

# Women in the Profession

12TH ANNUAL REPORT CARD · 2006  
PENNSYLVANIA BAR ASSOCIATION

## The Anne X. Alpern Award

Presented to a woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, who has participated in mentoring activities, and who has engaged in significant activities on behalf of women in the profession.

### The Honorable Maureen Lally-Green



Maureen Lally-Green is currently a member of the Superior Court of Pennsylvania. Previously she was in private law practice, and was counsel to the Commodity Futures Trading Commission in Washington and to the former Westinghouse Electric Corporation. She had a distinguished career as a full-time law professor at Duquesne and continues to teach there in an adjunct capacity. She has long been active in women's issues, including her work as an appointed member on the Intergovernmental Commission on Race and Gender Fairness, as Chair of the Supreme Court's Implementation Committee Regarding Gender, as a member of the Executive

Committee of the Allegheny County Women in Law Committee, as Chair of the PBA Quality of Work Life Committee, as member of the Executive Council of the PBA's Commission on Women in the Profession, and as a member of the Domestic Violence Bench Book Advisory Committee. Maureen Lally-Green has been an active member of the PBA's Commission on Women in the Profession since its inception, the National Association of Women Judges, and the International Women's Judges Association. She has mentored countless women and men.

## The Lynette Norton Award

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

### Elizabeth Maguschak



Liz Maguschak is currently the partner-in-charge of the Hazleton Office of McNees Wallace & Nurick LLC and the Chair of its Education Law Practice Group. She also serves as a Federal Court Mediator. In Hazleton, she has served as City Solicitor, Chair of the United Way, and President of the Kiwanis Club. She has been an active Board Member of the Dickinson Law School Alumni Association, the Dauphin County Bar Association, the Greater Hazleton Chamber of Commerce, and the United Ways of Harrisburg and Hazleton. Her activities on behalf of women include mentoring her firm's associates on work-life balance and her pro bono activities on behalf of women

and children. She served as President of the Kiwanis Club of Hazleton whose motto is "serving the children of the world." She chaired the Board of the Harrisburg YWCA when it undertook a successful multi-million dollar capital campaign to renovate a facility devoted to services for women and children.

## Firm Award

Presented to the firm among the 100 firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm.



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

Lavin O'Neil is a 70 lawyer mid-size firm specializing in civil litigation. From its offices in Philadelphia, Manhattan, and Mount Laurel, New Jersey, it has been local, regional, and national counsel for large and small corporations across the country in a variety of civil matters. The firm prides itself on its diverse practice and practitioners and it is dedicated to bringing together "the best lawyers in diversity." Lavin, O'Neil lives up to its motto. Women are 43% of its lawyers, over 30% of its shareholders, 25% of its shareholder-administrators, and 54% of its associates. The firm strives to accommodate shareholders and associates who need to work part-time and to maintain their benefits. Both part-time shareholders and part-time associates are eligible for annual increases and performance bonuses. Who says a successful litigation firm can't accommodate both clients' needs and women's caretaking responsibilities!

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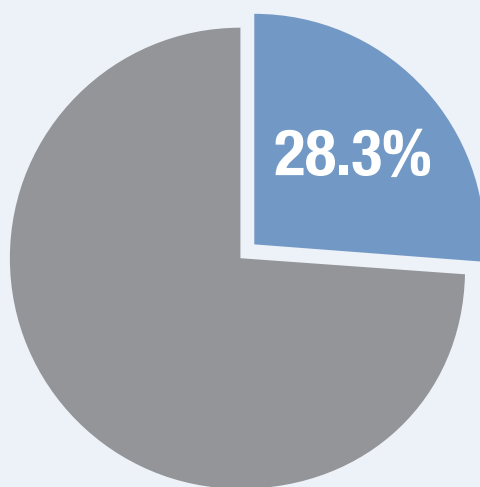
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## 2006 Report Card Executive Summary

The 2006 Report Card is the twelfth published by the Commission on Women in the Profession. What began as an overview of women's participation in the Pennsylvania Bar Association (PBA) has grown into an overview of women's roles throughout the profession. The 2006 Report Card includes statistics on women gathered from a survey of the 100 largest firms in the Commonwealth, and District Attorney and Public Defender Offices. It also includes statistics on women in the PBA, and women judges on Pennsylvania's Courts of Common Pleas and Appellate Courts, and on the Federal Courts located in Pennsylvania.

### Today in the PBA

■ Women	= 8,074
■ Men	= 20,412
Total	= 28,486



### PBA

- The PBA had its first and only woman President, Leslie Anne Miller, in 1999.
- Women's membership in the PBA has continued to increase both numerically and proportionally since the first Report Card was issued in 1995.
- **Women are 28.3% of the PBA today.**
- Women were 20.8% of the PBA Board of Governors in 1995, rose to a high of 45.8% in 2000, fell to a low of 12.5% last year, and are 24% today.
- Women were 19.2% of the House of Delegates in 1995, rose to a high of 25% in 2000, and are 23% today.
- Women were 9% of the Nominating Committee in 1995, 42% in 2004, and are 22% today.
- There were 12 women chairs and 21 women vice chairs of Committees in 1995; today there are 56 Committees, 11 or 20% have only women chairs and 35 or 63% have only men chairs.
- There was 1 woman Section chair in 1995, 6 women Section chairs in 2005, and 5 women Section chairs today.
- There was 1 woman Section representative to the House of Delegates out of 16 in 1995; there are 4 women Section representatives out of 18 today.

- Women held 57% of the leadership in the Young Lawyers Division in 1995; today women are again 57% of the leadership of the Young Lawyers Division – the chair-elect, house of delegates representative, and immediate past chair are men, while the chair, secretary, treasurer, and ABA/YLD district representative are women.

### Private Firms

- Women are 31% of all lawyers, 18% of Managing Partners, 18.5% of Partner-Administrators (e.g. Department and Practice Group Heads), 15.5% of Equity Partners, 17.5% of Partners, 45.8% of Associates on partnership track, and 79% of Part-Timers. The percentage of Equity Partners seems to be falling in Pennsylvania and nationally and the percentage of Associates and Part-Timers seems to be rising.

### District Attorneys' Offices

- Women are 35% of all lawyers, 12.8% of the District Attorneys, and 37% of First Assistants.

### Public Defenders' Offices

- Women are 35.4% of all lawyers, 13.6% of the Public Defenders, and 26.7% of First Assistants.

### Judiciary

#### State

- There are **no women Court of Common Pleas judges in 36 counties.**
- Excluding **Philadelphia**, which has **43 women Court of Common Pleas judges, or 46.2%** of all Philadelphia judges, women comprise **13.3% of the Court of Common Pleas judges in the remaining 66 counties with judges.**
- Women are 29% of the Supreme Court, 43% of the Superior Court, and 56% of the Commonwealth Court.

#### Federal

- Eastern District: Women are 24% of District Court Judges, 33% of Magistrate Judges, and 20% of Bankruptcy Judges.
- Middle District: Women are 20% of District Court Judges and 50% of Bankruptcy Judges. There are no women Magistrate Judges.
- Western District: Women are 25% of District Court Judges, 57% of Magistrate Judges, and 20% of Bankruptcy Judges.
- There are 4 women judges, 36.4%, on the 11 member Third Circuit Court of Appeals. Two are from Pennsylvania

## METHODOLOGY

### Sources:

- 2005/2006 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of April 5, 2006.
- Surveys sent the beginning of January, 2006, to the 100 largest firms, District Attorneys, and Public Defenders.
- PALAW 2005 Annual Report on the Legal Profession.
- 2006 PBA Lawyer's Directory and Product Guide.

