

Women in the Profession

15TH ANNUAL REPORT CARD · 2009
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 on behalf of women in the profession.

Honorable Cynthia A. Baldwin



Justice Cynthia A. Baldwin is currently a partner at Duane Morris L.L.P. in the trial practice group, which she joined following her retirement from the Supreme Court of Pennsylvania in January 2008. She was nominated to the Supreme Court by Gov. Edward G. Rendell in December 2005 to serve an interim term and she was confirmed by the Senate in February 2006.

Previously, Justice Baldwin served on the Allegheny County Court of Common

Pleas for more than 16 years in the civil, family and juvenile divisions. Baldwin is also a seasoned attorney, having been associated with several law firms and having served as attorney-in-charge for the Pennsylvania Office of Attorney General's Bureau of Consumer Protection.

Justice Baldwin holds bachelor's and master's degrees from Penn State University. She earned her law degree from Duquesne University School of Law, where she was a member of its Law Review. She has dedicated many hours to support higher education and to teach others about the law. She also has written extensively about a wide range of legal issues.

From 1989 to 1991, Justice Baldwin served as president of Penn State's Alumni Association. She was elected chair of the Penn State Board of Trustees in January 2004 and served until January 2007. She is a member-emerita of the board of directors at Duquesne University and past president of its Law Alumni Board. Last May, she was elected chair of the Association of Governing Boards of Colleges and Universities, which is located in Washington D.C.

She has served in both visiting and adjunct professorships at Duquesne University. She has taught for the Widener School of Law Intensive Trial Advocacy Program and lectures widely about constitutional law and jurisprudence.

Justice Baldwin is a guest scholar at the Woldfensohn Center of the Brookings Institution, which works on anti-corruption projects in developing nations. She was chosen as a Fulbright Scholar at the University of Zimbabwe in 1994, and she has taught on teams who went to China, Guinea, Malawi, Tanzania and Uganda.

She is active with the International Women's Forum and the International Association of Women Judges. She is a former member of the PBA Board of Governors and she is a member of the PBA Commission on Women in the Profession and PBA Minority Bar Committee. She is a former master in the Pittsburgh chapter of the American Inns of Court and the Matrimonial Inns of Court.

Among her numerous awards and honors is the 2006 A. Leon Higginbotham Award presented by the Pennsylvania Bar Association Minority Attorney Committee. She has received honorary doctorates from Carlow University, Chatham University, Duquesne University, Point Park College and Widener University School of Law.

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.

Mary Sue Ramsden



Mary Sue Ramsden is a principal at Raphael, Ramsden and Behers P.C. She holds a Bachelor of Science Degree from the University of Pittsburgh and earned her law degree from the University of Pittsburgh's Law School. Mary Sue is admitted to practice in the Supreme Court of Pennsylvania, the U.S. District Court for the Western District of Pennsylvania, the U.S. Court of Appeals for the Third Circuit and the Supreme Court of the United States.

Actively engaged in efforts by the organized bar, Ramsden is a Zone 12 delegate in the PBA House of Delegates and a member of the PBA Commission on Women in the Profession Committee.

Mary Sue is a member of the Allegheny County Bar Association, serving on its Board of Governors from 2004 to 2006, serving as association secretary from 2004 to 2006 and serving as treasurer of Family Law Section from 2002 to 2004. She also has been a member of numerous committees and sections of the association, including the Court Relations Committee, Judiciary Committee, Probate and Trust Section, Professionalism Committee, Mentor Committee and Women in the Law Committee. Ramsden is a charter fellow of the Allegheny County Bar Foundation.

In addition, Ramsden was co-president of the Women's Bar Association of Western Pennsylvania from 1998-2000 and secretary of the association from 1996 to 1998. She was a member of the American Inn of Court from 1993 to 1995, president of the Matrimonial Chapter from 1995 to 1997, master from 1997 to 1999 and master emerita from 1998 to 2004.

Mary Sue is a recipient of a YWCA Tribute to Women Award and received the Susan B. Anthony Award from the Women's Bar Association of Western Pennsylvania.

She has served on the Boards of the Shuman Center Juvenile Detention Facility, Pittsburgh Action Against Rape, and the Advisory Board of the Women's Center & Shelter Children's Pro Bono Mental Health Project.

Mary Sue donates extensive time to pro bono activities, including representing victims of domestic violence in Protection From Abuse proceedings before the court, providing legal advice to pro se litigants through the court Pro Bono Project, participating in the ACBA "KDKA You and the Law Day", acting as judge at the University of Pittsburgh School of Law Moot Court, participating in the Attorneys Against Hunger Project as well as the Legal Services pro bono Family Law legal clinic, and other legal and community service activities.

She has lectured and served as a seminar panelist on a range of topics, including custody issues, child welfare and family law. She is a former editor of the Child Protective Services Quarterly.

Index

Awards	1
Honor Roll	2
Executive Summary	3
Private Law Firms	4
District Attorneys	5
Public Defenders	6
Pennsylvania and Federal Judiciary	7

Pennsylvania Bar Association	
Members	8
Leadership	8
House of Delegates	9
Committees	10
Sections	11
Young Lawyers Division	12
Mission Statement, List of Honorees	12
Report Card Committee and Commission Members	13

Honor Roll of Legal Organizations Welcoming Women Professionals

This year, the Commission on Women in the Profession chose to establish an Honor Roll of legal organizations welcoming women professionals. Nominations were accepted for Pennsylvania firms, corporate law departments or other organizations of lawyers providing legal services, either public or private. The Honor Roll honors those firms that have instituted programs or initiatives that have resulted in helping

women lawyers continue and advance in their professional careers.

It is the Commissions' hope that highlighting successful programs will inspire other legal organizations to recognize the importance of and to implement similar programs.

Each of the Honor Roll members has recognized the value of retaining and promoting women legal professionals and

providing women attorneys with the tools they need to advance in their professional careers while maintaining balance with the demands of family. Whether through flexible work schedules, backup child care, or networking events for women attorneys and clients, these organizations are seeking innovative solutions to promote and retain women attorneys.

Cozen O'Connor

- Formal Mentoring
- Reduced Hour and Part time work schedules
- Women's Initiative Program - a program dedicated to addressing the unique legal needs of women business owners and executives, supporting career advancement programs and charitable organizations that further women's causes
- Back up childcare
- Employee Assistance Program/Healthcare Assistance Program - programs providing professional counseling and health care advocacy services for employees, spouses and dependents

Hangley Aronchick Segal & Pudlin, P.C.

