

Women in the Profession

14TH ANNUAL REPORT CARD · 2008
PENNSYLVANIA BAR ASSOCIATION

Firm Award

The Firm Award was started in 2002 and presented to the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. The Award was to be an incentive for firms to enhance the position of women. Last year there was no Award. No firm stood out. No firm, even prior winners, has matched the performance of Willig, Williams & Davidson, highlighted on the firm chart on page 3, the first winner in 2002. Its statistics remain outstanding even compared to other prior winners.

The position of women has not improved in large firms since 2002. Many large firms have extended the time period required to make Equity Partner, have decreased the number of Equity Partners, have increased billable hour requirements, and have created new categories of lawyers not eligible for partnership, e.g. contract, staff, and per diem. Few firms allow part-time Associates to remain on the partnership track.

Women continue to be primary caretakers for children, the elderly, and the disabled. Few women have spouses or intimates who do not work, work flexible schedules, or work part-time. Many male attorneys have such spouses or intimates. Large firms continue to fail to adjust to work/life balance needs that impact most strongly on women lawyers and lawyers of color. Although many large firms recognize they have a serious and expensive retention problem, little has been done to address the conditions that are causing a lack of diversity in firm leadership. All this is occurring at a time when firm clients and society are becoming more diverse.



Willig, Williams & Davidson

As it enters its fourth decade, Willig, Williams & Davidson, has become one of the largest and most respected union-side labor law firms on the East Coast. It represents labor unions, employee benefit funds, and working people.

There are three named partners, Deborah Willig (first woman Chancellor of the Philadelphia Bar Association and a Sandra Day O'Connor Award winner), Alaine Williams (former Acting Executive Director of the Florida Commission on Human Relations and a former U.S. Embassy staff member in Kabul, Afghanistan), and Stuart Davidson (chair and member of multiple boards and labor and employment law teacher at numerous colleges, universities, and CLEs).

The firm has a woman Chief Administrator (compared to 11% of responding firms), 57% women Equity Partners (compared to 15% of responding firms), and 47% women Partners (compared to 21% of responding firms). All of its part-timers are

women: 1 Equity Partner, 4 Partners, and 3 Associates. Working part-time does not extend the time period necessary to achieve partnership or equity partnership.

We again present the Firm Award to Willig, Williams & Davidson and discontinue its presentation until another firm matches or exceeds its record.

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.



Kathleen D. Wilkinson

Kathleen Wilkinson is an Equity Partner in the Philadelphia office of Wilson, Elser, Moskowitz, Edelman and Decker LLP, where she handles complex litigation, such as products, construction, insurance, brokers, and professional liability. She was named a Pennsylvania Super Lawyer in the area of construction litigation in 2006 and 2007. She has served on the Equity Partner Committee, the Associate Focus Committee and worked to implement the firm's part-time lawyer policies.

Kathleen Wilkinson graduated from Kean University Summa Cum Laude and was a member of the Phi Kappa Phi Honor Society. She received her J.D. in 1981 from Villanova Law School where she was a member of the Law Review. She was a founding member of the Villanova Law Inn of

Court and, in 2004, became its first woman President.

An active member and leader of both the Pennsylvania Bar Association (PBA) and the Philadelphia Bar Association, she Co-chaired the PBA's Commission on Women in the Profession from 2004 to 2006. She played a key role in rapidly increasing the Commission's membership to over 500 and in developing a leadership program for women attorneys on a statewide basis. In 2005, she received a PBA Outstanding Service Award. She participated in obtaining approval from the PBA House of Delegates in adopting Diversity Principles, and model policies for women lawyers. She has been a member of the Committee on Gender and Racial Bias and the Quality of Life Task Force.

Kathleen was elected to the Philadelphia Bar Association's Board of Governors from 2001-2003. She was elected Assistant Secretary from 2004-2007 and Secretary of the Association in 2008. From 1998 to 1999, she Co-chaired the Philadelphia Bar Association's Women in the Profession Committee, and, during her tenure as Co-chair, helped develop Model Policies for Parenting Lawyers and a leadership program for women attorneys. She has been a member of the Association's Sandra Day O'Connor Award Committee since 1995. She also participated in the development of the Ruth Bader Ginsberg Legal Writing Competition for law students and has Co-chaired the Competition since 2003.

Among her many other professional and civic activities, Kathleen Wilkinson was appointed by the Governor to the Interbranch Commission on Racial, Gender, and Ethnic Fairness and by the Pennsylvania Supreme Court to the Pennsylvania Supreme Court Rules of Evidence Committee. She has authored numerous articles and made many CLE presentations. She is married to Thomas G. Wilkinson and has three children, Lindsey, Lauren, and Michael.

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.



Kimberly A. Brown

Kimberly A. Brown is an Equity Partner in the Pittsburgh Office of Thorp Reed & Armstrong, LLP and a member of the firm's Commercial and Corporate Litigation Practice Group, specializing in commercial and insurance litigation and defense of product liability actions. She serves as the pro bono coordinator at Thorp, Reed & Armstrong and has provided pro bono representation for victims in Protection from Abuse proceedings over the last 15 years. She graduated Cum Laude from the University of Dayton and received her J.D. from Duke University School of Law.

Kimberly Brown has been an active member and leader of the Allegheny County Bar Association (ACBA) and was recently nominated as

President-Elect. She has been a member of the ACBA's Board of Governors since 2003 and Co-chaired its Gender Bias Subcommittee from 2000 to 2002. In 2006, the ACBA honored her with its Carol Los Mansmann Helping Hand Award for her efforts on behalf of women and for mentoring female attorneys. She is a Fellow of the Allegheny County Bar Foundation and a member of the Pennsylvania Bar Association, the Pennsylvania Defense Research Institute, and the Defense Research Institute.

Kimberly Brown is active in her community as a member and former director of the Manchester Historic Society and as a member of United Way of Allegheny County Women's Leadership Council Committee. She served as a member of the Advisory Committee of the Manchester Transformation Initiative. She volunteers for the court sponsored Pro Bono Arbitration Program to benefit Neighborhood Legal Services and, from 1992 to 2003, was a member of the North Suburban Symphonic Board for which she played the alto saxophone. She and her husband, David Oney, have two "teenage" cats.