### Factors to consider:

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

## PRIVATE LAW FIRMS

These statistics are the result of survey forms sent to the 100 largest law firms in Pennsylvania. Follow-up phone calls to firms, District Attorney, and Public Defender Offices increased response rates. Survey responses were voluntary. Firms were promised anonymity. 2006 was the seventh year that this information was gathered.

For 2006, counting only Pennsylvania offices of responding law firms, women are:

- 31% of all lawyers
- 18% of all Managing Partners
- 18.5% of Partner-administrators, e.g. Department or Practice Group Heads
- 15.5% of Equity Partners
- 17.5% of all Partners
- 45.8% of Associates
- 79% of Part-Timers

Women are under-represented in higher ranking positions. The number of women Managing Partners seems to have increased slightly. But the number of Equity Partners and Partners seems to be decreasing. This year we asked for partner-administrators instead of lawyer-administrators, since firms are putting non-partnership track women lawyers in lower level administrative positions. Women are over-represented in the lowest paying, least powerful and least prestigious positions of Associates and Part-Timers. The number of women working on contract seems to be increasing.

The four prior winners and the current winner (70 lawyers) of the Best Firm Award are highlighted on the following chart.

Total Lawyers	F	%F	Managing Partners	Total Partners	F Partners	% F Partners	Total Equity Partners	F Equity	% F Equity	Lawyer-Admin	F Lawyer-Admin	% F Lawyer-Admin	Total Assoc.	F Assoc.	% F Assoc.	Total Other	F Other	% F Other	Total PT	F PT	% F PT
333	115	34.5%	1M	105	21	20.0%	105	21	20.0%	40	6	15.0%	162	77	47.5%	40	11	27.5%	26	18	69.2%
330	106	32.1%	1M	126	23	18.3%	95	14	14.7%	34	9	26.5%	169	75	44.4%	35	8	22.9%	15	15	100.0%
273	68	24.9%	1M	117	14	12.0%	65	5	7.7%	32	8	25.0%	140	52	37.1%	16	2	12.5%	6	5	83.3%
266	116	43.6%	1F	112	24	21.4%	98	19	19.4%	51	7	13.7%	128	85	66.4%	26	7	26.9%	21	18	85.7%
263	80	30.4%	1M	140	31	22.1%	95	19	20.0%	49	10	20.4%	116	49	42.2%	7	0	0.0%	18	8	44.4%
261	83	31.8%	1M	127	21	16.5%	76	8	10.5%	57	8	14.0%	119	53	44.5%	15	9	60.0%	37	33	89.2%
257	80	31.1%	1M	125	14	11.2%	99	9	9.1%	58	14	24.1%	120	53	44.2%	12	4	33.3%	7	7	100.0%
203	54	26.6%	1M	109	22	20.2%	61	7	11.5%	13	0	0.0%	31	11	35.5%	32	7	21.9%	7	7	100.0%
185	49	26.5%	1M	99	14	14.1%	99	14	0.0%	44	4	9.1%	68	33	48.5%	18	2	11.1%	9	9	100.0%
164	46	28.0%	1M	86	16	18.6%	71	12	16.9%	21	2	9.5%	60	29	48.3%	18	1	5.6%	10	8	80.0%
152	41	27.1%	1M	73	8	11.0%	59	7	11.9%	20	4	20.0%	65	23	35.4%	14	10	71.4%	5	4	80.0%
141	23	16.3%	1M	92	7	7.6%	81	5	6.2%	22	2	9.1%	31	12	38.7%	18	4	22.2%	6	6	100.0%
141	44	31.2%	1M	82	17	20.7%	82	17	20.7%	6	1	16.7%	59	27	45.8%	0	0	0.0%	4	3	75.0%
130	54	41.5%	1F, 2M	73	18	24.7%	51	10	19.6%	39	7	17.9%	51	33	64.7%	6	3	50.0%	6	6	100.0%
121	41	33.9%	1M	55	12	21.8%	55	12	21.8%	25	6	24.0%	48	25	52.1%	18	4	22.2%	11	5	45.5%
116	28	24.1%	1M	56	8	14.3%	56	8	14.3%	25	5	20.0%	46	19	41.3%	14	1	7.1%	7	3	42.9%
114	33	28.9%	1M	56	7	12.5%	47	7	14.9%				45	21	46.7%	22	5	0.0%	4	1	25.0%
78	31	39.7%	4M	24	3	12.5%	14	0	0.0%	3	0	0.0%	49	24	49.0%	5	4	80.0%	3	3	100.0%
71	22	31.0%	1F, 2M	34	7	20.6%	21	5	23.8%	19	6	31.6%	34	9	26.5%	3	1	33.3%	4	3	75.0%
70	30	42.9%	1M	23	7	30.4%	23	7	30.4%	8	2	25.0%	43	23	53.5%	4	0	0.0%	9	4	44.4%
69	21	30.4%	1M	27	6	22.2%	27	6	22.2%	6	2	16.7%	34	13	38.2%	2	1	50.0%	1	1	100.0%
58	19	32.8%	1F	19	4	21.1%	19	4	21.1%	3	1	33.3%	31	12	38.7%	8	3	37.5%	5	5	100.0%
53	8	15.1%	1M	37	3	8.1%	34	1	2.9%	9	0	0.0%	14	4	28.6%	2	1	50.0%	5	4	80.0%
51	17	33.3%	1F	30	7	23.3%	30	7	23.3%	5	1	20.0%	20	9	45.0%	1	1	100.0%	4	4	100.0%
45	20	44.4%	1M	17	3	17.6%	17	3	17.6%	3	1	33.3%	21	11	52.4%	4	2	50.0%	5	5	100.0%
43	26	60.5%	1F	19	11	57.9%	7	5	71.4%	5	5	100.0%	22	14	63.6%	2	1	50.0%	6	6	100.0%
40	6	15.0%	1M	32	3	9.4%	32	3	9.4%	10	0	0.0%	7	3	42.9%	1	0	0.0%	2	1	50.0%
34	6	23.5%	1M	21	4	19.0%	4	0	0.0%				8	4	50.0%	1	0	0.0%	2	2	100.0%
34	12	35.3%	1F, 2M	15	3	20.0%	12	3	25.0%	15	4	26.7%	11	4	36.4%	6	0	0.0%	2	2	100.0%
33	4	12.1%	1M	11	0	0.0%	11	0	0.0%	5	0	0.0%	17	3	17.6%	5	1	20.0%	0	0	0.0%
33	9	27.3%	1M	14	0	0.0%	14	0	0.0%	1	0	0.0%	19	9	47.4%	0	0	0.0%	2	2	100.0%
33	12	36.4%	1F, 2M	17	4	23.5%	17	4	23.5%	8	3	37.5%	15	7	46.7%	1	1	100.0%	3	3	100.0%
32	10	31.3%		20	6	30.0%	14	3	21.4%	7	1	14.3%	9	4	44.4%	3	0	0.0%	5	1	20.0%
31	13	41.3%	1F	5	1	20.0%	5	1	20.0%	2	1	50.0%	22	11	50.0%	4	1	25.0%	0	0	0.0%
30	7	23.3%	2M	17	1	5.9%	0	0	0.0%	7	1	14.3%	1	1	100.0%	1	1	100.0%	0	0	0.0%
29	7	24.1%	1F	22	4	18.2%	13	2	15.4%	4	2	50.0%	6	3	50.0%	1	1	100.0%	3	3	100.0%
28	13	46.4%	2M	14	4	28.6%	8	2	25.0%	4	2	50.0%	11	7	63.6%	3	2	66.7%	0	0	0.0%
28	5	17.9%	1M	18	2	11.1%	11	0	0.0%	7	0	0.0%	7	3	42.9%	3	0	0.0%	1	1	100.0%
27	8	19.6%	1M	19	5	26.3%	19	5	26.3%	1	0	0.0%	6	3	50.0%	2	0	0.0%	0	0	0.0%
24	5	20.8%	1M	9	1	11.1%	9	1	11.1%	1	0	0.0%	13	3	23.1%	2	1	50.0%	0	0	0.0%
<b>TOTALS</b>			<b>9F/41M</b>																		
<b>4424</b>	<b>1374</b>	<b>31.1%</b>	<b>18.0%</b>	<b>2097</b>	<b>366</b>	<b>17.5%</b>	<b>1656</b>	<b>256</b>	<b>15.5%</b>	<b>669</b>	<b>124</b>	<b>18.5%</b>	<b>1878</b>	<b>861</b>	<b>45.8%</b>	<b>375</b>	<b>100</b>	<b>26.7%</b>	<b>261</b>	<b>206</b>	<b>78.9%</b>