- Formal Mentoring
- Part-time/flex scheduling policy - Two female partners are working pursuant to a part-time or flexible scheduling arrangement
- Back up child care
- Technology permitting attorneys to work remotely has been implemented
- Two women were elected to shareholder status while they were on maternity leave
- Women attorneys are on every committee within the firm
- Business development plan targeted at assisting women develop their own business portfolios

K&L Gates

- Formal and Informal Mentoring
- Balanced Hours Program - Includes reduced hours, flexible workplace arrangements, and technology support
- Women in the Profession Subcommittee of the Diversity Committee - Identifies successful practices of women attorneys and educates other women about them through activities including:
 - ◆ Monthly lunch meetings of women attorneys and other professionals where community leaders are invited to speak
 - ◆ Business development coaching for women attorneys to help them develop business plans and improve business development skills

Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C.

- Part time/flex scheduling policy - The first part-time attorney was made partner
- Women's luncheons - Women attorneys invite women clients for lunch, networking, and discussion twice annually
- Self-Defense Program for Women Attorneys

Oliver, Price & Rhodes

- Informal Mentoring
- One woman attorney was offered partnership the day she returned from maternity leave
- Emphasis on quality of work, not "face time"

Raynes McCarty

- Formal and Informal Mentoring
- Part-time/flex scheduling policy
- Team based approach to staffing cases preserves scheduled days off and allows for planned leave
- Family-oriented firm culture
- Family members are encouraged to attend events and bring their children to work

Saul Ewing LLP

- Womens Development Initiative - Hosts firm-wide and female attorney only events targeted at bringing female attorneys and female clients together in new and creative contexts including a cooking class
- Flexible schedules and telecommuting
- Focus is on getting the work done in a timely manner not on the particulars of where or when it is accomplished
- Backup child care at the largest office
- Work-life Balance Committee

Women's Bar Association of Western Pennsylvania

- Mentoring
- Social Networking
- Organize Golf outings and clinics for women
- Provide CLEs directed at helping women advance their careers

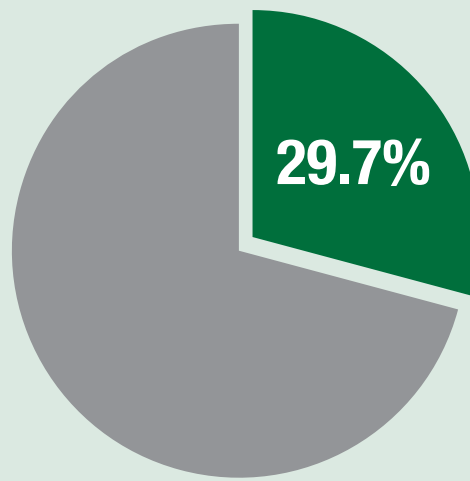
White and Williams LLP

- Formal Mentoring
- Flexible work schedules available for new mothers
- Women's Initiative
 - ◆ Virginia Barton Wallace Award Breakfast - The award recognizes a professional woman in business who embodies the qualities of the firm's first female partner
 - ◆ Inspiring the Future, a mentoring program aimed at recognizing, supporting, motivating, and empowering female attorneys to achieve personal and professional satisfaction that divided the firm's 69 women attorneys into nine mentoring groups
- Women attorneys are represented on essential committees including the Executive Committee, Compensation Committee, Marketing Committee, Associate Evaluation Committee, Diversity Committee, Long-Range Planning Committee and Pro Bono Committee

2009 Report Card Executive Summary

Today in the PBA

■ Women	= 8,490
■ Men	= 20,102
Total	= 28,592



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 29.7% 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. Gretchen A. Mundorff is currently PBA's Vice President, and the only woman Executive Officer.
- Women were 25% of the House of Delegates in 2000 and are 29.5% 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 24% today, 4% higher than last year.
- Women were 9% of the Nominating Committee in 1995, 42% in 2004, and are 34% today.
- In 1995, there were 38 committees with 12 women solo chairs, 32%. Today, there are 55 committees: 23 have solo women chairs, 42%; 25 have solo men chairs, 45%.

The President-Elect appoints the chairs of committees.

The Commission on Women in the Profession has over 700 members, almost six times as many members as the next largest committee. Women are a majority of total committee membership, 54%

- In 1995, there was 1 woman section chair. Today, there are 7 women section chairs, 39%. Sections elect their own chairs.
- In 1995, there was 1 woman section representative to the House of Delegates out of 16. Today, there are 3 women section representatives out of 18, or 17%, an 11% decrease from last year.
- Women were 57% of the leadership in the Young Lawyers Division in 1995 and are the same today 57% — the chair, chair-elect, and immediate past chair are men, while the secretary, treasurer, house of delegates representative, and ABA/YLD district representative are women.

Private Firms

- Women are 30% of all lawyers, 13% of Chief Administrators, 17% of Equity Partners, 19% of Partners, 20% of Partner-Administrators (e.g. Department and Practice Group Heads), and 47% of Associates on Partnership track. 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, 14% of District Attorneys, and 24% of First Assistants.

Public Defenders' Offices

- Women are 39% of all lawyers, 12% of the Public Defenders, and 22% of First Assistants.

Judiciary

State

- Elected women are 29% of the Supreme Court, 53% of the Superior Court, and 50% of Commonwealth Court.
- Philadelphia has 45 women Court of Common Pleas Judges, or 50%. Women comprise only 19% of Court of Common Pleas Judges in the remaining 66 counties.
- Thirty-one counties have no women judges. Montgomery County, one of the four largest counties, has only 1 woman judge out of 19 judges.

Federal

Appointed women federal judges in Pennsylvania were 22% of District Court Judges, 49% of Magistrate Judges, and 27% of Bankruptcy Judges.

- Eastern District: Women are 23% of District Court Judges, 42% of Magistrate Judges, and 33% of Bankruptcy Judges.
- Middle District: Women are 25% of District Court Judges and 33% of Bankruptcy Judges. There are no women Magistrate Judges.
- Western District: Women are 33% of District Court Judges, 67% 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:

- 2008/2009 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of March 16, 2009.
- Surveys sent the beginning of January, 2009, to the 100 largest firms, District Attorneys, and Public Defenders.
- Administrative Office of Pennsylvania Courts Judicial Data.
- PALAW 2008 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. This year the survey forms included additional questions designed to develop historical data to provide more meaningful inclusion in future Report Cards. The data obtained is not included this year, but will be retained. Follow-up phone calls to firms, District Attorney, and Public Defender Offices increased response rates. Survey responses were voluntary. Responding firms are promised anonymity. 2009 was the tenth year that this information was gathered.

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

- 30% of all lawyers, down from 32% last year.
- 13% of all Chief Administrators, up from 11% last year.
- 20% of Partner-Administrators, e.g. Department or Practice Group Heads, up from 14% last year.
- 17% of Equity Partners, up from 15% last year.
- 19% of all Partners, down from 21% last year.
- 47% of Associates on Partnership Track, the same as last year.
- 73% of all Part-Timers, 93% of Part Time Equity Partners, 79% of Part Time Partners, and 92% of Part Time Associates.