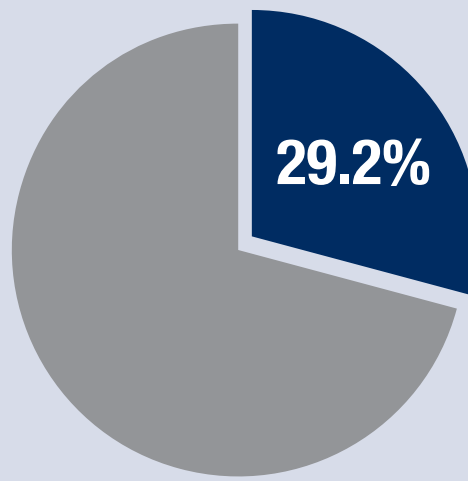
Index

Awards	1
Executive Summary	2
Private Firms	3
District Attorneys	4
Public Defenders	5
Pennsylvania and Federal Judiciary	6
Pennsylvania Bar Association	
Members	7
Leadership	7
House of Delegates	8
Committees	9
Sections	10
Young Lawyers Division	11
Mission Statement, List of Honorees	11
Report Card Committee and Commission	12

2008 Report Card Executive Summary

Today in the PBA

■ Women	= 8,386
■ Men	= 20,386
Total	= 28,772



PBA

- Women's membership in the PBA continues to increase both numerically and proportionally since the first Report Card was issued in 1995.
Women are 29.2% of the PBA today.
The Young Lawyers Division, which includes all women and men under 38, is only 32% of PBA members.
- The PBA had its first and only woman President, Leslie Anne Miller, in 1999.
- Women were 25% of the House of Delegates in 2000 and are 27.5% today.
- Women were 20.8% of the PBA Board of Governors in 1995 (the year of the first Report Card), rose to a high of 45.8% in 2000, and are 20% today – the same as 1995.
- Women were 9% of the Nominating Committee in 1995, 42% in 2004, and are 24% today.
- In 1995, there were 38 committees with 12 women solo chairs, 32%. Today, there are 54 committees: 9 have solo women chairs, 15%; 16 have solo men chairs, 27%.
The President-Elect appoints the chairs of committees.
Women in the Profession has almost 700 members, three times as many members as the next largest committee.
Women are a majority of total committee membership, 52%.
- In 1995, there was 1 woman section chair. In 2005, there were 6 women section chairs.
Today, there are 4 women section chairs, 22%. Sections elect their own chairs.
- In 1995, there was 1 woman section representative to the House of Delegates out of 16.
Today, there are 5 women section representatives out of 18, or 28%.
- Women were 57% of the leadership in the Young Lawyers Division in 1995; today women are 43% of the leadership of the Young Lawyers Division – the chair, chair-elect, treasurer, and immediate past chair are men, while the secretary, house of delegates representative, and ABA/YLD district representative are women.

Private Firms

- Women are 32% of all lawyers, 11% of Chief Administrators, 15% of Equity Partners, 21% of Partners, 14% of Partner-Administrators (e.g. Department and Practice Group Heads), and 47% of Associates on Partnership track (but there is an increasingly high turnover of Associates, especially women and persons of color).
Women are under-represented in higher level positions and over-represented as Associates, contract and staff attorneys, per diem attorneys from temporary agencies, and part-timers.

District Attorneys' Offices

- Women are 42% of all lawyers, 15% of District Attorneys, and 33% of First Assistants.

Public Defenders' Offices

- Women are 44% of all lawyers, 11% of the Public Defenders, and 24% of First Assistants.

Judiciary

State

- Elected women are 16% of the Supreme Court, 62% of the Superior Court, and 63% of Commonwealth Court.
- Philadelphia has 45 women Court of Common Pleas Judges, or 48%. Women comprise only 19% of Court of Common Pleas Judges in the remaining counties.
- Thirty-one counties have no women judges. Montgomery County, one of the four largest counties, has only 1 woman judge out of 20 judges.

Federal

Appointed women federal judges in Pennsylvania were 21% of District Court Judges, 36% of Magistrate Judges, and 27% of Bankruptcy Judges.

- Eastern District: Women are 21% of District Court Judges, 39% of Magistrate Judges, and 33% of Bankruptcy Judges.
- Middle District: Women are 17% of District Court Judges and 33% of Bankruptcy Judges. There are no women Magistrate Judges.
- Western District: Women are 23% of District Court Judges, 50% of Magistrate Judges, and 17% of Bankruptcy Judges.
- There are 3 women judges, 25%, on the 12 member Third Circuit Court of Appeals. Two are from Pennsylvania.

METHODOLOGY

Sources:

- 2007/2008 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of February 28, 2008.
- Surveys sent the beginning of January, 2008, to the 100 largest firms, District Attorneys, and Public Defenders.
- PALAW 2007 Annual Report on the Legal Profession.
- 2008 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 are no longer promised anonymity. 2008 was the ninth year that this information was gathered.

For 2008, counting only Pennsylvania offices of responding law firms, women are:

- 32% of all lawyers, up from 30% last year.
- 11% of all Chief Administrators, down from 14.3% last year.
- 14% of Partner-administrators, e.g. Department or Practice Group Heads, down from 19.7% last year.
- 15% of Equity Partners, the same as last year.
- 21% of all Partners, up from 19% last year.
- 47% of Associates on Partnership Track, the same as last year.
- 68% of all Part-Timers, 93% of Part Time Equity Partners, 79% of Part Time Partners, and 92% of Part Time Associates.

The position of women in large firms has not improved in the six years since the Firm Award was inaugurated. The percentages of Chief Administrators and Partner-Administrators have decreased. We now ask for Partner-Administrators, since firms are putting increasing numbers of non-partnership-track women lawyers in lower level administrative positions. We now ask for only Associates on partnership-track, and some firms are refusing to respond (R/R*). A number of large firms, including some past winners of Firm Award, are not responding to our survey. Non-responders (N/R**) are listed below. Many large firms list as Associates all contract and staff lawyers who are their own employees and per diem lawyers who are supplied by temporary agencies. Women are over-represented in the lowest paying, least powerful, and least prestigious positions, and their numbers in these positions are increasing.

Willig, Williams & Davidson, the winner of the first firm award in 2002 and this year's winner is highlighted.

