

Increases in Gender and Ethnic Diversity in Both Private Firms and Public Agencies Reported in San Diego

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This November marks the 23rd anniversary of the Lawyers Club Equality and Action Committee's publication of the Lawyers Club Equality Survey. The survey assesses hiring trends of female and non-white attorneys by San Diego law firms and public agencies. Firms' parental leave and alternate work schedule policies are also requested. A detailed summary of the data – compiled from surveys and website information of 42 law firms and 12 public agencies in San Diego County – is included in this issue and is also available online at www.lawyersclubsandiego.com.

Private Sector: Female Representation in Associate and Partnership Categories Increase

Private law firms included in the survey are those with fifteen or more attorneys in San Diego County. (See Equality Survey Methodology.) For the third straight year, female representation proved to be no different, holding steady at 36% of all attorneys.

At the partnership level, private firms reported that 26% of partners are women, a 1% increase from last year; and that 11% of partners are non-whites, an increase of 2% from last year.

The starkest increase centered on female associates versus female partners. Last year, women represented 48% of associates and 24% of partners. This year, however, both saw increases to 51% and 26% respectively. This year's figures reflect the highest reported comparison in these categories since 2007, when female associates totaled 22% and partners 46%.

Representation of non-white attorneys in private law firms also increased by one percent from last year to 16%, an increase of 3% since the 2012 Equality Survey.

Public Sector: Public Agencies Continue to Lead in Gender Equality and Ethnic Diversity

The highest female and non-white representation continued to be found in the public sector.

In 2013, the public sector led the private sector in terms of both gender equality and ethnic diversity. An average of 59% of total attorneys and 60% of top-level positions were filled by women and 22% of total attorneys were non-whites.

This year, while female representation remained the same at 59%, non-white representation increased by 2% to 24%, surpassing the highest mark set in 2007 at 23%.

Paternity Leave and Part Time Schedules

Since 2002, the Equality Survey has produced data regarding parental leave and part-time work. Of the 42 firms reporting, only 21 answered whether their firm offered some type of paternity leave or part-time work arrangement was available. Of those reporting, 18 confirmed a paternity leave or part-time plan.

In the public sector, 10 out of the 12 reporting agencies indicated that a part-time, flex, telecommuting, or job share options were available.

What More Can We Do?

Given that nationally women comprise approximately 47% of law school enrollees (American Bar Association "A Current Glance at

Women in the Law" (July 2014); http://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_july2014.authcheckdam.pdf), the 2014 uptick in female associates to 51% is good news. A higher percentage of women in the law firm pipeline should result in an increased number of female partners, at least theoretically. However, the 2014 data demonstrates that female partner parity remains definitively stagnant, leaving one to question, why are women still not reaching the higher echelons of the profession?

In carrying out their Eighth Annual National Survey on Retention and Promotion of Women, the National Association of Women Lawyers (NAWL) asked law firms to describe what they perceive as the greatest obstacles to promoting women to equity partner and synopsized the results as follows:

When describing impediments to the attainment of equity partnership by women, firms focus on four similar factors but weigh them differently. **The greatest obstacle for women to achieve equity partnership – as described by 44% of firms – is lack of business development.** Attrition was an obstacle identified by 31% of firms – which was described variously as women leaving the firm or a slowdown in work for women who stay in the firm. The other two common obstacles included work-life balance (10%) and fewer sponsors and mentors (11%). Only 4% of firms do not perceive any obstacle to promoting women to equity partner.

(National Association of Women Lawyers (NAWL) Report of the Eighth Annual NAWL National Survey on Retention and Promotion of Women in Law Firms (February 2014); <http://www.nawl.org/p/cm/ld/fid=82#reports> [Emph. Added].)

The foregoing responses are elucidating and demonstrate that beyond work-life balance issues, which generally take center stage when addressing the female parity problem, women associates who endeavor to reach the top of their profession should prioritize honing their business development skills. To that end, they need mentors, male and female, to provide them with valuable business know-how including, inter alia, managing other employees, creating new client relationships, marketing, increasing client and employee retention rates and generating revenue. Law firms can assist with closing the partner gender gap by offering business development courses and mentorship opportunities so that women associates are equipped with the necessary skills to reach the top of their profession.