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
359	126	35%	M	139	27	19%	100	15	15%	47	10	21%	193	90	47%	27	9	33%	17	17	100%
351	139	40%	M	115	22	19%	NR	NR	NR	190	37	19%	188	94	50%	48	23	48%	30	22	73%
335	82	24%	M	137	24	18%	102	18	18%	32	6	19%	76	38	50%	20	2	10%	20	20	100%
268	78	29%	M	134	18	13%	88	9	10%	28	2	7%	121	55	45%	13	5	38%	5	5	100%
268	49	18%	M	143	24	17%	82	8	10%	42	2	5%	NR	N/A	NR	43	17	40%	10	7	70%
259	71	27%	M	NR	NR	NR	141	29	21%	46	10	22%	110	41	37%	9	1	11%	7	5	71%
256	73	29%	M	124	16	13%	67	15	22%	23	5	22%	110	52	47%	22	5	23%	10	8	80%
251	95	38%	F	104	22	21%	104	22	21%	95	18	19%	109	59	54%	38	14	37%	28	18	64%
239	88	37%	M	79	14	18%	64	12	19%	69	12	17%	137	65	47%	23	9	39%	19	16	84%
238	64	27%	M	145	27	19%	90	15	17%	49	14	29%	61	35	57%	32	2	6%	15	10	67%
188	54	29%	M	116	21	18%	41	5	12%	90	14	16%	58	27	47%	14	6	43%	14	10	71%
181	57	31%	M	76	15	20%	67	13	19%	30	7	23%	92	39	42%	13	3	23%	10	8	80%
153	29	19%	M	92	10	11%	38	5	13%	19	1	5%	31	12	39%	30	7	23%	9	8	89%
135	31	23%	M	75	13	17%	73	11	15%	18	3	17%	60	18	30%	0	0	0%	5	5	100%
133	55	41%	F	73	18	25%	46	9	20%	48	9	19%	51	36	71%	9	1	11%	8	8	100%
128	42	33%	M	52	12	23%	52	12	23%	31	5	16%	46	22	48%	31	8	26%	14	7	50%
114	31	27%	M	64	13	20%	48	10	21%	11	1	9%	33	14	42%	17	4	24%	0	0	0%
114	35	31%	M	54	12	22%	28	3	11%	14	3	21%	34	13	38%	26	10	38%	11	8	73%
93	27	29%	M	52	12	23%	38	9	24%	19	5	26%	36	14	39%	19	4	21%	0	0	0%
93	39	42%	3M	31	7	23%	10	NR	NR	12	1	8%	53	30	57%	9	2	22%	4	4	100%
89	25	28%	M	52	12	23%	19	2	11%	16	5	31%	37	13	35%	1	NR	NR	2	2	100%
69	17	25%	M	39	8	21%	20	3	15%	7	1	14%	25	9	36%	5	2	40%	6	4	67%
66	14	21%	M	42	2	5%	29	2	7%	7	1	14%	21	10	48%	3	2	67%	1	1	100%
65	18	28%	M	20	4	20%	20	4	20%	8	2	25%	NR	NR	NR	15	1	7%	0	0	0%
64	15	23%	M	35	9	26%	35	9	26%	6	6	100%	14	3	21%	15	3	20%	6	2	33%
59	24	41%	M	25	10	40%	NR	NR	NR	9	3	33%	31	14	45%	3	NR	NR	8	4	50%
54	11	20%	M	37	4	11%	30	1	3%	7	0	0%	15	6	40%	1	1	100%	4	1	25%
51	19	37%	M	0	0	0%	31	9	29%	10	2	20%	20	10	50%	0	0	0%	3	3	100%
46	10	22%	M	21	1	5%	7	NR	NR	3	0	0%	4	1	25%	NR	NR	NR	4	4	100%
44	18	41%	M	17	5	29%	13	4	31%	4	1	25%	19	10	53%	8	3	38%	1	1	100%
42	6	14%	M	31	3	10%	31	3	10%	1	0	0%	9	2	22%	2	1	50%	2	1	50%
38	14	37%	M	18	11	61%	4	1	25%	4	1	25%	4	3	75%	0	0	0%	0	0	0%
38	19	50%	F	20	10	50%	9	5	56%	6	5	83%	18	10	56%	2	1	50%	7	7	100%
37	15	41%	1F2M	23	8	35%	16	5	31%	5	1	20%	9	5	56%	5	2	40%	2	2	100%
36	12	33%	M	23	7	30%	23	7	30%	8	4	50%	13	5	38%	0	0	0%	1	1	100%
35	11	31%	M	24	6	25%	14	3	21%	9	3	33%	9	5	56%	2	0	0%	6	3	50%
34	5	15%	F	20	2	10%	6	0	0%	3	3	100%	NR	NR	NR	0	0	0%	0	0	0%
34	8	24%	M	12	2	17%	12	2	17%	6	2	33%	17	6	35%	5	0	0%	5	0	0%
32	7	22%	M	20	2	10%	10	0	0%	7	0	0%	6	4	67%	5	1	20%	1	0	0%
32	7	22%	3M	17	2	12%	14	2	14%	3	0	0%	13	5	38%	2	0	0%	2	0	0%
31	2	6%	M	21	0	0%	14	0	0%	6	0	0%	9	1	11%	1	1	100%	1	1	100%
29	6	21%	3M	20	2	10%	13	2	15%	12	3	25%	6	3	50%	3	1	33%	4	2	50%
28	7	25%	M	17	2	12%	0	0	0%	3	0	0%	5	5	100%	6	0	0%	8	2	25%
27	8	30%	M	14	3	21%	10	3	30%	7	1	14%	4	3	75%	0	0	0%	0	0	0%
TOTAL			6F/47M																		
5236	1563	30%	13%	2373	442	19%	1659	287	17%	1070	209	20%	1907	887	47%	527	151	29%	310	227	73%

NR indicates that there was no response to the survey question.