Total Lawyers	F	%F	Chief Admin	Total Partners	F Partners	% F Partners	Total Equity Partners	F Equity	% F Equity	Partner-Admin	Partner-Admin	% F Partner-Admin	Total Assoc.	F Assoc.	% F Assoc.	Total Other	F Other	% F Other	Total PT	F PT	% F PT
385	132	34%	M	258	78	30%	77	14	18%	1		0%	R/R	R/R	R/R	127	54	43%	6	2	33%
369	117	32%	M	136	24	18%	86	12	14%	40	7	18%	66	37	56%	167	56	34%	13	8	62%
366	126	34%	F	140	27	19%	105	14	13%	1		0%	193	84	44%	33	15	45%	22	21	95%
361	133	37%	M	169	35	21%	86	14	16%	1		0%	163	79	48%	29	0	0%	5	5	100%
348	136	39%	M	112	21	19%	R/R	R/R	R/R	2	1	50%	189	97	51%	47	18	38%	25	18	72%
256	73	29%	M	114	16	14%	66	5	8%	1	0	0%	119	57	48%	23	5	22%	9	7	78%
256	70	27%	M	137	29	21%	0	0	0%	1		0%	112	41	37%	7	0	0%	15	6	40%
240	64	27%	M	172	35	20%	78	10	13%	1		0%	51	19	37%	17	10	59%	14	4	29%
226	53	23%	M	111	22	20%	40	5	13%	1		0%	21	6	29%	94	25	27%	10	8	80%
214	70	33%	M	129	21	16%	90	12	13%	5	1	20%	70	36	51%	15	13	87%	19	15	79%
180	60	33%	M	81	17	21%	72	15	21%	1		0%	86	40	47%	13	3	23%	12	11	92%
176	65	37%	M	91	20	22%	46	7	15%	1		0%	85	45	53%	0	0		20	15	75%
153	48	31%	M	87	18	21%	R/R	R/R	R/R	1		0%	66	30	45%	0	0		3	3	100%
135	34	25%	M	75	12	16%	53	8	15%	1		0%	57	22	39%	3	0	0%	12	5	42%
133	41	31%	M	62	7	11%	60	0	0%	1		0%	53	31	58%	18	3	17%	21	10	48%
131	43	33%	M	57	14	25%	R/R	R/R	R/R	1		0%	41	21	51%	33	8	24%	12	4	33%
121	34	28%	M	63	12	19%	50	7	14%	1		0%	40	17	43%	18	5	28%	1	0	0%
117	47	40%	M	60	11	18%	36	9	25%	1	1	100%	48	27	56%	9	9	100%	7	2	29%
117	34	29%	M	47	10	21%	27	3	11%	1		0%	38	18	47%	32	6	19%	9	7	78%
114	28	25%	M	63	10	16%	R/R	R/R	R/R	1		0%	35	18	51%	16	0	0%	5	2	40%
95	24	25%	M	43	11	26%	26	7	27%	3		0%	43	10	23%	9	3	33%	7	3	43%
94	20	21%	M	48	7	15%	27	3	11%	1		0%	36	9	25%	10	4	40%	4	4	100%
90	22	24%	M	24	3	23%	15	0	0%	6		0%	51	19	37%	0	0		3	3	100%
66	16	24%	M	33	8	24%	R/R	R/R	R/R	1		0%	22	5	23%	11	3	27%	3	1	33%
63	14	22%	3M, 1F	37	7	19%	18	7	39%	4	1	25%	R/R	R/R	R/R	1	0	0%	1	0	0%
61	25	41%	M	23	8	35%	R/R	R/R	R/R	1		0%	34	17	50%	4	0	0%	9	5	56%
60	24	40%	F	19	5	26%	R/R	R/R	R/R	0			34	16	47%	7	3	43%	4	4	100%
49	9	18%	M	36	4	11%	32	1	3%	1		0%	13	5	38%	0	0		5	5	100%
45	16	36%	M	27	7	26%	R/R	R/R	R/R	1	0	0%	18	9	50%	0	0		2	2	100%
44	13	30%	2M	N/R	N/R	N/R	16	4	25%	1		0%	28	9	32%	0	0		1	1	100%
41	20	49%	F	19	9	47%	7	4	57%	1	1	100%	20	11	55%	2	0	0%	8	8	100%
40	18	45%	M	13	4	31%	12	4	33%	4	1	25%	17	14	82%	10	0	0%	2	0	0%
38	12	32%	M	N/R	N/R	N/R	22	3	14%	1		0%	2	1	50%	14	9	64%	3	3	100%
37	11	30%	M	22	5	23%	13	3	23%	1		0%	11	6	55%	4	3	75%	4	3	75%
36	16	44%	2M, 1F	22	6	27%	16	4	25%	3	1	33%	10	7	70%	4	3	75%	4	3	75%
33	10	30%	M	21	2	10%	8	0	0%	1	0	0%	3	1	33%	9	7	78%	4	2	50%
33	6	18%	M	22	3	14%	14	2	14%	1		0%	4	2	50%	7	1	14%	2	2	100%
32	8	25%	M	12	2	17%	12	2	17%	5	1	20%	15	6	40%	5	0	0%	0	0	
30	8	27%	M	23	5	22%	R/R	R/R	R/R	1		0%	6	3	50%	1	0	0%	1	0	0%
30	7	23%	M	19	2	11%	11	0	0%	1		0%	7	4	57%	4	1	25%	1	1	100%
30	20	67%	M	15	9	60%	R/R	R/R	R/R	1		0%	15	11	73%	0	0		0	0	
29	7	24%	M	18	2	11%	0	0	0%	1		0%	7	5	71%	4	0	0%	6	2	33%
28	9	32%	M	20	5	25%	5	5	100%	1	0	0%	4	4	100%	4	0	0%	0	0	
24	7	29%	M	18	4	22%	5	0	0%	1		0%	5	3	60%	1	0	0%	3	3	100%
23	13	57%	M	9	4	44%	6	2	33%	1		0%	12	9	75%	2	0	0%	3	3	100%
22	15	68%	M	4	3	75%	7	4	57%	1		0%	9	8	89%	2	0	0%	2	2	100%
TOTAL			5F/47M																		
5571	1778	32%	11%	2711	564	21%	1244	190	15%	108	15	14%	1959	919	47%	816	267	33%	322	213	66%

* R/R means the firm refused to respond even though it draws a distinction between partners and equity partners, and/or associates on partnership track and associates not on partnership track.

** N/R means the firm draws no distinction between partners and equity partners. All partners are equity partners.

The following firms with more than 50 lawyers did not fill out the PBA questionnaire: Ballard Spahr Andrews & Ingersoll, Berger & Montague, Blank Rome, Cipriani & Werner, Cohen Seglias Pallas Greenhall & Furman, Dechert, Dickie McCamey & Chilcote, Dilworth Paxson, DLA Piper Rudnick, Drinker Biddle & Reath, MacDonald Illig Jones & Britton, Margolis Edelstein, Meyer Unkovic & Scott, Pietragallo Bosick Gordon, Rawle & Henderson, Stevens & Lee, Stradley Ronon Stevens & Young, Swartz Campbell, Thomas Thomas & Hafer, Tucker Arensberg, Weber Gallagher Simpson Stapleton Fires & Newby

PUBLIC SECTOR

Fifty-five of 67 District Attorneys' Offices and all but one Public Defenders' Offices returned survey forms. These high rates of return give an accurate picture to date of the status of women in the public sector. 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.

DISTRICT ATTORNEYS

For 2008, women are:

- 42% of all lawyers in District Attorneys' Offices (35% in 2006)
- 8 women are 15% of District Attorneys (6 women were 13% in 2006)
- 18 women are 33% of First Assistant District Attorneys (16 women were 38% in 2006)
- 30% of Part-Timers (31% in 2006). These are desirable positions because they usually supplement income from private practice.

