

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

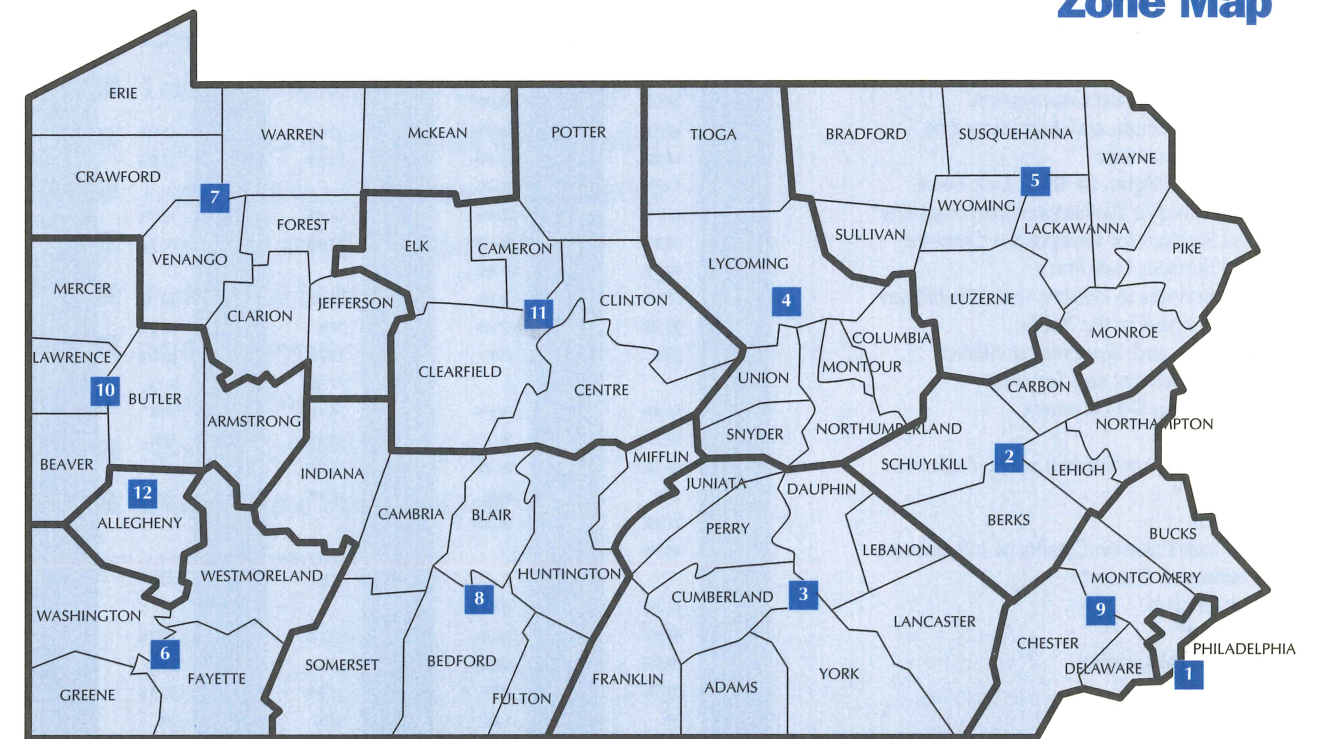
Since 1995, Zone 8 has consistently had the lowest percentage of women Delegates.



Pennsylvania Bar Association House of Delegates - by Zone

Zone	1999/00		1998/99		1997/98		1996/97		1995/96	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Zone 1	13	46	14	44	13	40	12	43	13	36
Zone 2	3	23	3	23	3	21	3	16	3	15
Zone 3	14	28	12	28	11	23	9	21	8	18
Zone 4	0	11	2	9	1	10	0	5	1	4
Zone 5	2	22	2	21	3	19	2	11	2	10
Zone 6	4	13	4	12	3	11	2	7	1	8
Zone 7	1	16	2	14	2	14	1	6	1	6
Zone 8	1	13	1	13	0	14	0	6	0	5
Zone 9	10	44	10	41	6	42	7	39	6	37
Zone 10	4	8	4	8	1	7	2	5	0	5
Zone 11	2	8	1	9	0	9	0	3	0	5
Zone 12	15	29	15	28	10	26	12	26	12	26