# Women in the Profession

## PUBLIC SECTOR

Fifty of 67 District Attorneys' Offices and all Public Defenders' Offices returned survey forms. The pattern of under-representation of women in higher-ranking positions and over-representation in lower-ranking positions seen in the private sector is mirrored in the public sector. In 2006, women seemed to do slightly better in District Attorneys' Offices than in 2005.

### DISTRICT ATTORNEYS

For 2006, women are:

- 35% of all lawyers in District Attorneys' Offices (33.5% in 2005)
- 6 women are 12.8% of District Attorneys (6 women were 12.7% in 2005)
- 16 women are 37.2% of First Assistant District Attorneys (16 women were 37% in 2005)
- 30.5% of Part-Timers (24.6% in 2005). These are desirable positions because they usually supplement income from private practice.

Total Lawyers	F	%F	DA	1st Asst.	Total Admin	F Admin	% F Admin	Total PT	F PT	% F PT
103	41	39.8%	M	M	18	5	27.8%	0	0	0.0%
43	18	41.9%	M	M	20	7	35.0%	0	0	0.0%
42	16	38.1%	M	F	16	7	43.8%	0	0	0.0%
39	19	48.7%	M	M	8	3	37.5%	3	3	100.0%
31	10	32.3%	M	M	5	1	20.0%	0	0	0.0%
29	11	37.9%	M	F	10	5	50.0%	0	0	0.0%
27	13	48.1%	F	M	6	4	66.7%	0	0	0.0%
24	7	29.2%	M		1	1	100.0%	0	0	0.0%
24	10	41.7%	M	M	6	3	50.0%	6	4	66.7%
24	9	37.5%	M	F	11	4	36.4%	2	1	50.0%
22	5	22.7%	M	F	2	1	50.0%	7	0	0.0%
22	7	31.8%	M	M	4	2	50.0%	0	0	0.0%
21	6	28.6%	M	M	12	4	33.3%	0	0	0.0%
18	6	33.3%	M		7	3	42.9%	9	2	22.2%
15	5	33.3%	M	M	3	1	33.3%	0	0	0.0%
13	2	15.4%	M	M	3	0	0.0%	5	0	0.0%
12	2	16.7%	M	M	1	0	0.0%	6	1	16.7%
12	3	25.0%	M	MM	2	0	0.0%	6	2	33.3%
11	3	27.3%	M	M	2	0	0.0%	7	2	28.6%
9	3	33.3%	M	M	3	1	33.3%	0	0	0.0%
9	2	22.2%	M	FM	4	1	25.0%	3	0	0.0%
9	4	44.4%	M	F	2	1	50.0%	4	2	50.0%
8	4	50.0%	F	F	2	2	100.0%	0	0	0.0%
8	4	50.0%	F	M	2	1	50.0%	6	3	50.0%
7	1	14.3%	M	M	7	1	14.3%	6	1	16.7%
7	2	28.6%	M	M	2	0	0.0%	0	0	0.0%
7	1	14.3%	M	F	2	1	50.0%	2	0	0.0%
7	0	0.00%	M	M	2	0	0.0%	1	0	0.0%
7	2	28.6%	M	F	2	1	50.0%	2	1	50.0%
6	1	16.7%	M	M	3	1	33.3%	1	0	0.0%
6	2	33.3%	M	F	1	0	0.0%	5	2	40.0%
5	1	20.0%	M	M	1	0	0.0%	4	1	25.0%
5	2	40.0%	M	M	3	1	33.3%	1	0	0.0%
5	2	40.0%	F	F	1	1	100.0%	3	2	66.7%
5	3	60.0%	M	F	2	1	50.0%	1	0	0.0%
5	3	60.0%	M	F	2	1	50.0%	4	3	75.0%
5	2	40.0%	M	M	2	0	0.0%	3	2	67.7%
4	1	25.0%	M	M	4	1	25.0%	4	1	25.0%
4	1	25.0%	M	F	1	1	100.0%	1	0	0.0%
4	0	0.0%	M	M	1	0	0.0%	2	0	0.0%
4	3	75.0%	F	M	1	1	100.0%	0	0	0.0%
3	0	0.0%	M	M	3	0	0.0%	0	0	0.0%
3	0	0.0%	M	M	1	0	0.0%	1	0	0.0%
3	1	33.3%	M		1	0	0.0%	2	1	50.0%
3	0	0.0%	M	M	1	0	0.0%	1	0	0.0%
3	1	33.3%	M	F	1	0	0.0%	2	0	0.0%
3	1	33.3%	M	F	2	1	0.0%	1	0	0.0%
2	1	50.0%	M	F	2	1	50.0%	0	0	0.0%
2	0	0.0%	M	M	2	0	0.0%	1	0	0.0%
2	1	50.0%	M		2	1	50.0%	0	0	0.0%
2	0	0.0%	M	M	2	0	0.0%	1	0	0.0%
2	2	100.0%	F		1	1	100.0%	1	1	100.0%
2	1	50.0%	M	F	0	0	0.0%	1	1	100.0%
2	0	0.0%	M	M	2	0	0.0%	0	0	0.0%
1	0	0.0%	M		1	0	0.0%	1	0	0.0%
1	0	0.0%	M		1	0	0.0%	0	0	0.0%
1	0	0.0%	M		1	0	0.0%	1	0	0.0%
<b>697</b>	<b>244</b>	<b>35.0%</b>	<b>6F /41M</b>	<b>16F/27M</b>	<b>210</b>	<b>71</b>	<b>33.8%</b>	<b>118</b>	<b>36</b>	<b>30.85%</b>

The Philadelphia District Attorney's Office and sixteen small district attorney's offices did not respond

### PUBLIC DEFENDERS

All Public Defenders' Offices responded. Women seemed to do slightly worse in 2006 than in 2005. In 2006, women are:

- 35.4% of all lawyers in Public Defenders' Offices (37.3% in 2005)
- 9 women are 13.6% of Public Defenders (10 women were 16.4% in 2005)
- 12 women are 26.7% of First Assistant Public Defenders (14 women were 29% in 2005)
- 20.7% of Part-Timers (20.4% in 2004). These are desirable positions because they usually supplement income from private practice.