Total Lawyers in PA	F	%F	DA	1st Asst.	Total Admin	F Admin	% F Admin	Total PT	F PT	% F PT
309	164	53%	F	M	28	12	43%	3	3	100%
112	49	44%	M	M	19	5	26%	2	2	100%
42	16	38%	F	M	3	1	33%	0		
41	23	56%	M	M	8	2	25%	3	3	100%
33	10	30%	M	F	7	1	14%	0		
30	14	47%	F	M	10	3	30%	2	2	100%
28	11	39%	F	M	3	1	33%	12	2	17%
25	8	32%	M	M	12	5	42%	1		0%
25	7	28%	M	M	12	2	17%	0		
23	10	43%	M	F	3	2	67%	0		
22	8	36%	M	M	3		0%	0		
21	10	48%	M	M	10	4	40%	9	3	33%
15	8	53%	M	F, M, M	5	1	20%	0		
14	2	14%	M	M	4		0%	5		0%
14	3	21%	M	F	3	1	33%	9	1	11%
12	2	17%	M	M, M	3		0%	8	1	13%
12	3	25%	M	M, M	1		0%	6	1	17%
10	5	50%	M	F, M	4	1	25%	5	4	80%
10	3	30%	M	M	5	1	20%	1		0%
10	4	40%	M	F	3	1	33%	3		0%
9	3	33%	M	F	2		0%	5		0%
9	4	44%	M	F	3	1	33%	2	2	100%
8	3	38%	M	M	3		0%	0		
8	4	50%	F	M	4	1	25%	7	3	43%
7	1	14%	M	M	4	1	25%	6	1	17%
7	1	14%	M	F	2	1	50%	2		0%
7	2	29%	M	F	3	1	33%	2	1	50%
6	1	17%	M	M	3		0%	1		0%
6	2	33%	M	M	4	1	25%	2		0%
6	2	33%	F	F	3	2	67%	3	1	33%
6	1	17%	M	M	2		0%	5	1	20%
5	1	20%	M	M	1		0%	4	1	25%
5	1	20%	M	M	2		0%	1		0%
5	3	60%	M	F	2		0%	3	3	100%
5	2	40%	M	M	3		0%	2	1	50%
4	1	25%	M	F	3	1	33%	1		0%
4	1	25%	M	M	3		0%	1		0%
4	2	50%	F	M	2	1	50%	0		
3	1	33%	M	F	3	1	33%	0		
3	0	0%	M	M	2		0%	0		
3	1	33%	M	M	2		0%	1	1	100%
3	0	0%	M	M	1		0%	2		0%
3	0	0%	M	M	2		0%	1		0%
3	1	33%	M	F	2		0%	1		0%
3	1	33%	M		3	1	33%	1		0%
3	1	33%	M	F	3	1	33%	1		0%
3	0	0%	M	M	1		0%	2		0%
2	1	50%	M	F	2		0%	1	1	100%
2	0	0%	M	M	2		0%	1		0%
2	1	50%	M	F	3	1	33%	0		
2	0	0%	M	M	2		0%	1		0%
2	1	50%	M		1		0%	1	1	100%
1	0	0%	F		1		0%	0		
1	0	0%	M		2		0%	0		
1	0	0%	M		2		0%	1		0%
959	403	42%	8F/47M	18F/37M	229	57	25%	130	39	30%

The following district attorney offices refused to respond: Butler, Cameron, Columbia, Delaware, Elk, Lackawanna, Lancaster, Monroe, Montour, Potter, Union, Washington

PUBLIC DEFENDERS

All Public Defenders' Offices responded except for Bedford County. In 2008, women are:

- 44% of all lawyers in Public Defenders' Offices (35% in 2006)
- 8 women are 11% of Public Defenders (9 women were 13.6% in 2006)
- 8 women are 24% of First Assistant Public Defenders (12 women were 26.7% in 2006)
- 36% of Part-Timers (20.7% in 2006). These are desirable positions because they usually supplement income from private practice.

Total Lawyers in PA	F	%F	PD	1st Asst. Total Admin	F Admin	% F Admin	Total PT	F PT	% F PT
231	144	62%	F	M	25	9	36%	0	
81	38	47%	M		7	2	29%	11	6 55%
46	9	20%	M	M	13	2	15%	37	37 100%
37	14	38%	M	F	9	5	56%	15	4 27%
29	16	55%	M	M	2		0%	4	2 50%
27	1	4%	M	M				22	
23	7	30%	M		3		0%	0	
23	7	30%	M		6	2	33%	2	
22	7	32%	M	M	9	2	22%	0	
21	12	57%	M	F	5	4	80%	0	
19	10	53%	M	F	5	3	60%	0	
19	4	21%	M	M	3	1	33%	12	3 25%
18	7	39%	M	M	5	1	20%	7	2 29%
17	2	12%	M	M	2		0%	1	1 100%
12	5	42%	M	M				10	5 50%
12	2	17%	M	M	2		0%	8	2 25%
11	2	18%	M	M	2		0%	6	2 33%
10	3	30%	F		2	2	100%	0	
10	1	10%	M	M	3	1	33%	7	1 14%
9	3	33%	M	M	2	2	100%	3	
9	4	44%	M	M	2		0%	4	1 25%
9	3	33%	M		1		0%	8	2 25%
7	3	43%	M	F	2	1	50%	1	
7	1	14%	M	M	2		0%	1	1 100%
7	1	14%	M	M	2		0%	2	
7	1	14%	M	M	2		0%	5	
7	2	29%	M	F	2	1	50%	6	2 33%
6	2	33%	M	F	2	1	50%	0	
6	2	33%	M	M	3	1	33%	1	
6	1	17%	M	M	1		0%	2	1 50%
6	0	0%	M		1		0%	3	
6	1	17%	M		1		0%	4	1 25%
6	1	17%	M	M	2		0%	4	
6	1	17%	M	M	1		0%	6	1 17%
5	2	40%	M		1		0%	0	
5	1	20%	M	M	0			4	1 25%
4	1	25%	M		1		0%	0	
4	1	25%	F, M (x3)		4	1	25%	4	1 25%
4	0	0%	M (x4)					4	
4	1	25%	M	F	1		0%	4	1 25%
4	0	0%	M		1		0%	4	
4	1	25%	M					4	1 25%
3	2	67%	F		1	1	100%	0	
3	0	0%	M		0			1	
3	1	33%	M	M	3	1	33%	2	1 50%
3	0	0%	M (x3)					3	
3	2	67%	M		1		0%	3	2 67%
3	1	33%	M					3	1 33%
2	1	50%	F	M	1	1	100%	0	
2	0	0%	M	M	1		0%	0	
2	1	50%	M	F	1		0%	1	
2	1	50%	F	M	1	1	100%	0	
2	2	100%	M		0			1	1 100%
2	2	100%	F		1	1	100%	1	1 100%
2	0	0%	M		1		0%	2	
1	1	100%	M					0	
1	0	0%	M		1		0%	0	
1	0	0%	M		1		0%	0	
1	0	0%	M		1		0%	0	
1	0	0%	M		1		0%	1	
1	0	0%	M		1		0%	1	
1	1	100%	F		1	1	100%	1	1 100%
1	0	0%			1		0%	1	
1	0	0%						1	
1	0	0%	M					0	
1	0	0%	M		1		0%	1	
849	376	44%	8F/64M	8F/26M	156	47	30%	239	85 36%