PUBLIC SECTOR

Sixty-four of 67 District Attorneys' Offices and all 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 (42% in 2007)
- 9 women are 14% of District Attorneys (8 women were 14% in 2007)
- 14 women are 24% of First Assistant District Attorneys (18 women were 33% in 2007)
- 31% of Part-Timers (30% in 2007). 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
331	177	53%	F	M	43	19	44%	6	6	100%
107	43	40%	M	M	18	5	28%	0	0	0%
46	20	43%	M	M	18	8	44%	0	0	0%
44	18	41%	F	M	10	4	40%	2	1	50%
41	24	59%	M	M	8	2	25%	3	3	100%
33	13	39%	F	M	11	6	55%	2	2	100%
32	10	31%	M	F	6	2	33%	0	0	0%
29	12	41%	M	M	9	5	56%	0	0	0%
28	11	39%	F	M	3	1	33%	12	2	17%
25	9	36%	M	M	10	4	40%	1	0	0%
25	7	28%	M	M	11	3	27%	0	0	0%
24	9	38%	M	M	6	1	17%	0	0	0%
22	11	50%	M	M	9	5	56%	9	3	33%
22	8	36%	M	M	4	2	50%	0	0	0%
21	6	29%	M	M	6	3	50%	4	1	25%
15	8	53%	M	M	0	0	0%	0	0	0%
15	4	27%	M	M	6	2	33%	4	1	25%
12	4	33%	M	M	3	1	33%	6	2	33%
12	3	25%	M	F	2	1	50%	6	0	0%
12	2	17%	M	M	2	0	0%	5	0	0%
12	2	17%	M	M	3	0	0%	8	1	13%
11	5	45%	M	M,F	3	1	33%	5	3	60%
10	4	40%	M	-	0	0	0%	3	0	0%
10	3	30%	M	M	4	1	25%	1	0	0%
9	3	33%	M	M	1	0	0%	4	1	25%
8	4	50%	F	M	1	0	0%	0	0	0%
8	2	25%	M	F	2	1	50%	0	0	0%
7	3	43%	M	M	2	0	0%	0	0	0%
7	3	43%	M	F	0	0	0%	3	0	0%
7	2	29%	M	M	1	0	0%	6	2	33%
7	2	29%	M	F	2	1	50%	2	0	0%
7	2	29%	M	M	2	0	0%	1	0	0%
6	2	33%	M	F	1	0	0%	0	0	0%
6	1	17%	M	M	2	0	0%	1	0	0%
6	1	17%	M	M	2	0	0%	5	1	20%
5	3	60%	M	M	1	0	0%	3	3	100%
5	2	40%	F	F	1	1	100%	2	1	50%
5	1	20%	M	M	0	0	0%	4	1	25%
5	1	20%	M	M	1	1	100%	1	0	0%
4	2	50%	F	M	1	1	100%	0	0	0%
4	1	25%	M	-	1	0	0%	4	1	25%
4	1	25%	M	F	2	1	50%	1	0	0%
4	1	25%	M	M	0	0	0%	1	0	0%
4	1	25%	M	M	2	0	0%	0	0	0%
3	1	33%	M	F	2	1	50%	0	0	0%
3	1	33%	M	M	3	1	33%	1	1	100%
3	1	33%	M	-	2	1	50%	2	1	50%
3	1	33%	M	F	2	1	50%	1	0	0%
3	0	0%	M	M	0	0	0%	0	0	0%
3	0	0%	M	M	0	0	0%	2	0	0%
3	0	0%	M	-	1	0	0%	1	0	0%
3	0	0%	M	M	0	0	0%	2	0	0%
3	0	0%	M	M	0	0	0%	2	0	0%
2	2	100%	F	-	2	2	100%	1	1	100%
2	1	50%	M	F	2	1	50%	1	1	100%
2	1	50%	M	F	0	0	0%	0	0	0%
2	0	0%	M	M	0	0	0%	1	0	0%
2	0	0%	M	-	1	0	0%	1	0	0%
2	0	0%	M	M	1	0	0%	1	0	0%
1	1	100%	F	-	1	1	100%	1	1	100%
1	1	100%	M	F	0	0	0%	1	1	100%
1	0	0%	M	-	0	0	0%	0	0	0%
1	0	0%	M	-	0	0	0%	1	0	0%
1	0	0%	M	-	0	0	0%	0	0	0%
1101	461	42%	14%	24%	237	90	38%	134	41	31%

Women in the Profession

PUBLIC DEFENDERS

All Public Defenders' Offices responded. In 2008, women are:

- 39% of all lawyers in Public Defenders' Offices (44% in 2007)
- 8 women are 12% of Public Defenders (8 women were 11% in 2007)
- 10 women are 22% of First Assistant Public Defenders (8 women were 24% in 2007)
- 20% of Part-Timers (36% in 2007). 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
237	151	64%	F	M	26	11	42%	0	0	0%
86	43	50%	M	-	4	2	50%	14	9	64%
65	7	11%	M	M	3	1	33%	7	0	0%
36	13	36%	M	F	11	5	46%	15	4	27%
31	15	48%	M	M	2	0	0%	3	1	33%
25	7	28%	M	-	5	2	40%	2	0	0%
23	9	39%	M	M	3	0	0%	0	0	0%
22	1	5%	M	M	2	0	0%	16	0	0%
21	11	52%	M	F	5	3	600%	0	0	0%
21	7	33%	M	M	10	3	30%	0	0	0%
19	8	42%	M	F	4	2	50%	0	0	0%
18	7	39%	M	M	1	1	100%	7	2	29%
18	4	22%	M	M	4	1	25%	11	3	27%
17	3	18%	M	M	1	1	100%	16	2	13%
15	4	27%	M	M	0	0	0%	10	4	40%
12	1	8%	M	M	2	0	0%	8	0	0%
11	2	18%	M	M	2	0	0%	6	2	33%
10	3	30%	F	-	1	1	0%	7	0	0%
10	2	20%	M	M	1	0	0%	7	1	14%
9	4	44%	M	M	2	0	0%	4	1	25%
9	3	33%	M	F	4	2	50%	3	0	0%
9	0	0%	M	M	9	0	0%	7	0	0%
8	3	38%	M	-	0	0	0%	6	2	33%
7	4	57%	M	F	2	1	50%	1	0	0%
7	2	29%	M	F	2	1	50%	6	2	33%
7	2	29%	M	F	2	1	50%	0	0	0%
7	1	14%	M	M	1	0	0%	4	0	0%
7	1	14%	M	M	1	0	0%	2	0	0%
7	1	14%	M	M	2	0	0%	1	1	100%
7	1	14%	M	-	1	0	0%	4	1	25%
6	2	33%	M	M	1	0	0%	1	0	0%
6	1	17%	M	M	3	0	0%	6	1	17%
6	1	17%	M	F	2	1	50%	3	0	0%
6	0	0%	M	M	1	1	100%	3	0	0%
5	2	40%	M	-	1	0	0%	0	0	0%
5	1	20%	M	M	2	0	0%	4	1	25%
5	1	20%	M	-	1	0	0%	3	1	33%
5	1	20%	F	M	5	1	20%	5	1	20%
4	2	50%	M	-	1	1	100%	1	0	0%
4	1	25%	M	-	0	0	0%	4	1	25%
4	1	25%	M	-	1	0	0%	2	0	0%
4	0	0%	M	M	0	0	0%	4	0	0%
4	0	0%	M	M	0	0	0%	0	0	0%
3	2	67%	F	-	1	0	0%	0	0	0%
3	1	33%	M	M	1	1	100%	3	1	33%
3	1	33%	M	M	0	0	0%	2	1	50%
3	1	33%	M	M	1	0	0%	2	1	50%
3	0	0%	M	-	0	0	0%	2	0	0%
3	0	0%	M	M	3	0	0%	0	0	0%
2	2	100%	F	F	2	2	100%	2	2	100%
2	1	50%	F	M	1	1	100%	1	0	0%
2	1	50%	M	-	1	0	0%	2	1	50%
2	1	50%	M	F	2	1	50%	1	0	0%
2	1	50%	F	M	1	1	100%	0	0	0%
2	0	0%	M	M	1	0	0%	2	0	0%
2	0	0%	M	-	1	0	0%	2	0	0%
2	0	0%	M	M	1	0	0%	0	0	0%
1	1	100%	F	-	1	1	100%	1	1	100%
1	0	0%	M	-	0	0	0%	0	0	0%
1	0	0%	M	M	0	0	0%	0	0	0%
1	0	0%	M	-	0	0	0%	0	0	0%
1	0	0%	M	-	0	0	0%	0	0	0%
1	0	0%	M	M	1	0	0%	1	0	0%
1	0	0%	M	-	1	0	0%	1	0	0%
1	0	0%	M	-	1	0	0%	1	0	0%
0	0	0%	M	-	1	0	0%	4	0	0%
887	345	39%	8F/58M	10F/35M	152	49	32%	230	47	20%