Total Lawyers	F	%F	PD	1st Asst.	Total Admin	F Admin	% F Admin	PT	F PT	%F PT	
215	118	54.9%	F	2M	29	9	31.0%	0	0	0.0%	
83	39	47.0%	M		7	2	28.6%	21	10	47.6%	
44	11	25.0%	M	M	3	1	33.3%	1	1	0.0%	
37	12	32.4%	F	F	5	5	100.0%	18	4	22.2%	
28	11	39.3%	M	M	2	0	0.0%	3	1	33.3%	
23	8	34.8%	M	M	2	0	0.0%	5	2	40.0%	
22	6	27.3%	M	M	2	0	0.0%	0	0	0.0%	
22	3	13.6%	M	M	3	1	33.3%	18	2	11.1%	
20	11	55.0%	M	F	4	2	50.0%	0	0	0.00%	
20	5	25.0%	M	M	2	0	0.0%	13	5	38.5%	
18	6	33.3%	M	F	6	1	16.7%	0	0	0.0%	
18	2	11.1%	M	M	4	2	50.0%	9	0	0.0%	
18	8	44.4%	M	F	4	2	50.0%	0	0	0.0%	
14	2	14.3%	M	M	1	0	0.0%	2	1	8.3%	
12	0	0.0%	M	M	2	0	0.0%	8	0	0.0%	
12	2	16.7%	M	M	2	0	0.0%	7	2	28.60%	
10	3	30.0%	F		1	1	100.0%	7	0	0.0%	
10	1	10.0%	M	M	2	0	0.0%	7	1	14.3%	
9	3	33.3%	M	F	2	1	50.0%	3	0	0.0%	
9	1	11.1%	M	M	1	0	0.0%	2	1	0.0%	
8	3	37.50%	M		1	0	0.0%	7	2	28.6%	
7	0	0.0%	M	M	1	0	0.0%	6	0	0.0%	
7	2	28.6%	M	F	1	1	100.0%	6	2	33.3%	
7	1	14.3%	M	M	2	0	0.0%	2	0	0.0%	
6	2	33.3%	M	M	2	0	0.0%	1	0	0.0%	
6	1	16.7%	M	F	2	1	50.0%	0	0	0.0%	
6	0	0.0%	M	M	1	0	0.0%	3	0	00.0%	
6	1	16.7%	M	F	2	1	50.0%	1	1	100.0%	
6	3	50.0%	M	M	3	1	33.3%	2	1	50.0%	
6	1	16.7%	M	F	2	1	50.0%	0	0	0.0%	
5	0	0.0%	M	M	1	0	0.0%	3	0	0.0%	
5	0	0.0%	M	M	2	0	0.0%	5	0	0.0%	
5	1	20.0%	M	M	2	0	0.0%	2	1	50.0%	
5	1	20.0%	M	M	2	0	0.0%	3	1	33.3%	
4	2	50.0%	M		1	0	0.0%	2	0	0.0%	
4	1	25.0%	M		1	0	0.0%	4	1	25.0%	
4	0	0.0%	M	M	1	0	0.0%	4	0	0.0%	
4	1	25.0%	M	F	1	0	0.0%	4	0	25.0%	
4	0	0.0%	M	M	1	0	0.0%	4	0	0.0%	
4	0	0.0%	M		1	0	0.0%	4	0	0.0%	
4	1	25.0%	M		1	0	0.0%	4	1	25.0%	
3	0	0.0%	M		0	0	0.0%	3	0	0.0%	
3	2	66.7%	M		1	0	0.0%	3	2	66.7%	
3	0	0.0%	M	M	1	0	0.0%	3	0	0.0%	
3	1	33.3%	M	F	1	0	0.0%	2	1	50.0%	
3	1	33.3%	M		1	0	0.0%	0	0	0.0%	
2	1	50.0%	F	M	1	1	100.0%	0	0	0.0%	
2	0	0.0%	M	M	1	0	00.0%	1	0	0.0%	
2	0	0.0%	M	M	2	0	0.0%	1	0	0.0%	
2	2	100.0%	M	M	1	0	0.0%	2	2	0.0%	
2	0	0.0%	M		1	0	0.0%	1	0	0.0%	
2	1	50.0%	M		1	0	0.0%	0	0	0.0%	
2	1	50.0%	W	M	1	0	100.0%	1	0	0.0%	
2	0	0.0%	M	M	2	0	0.0%	1	0	0.0%	
2	2	100.0%	F	F	2	2	100.0%	2	2	100.0%	
1	0	0.0%	M		1	0	0.0%	0	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	1	100.0%	F		1	1	100.0%	1	1	100.0%	
1	1	100.0%	F		1	1	100.0%	1	1	100.0%	
1	0	0.00%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
1	0	0.0%	M		1	0	0.0%	1	0	0.0%	
807	286	35.4%		<b>9F /57M</b>	<b>12F /33M</b>						
				<b>13.6%</b>	<b>26.7%</b>	<b>148</b>	<b>38</b>	<b>25.7%</b>	<b>232</b>	<b>48</b>	<b>20.7%</b>

Cameron & Elk and Sullivan & Wyoming share Public Defenders. We have not double counted the statistics for these counties.

## 2006 PENNSYLVANIA JUDICIARY

### PENNSYLVANIA COURT OF COMMON PLEAS — JUDGES BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Philadelphia	43	50	46%	Fayette	0	5	0%	Juniata	1	1	50%
Allegheny	11	29	28%	Lycoming	1	4	20%	McKean	0	2	0%
Montgomery	2	19	10%	Monroe	2	4	33%	Mifflin	0	2	0%
Delaware	4	15	21%	Franklin	1	3	25%	Montour	0	2	0%
York	3	11	21%	Fulton	1	3	25%	Perry	1	1	50%
Berks	2	11	15%	Lebanon	0	4	0%	Snyder	1	1	50%
Bucks	2	11	15%	Mercer	0	4	0%	Union	1	1	50%
Chester	4	9	31%	Adams	0	3	0%	Venango	0	2	0%
Lancaster	1	12	8%	Centre	0	4	0%	Warren	1	1	50%
Erie	2	9	18%	Crawford	0	3	0%	Cameron	0	1	0%
Westmoreland	2	9	18%	Indiana	1	2	33%	Clarion	0	1	0%
Lehigh	2	7	22%	Lawrence	0	4	0%	Elk	0	1	0%
Luzerne	1	8	11%	Northumberland	0	3	0%	Huntingdon	0	1	0%
Dauphin	1	7	13%	Somerset	0	3	0%	Jefferson	0	1	0%
Lackawanna	1	7	13%	Armstrong	0	2	0%	Pike	0	1	0%
Northampton	2	6	25%	Bedford	0	2	0%	Potter	0	1	0%
Beaver	0	6	0%	Bradford	0	2	0%	Sullivan	0	1	0%
Butler	1	5	17%	Carbon	0	2	0%	Susquehanna	0	1	0%
Schuylkill	1	5	17%	Clearfield	0	2	0%	Tioga	0	1	0%
Washington	3	3	50%	Clinton	0	2	0%	Wayne	0	1	0%
Blair	2	3	40%	Columbia	0	2	0%	Wyoming	0	1	0%
Cambria	0	5	0%	Forest	1	1	50%	<b>Totals</b>	<b>102</b>	<b>343</b>	<b>22.9%</b>
Cumberland	0	5	0%	Greene	0	2	0%				

The total number of judges increased 3.0% from 432 last year to 445 this year. The number of **women judges increased 9.7% from 93 to 102**. The number of men judges increased 1.2% from 339 to 343.