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

The following public defender office refused to respond: Bedford County

2008 PENNSYLVANIA JUDICIARY

PENNSYLVANIA COURT OF COMMON PLEAS — JUDGES BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Philadelphia	45	48	48%	Franklin/Fulton	1	3	25%	Crawford	0	3	0%
Allegheny	12	30	29%	Indiana	1	2	33%	Cumberland	0	5	0%
Delaware	5	14	26%	Juniata/Perry	1	1	50%	Fayette	0	5	0%
Chester	4	10	29%	Lackawanna	1	7	13%	Greene	0	2	0%
Lehigh	4	6	40%	Luzerne	1	8	11%	Huntingdon	0	1	0%
Bucks	3	9	25%	Lycoming	1	4	20%	Jefferson	0	1	0%
Washington	3	3	50%	Montgomery	1	19	5%	Lawrence	0	4	0%
York	3	11	21%	Schuylkill	1	5	17%	Lebanon	0	4	0%
Berks	2	11	15%	Snyder/Union	1	1	50%	McKean	0	2	0%
Blair	2	3	40%	Adams	0	3	0%	Mercer	0	4	0%
Butler	2	4	33%	Armstrong	0	2	0%	Mifflin	0	2	0%
Erie	2	7	22%	Bedford	0	2	0%	Northumberland	0	3	0%
Lancaster	2	13	13%	Bradford	0	1	0%	Pike	0	2	0%
Monroe	2	4	33%	Cambria	0	5	0%	Potter	0	1	0%
Northampton	2	6	25%	Cameron/Elk	0	1	0%	Somerset	0	3	0%
Westmoreland	2	9	18%	Carbon	0	2	0%	Sullivan/Wyoming	0	1	0%
Beaver	1	6	14%	Clarion	0	1	0%	Susquehanna	0	1	0%
Centre	1	3	25%	Clearfield	0	2	0%	Tioga	0	1	0%
Dauphin	1	7	13%	Clinton	0	2	0%	Venango	0	2	0%
Forest/Warren	1	1	50%	Columbia/Montour	0	2	0%	Wayne	0	1	0%
								Totals	108	326	25%

Philadelphia continues to have, by far, the highest percentage of women judges, 45 or 48%. Women comprise only 19% of Court of Common Pleas Judges in the remaining 66 counties.*

Generally, the largest counties have the most women judges. But Montgomery County, one of the four largest counties, has only 1 women judge out of 20 judges.

Thirty-one counties have no women judges: 10 are one judge counties; 11 are two judge counties. Thirteen 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 not double counted the judges for these counties.

PENNSYLVANIA APPELLATE

PA Supreme Court	1 out of 6 Justices	16%
PA Superior Court	8 out of 13 Judges	62%
PA Commonwealth	5 out of 8 Judges	63%

Elected women were 16% of the Supreme Court, 62% of the Superior Court, and 63% of Commonwealth Court.

2008 FEDERAL JUDICIARY

EASTERN DISTRICT

District Court Judges	
4 out of 22 sitting Judges	21%
US Magistrate Judges	
4 out of 13 sitting Judges	39%
Bankruptcy Judges	
1 out of 5 sitting Judges	33%

MIDDLE DISTRICT

District Court Judges	
1 out of 6 sitting Judges	17%
US Magistrate Judges	
0 out of 3 sitting Judges	0%
Bankruptcy Judges	
1 out of 3 sitting Judges	33%

WESTERN DISTRICT

District Court Judges	
4 out of 9 sitting Judges	23%
US Magistrate Judges	
2 out of 4 sitting Judges	50%
Bankruptcy Judges	
1 out of 6 sitting Judges	17%

Appointed women were 21% of District Court Judges, 36% of Magistrate Judges, and 27% of Bankruptcy Judges.

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, New Jersey and the Virgin Islands. There are 3 women appointed judges, 25%, on the 12 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	21	51	29%	Elk	2	19	10%	Montour	5	15	25%
Allegheny	1222	2855	30%	Erie	106	394	21%	Northampton	112	361	24%
Armstrong	10	27	27%	Fayette	34	95	26%	Northumberland	7	71	9%
Beaver	41	126	25%	Forest	2	1	67%	Perry	6	16	27%
Bedford	5	22	19%	Franklin	37	91	29%	Philadelphia	1907	3842	33%
Berks	146	433	25%	Fulton	3	4	43%	Pike	7	27	21%
Blair	35	90	28%	Greene	10	20	33%	Potter	2	11	15%
Bradford	12	37	24%	Huntingdon	3	25	11%	Schuylkill	39	140	22%
Bucks	185	505	27%	Indiana	18	52	26%	Snyder	3	15	17%
Butler	44	117	27%	Jefferson	7	26	21%	Somerset	15	62	19%
Cambria	26	155	14%	Juniata	2	10	17%	Sullivan	1	4	20%
Cameron	1	2	33%	Lackawanna	115	455	20%	Susquehanna	5	23	18%
Carbon	16	47	25%	Lancaster	194	528	27%	Tioga	5	26	16%
Centre	61	129	32%	Lawrence	16	86	16%	Union	13	28	32%
Chester	262	613	30%	Lebanon	32	97	25%	Venango	10	44	19%
Clarion	7	31	18%	Lehigh	147	412	26%	Warren	9	34	21%
Clearfield	10	45	18%	Luzerne	77	324	19%	Washington	80	236	25%
Clinton	2	33	6%	Lycoming	46	157	23%	Wayne	13	30	30%
Columbia	10	36	22%	McKean	4	27	13%	Westmoreland	122	358	25%
Crawford	31	77	29%	Mercer	29	111	21%	Wyoming	8	13	38%
Cumberland	161	379	30%	Mifflin	3	32	9%	York	112	352	24%
Dauphin	640	1233	34%	Monroe	29	105	22%	Totals	8,386	20,386	29.2%
Delaware	277	707	28%	Montgomery	693	1753	28%				

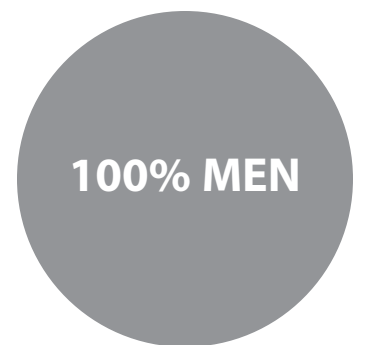
The female membership and percentage of the PBA continue to increase. Women are now **29.2% of PBA members**.

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. Cambria, Erie, Lackawanna, Luzerne, and Mercer have substantial PBA membership but less than 22% women members.

PBA LEADERSHIP

EXECUTIVE OFFICERS

All of the Executive Officers of the PBA are men: President Andrew F. Susko, President-Elect C. Dale McClain, Vice President Clifford E. Haines, and Immediate Past President Kenneth J. Horoho, Jr.



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% in 1999-2000.
- Women were a low of 12% of the Board of Governors in 2007.
- Women are 20% of the Board of Governors today.