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

2008 PENNSYLVANIA JUDICIARY

PENNSYLVANIA COURT OF COMMON PLEAS — SITTING JUDGES BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Philadelphia	45	45	50%	Franklin/Fulton	1	2	33%	Cameron/Elk	0	1	0%
Allegheny	13	30	30%	Indiana	1	2	33%	Fayette	0	5	0%
Delaware	5	12	29%	Juniata/Perry	1	0	100%	Greene	0	1	0%
Chester	4	10	29%	Lackawanna	1	7	13%	Huntingdon	0	1	0%
Lehigh	4	6	40%	Lycoming	1	3	25%	Jefferson	0	1	0%
Bucks	3	8	27%	Montgomery	1	18	5%	Lawrence	0	4	0%
Washington	3	3	50%	Schuylkill	1	5	17%	Lebanon	0	3	0%
York	3	11	21%	Snyder/Union	1	1	50%	Luzerne	0	9	0%
Berks	2	11	15%	Forest/Warren	1	1	50%	McKean	0	1	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%	Cambria	0	4	0%	Pike	0	2	0%
Monroe	2	4	33%	Carbon	0	2	0%	Potter	0	1	0%
Northampton	2	6	25%	Clarion	0	1	0%	Somerset	0	3	0%
Westmoreland	2	9	18%	Clearfield	0	2	0%	Susquehanna	0	1	0%
Beaver	1	6	14%	Clinton	0	2	0%	Tioga	0	1	0%
Bradford	1	1	50%	Columbia	0	2	0%	Venango	0	2	0%
Centre	1	3	25%	Crawford	0	3	0%	Wayne	0	1	0%
Dauphin	1	7	13%	Cumberland	0	5	0%	Sullivan/Wyoming	0	1	0%
								Totals	109	313	26%

Philadelphia continues to have, by far, the highest number of women judges, 45 or 50%. Women comprise only 19% of Court of Common Pleas Judges in the remaining 66 counties.*

Thirty-one counties have no women judges: 11 are one judge counties; 9 are two judge counties. Thirteen counties have only 1 woman judge.*

*Cameron and Elk, 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 2 out of 7 Sitting Justices 29%

PA Superior Court 8 out of 15 Sitting Judges 53%

PA Commonwealth 4 out of 8 Sitting Judges 50%

Elected women were 29% of the Supreme Court, 53% of the Superior Court, and 50% of Commonwealth Court.

2008 FEDERAL JUDICIARY

EASTERN DISTRICT

District Court Judges
5 out of 22 sitting Judges 23%

US Magistrate Judges
5 out of 12 sitting Judges 42%

Bankruptcy Judges
2 out of 6 sitting Judges 33%

MIDDLE DISTRICT

District Court Judges
1 out of 4 sitting Judges 25%

US Magistrate Judges
0 out of 3 sitting Judges 0%

Bankruptcy Judges
1 out of 3 sitting Judges 33%

WESTERN DISTRICT

District Court Judges
3 out of 9 sitting Judges 33%

US Magistrate Judges
4 out of 6 sitting Judges 67%

Bankruptcy Judges
1 out of 6 sitting Judges 17%

Appointed women were 22% of District Court Judges, 49% 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, 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	18	51	26%	Elk	4	21	16%	Montour	6	15	29%
Allegheny	1235	2771	31%	Erie	112	393	22%	Northampton	118	368	24%
Armstrong	10	30	25%	Fayette	34	95	26%	Northumberland	8	70	10%
Beaver	41	133	24%	Forest	2	1	67%	Perry	4	18	18%
Bedford	6	19	24%	Franklin	39	90	30%	Philadelphia	1930	3706	34%
Berks	145	458	24%	Fulton	2	4	33%	Pike	6	24	20%
Blair	31	93	25%	Greene	9	17	35%	Potter	2	13	13%
Bradford	11	35	24%	Huntingdon	3	25	11%	Schuylkill	40	145	22%
Bucks	201	501	29%	Indiana	19	53	26%	Snyder	2	16	11%
Butler	52	124	30%	Jefferson	8	24	25%	Somerset	13	62	17%
Cambria	29	156	16%	Juniata	2	11	15%	Sullivan	1	4	20%
Cameron	1	2	33%	Lackawanna	116	443	21%	Susquehanna	5	23	18%
Carbon	15	45	25%	Lancaster	203	519	28%	Tioga	5	25	17%
Centre	64	128	33%	Lawrence	17	87	16%	Union	11	27	29%
Chester	266	610	30%	Lebanon	29	90	24%	Venango	11	45	20%
Clarion	7	26	21%	Lehigh	159	413	28%	Warren	10	35	22%
Clearfield	8	42	16%	Luzerne	81	324	20%	Washington	82	238	26%
Clinton	2	34	6%	Lycoming	51	154	25%	Wayne	13	32	29%
Columbia	8	35	19%	McKean	6	26	19%	Westmoreland	124	357	26%
Crawford	28	78	26%	Mercer	29	110	21%	Wyoming	8	13	38%
Cumberland	173	381	31%	Mifflin	4	33	11%	York	124	371	25%
Dauphin	629	1218	34%	Monroe	27	100	21%	Out-of-Country	7	20	26%
Delaware	277	708	28%	Montgomery	692	1736	29%	Out-of-State	1055	2028	34%
								Totals	8,490	20,102	29.7%

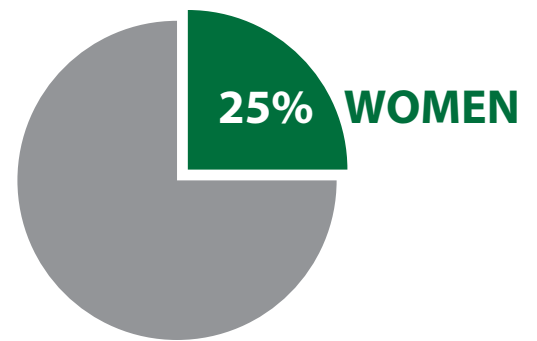
The female membership and percentage of the PBA is 29.7%, and is essentially unchanged from 2008 when it was 29.2%.