Philadelphia continues to have, by far, the highest percentage of women judges. **Philadelphia added 3 more women judges and lost 1 man judge for a total of 43 women judges, 46.2%. Women comprise only 13.3% of the Court of Common Pleas Judges in the remaining 66 counties.\***

Allegheny and Blair each gained 1 woman judge. Forest, Northampton, and Warren each gained 1 woman and lost 1 man. Washington and York each gained 1 woman and 1 man.

Berks, Butler, Carbon, Center, Lawrence, Mifflin, Monroe and Somerset each gained 1 man judge. Bucks, Butler, and Lehigh each lost 1 man and Westmoreland lost 2.

**Thirty-six counties have no women judges; 12 of them are one judge counties and 12 of them are two judge counties. There is no one judge county that has only a woman judge. Sixteen counties have only 1 woman judge.**

*\*Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. We have double counted the judges for these counties.*

### PENNSYLVANIA APPELLATE

PA Supreme Court	2 out of 7 Justices	29%
PA Superior Court	6 out of 14 Judges	43%
PA Commonwealth	5 out of 9 Judges	56%

## 2006 FEDERAL JUDICIARY

### EASTERN DISTRICT

District Court Judges	
5 out of 21 sitting Judges	24%
US Magistrate Judges	
4 out of 12 sitting Judges	33%
Bankruptcy Judges	
1 out of 5 sitting Judges	20%

### MIDDLE DISTRICT

District Court Judges	
1 out of 5 sitting Judges	20%
US Magistrate Judges	
0 out of 4 sitting Judges	0%
Bankruptcy Judges	
1 out of 2 sitting Judges	50%

### WESTERN DISTRICT

District Court Judges	
2 out of 8 sitting Judges	25%
US Magistrate Judges	
4 out of 7 sitting Judges	57%
Bankruptcy Judges	
1 out of 5 sitting Judges	20%

### THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, and the Virgin Islands. There are 4 women judges, 36.4%, on the 11 member Third Circuit Court of Appeals. Two are from Pennsylvania.

## PENNSYLVANIA BAR ASSOCIATION

### MEMBERS BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Adams	24	48	33%	Elk	3	18	14%	Montour	6	15	29%
Allegheny	1179	2890	29%	Erie	100	406	20%	Northampton	196	353	36%
Armstrong	8	30	21%	Fayette	34	91	27%	Northumberland	7	68	9%
Beaver	36	136	21%	Forest	1	3	25%	Out of state	1044	2060	34%
Bedford	6	23	21%	Franklin	37	91	29%	Perry	7	15	32%
Berks	130	431	22%	Fulton	4	6	40%	Philadelphia	1806	3884	32%
Blair	31	90	26%	Greene	10	26	28%	Pike	9	19	32%
Bradford	12	34	26%	Huntingdon	2	27	7%	Potter	3	14	18%
Bucks	197	502	28%	Indiana	15	52	22%	Schuylkill	42	140	23%
Butler	41	116	26%	Jefferson	7	30	19%	Snyder	5	15	25%
Cambria	33	159	17%	Juniata	2	10	17%	Somerset	15	58	21%
Cameron	0	2	0%	Lackawanna	119	460	21%	Sullivan	1	4	20%
Carbon	12	45	21%	Lancaster	187	520	26%	Susquehanna	5	25	16%
Centre	57	124	32%	Lawrence	17	83	17%	Tioga	5	28	15%
Chester	231	619	27%	Lebanon	33	96	26%	Union	8	25	24%
Clarion	6	27	18%	Lehigh	137	402	25%	Venango	8	44	15%
Clearfield	10	40	20%	Luzerne	75	332	18%	Warren	10	35	22%
Clinton	3	33	8%	Lycoming	39	159	20%	Washington	75	226	25%
Columbia	11	36	23%	McKean	5	32	14%	Wayne	13	38	26%
Crawford	28	82	26%	Mercer	22	107	17%	Westmoreland	113	359	24%
Cumberland	150	369	29%	Mifflin	5	31	14%	Wyoming	8	11	42%
Dauphin	605	1241	33%	Monroe	23	104	18%	York	107	344	24%
Delaware	286	685	30%	Montgomery	698	1784	28%	<b>Totals</b>	<b>8,074</b>	<b>20,412</b>	<b>28.3%</b>

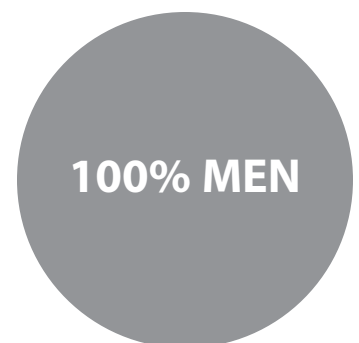
The female membership and percentage of the PBA continue to increase. Women are now **28.3% of PBA members**.

With some exceptions, women are more heavily represented in large urban counties, e.g., Philadelphia and its surrounding counties in the east and Allegheny in the west. However, Cambria, Erie, Luzerne, and Lycoming have substantial PBA membership but less than 21% women members.

### PBA LEADERSHIP

#### EXECUTIVE OFFICERS

**All of the Executive Officers of the PBA are men:** President William P. Carlucci, President Elect Kenneth J. Horoho, Jr., Vice President Andrew F. Susko, and Past President Michael H. Reed.



#### BOARD OF GOVERNORS

- Women were 20.8% of the Board of Governors in 1995, the first year the Report Card was issued.
- Women reached a high of 45.8% in 1999-2000 and a low of 12.5% in 2002-03.
- Women are 24% of the Board of Governors today.

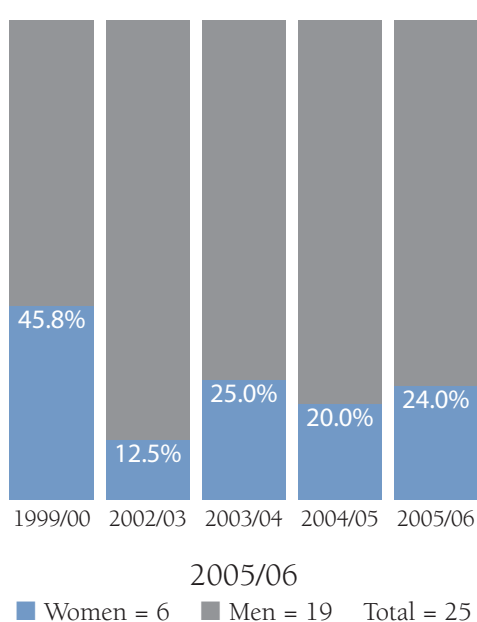
The PBA Board of Governors is composed of: PBA Executive Committee (President, President Elect, Vice President, and X) (all men); PBA Officers (Executive Committee and Immediate Past President, Chair of the House of Delegates, Secretary, and Treasurer) (all men); three representatives from the Young Lawyers Division (2 men and 1 woman); 1 Zone Governor from each of the 12 zones (Zones 3, 6, 10, and 12 have women Governors); one minority Governor-at-large (a man) and one woman Governor-at-large.