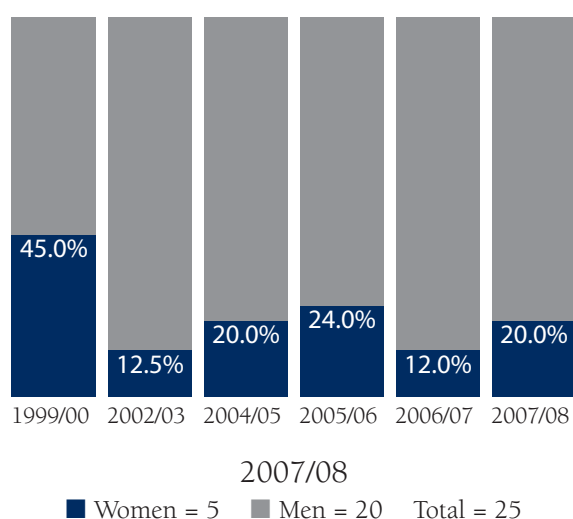
The PBA Board of Governors is comprised of: PBA Executive Committee (President, President-Elect, Vice President, and Immediate Past President) (all men), other PBA Executive Officers (Chair of the House of Delegates, Secretary, and Treasurer (2 men and 1 woman), three representatives from the Young Lawyers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

NOMINATING COMMITTEE

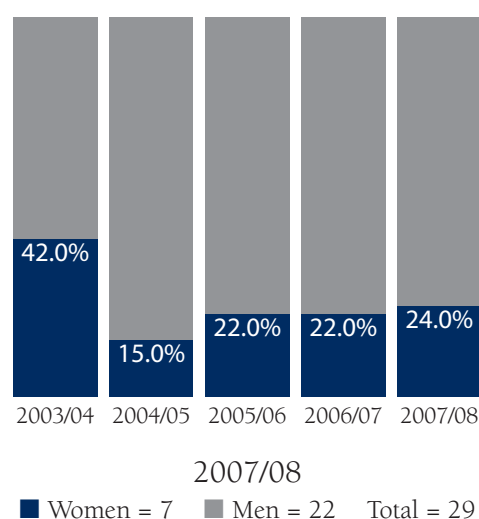
The Nominating Committee selects one candidate for each of the top offices of the PBA to be presented to the House of Delegates. The Committee consists of: all Zone Governors, the unit county Governor, the minority Governor, the woman Governor, the five living immediate past presidents of the PBA, the immediate past chair of the YLD, 2 committee and 3 section representatives, a representative from the Conference of County Bar Leaders Executive Committee, a representative of the Executive Council of the Commission on Women in the Profession Committee and a representative of the Executive Council of the Minority Bar Committee.

- In 1999-00, women were 40% of the PBA Nominating Committee.
- In 2003-04, 11 women were 42% of the PBA Nominating Committee.
- This year, 7 women are 24% of the 29 members of the PBA Nominating Committee.

BOARD OF GOVERNORS



NOMINATING COMMITTEE



Women in the Profession

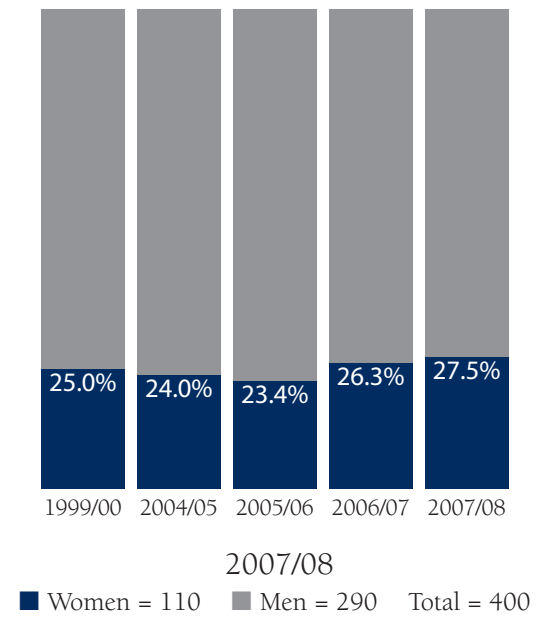
HOUSE OF DELEGATES

This year 110 women comprise 27.5% of the House of Delegates. The percentage of delegates has been consistently below the percentage of women PBA members, which is 29.2% this year.

- Women were 19.2% of the House of Delegates in 1995, the first year of the Report Card.
- Women comprised 25% of the House of Delegates in 1999-2000.
- **Today** women are **27.5%** 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 has been consistently high for Zone 3.

- Zone 3 – 37.1% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York

This year Zones 1, 4, and 10 are also high.

- Zone 1 – 33.8% Philadelphia
- Zone 4 – 33.3% Columbia, Lycoming, Montour, Northumberland, Snyder, Tioga, Union
- Zone 10 – 35.7% Armstrong, Beaver, Butler, Lawrence, Mercer

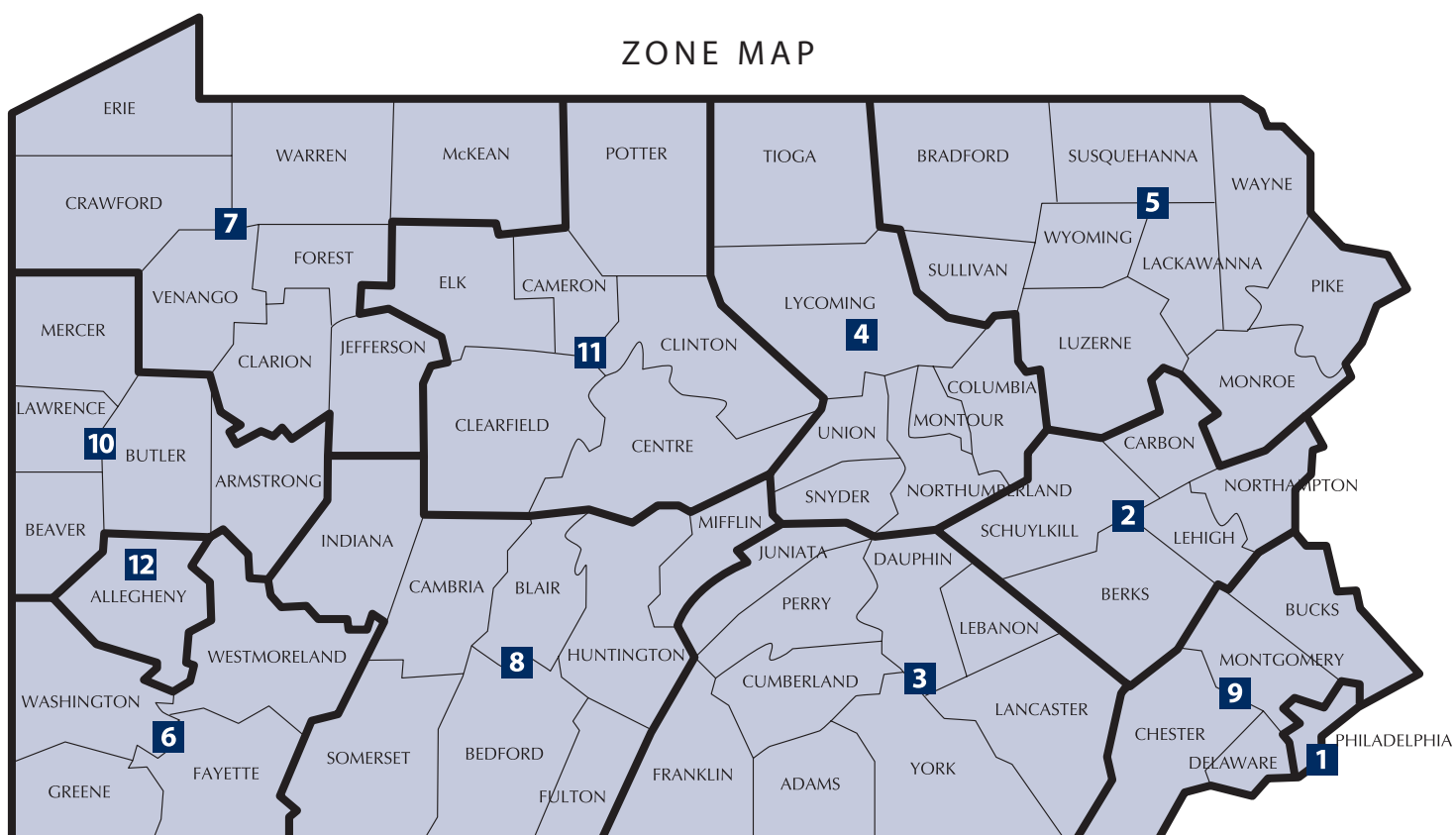
Zones 2, 5, and 7 have been consistently low.