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

PBA LEADERSHIP

EXECUTIVE OFFICERS

One Executive Officer of the PBA is a woman: President C. Dale McClain, President-Elect Clifford E. Haines, Vice President Gretchen A. Mundorff, and Immediate Past President Andrew F. Susko.



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% of the Board of Governors in 1999-2000.
- Women were only 12% of the Board of Governors in 2007.
- Women are 24% 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 (12 men and 1 woman)); three representatives from the Young Lawyers Division (all men), 1 Zone Governor from each of the 12 zones (**only 3 Zones have women Governors**); one minority Governor-at-large (a man) and one woman Governor-at-large.

NOMINATING COMMITTEE

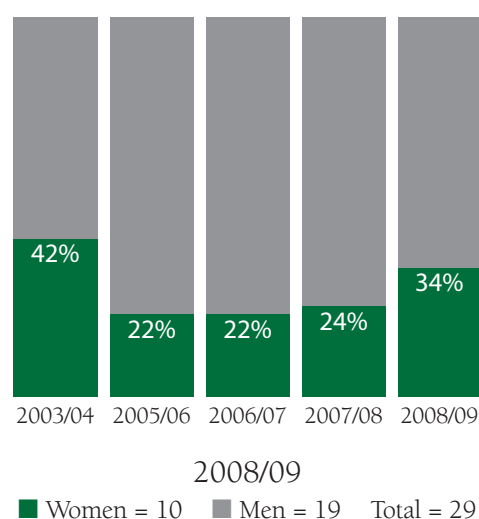
The Nominating Committee selects one candidate for each of the top offices of the PBA to be presented to the House of Delegates. The Committee consists of: all Zone Governors, the unit county Governor, the minority Governor, the woman Governor, the five living immediate past presidents of the PBA, the 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, 10 women are 34% of the 29 members of the PBA Nominating Committee.

BOARD OF GOVERNORS



NOMINATING COMMITTEE



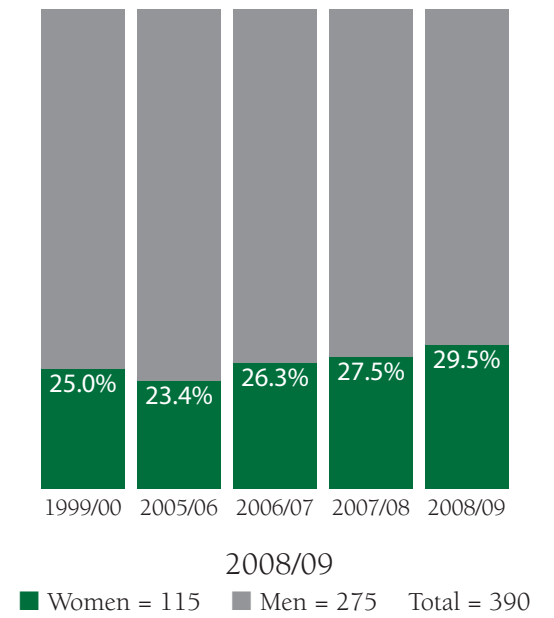
HOUSE OF DELEGATES

This year 115 women comprise 29.5% of the House of Delegates.

- 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.

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 – 40% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York

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

- Zone 1 – 34% Philadelphia
- Zone 4 – 40% Columbia, Lycoming, Montour, Northumberland, Snyder, Tioga, Union
- Zone 10 – 47% Armstrong, Beaver, Butler, Lawrence, Mercer

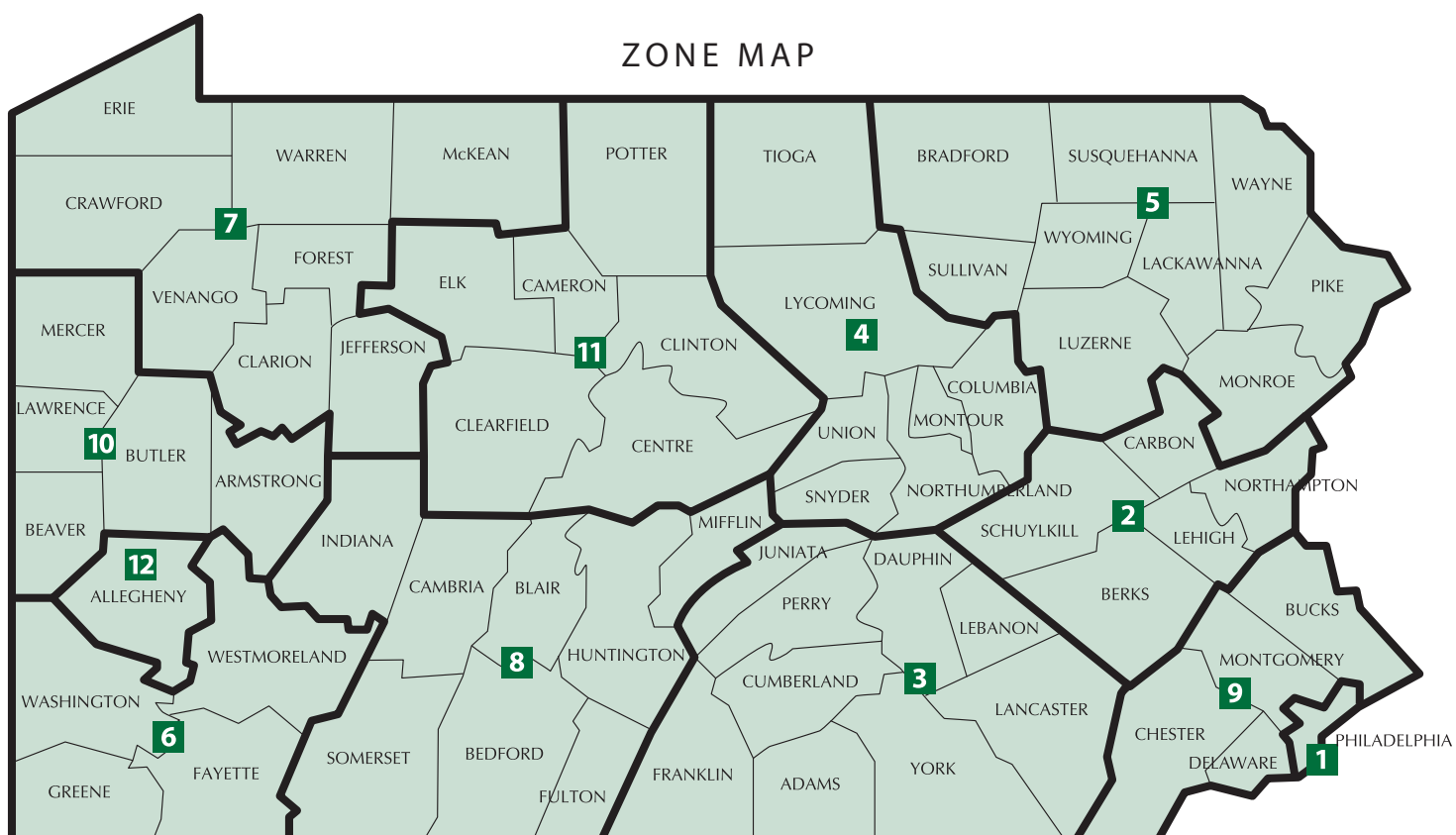
Zones 2, 5, and 7 have been consistently low.