#### NOMINATING COMMITTEE

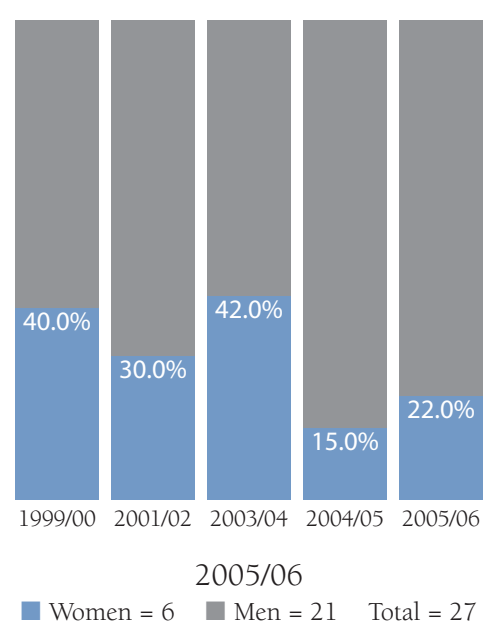
The Nominating Committee selects one candidate for each of the top offices of the PBA to be presented to the House of Delegates. The Committee consists of: all zone governors, the five living immediate past presidents of the PBA, the immediate past chair of the Young Lawyers Division, 2 committee and 3 section representatives, the minority governor, and the woman governor.

- In 2003-04, 11 women were 42.3% of the PBA Nominating Committee.
- In 2004-05, 4 women were 15% of the 26 members of the PBA Nominating Committee.
- This year, 6 women are 22% of the 27 members of the PBA Nominating Committee.

BOARD OF GOVERNORS



NOMINATING COMMITTEE



# Women in the Profession

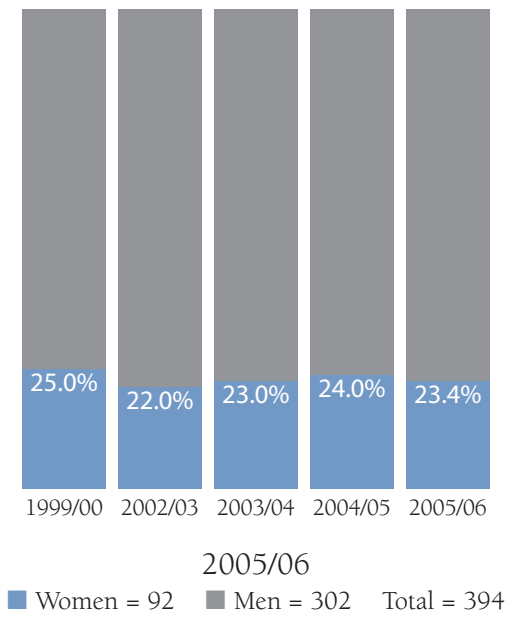
## HOUSE OF DELEGATES

This year 92 women comprise 23.4% of the House of Delegates. The percentage of delegates has been consistently below the percentage of women PBA members, which is 28.3% this year.

- Women were 19.2% of the House of Delegates in 1995, the first year of the Report Card.
- Women comprised a high of 25% of the House of Delegates in 1999-2000.
- **Today** women are **23.4%** of the House of Delegates

The House of Delegates sets the policy of the PBA and is comprised of the following members: PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary, and Treasurer); all Zone Governors; one member from each zone for each 100 active members\*; one additional member from each unit membership zone; living former PBA presidents and chairs of the House (overwhelmingly men); one representative of each county bar association; the immediate past PBA Secretary, Treasurer, and Zone Governors; representatives of sections and of the Young Lawyers Division; the Attorney General of Pennsylvania; state delegates to the ABA House: the Court Administrator of Pennsylvania; and deans of Pennsylvania law schools, among others.

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

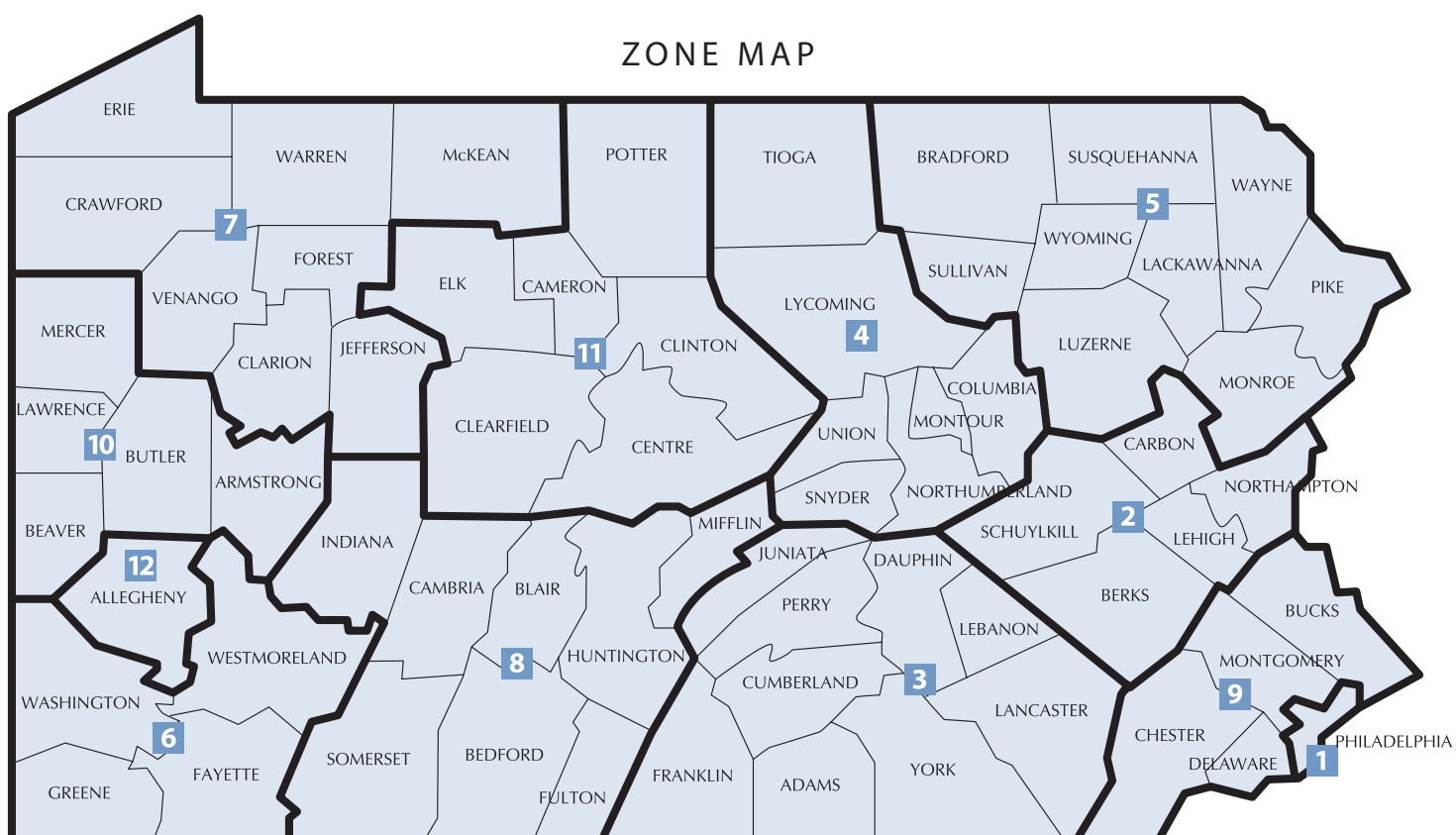


## HOUSE OF DELEGATES BY ZONE

The percentage of **women Delegates** are **highest** for 3 zones, **Zones 3, 8, and 12**. These zones have been consistently high.