Pennsylvania Bar Association Zone Map





Pennsylvania Bar Association Committees

Women Men = % of Women

Committee	1999/00	1998/99	1997/98	1996/97	1995/96
Advertising*	4 18 18.2%	4 18 18.2%	3 18 14.3%	3 16 15.8%	3 16 15.8%
Agricultural Law	14 36 28%	11 37 22.9%	9 32 22%	8 38 17.4%	6 25 19.4%
Alternative Dispute Resolution	51 199 24.3%	43 110 28.1%	38 107 26.2%	46 111 29.3%	22 66 25%
Amicus Curiae Brief*	0 9 0%	0 11 0%	0 10 0%	1 9 10%	1 10 9.1%
Attorney Discipline Study**			12 46 20.7%	11 49 18.3%	14 27 34.1%
Bar/Press*	4 15 21.2%	3 16 15.8%	2 12 14.3%		
Bylaws	3 9 25%	5 8 38.5%	3 8 27.3%	3 7 30%	2 4 33.3%
Children's Rights*	59 18 76.6%	46 20 70%	41 17 70.7%	16 12 57.1%	13 14 48.1%
Civil and Equal Rights	39 74 34.5%	21 53 28.4%	18 47 27.7%	21 59 26.3%	19 41 31.7%
Civil Justice Coalition Task Force	9 24 27.3%				
Client and Community Relations*	24 37 35.8%	14 27 34.1%	4 9 30.8%	4 10 28.6%	3 14 17.6%
Code of Evidence*	4 14 22.2%	4 14 22.2%	4 13 23.5%	4 14 22.2%	
Commercial Arbitration and Mediation**		19 73 20.2%	14 73 15.7%	21 74 22.1%	15 54 21.7%
Commission on Multidisciplinary Practice*	6 33 15.4%				
Committee on the Corrections System	16 35 31.4%	14 27 34.1%	11 36 23.4%	17 36 32.1%	10 41 19.6%
Council on Judicial Independence	20 46 30.3%				
Editorial Board*	5 13 27.7%	5 13 27.7%	5 13 27.7%	4 14 22.2%	4 14 22.2%
Elder Law	71 184 30.2%	51 134 27.6%	53 125 29.8%	55 113 32.7%	43 109 28.3%
Government Lawyers	130 180 41.9%	108 174 38.3%			
Health Care Law	76 154 33%	56 109 33.9%	59 112 34.5%	72 145 33.2%	44 103 30.1%
In-House Counsel	51 128 28.5%	28 75 27.1%	34 72 32.1%	44 84 34.4%	32 84 27.6%
Interdisciplinary Committee on Medical and Health Related Issues	23 52 30.7%	17 43 28.3%	18 39 31.6%	16 30 24.2%	17 37 31.5%
Joint PBA/PMS	4 6 40%	3 7 30%			
Judicial Campaign Advertising Board*	5 10 33.3%	6 10 37.5%	6 9 40%		
Judicial Evaluation Commission	7 11 38.9%	7 11 38.9%			
Judicial Selection and Administration	23 137 14.4%	24 118 16.9%	24 110 16.6%	25 123 16.9%	18 108 14.5%
Lawyers Assistance	7 42 14.3%	8 37 17.8%	5 39 11.4%	7 37 15.9%	10 31 24.4%
Law Office Mgmt. & Tech. Task Force	6 32 15.8%	6 30 16.7%			
Legal Ethics & Professional Responsibility*	13 53 19.7%	12 53 18.5%	10 50 16.6%	10 45 18.2%	11 47 19%
Legal Services for Exceptional Children	36 33 52.2%	30 35 46.1%	32 31 50.8%	40 38 51.3%	37 35 51.4%
Legal Services Task Force	13 20 39.4%	13 18 41.9%			
Legal Services to Persons with Disabilities	9 42 17.6%	11 30 26.8%	15 33 31.2%	20 46 30.3%	15 28 34.9%
Legal Services to the Public	25 33 43.1%	22 37 37.8%	24 41 37%	41 53 43.6%	28 35 44.4%
Legislative and Government Affairs*	4 17 19%	3 20 15%	3 16 15.8%	4 14 22.2%	4 13 23.5%
Member Benefits and Services**			3 8 27.3%	1 10 9.1%	0 9 0%
Membership Development	12 17 41.4%	9 17 34.6%	8 14 36.4%	11 14 44%	7 13 35%
Minority Bar	35 48 42.2%	34 53 39.1%	21 25 45.7%	32 32 50%	21 18 53.8%
PBA Comm. on Women in the Profession	171 3 98.3%	139 2 98.6%	77 3 96.3%	75 3 96.1%	58 2 96.7%
PBA-PAC*	5 5 50%	4 6 40%	4 5 44.4%	3 6 33.3%	3 6 33.3%
PBA/PBI	3 11 21.4%	2 12 14.1%			
PBA Task Force on Quality of Life/Balance	26 28 48.1%				
Personnel Advisory*			3 3 50%	3 3 50%	3 3 50%
Plain English	20 28 41.7%	4 6 40%			
Planning*	7 9 43.8%	5 14 26.3%	8 13 38.1%	2 10 16.7%	4 7 36.4%
Professional Liability	8 68 10.5%	6 63 12.5%	8 50 13.8%	9 51 15%	4 45 8.2%
Professionalism	22 61 26.5%	24 56 30%	23 49 31.9%	21 62 25.3%	15 40 27.3%
Senior Lawyers	4 129 3%	4 125 3.1%	10 208 4.6%	15 304 4%	
Specialization*	2 14 12.6%	2 13 13.3%	2 12 14.3%		
Sports, Entertainment & Art	15 84 15.2%	13 64 16.9%	16 75 20.9%	27 97 21.8%	20 80 20%
Statutory Law	12 42 22.2%	16 42 27.6%	12 44 21.4%	14 48 22.6%	7 42 14.3%
Technology**			6 65 8.5%	9 91 9%	4 33 7%
Unauthorized Practice of Law	7 56 11.1%	12 44 21.4%	11 43 20.4%	10 51 16.4%	5 34 12.8%