- Zone 2 – 18% Berks, Carbon, Lehigh, Northampton, Schuylkill
- Zone 5 – 21% Bradford, Lackawanna, Luzerne, Monroe, Pike, Sullivan, Susquehanna, Wayne, Wyoming
- Zone 7 – 22% Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren, Venango

This year, Zone 8 is also low.

- Zone 8 – 14% Bedford, Blair, Cambria, Fulton, Huntington, Indiana, Mifflin, Somerset

2003/04			2005/06			2006/07			2007/08			2008/09			
F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F	
21	59	26%	15	53	22%	19	51	27%	26	51	34%	25	49	34%	Zone 1
3	24	11%	4	23	15%	5	21	19%	5	22	19%	5	23	18%	Zone 2
24	39	38%	22	37	37%	20	36	36%	23	39	37%	25	39	40%	Zone 3
3	11	21%	1	13	7%	3	11	21%	5	10	33%	4	9	31%	Zone 4
5	20	20%	3	22	12%	3	21	13%	4	20	17%	4	16	21%	Zone 5
6	17	26%	4	16	20%	6	16	27%	5	15	25%	5	14	27%	Zone 6
2	16	11%	3	14	18%	2	15	12%	3	13	19%	3	11	22%	Zone 7
3	13	19%	5	11	31%	5	13	28%	2	15	12%	2	13	14%	Zone 8
9	51	15%	13	53	20%	15	50	23%	14	49	22%	16	48	26%	Zone 9
4	11	27%	2	10	17%	5	8	38%	5	9	36%	7	8	47%	Zone 10
1	12	8%	2	9	18%	4	8	33%	3	9	25%	3	7	31%	Zone 11
14	41	25%	18	41	31%	16	38	30%	15	38	28%	16	38	30%	Zone 12



Women in the Profession

COMMITTEES

In 2008/09, there are 55 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 **29.7% of PBA membership** and **54% of committee members**.

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

Today, there are 55 committees: 23 committees have solo women chairs, 42%; 25 committees have solo men chairs, 45%.

The President-Elect appoints leadership for committees.

The Commission on Women in the Profession has 736 members, almost six times as many as the next largest committee.

Today, the following 12 committees, 25% of all committees, have below 30% women membership. Five of the 12, 41%, are entirely appointed by the President-Elect.*

20% Amicus Curiae Brief*	23% Gaming Law	9% Senior Lawyers
11% Bar/Press*	21% Judicial Independence Commission*	21% Unauthorized Practice of Law
24% Bylaws	16% Lawyers Assistance	
28% Corrections System	17% Legal Ethics & Professional Responsibility*	
25% Editorial*	11% Professional Liability	

*denotes committee entirely appointed by the President-Elect.

Committee	2004/05		2005/06		2006/07		2007/08		2008/09	
	F	%F	F	%F	F	%F	F	%F	F	%F
Agricultural Law	11	21%	12	26%	16	31%	16	31%	20	39%
Alternative Dispute Resolution	46	25%	55	32%	61	34%	59	33%	56	34%
Amicus Curiae Brief*	1	10%	2	17%	3	23%	2	20%	2	20%
Animal Law	53	54%	54	56%	71	66%	63	61%	72	63%
Appellate Advocacy			44	41%	50	42%	56	47%	60	48%
Bar/Press*	4	21%	3	23%	3	17%	1	11%	1	11%
Bylaws	3	19%	5	31%	4	24%	4	25%	4	24%
Charitable Organizations	28	35%	28	37%	29	40%	31	44%	27	43%
Child Advocate Pro Bono									17	81%
Children's Rights	61	73%	59	73%	77	78%	73	83%	63	78%
Civil & Equal Rights	19	24%	17	29%	32	43%	33	45%	29	44%
Community & Public Relations	16	32%	11	30%	16	42%	16	47%	14	50%
Corrections System	14	29%	8	25%	9	24%	13	38%	9	28%
Editorial*	5	28%	5	26%	4	24%	5	28%	5	25%
Federal Practice					17	33%	27	42%	26	43%
Gaming Law			22	20%	20	20%	19	23%	13	18%
Gay/Lesbian Rights			24	55%	28	60%	26	51%	14	48%
Government Lawyers	125	43%	98	47%	111	51%	122	50%	131	51%
Health Care Law	58	31%	49	33%	54	39%	48	40%	49	42%
In-House Counsel	38	34%	31	36%	35	37%	31	36%	32	40%
Insurance Staff Attorney	18	25%	11	24%	11	26%	11	27%	13	33%
Judicial Administration	22	20%	18	24%	22	28%	22	29%	20	32%
Judicial Campaign Advertising*	6	35%	7	39%	7	41%	6	38%	6	35%
Judicial Evaluation*	4	40%	7	50%	8	44%	7	54%	8	50%
Judicial Independence Commission*	12	23%	13	25%	10	21%	10	21%	10	21%
Law Related Education	9	53%	14	64%	18	62%	15	52%	18	56%
Lawyer Advertising Task Force*					2	10%	2	11%		
Lawyers Assistance	5	13%	5	14%	6	17%	5	15%	6	16%
Legal Ethics & Professional Resp.*	14	21%	14	19%	14	19%	15	21%	13	17%
Legal Services for Exceptional Children	33	46%	38	54%	32	53%	39	60%	36	58%
Legal Services to Persons with Disabilities	13	27%	19	42%	16	43%	21	49%	20	54%
Legal Services to the Public	37	49%	35	56%	38	54%	37	59%	43	64%
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%	18	32%	29	46%	26	43%	19	38%
Member Benefits and Services	9	27%	12	36%	11	35%	12	39%	11	38%
Military and Veterans*			13	17%	11	18%	11	20%	17	30%
Minority Bar Association	40	51%	58	51%	100	56%	75	57%	109	59%
Outreach to Children Initiative*					11	42%	8	40%		
PABAR-PAC*	2	22%	1	17%	2	33%	3	17%	6	30%
PBA Leadership Recruitment & Development*							7	58%	6	50%
Plain English	15	34%	18	46%	18	43%	17	47%	21	57%
Presidential Planning*			10	38%	8	31%	8	30%	7	37%
Professional Liability	6	8%	5	7%	11	15%	9	13%	8	11%
Professional Practice Standards*	3	19%	3	17%	2	15%	2	15%		
Professionalism	22	30%	17	30%	18	34%	22	42%	18	35%
Quality of Life/Balance	24	47%	21	58%	27	68%	21	64%	21	62%
Review & Certifying Board*			6	46%	3	33%	8	62%	5	56%
Senior Lawyers	3	4%	3	5%	3	8%	4	9%	4	9%
Sports, Entertainment & Art	13	18%	14	29%	16	30%	17	32%	17	37%
Statutory Law	12	25%	9	26%	13	30%	13	33%	12	30%
Technology & PBA Website*					5	23%	4	19%		
Unauthorized Practice of Law	18	22%	16	20%	18	23%	13	21%	13	23%
Women in the Profession Commission	321	97%	427	97%	635	97%	674	98%	720	98%
Totals	1169		1377		1813	49%	1815	52%	1851	54%