- Zone 2 – 18.5% Berks, Carbon, Lehigh, Northampton, Schuylkill
- Zone 5 – 16.7% Bradford, Lackawanna, Luzerne, Monroe, Pike, Sullivan, Susquehanna, Wayne, Wyoming
- Zone 7 – 18.8% Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren, Venango

This year, Zone 8 is also low.

- Zone 8 – 11.8% Bedford, Blair, Cambria, Fulton, Huntington, Indiana, Mifflin, Somerset

2003/04			2004/05			2005/06			2006/07			2007/08			
F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F	
21	59	26%	18	53	25%	15	53	22%	19	51	27%	26	51	33.8%	Zone 1
3	24	11%	3	27	10%	4	23	15%	5	21	19%	5	22	18.5%	Zone 2
24	39	38%	24	36	40%	22	37	37%	20	36	36%	23	39	37.1%	Zone 3
3	11	21%	2	11	15%	1	13	7%	3	11	21%	5	10	33.3%	Zone 4
5	20	20%	4	24	14%	3	22	12%	3	21	13%	4	20	16.7%	Zone 5
6	17	26%	7	15	32%	4	16	20%	6	16	27%	5	15	25.0%	Zone 6
2	16	11%	2	15	12%	3	14	18%	2	15	12%	3	13	18.8%	Zone 7
3	13	19%	5	11	31%	5	11	31%	5	13	28%	2	15	11.8%	Zone 8
9	51	15%	13	54	19%	13	53	20%	15	50	23%	14	49	22.2%	Zone 9
4	11	27%	3	10	23%	2	10	17%	5	8	38%	5	9	35.7%	Zone 10
1	12	8%	1	10	9%	2	9	18%	4	8	33%	3	9	25.0%	Zone 11
14	41	25%	16	39	29%	18	41	31%	16	38	30%	15	38	28.3%	Zone 12



COMMITTEES

In 2007/08, there are 54 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 **29.2% of PBA membership** and **52% of committee members**.

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

Today, there are 54 committees: 9 committees have solo women chairs, 15%; 16 committees have solo men chairs, 27%.

The President-Elect appoints leadership for committees.

The Commission on Women in the Profession has 674 members, three times as many as the next largest committee.

Today, the following 14 committees, 25% of all committees, have below 24% women membership. Six of the 14, 43%, are entirely appointed by the President-Elect.*

20% Amicus Curiae Brief*	15% Lawyers Assistance	15% Professional Practice Standards
11% Bar/Press*	21% Legal Ethics & Professional Responsibility	9% Senior Lawyers
23% Gaming Law	20% Military and Veterans	19% Technology & PBA Website*
21% Judicial Independence Commission*	17% PABAR-PAC*	21% Unauthorized Practice of Law
11% Lawyer Advertising Task Force*	13% Professional Liability	

*denotes committee entirely appointed by the President-Elect.