* denotes appointed committee ** denotes sunsetted committee



Pennsylvania Bar Association Committees

In 1999/00, there are 52 committees listed in the Resource Guide to the PBA. Each committee addresses an area of concern in the practice of law. Generally, the committees have leadership of chairs and vice chairs.

Participation of women on committees continues to fluctuate from year to year. In reviewing the percentage of women on committees, it is important to keep in mind that women represent 25% of the total PBA membership in 1999/00.

In terms of committee leadership, 28 women served as chairs or co-chairs of the 52 committees in 1999/00. This is an increase of four women leaders compared to 1998/99. The number of women vice chairs or co-vice chairs in 1999/00 was 15, up from 14 the previous year. The percentage of women in leadership positions has slightly increased although there was an increase in the committees from 45 in 1998/99 to 52 in 1999/00.

The following Committees have below 20% women membership:

- Advertising*
- Amicus Curiae Brief
- Commission on Multidisciplinary Practice*
- Judicial Selection and Administration
- Lawyers Assistance
- Law Office Management & Technology Task Force
- Legal Ethics & Professional Responsibility*
- Legal Services to Persons with Disabilities
- Legislative and Government Affairs*
- Professional Liability
- Senior Lawyers
- Specialization*
- Sports, Entertainment & Art
- Unauthorized Practice of Law

* denotes appointed committee



Pennsylvania Bar Association Sections/Councils

	1999/00		= % of Women	Chair	Vice Chair	Secretary/Treasurer	Section Delegate	1998/99		1997/98		1996/97		1995/96					
	Women	Men						Women	Men	Women	Men	Women	Men	Women	Men				
Administrative Law																			
Members	59	204	22%					2	4	33%	1	4	20%	2	4	33%	0	6	0%
Council	3	7	30%	■	■		■												
Aeronautical Law																			
Members	6	44	12%					0	3	0%	0	2	0%	0	2	0%	0	2	0%
Council	0	5	0%	■			■												
Civil Litigation																			
Members	606	3309	16%					1	12	8%	4	8	33%	4	8	33%	3	9	25%
Council	4	15	21%	■	■	■	■												
Corp., Banking & Bus.																			
Members	443	1935	19%					3	8	27%	3	8	27%	2	9	18%	3	8	27%
Council	6	10	38%	■	■	■	■												
Criminal Law																			
Members	106	704	13%					0	3	0%	0	3	0%	1	7	13%	1	7	13%
Council	0	4	0%	■	■	■	■												
Education Law																			
Members	92	267	26%					1	4	20%	1	9	10%	1	9	10%	1	9	10%
Council	1	6	14%	■			■												
Environmental Law																			
Members	114	509	18%					3	3	50%	3	3	50%	1	5	17%	1	5	17%
Council	5	6	45%	■	■	■	■												
Family Law																			
Members	643	1076	37%					11	10	52%	11	10	52%	10	11	48%	10	11	48%
Council	13	12	52%	■	■	■	■												
Intellectual Property																			
Members	64	265	17%					0	14	0%									
Council	2	15	12%	■	■	■	■												
Int'l. & Comparative																			
Members	42	147	22%					2	3	40%	2	3	40%	3	5	38%	3	5	38%
Council	2	5	29%	■			■												
Labor Law																			
Members	307	808	28%					2	13	13%	2	13	13%	2	15	12%	1	12	8%
Council	2	16	11%	■	■	■	■												
Municipal Law																			
Members	107	878	11%					1	8	11%	1	8	11%	1	8	11%	1	8	11%
Council	1	9	10%	■	■	■	■												
Public Utility Law																			
Members	49	196	20%					2	3	40%	1	5	17%	1	5	17%	0	5	0%
Council	5	5	50%	■	■	■	■												
Real Property Law																			
Members	527	2725	16%					4	7	37%	3	9	25%	2	10	17%	1	1	8%
Council	4	12	25%	■	■	■	■												
Solo & Small Firm																			
Members	212	939	18%					5	9	36%	2	8	20%	3	10	23%	1	6	14%
Council	6	14	30%	■	■	■	■												
Tax Law																			
Members	168	930	15%					1	5	17%	1	5	17%	1	5	17%	1	5	17%
Council	1	12	8%	■	■	■	■												
Workers Comp.																			
Members	230	1157	17%					2	10	17%	1	9	10%	1	10	9%	2	6	25%
Council	1	14	7%	■	■	■													