- Zone 3 – 37% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York
- Zone 8 – 31% Bedford, Blair, Cambria, Fulton, Huntingdon, Somerset
- Zone 12 – 31% Allegheny
- **Zones 2, 4, 5, 7, and 11** have been **consistently low**.
- Zone 2 – 15% Berks, Carbon, Lehigh, Northampton, Schuylkill
- Zone 4 – 7% Columbia, Lycoming, Montour, Northumberland, Snyder, Tioga, Union
- Zone 5 – 12% Bradford, Lackawanna, Luzerne, Sullivan, Susquehanna, Wyoming
- Zone 7 – 18% Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren, Venango
- Zone 11 – 18% Cameron, Centre, Clearfield, Clinton, Elk, Potter

	2001/02			2002/03			2003/04			2004/05			2005/06		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F
Zone 1	13	59	18%	19	58	25%	21	59	26%	18	53	25%	15	53	22%
Zone 2	2	28	7%	5	25	17%	3	24	11%	3	27	10%	4	23	15%
Zone 3	22	39	36%	19	39	33%	24	39	38%	24	36	40%	22	37	37%
Zone 4	1	14	7%	1	13	7%	3	11	21%	2	11	15%	1	13	7%
Zone 5	3	21	13%	4	20	17%	5	20	20%	4	24	14%	3	22	12%
Zone 6	5	17	23%	5	17	23%	6	17	26%	7	15	32%	4	16	20%
Zone 7	3	16	16%	3	14	18%	2	16	11%	2	15	12%	3	14	18%
Zone 8	3	14	18%	3	14	18%	3	13	19%	5	11	31%	5	11	31%
Zone 9	11	49	18%	11	49	18%	9	51	15%	13	54	19%	13	53	20%
Zone 10	3	11	21%	3	11	21%	4	11	27%	3	10	23%	2	10	17%
Zone 11	2	10	17%	0	12	0%	1	12	8%	1	10	9%	2	9	18%
Zone 12	18	39	32%	17	41	29%	14	41	25%	16	39	29%	18	41	31%





## COMMITTEES

In 2005/06, there are 56 active PBA Committees. Each committee addresses an area of concern in the practice of law. Generally committees have chairs and vice chairs, and can have co-chairs and/or co-vice chairs. In reviewing the percentage of women on committees, it is important to keep in mind that women today represent **28.3% of PBA membership** and **44% of committee members**.

In **1995**, there were 38 committees: 12 committees had **solo women chairs, 32%**, 21 committees had solo women vice chairs, 55%.

**Today**, there are 56 committees: 11 committees have **solo women chairs, 20%**; 35 committees have solo men chairs, 63%.

**The President-Elect appoints leadership for committees.**

Today, the following 12 committees have below 23% women membership.

17%	Amicus Curiae Brief*	19%	Legal Ethics & Professional Responsibility	17%	Professional Practice Standards
22%	Annual Meeting Task Force*	17%	Military & Veterans	21%	Public Relations Task Force*
20%	Gaming Law	17%	PABAR-PAC	5%	Senior Lawyer
14%	Lawyers Assistance	7%	Professional Liability	20%	Unauthorized Practice of Law

\*denotes entire committee appointed by the President-Elect

Committee	2001/02		2002/03		2003/04		2004/05		2005/06	
	F	%F	F	%F	F	%F	F	%F	F	%F
Agricultural Law	11	23%	11	20%	11	17%	11	21%	12	26%
Alternative Dispute Resolution	41	23%	48	26%	46	24%	46	25%	55	32%
Amicus Curiae Brief*	2	18%	2	17%	1	9%	1	10%	2	17%
Animal Law					65	55%	53	54%	54	56%
Annual Meeting Task Force*									2	22%
Appellate Advocacy							47	37%	44	41%
Bar/Press*	6	35%	5	38%	4	33%	4	21%	3	23%
Bylaws	4	33%	5	33%	3	16%	3	19%	5	31%
Charitable Organizations	20	28%	26	37%	33	35%	28	35%	28	37%
Children's Rights	45	67%	51	64%	66	66%	61	73%	59	73%
Civil & Equal Rights	20	26%	21	26%	29	28%	19	24%	17	29%
Client & Community Relations	12	24%	11	28%	20	34%	16	32%	11	30%
Committee on the Corrections System	10	25%	18	35%	20	32%	14	29%	8	25%
Commission on Justice									8	40%
Editorial Board*	5	28%	4	25%	5	28%	5	28%	5	26%
Gaming Law							16	16%	22	20%
Gay/Lesbian Rights							18	51%	24	55%
Government Lawyers	121	44%	141	41%	125	43%	125	43%	98	47%
Health Care Law	61	36%	52	31%	58	31%	58	31%	49	33%
In-House Counsel	38	31%	33	32%	38	34%	38	34%	31	36%
Insurance Staff Attorney	6	22%	17	26%	18	25%	18	25%	11	24%
Judicial Administration	12	13%	15	17%	22	20%	22	20%	18	24%
Judicial Campaign Advertising*	5	33%	7	39%	6	35%	6	35%	7	39%
Judicial Evaluation	7	39%	6	35%	4	40%	4	40%	7	50%
Judicial Independence Commission	12	21%	11	20%	12	23%	12	23%	13	25%
Law Related Education*	9	50%	10	55%	9	53%	9	53%	14	64%
Lawyers Assistance	4	91%	4	10%	5	13%	5	13%	5	14%
Leadership Diversity Task Force*									6	43%
Legal Ethics & Professional Resp.	13	22%	14	21%	14	21%	14	21%	14	19%
Legal Services for Exceptional Children	31	59%	26	54%	33	46%	33	46%	38	54%
Legal Services to Persons with Disabilities	16	33%	19	37%	13	27%	13	27%	19	42%
Legal Services to the Public	24	43%	25	47%	45	50%	37	49%	35	56%
Legislative Relations Task Force*									2	29%
Medical and Health Related Issues	18	32%	27	38%	26	37%	26	37%	18	32%
Membership Development	8	28%	9	30%	9	27%	9	27%	12	36%
Membership Survey Task Force*									4	40%
Military and Veterans							11	17%	13	17%
Minority Bar Association	8	41%	38	48%	40	51%	40	51%	58	51%
PABAR-PAC*	4	40%	3	30%	3	33%	2	22%	1	17%
Plain English	15	37%	17	40%	15	34%	15	34%	18	46%
Planning									10	38%
Professional Liability	5	8%	6	9%	6	8%	6	8%	5	7%
Professional Practice Standards			3	20%	3	19%	3	19%	3	17%
Professionalism	14	21%	18	25%	22	30%	22	30%	17	30%
Public Relations Task Force Implementation*									3	21%
Public Service Institute Task Force*									6	38%
Quality of Life/Balance	24	48%	19	42%	24	47%	24	47%	21	58%
Rewiew & Certifying Board									6	46%
Senior Lawyers	3	3%	2	30%	3	4%	3	4%	3	5%
Sports, Entertainment & Art	14	18%	14	19%	13	18%	13	18%	14	29%
Statutory Law	10	19%	12	27%	12	25%	12	25%	9	26%
Task Force on Student Loan Forgiveness*									10	40%
Task Force on Middle Income People*									7	39%
Unauthorized Practice of Law	18	22%	18	21%	18	22%	18	22%	16	20%
Women in the Profession Commission	162	98%	234	98%	321	97%	321	97%	427	97%
Young Lawyers Division Task Force*									3	25%
<b>Totals</b>	<b>883</b>		<b>1023</b>		<b>1234</b>		<b>1275</b>		<b>1410</b>	<b>44%</b>

\*denotes appointed committee

# Women in the Profession

## SECTIONS

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

Today, there are 5 women chairs out of 18 chairs, or 28%, compared to last year when there were 4 women chairs, or 22%. There are 4 women representatives to the House of Delegates out of 18, or 22%.