Lawyers Club sincerely thanks the participants of this year's survey and encourages all firms and agencies to recognize the importance of this issue and to complete the survey next year.

Firm Survey

	Law Firm	% of Female Partners	Total Partners	Female Partners	% of Female Attorneys	Total Attorneys	Female Attorneys	% of Female Associates	Total Associates	Female Associates	Total Other Attorney	% Non-White Attorneys	Non-White Attorneys	% Non-White Female Attorneys	Non-White Female Attorneys
1	Wilson Turner Kosmo*	56%	9	5	67%	21	14	73%	11	8	1	19%	4	10%	2
2	Duane Morris*	50%	18	9	55%	29	16	83%	6	5	5	10%	3	7%	2
3	Littler Mendelson*	50%	14	7	62%	26	16	80%	10	8	2	8%	2	4%	1
4	Best Best & Krieger*	47%	19	9	61%	36	22	76%	17	13	0	11%	4	8%	3
5	Fagen Friedman & Fulfrost*	44%	9	4	59%	17	10	75%	8	6	0	24%	4	6%	1
6	Kimball Tiley & St. John*	36%	14	5	44%	27	12	54%	13	7	0	NR	NR	NR	NR
7	Paul Hastings Janofsky & Walker	33%	9	3	56%	32	18	62%	21	13	2	13%	4	6%	2
8	Wertz McDade Wallace Moot & Brower*	33%	9	3	40%	15	6	67%	3	2	3	0%	0	0%	0
9	Lewis Brisbois Bisgaard & Smith*	28%	25	7	36%	45	16	45%	20	9	0	NR	NR	NR	NR
10	Klinedinst PC	27%	15	4	31%	26	8	36%	11	4	0	8%	2	0%	0
11	Stutz Artiano Shinoff & Holtz*	25%	12	3	32%	31	10	44%	16	7	3	NR	NR	NR	NR
12	Latham & Watkins	22%	27	6	38%	91	35	42%	59	25	5	15%	14	5%	5
13	Paul Plevin Sullivan & Connaughton*	22%	9	2	42%	26	11	56%	16	9	1	NR	NR	NR	NR
14	Pillsbury Winthrop Shaw Pittman	21%	14	3	33%	33	11	47%	17	8	2	9%	3	0%	0
15	Duckor Spradling Metzger & Wynne*	21%	14	3	37%	19	7	80%	5	4	0	NR	NR	NR	NR
16	DLA Piper LLP	20%	49	10	32%	108	35	45%	40	18	19	15%	16	7%	8
17	Allen Matkins Leck Gamble & Mallory	20%	25	5	29%	38	11	50%	12	6	1	5%	2	3%	1
18	Neil Dymott Frank Harrison & McFall*	20%	10	2	33%	30	10	40%	20	8	0	0%	0	0%	0
19	Cooley Godward Kronish	19%	26	5	36%	89	32	39%	56	22	7	19%	17	6%	5
20	Gordon & Rees*	19%	52	10	33%	101	33	47%	47	22	2	6%	6	64%	3
21	Higgs Fletcher & Mack**	24%	41	10	31%	59	18	44%	16	7	2	NR	NR	NR	NR
22	Robbins Geller Rudman & Dowd LLP	18%	44	8	28%	89	25	38%	32	12	13	NR	NR	NR	NR
23	Fish & Richardson***	18%	17	3	19%	36	7	21%	19	4	0	17%	6	6%	2
24	Seltzer Caplan McMahon Vitek*	17%	46	8	24%	66	16	40%	20	8	0	NR	NR	NR	NR
25	Wilson Sonsini Goodrich & Rosati***	17%	6	1	38%	34	13	44%	25	11	3	12%	4	6%	2
26	Hecht Solberg Robinson Goldberg & Bagley*	17%	12	2	17%	18	3	25%	4	1	2	NR	NR	NR	NR
27	Sheppard Mullin Richter & Hampton	16%	37	6	25%	73	18	27%	30	8	6	15%	11	3%	2
28	Luce Forward Hamilton & Scripps	15%	66	10	29%	109	32	56%	36	20	7	7%	8	6%	6
29	Solomon Ward Seidenwurm & Smith*	13%	16	2	21%	29	6	33%	9	3	4	0%	0	0%	0
30	Lincoln Gustafson & Cercos*	13%	8	1	45%	20	9	67%	12	8	0	NR	NR	NR	NR
31	Robbins Umeda LLP***	13%	8	1	33%	24	8	36%	11	4	5	0%	0	0%	0
32	Knobbe Martens Olson & Bear*	12%	26	3	18%	51	9	25%	24	6	1	NR	NR	NR	NR
33	Grimm Vranjes McCormick & Graham*	11%	9	1	19%	16	3	29%	7	2	0	NR	NR	NR	NR
34	Procopio Cory Hargreaves & Savitch	11%	57	6	23%	107	25	42%	19	8	31	16%	17	7%	8
35	Morrison & Foerster***	10%	20	2	36%	72	26	46%	46	21	6	18%	13	8%	6
36	Foley & Lardner	10%	20	2	22%	49	11	36%	25	9	4	12%	6	6%	3
37	Daley & Heft*	9%	11	1	28%	29	8	41%	17	7	1	NR	NR	NR	NR
38	Sullivan Hill Lewin Rez & Engel*	7%	15	1	31%	26	8	75%	4	3	7	NR	NR	NR	NR
39	Mintz Levin Cohn Ferris Glosky & Popeo	7%	15	1	21%	33	7	29%	14	4	4	24%	8	6%	2
40	Jones Day***	7%	14	1	3%	29	1	43%	14	6	1	17%	5	3%	1
41	Kirby Noonan Lance & Hoge*	0%	10	0	18%	17	3	50%	6	3	1	0%	0	0%	0
	TOTALS	20%	877	175	32%	1826	589	45%	798	359	151	9%	159	4%	65