* denotes committee entirely appointed by the PBA President Elect.

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 7 women chairs out of 18 chairs, or 39%, compared to last year when there were 4 woman chairs, or 22%. There are 3 women representatives to the House of Delegates out of 18, or 17%.

- There was 1 woman section chair in 1995, the first year of the Report Card.
- Last year there were 4 women section chairs, 22%.
- This year there are 7 women chairs or 39%, and 3 women section representatives to the House of Delegates, or 17%.

Last year was the first time, women were not under-represented in comparison to their leadership on the council of any section, except Family Law and International Comparative Law. This year women are underrepresented in approximately half of the sections.

		F	M	%F	Chair	Vice	Sec./Treas	Section Del.
Administrative Law	Council	10	21	32%	F	F	M	M
	Members	92	181	34%				
Aeronautical Law	Council	1	6	14%	M	F	-	M
	Members	8	29	22%				
Business Law	Council	9	17	35%	M	F	M/M	M
	Members	396	1437	22%				
Civil Litigation	Council	12	28	30%	M	F	M/F	M
	Members	529	2137	20%				
Criminal Law	Council	1	9	10%	M	M	M	M
	Members	129	523	20%				
Education Law	Council	2	5	29%	M	-	-	M
	Members	86	188	31%				
Elder Law	Council	16	10	62%	F	M	F/M	F
	Members	238	628	27%				
Environmental Law	Council	2	13	13%	M	M	M/M	M
	Members	106	364	23%				
Family Law	Council	26	34	43%	F	M	F/M	M
	Members	656	753	47%				
Intellectual Property	Council	9	14	39%	M	M	F/M	M
	Members	95	312	23%				
Int'l. & Comp.	Council	1	7	13%	M	-	M	M
	Members	40	96	29%				
Labor & Employ.	Council	5	12	29%	F	M	M/M	M
	Members	271	583	32%				
Municipal Law	Council	3	15	17%	M	F	F	M
	Members	102	668	13%				
Public Utility	Council	4	8	33%	M	F	M	F
	Members	55	126	30%				
Real Property	Council	8	15	35%	F	F/M	M/M	M
	Members	539	2078	21%				
Solo & Small Firm	Council	16	19	46%	F	M	F/M	F
	Members	178	621	22%				
Tax Law	Council	2	16	11%	M	M	F	M
	Members	139	636	18%				
Workers Comp	Council	10	38	21%	F	M	M/M	M
	Members	181	659	22%				
	Council Totals	137	287	32%	7 of 18	7 of 17	7 of 26	3 of 18
	Member Totals	3840	11360	25%	39%	41%	27%	17%

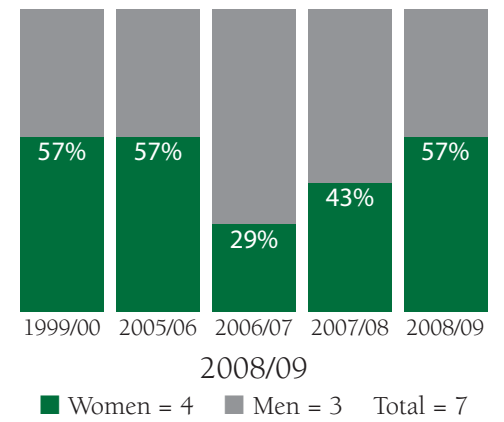
YOUNG LAWYERS DIVISION

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 9,028 members of the Young Lawyers Division, 4,090 women, or 45%, and 4,938 men, or 55%.

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, Chair-Elect, and Immediate Past Chair are men.
- The Secretary, Treasurer, 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 fifteenth 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. Fifteen 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 2009 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 tenth 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 presented from 2002-2008 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.

This year, the Commission on Women in the Profession chose to establish an Honor Roll of legal organizations welcoming women professionals. Nominations were accepted for Pennsylvania firms, corporate law departments or other organizations of lawyers providing legal services, either public or private. The Honor Roll honors those firms that have instituted programs or initiatives that have resulted in helping women lawyers continue and advance in their professional careers.

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

Honor Role of Legal Organizations Welcoming Women Professionals

2009 Cozen O'Connor | Hanglely Aronchick Segal & Pudlin, P.C. | K&L Gates | Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C.
 Oliver, Price & Rhodes | Raynes McCarty | Saul Ewing LLP | Women's Bar Association of Western Pennsylvania | White and Williams LLP

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.

2009 Hon. Cynthia A. Baldwin	2004 Hon. Donetta W. Ambrose	1999 Leslie Anne Miller
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

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.

2009 Mary Sue Ramsden	2007 Carolyn P. Short	2005 Melinda C. Ghilardi
2008 Kimberly A. Brown	2006 Elizabeth Maguschak	2004 Kerry A. Kearney

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Melinda C. Ghilardi, Co-Chair, Federal Public Defender's Office, MDPA

Molly Barker Gilligan, Co-Chair, Law Offices of Daniel Siegel LLC

Phyllis Horn Epstein, Epstein, Shapiro & Epstein, P.C.

Lucinda Glinn, Commonwealth of Pennsylvania, Office of Open Records

Lila Roomberg, Ballard Spahr Andrews & Ingersoll, LLP

Renee Mattei Myers, Eckert Seamans Cherin & Mellot LLC

Tammie Spicijarich, PBA Commission on Women in the Profession Staff Liaison

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