- There was 1 woman section chair and 6 women vice-chairs in 1995, the first year of the Report Card.
- Last year there were 4 women section chairs, 22%.
- This year there are 5 women section chairs, 28%.
- This year there are 4 women section representatives to the House of Delegates, or 22%.

Women have been **consistently substantially under-represented on the councils of 4 sections** as compared to their membership numbers: Aeronautical Law, Educational Law, Real Property, and Tax Law. **All 4 also have male representatives to the House of Delegates.**

	F % Membership	F % Council	Representative to House
Aeronautical Law	23%	0%	M
Education Law	31%	0%	M
Real Property	19%	5%	M
Tax Law	16%	6%	M

		F	M	%F	Chair	Vice	Sec./Treas	Section Del.
Administrative Law	Council	5	14	26%	M	M	M	M
	Members	65	175	27%				
Aeronautical Law	Council	0	6	0%	M			M
	Members	9	31	23%				
Business Law	Council	9	15	38%	M	M	FM	F
	Members	419	1630	20%				
Civil Litigation	Council	7	17	29%	F	M	MM	M
	Members	546	2538	18%				
Criminal Law	Council	1	9	10%	F	M	M	M
	Members	118	601	16%				
Education Law	Council	0	6	0%	M			M
	Members	93	206	31%				
Elder Law	Council	8	10	44%	F	F	FM	M
	Members	203	653	24%				
Environmental Law	Council	3	12	20%	M	F	MM	F
	Members	87	391	18%				
Family Law	Council	14	19	42%	F	FM	FM	F
	Members	651	822	44%				
Intellectual Property	Council	3	11	21%	M	M	MM	M
	Members	89	316	22%				
Int'l. Comp.	Council	3	7	30%	M		M	M
	Members	40	94	30%				
Labor & Employ.	Council	4	8	33%	M	M	FF	M
	Members	313	704	31%				
Municipal Law	Council	2	15	12%	M	M	M	M
	Members	166	768	13%				
Public Utility	Council	5	9	36%	F	M	F	F
	Members	40	139	22%				
Real Property	Council	1	19	5%	M	M	M	M
	Members	554	2309	19%				
Solo & Small Firm	Council	10	23	30%	M	F	M	M
	Members	178	710	20%				
Tax Law	Council	1	17	6%	M		F	M
	Members	145	736	16%				
Workers Comp	Council	6	15	29%	M	F	FF	M
	Members	202	813	20%				
	<b>Council Totals</b>	<b>82</b>	<b>232</b>	<b>26%</b>	<b>5 of 18</b>	<b>5 of 15</b>	<b>9 of 24</b>	<b>4 of 18</b>
	<b>Member Totals</b>	<b>3868</b>	<b>13646</b>	<b>22%</b>	<b>27.8%</b>	<b>33.3%</b>	<b>38%</b>	<b>22.2%</b>

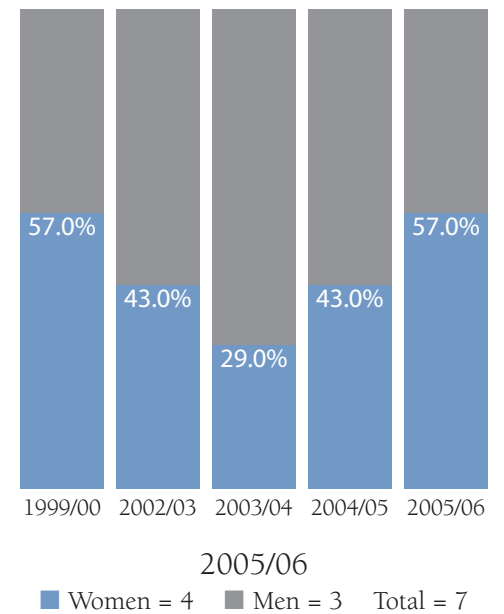
## YOUNG LAWYERS DIVISION

The PBA Young Lawyers Division represents 31% of the association's membership. Members are lawyers who are 36 years of age or younger or have been practicing law for five years or less, regardless of age.

This year there are 8,942 members of the Young Lawyers Division, 3,939 women, or 44%, and 4,938 men.

In 1995, the first year the Report Card was issued, women held 57% of the leadership positions. This year women again hold 57% of the leadership positions, 4 of 7 offices.

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



## PBA WOMEN IN THE PROFESSION MISSION STATEMENT

The mission of the Pennsylvania Bar Association ("PBA") Commission on Women in the Profession is to assure full and equal participation of women in the PBA, the legal profession, and the justice system. In order to achieve this mission, the Commission is to:

1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities, and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession, and ways and means by which women can utilize the Bar Association as a continuing organization to help solve and resolve problems unique to women in the profession.
2. Monitor the current status of women in the legal profession, identify their career paths and goals, and promote their advancement and achievement.
3. Develop educational programs to address discrimination against women lawyers and the unique barriers they encounter in pursuing their professional careers.
4. Make recommendations to the PBA Board of Governors and House of Delegates for action on issues the Commission identifies.
5. Make recommendations to the Courts, legislature, and other groups within the justice system on issues the Commission identifies through approval of the Board of Governors and House of Delegates.

## REPORT CARD MISSION

For the twelfth 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. Twelve 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 2006 Report Card looks at numbers and positions of women in private law firms as well as public offices, such as District Attorney and Public Defender Offices. For the seventh 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.

The Women in the Profession's Firm Award for the Promotion of Women to Leadership Positions was established in 2003 to recognize the firm among the 100 largest in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. The important leadership positions in most firms which carry the greatest prestige and monetary awards are managing partner, equity partner, and department/section/practice group head. The representation of women in substantial percentages in these categories shows a firm's commitment to utilize and reward the talents and abilities of all of its most accomplished lawyers. By honoring a firm, the award recognizes standards which other firms can aspire to meet and highlights successful tactics which other firms can emulate.

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.

## AWARDS

**The Women in the Profession's Award for the Promotion of Women to Leadership Positions Within the Firm** chosen from the 100 Largest Firms.

2006	Lavin, O'Neil, Ricci, Cedrone & DiSipio	2005	Houston Harbaugh	2003	Ballard Spahr Andrews & Ingersoll
		2004	Woodcock Washburn	2002	Willig, Williams & Davidson

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

2006	Hon. Maureen Lally-Green	2001	Nora Barry Fischer	1996	Professor Esther Clark
2005	Hon. Sandra Schultz Newman	2000	Hon. Carolyn E. Temin	1995	Joy Flowers Conti
2004	Hon. Donetta W. Ambrose	1999	Leslie Anne Miller	1994	Hon. Genevieve Blatt
2003	Charisse R. Lillie	1998	Professor Marina Angel		
2002	Lila G. Roomberg	1997	Hon. Phyllis Beck		

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

2006	Elizabeth Maguschak	2005	Melinda C. Ghilardi	2003	Roberta D. Liebenberg
		2004	Kerry A. Kearney		

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**Sandra J. Doyle**, Research Assistant, Temple Law, Class of 2007

Special thanks to members Melinda Ghilardi and Renee Myers and PBA Coordinator Diann Stinney.

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