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



Pennsylvania Bar Association Sections/Councils

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 may have a:

- chair
- vice chair
- secretary
- other officers within a subsection
- committee established by the section's bylaws
- council established by the section's bylaws

In 1999/00, there are 2 women section chairs and 3 women vice chairs, as compared to 1 chair and 2 vice chairs in 1998/99. Secretary/Treasurer positions held by women increased from 3 in 1998/99 to 4 in 1999/00. Section Delegate positions decreased from 2 in 1998/99 to 1 in 1999/00.

Women are not as well represented in the leadership of the Sections as they are in the leadership of Committees.

Women are under-represented on the councils, in comparison to women's section membership, in the following Sections:

- Aeronautical Law
- Criminal Law
- Education Law
- Intellectual Property
- Labor Law
- Tax Law
- Workers Compensation

Women have consistently been unrepresented or under-represented in the leadership of the Sections on Aeronautical Law, Criminal Law and Labor Law.



Pennsylvania Bar Association Young Lawyers Division Leadership

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

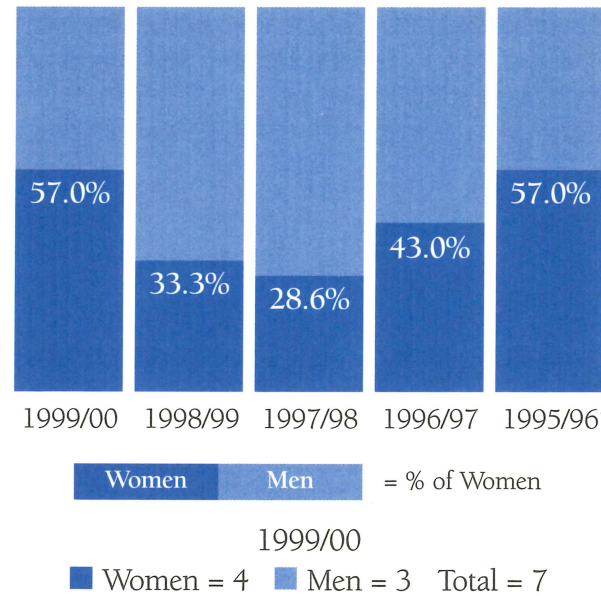
- Chair
- Chair-Elect
- Immediate Past Chair
- Secretary
- Treasurer
- Division Delegate
- ABA/YLD District Representative

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

This year 57% of the leadership positions, 4 of 7 officers, are held by women:

- Chair
- Chair-Elect
- Secretary
- ABA/YLD District Representative

This represents an increase in 1 seat held by women in 1999/00 compared to 3 seats in 1998/99.



Pennsylvania Bar Association Report Card Conclusion

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

Starting in 1994, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Six years later, this is still an important focus of the Report Card, but the Report Card has grown to include more information on women within the profession. The 2000 Report Card looks at numbers and positions of women in private law firms as well as public offices such as District Attorneys and Public Defenders. For the first time, numbers on women in the judiciary are reported.

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

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



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PBA Commission on Women in the Profession Mission Statement

This Report Card was prepared by the Pennsylvania Bar Association Commission on Women in the Profession, which is comprised of 180 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.



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