* Data from firm's website. ** Data from Martindale-Hubbell. ***Data from National Association for Law Placement.

2014 Public Sector Survey

Agency Name	% Female Attorneys	Total # Attorneys	# Female Attorneys	# Entry Level Positions	# Female ELP's	% Female ELP's	# Mid-level Positions	# Female MLP's	% Female MLP's	# Top Level Positions	# Female TLP's	% Female TLP's	Agency Head	% Non-White Attys	Total # N/W Attys	% Female N/W Attys to total Attys	# Female N/W Attys	Work Options *
SDVLP	87%	15	13	12	10	83%	2	2	100%	1	1	100%	Female	40%	6	33%	5	PT
Appellate Defenders**	78%	18	14	N/A	N/A	N/A	1	1	100%	17	13	76%	Female	17%	3	17%	3	PT/TC/Flex
Superior Ct. Attorneys**	75%	56	42	53	40	75%	2	1	50%	1	1	100%	Female	13%	7	11%	6	PT
Legal Aid	68%	50	34	31	22	71%	16	11	69%	2	1	50%	Male	52%	26	36%	18	PT/Flex
Ct. of App./ Research Attorneys	48%	29	14	0	0	0%	26	13	50%	3	1	33%	Female	7%	2	3%	1	PT/Flex
SD Unified Port Dist.**	60%	5	3	N/A	N/A	N/A	4	2	50%	1	1	100%	Male	20%	1	0%	0	None
City Attorney	57%	155	88	25	13	52%	123	72	59%	7	3	43%	Male	25%	39	N.R.	N.R.	PT/Flex
Attorney General**	51%	172	87	14	8	57%	132	68	52%	26	11	42%	Female	24%	41	15%	25	PT/Flex
District Attorney**	50%	309	156	43	26	60%	135	75	56%	131	55	42%	Female	28%	86	14%	44	PT/TC/JS/Flex
Public Defenders/APD**	50%	207	103	13	9	69%	173	87	50%	21	7	33%	Male	29%	61	13%	26	None
U.S. Attorney Southern District**	35%	134	47	4	1	25%	106	40	38%	24	6	25%	Female	23%	31	9%	12	PT/Flex/
County Counsel	49%	73	36	19	14	74%	21	11	52%	33	11	33%	Male	14%	10	10%	7	PT/Flex
TOTALS	59%	1223	637	214	143	57%	741	383	60%	267	111	57%	58%	24%	313	15%	147	

* Work Options: JS _ Job Share; PT _ Part Time; Flex _ Flex_time; TC _ Telecommuting.

** Data from 2013 (Port, 2010; PD/APD, 2011; AG, 2012) is used.

*** The Federal Defender's office has not responded for the 8 years and so is no longer included.