Committee	2003/04		2004/05		2005/06		2006/07		2007/08	
	F	%F	F	%F	F	%F	F	%F	F	%F
Agricultural Law	11	17%	11	21%	12	26%	16	31%	16	31%
Alternative Dispute Resolution	46	24%	46	25%	55	32%	61	34%	59	33%
Amicus Curiae Brief*	1	9%	1	10%	2	17%	3	23%	2	20%
Animal Law	65	55%	53	54%	54	56%	71	66%	63	61%
Appellate Advocacy					44	41%	50	42%	56	47%
Bar/Press*	4	33%	4	21%	3	23%	3	17%	1	11%
Bylaws	3	16%	3	19%	5	31%	4	24%	4	25%
Charitable Organizations	33	35%	28	35%	28	37%	29	40%	31	44%
Children's Rights	66	66%	61	73%	59	73%	77	78%	73	83%
Civil & Equal Rights	29	28%	19	24%	17	29%	32	43%	33	45%
Client & Community Relations	20	34%	16	32%	11	30%	16	42%	16	47%
Corrections System	20	32%	14	29%	8	25%	9	24%	13	38%
Editorial Board*	5	28%	5	28%	5	26%	4	24%	5	28%
Federal Practice							17	33%	27	42%
Gaming Law					22	20%	20	20%	19	23%
Gay/Lesbian Rights					24	55%	28	60%	26	51%
Government Lawyers	125	43%	125	43%	98	47%	111	51%	122	50%
Health Care Law	58	31%	58	31%	49	33%	54	39%	48	40%
In-House Counsel	38	34%	38	34%	31	36%	35	37%	31	36%
Insurance Staff Attorney	18	25%	18	25%	11	24%	11	26%	11	27%
Judicial Administration	22	20%	22	20%	18	24%	22	28%	22	29%
Judicial Campaign Advertising*	6	35%	6	35%	7	39%	7	41%	6	38%
Judicial Evaluation*	4	40%	4	40%	7	50%	8	44%	7	54%
Judicial Independence Commission*	12	23%	12	23%	13	25%	10	21%	10	21%
Law Related Education	9	53%	9	53%	14	64%	18	62%	15	52%
Lawyer Advertising Task Force*							2	10%	2	11%
Lawyers Assistance*	5	13%	5	13%	5	14%	6	17%	5	15%
Legal Ethics & Professional Resp.*	14	21%	14	21%	14	19%	14	19%	15	21%
Legal Services for Exceptional Children	33	46%	33	46%	38	54%	32	53%	39	60%
Legal Services to Persons with Disabilities	13	27%	13	27%	19	42%	16	43%	21	49%
Legal Services to the Public	45	50%	37	49%	35	56%	38	54%	37	59%
Legislative Relations Task Force*					2	29%	1	13%	6	26%
Loan Forgiveness Implementation*							15	48%	11	44%
Long Range Planning Strategic Goals									9	43%
Medical and Health Related Issues	26	37%	26	37%	18	32%	29	46%	26	43%
Membership Development	9	27%	9	27%	12	36%	11	35%	12	39%
Military and Veterans*					13	17%	11	18%	11	20%
Minority Bar Association	40	51%	40	51%	58	51%	100	56%	75	57%
Outreach to Children Initiative*							11	42%	8	40%
PABAR-PAC*	3	33%	2	22%	1	17%	2	33%	3	17%
PBA Leadership Recruitment & Development*									7	58%
Plain English	15	34%	15	34%	18	46%	18	43%	17	47%
Planning*					10	38%	8	31%	8	30%
Professional Liability	6	8%	6	8%	5	7%	11	15%	9	13%
Professional Practice Standards*	3	19%	3	19%	3	17%	2	15%	2	15%
Professionalism	22	30%	22	30%	17	30%	18	34%	22	42%
Quality of Life/Balance	24	47%	24	47%	21	58%	27	68%	21	64%
Review & Certifying Board*					6	46%	3	33%	8	62%
Senior Lawyers	3	4%	3	4%	3	5%	3	8%	4	9%
Sports, Entertainment & Art	13	18%	13	18%	14	29%	16	30%	17	32%
Statutory Law	12	25%	12	25%	9	26%	13	30%	13	33%
Technology & PBA Website*							5	23%	4	19%
Unauthorized Practice of Law	18	22%	18	22%	16	20%	18	23%	13	21%
Women in the Profession Commission	321	97%	321	97%	427	97%	635	97%	674	98%
Totals	1220		1169		1377		1813	49%	1815	52%

* denotes committee entirely appointed by the PBA President Elect.

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 4 women chairs out of 18 chairs, or 22%, compared to last year when there was 1 woman chair, or 6%. There are 5 women representatives to the House of Delegates out of 18, or 28%.

- There was 1 woman section chair in 1995, the first year of the Report Card.
- Last year there was 1 woman section chair, 6%. In 2006, there were 5 women section chairs, 28%.
- This year there are 4 women chairs, or 22%, and 5 women section representatives to the House of Delegates, or 28%.

For the first time, women are not under-represented in comparison to their leadership on the council of any section, except Family Law and International & Comparative Law.

		F	M	%F	Chair	Vice	Sec./Treas	Section Del.
Administrative Law	Council	4	3	57%	M	F	F/F	M
	Members	86	174	33%				
Aeronautical Law	Council	1	1	50%	M	F		M
	Members	5	29	15%				
Business Law	Council	21	34	38%	M	F	M/M	M
	Members	400	1465	21%				
Civil Litigation	Council	36	35	51%	M	F	F/M	M
	Members	506	2291	18%				
Criminal Law	Council	14	14	50%	M	M	M	M
	Members	116	524	18%				
Education Law	Council	5	2	71%	M			M
	Members	75	185	29%				
Elder Law	Council	6	2	75%	F	F	M/F	F
	Members	218	641	25%				
Environmental Law	Council	2	0	100%	F	M	M/M	F
	Members	95	370	20%				
Family Law	Council	7	11	39%	M	M/F	M/F	M
	Members	665	795	46%				
Intellectual Property	Council	3	8	27%	M	M	M	F
	Members	94	301	24%				
Int'l. & Comp.	Council	1	4	20%	M		M	M
	Members	38	99	28%				
Labor & Employ.	Council	10	7	59%	F	F	M	M
	Members	276	603	31%				
Municipal Law	Council	1	2	33%	M			M
	Members	99	702	12%				
Public Utility	Council	1	4	25%	M	F	M	F
	Members	45	137	25%				
Real Property	Council	15	13	54%	M	M/F	M/M	M
	Members	517	2158	19%				
Solo & Small Firm	Council	8	6	57%	M	F	F/M	F
	Members	159	619	20%				
Tax Law	Council	2	6	25%	M	M	F	M
	Members	133	673	17%				
Workers Comp	Council	4	3	57%	F	F	M/M	M
	Members	184	720	20%				
	Council Totals	141	155	48%	4 of 18	11 of 17	7 of 24	5 of 18
	Member Totals	3711	12486	23%	22%	65%	29%	28%

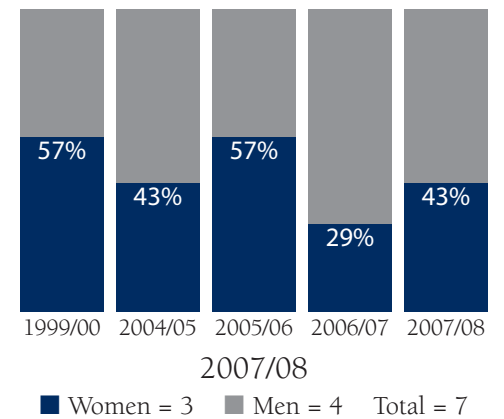
YOUNG LAWYERS DIVISION

The PBA Young Lawyers Division represents 32% of the PBA's membership. Members are lawyers who are 38 years of age or younger or have been practicing law for five years or less, regardless of age.

This year there are 9,247 members of the Young Lawyers Division, 4,100 women, or 44%, and 5,137 men.

In 1995, the first year the Report Card was issued, women held 57% of the leadership positions. This year women hold 43% of the leadership positions, 3 of 7 offices.

- The Chair, Chair-Elect, Treasurer, and Immediate Past Chair are men.
- The Secretary, House of Delegates Representative, 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 fourteenth 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 1995, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Fourteen 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 2008 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 ninth 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 2002 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.

2008	Willig, Williams & Davidson	2005	Houston Harbaugh	2002	Willig, Williams & Davidson
2007	No Firm Award	2004	Woodcock Washburn		
2006	Lavin, O'Neil, Ricci, Cedrone & DiSipio	2003	Ballard Spahr Andrews & Ingersoll		

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.

2008	Kathleen D. Wilkinson	2003	Charisse R. Lillie	1998	Professor Marina Angel
2007	Ann L. Begler	2002	Lila G. Roomberg	1997	Hon. Phyllis Beck
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

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.

2008	Kimberly A. Brown	2006	Elizabeth Maguschak	2004	Kerry A. Kearney
2007	Carolyn P. Short	2005	Melinda C. Ghilardi	2003	Roberta D. Liebenberg

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