Women In The Profession

REPORT CARD
Commission on Women, chaired by Leslie Byrd, has issued an interim report in establishing the PBA women's division. The division is expected to address the gender disparity in the profession and leadership roles of women in the PBA.

The purpose of the report is to illustrate the position of women in the PBA.

The report concludes that women face significant barriers and challenges in the profession. The report recommends several strategies to address these issues, including mentorship programs, networking events, and support for women's leadership roles.

In the 1990s, the PBA's Women's Committee was established to address these issues. The committee has worked to increase the number of women in leadership positions and to promote gender equality within the profession.

The involvement of women lawyers in the PBA is growing, and the PBA Women's Committee plays a critical role in supporting this growth. The committee has sponsored several initiatives, including a mentorship program and a networking event.

Looking to the future, the PBA Women's Committee aims to continue to advocate for gender equality and strive for greater representation of women in leadership roles.
Pennsylvania Supreme Court and the woman law movement. Two years later, the first woman state supreme court judge, Mary K. McSorley, was appointed to the Pennsylvania Supreme Court.

Anne X. Affern was a woman who graduated from the University of Pennsylvania law school. She became a successful trial lawyer. After becoming a successful trial lawyer, she began to advocate for women's right to vote. She was appointed to the Pennsylvania Supreme Court in 1880.

Catherine Bingham Kinkead was the first woman to be appointed to the Pennsylvania Supreme Court. She was appointed in 1880.
Norma L. Shapiro was the first woman to serve as a U.S. District Court Judge for the Eastern District of Pennsylvania. Before her appointment to the court, Judge Shapiro was a partner in the Philadelphia law firm of Dechert, Price & Rhoads. A graduate of the University of Michigan and the University of Pennsylvania Law School, Judge Shapiro has always taken an active role in organizations and on committees dedicated to enhancing the legal profession. She is a former member of the Federal Civil Judicial Procedures committee, and served as a reviewing member of the Hearing Committee of the Disciplinary Board of the State Supreme Court. She is the past secretary of the National Conference of Federal Trial Judges, Judicial Administration Division, and a former chair of the Philadelphia Bar Association Board of Governors. Judge Shapiro also served as a member of the Pennsylvania Bar Association House of Delegates.

In 1981, Phyllis W. Beck became the first woman judge on Pennsylvania’s Superior Court following her appointment by Gov. Dick Thornburgh. Graduating first in her class in the 1967 evening division of Temple University School of Law, Judge Beck was elected to the Superior Court in 1983 and retained for a second 10-year term in 1993. In 1987, Gov. Robert P. Casey appointed her to head a special 23-member commission on judicial reform. She is a member of the PBA Commission on Women in the Profession.

Roslyn M. Litman graduated first in her class from the University of Pittsburgh School of Law in 1952. In 1958, she became the first woman appointed to the University of Pittsburgh School of Law’s faculty. A founding partner of Pittsburgh’s Litman, Litman, Harris & Brown P.C., she holds the honor of being the first woman lawyer to serve on the PBA Board of Governors and the first woman president of the Allegheny County Bar Association. She is a permanent delegate to the 3rd U.S. Circuit Court of Appeals and a member of the PBA Commission on Women in the Profession.

Leslie Anne Miller, a partner with Philadelphia’s McKissick & Hoffman P.C., is an alumna of Mount Holyoke College, the Dickinson School of Law and the Eagleton Institute of Politics. She also holds an L.L.M. in Trial Advocacy from Temple University School of Law. Miller has a number of PBA firsts to her credit – first woman chair of the Young Lawyers Division, first woman officer and secretary on the PBA Board of Governors, and first woman chair of the PBA House of Delegates. She also serves as the first chair of the PBA Commission on Women in the Profession.

Joy Flowers Conti, a partner with Pittsburgh’s Kirkpatrick & Lockhart, graduated first in her class from Duquesne University School of Law. She is recognized as one of the pioneers of the field of real estate law. She has achieved many milestones through her leadership in the Allegheny County, Pennsylvania and American Bar Associations. In addition to chairing numerous PBA committees and sections, Mrs. Conti was appointed in 1993 by President William C. Cassebaum as the first woman to serve as an ex-officio governor on the PBA Board of Governors. For her outstanding service to women, the legal profession and the community, Mrs. Conti was named in 1995 as the second recipient of the Anne X. Alpern Award by the PBA Commission on Women in the Profession.

All of these women have made significant contributions, both to the legal profession and the organized bar. As this report card shows, the number of women lawyers involved and their opportunity to move on the leadership track in the PBA continues to increase. Through these efforts, the list of women leaders within the PBA should continue to grow well into the 21st century.
In the report, the percentage of female members who were knowledgeable about the associations and sections, such as chair or vice chair, also have been included.

Within the committees and sections, such as chair or vice chair, also have been included.

The VIP Book publication every year. By the RBA, we produce. The calculation of gender breakdown is based on the RBA’s VIP Book and membership records. A thorough review of this report reveals some specific information about the Pennsylvania Bar Association.

To focus on the role women have thus far played in the RBA, the Pennsylvania Bar Association has developed this report card at the RBA’s annual meeting in July 1996. The future of women in the RBA, the Pennsylvania Bar Association, and the profession are discussed. The report card illustrates the participation and engagement of women in the RBA. The Pennsylvania Bar Association has developed this report card to provide a comprehensive overview of the participation and engagement of women in the RBA.
Women Membership
23.6%

Total Members 27,363
Women 6,497
Men 20,866

Women in the PBA Today
In addition to active membership, the association also offers associate membership.

In the local percentage reflected in this report, membership to lawyers not admitted to practice in PA. Those members are not included in the total.

1990-94: However, women today represent nearly 24 percent of the PA members. Specific statistics are not available from the PBA data base for the years.

As overall membership in the PBA is growing, so is the percentage of women admitted to practice law in Pennsylvania.

Above membership in the PBA is open to any lawyer in good standing who...
Within the PBA, the trend toward increased participation of women in governing positions continues in the composition of the board. This increase suggests a growing role for women in the PBA, representing approximately 2 percent of women in the board positions for the period from 1999/94/95 to 1994/94/95, a record-setting year for the number of members. The number of women on the board and the representation of women have increased over time. The PBA is committed to ensuring that women are represented on the board. The number of women on the board in the period from 1999/94/95 to 1994/94/95 has increased from 12.5% to 20.8%.

The PBA board of governors is the body that manages and carries out the policies established by the House of Delegates. The board is comprised of the following officers:

- President
- President-Elect
- Vice President
- Secretary
- Treasurer
- Immediate Past President
- Immediate Past Secretary
- Immediate Past Treasurer
- Immediate Past President-Elect
- Past President-Elect
In 1996, Yolanda Barco was the first woman to become a member of the House of Delegates. Barco was appointed to terms of election and served as the first woman to become a member of the House of Delegates. She was appointed to serve the first term in 1996.

- The Pennsylvania Bar Association
- The Pennsylvania Bar Association's House of Delegates
- The House of Delegates is comprised of the following members:
  - Chair of the House of Delegates: Yolanda Barco
  - President: President of the Pennsylvania Bar Association
  - President-elect: President-elect of the Pennsylvania Bar Association
  - Secretary: Secretary of the Pennsylvania Bar Association
  - Treasurer: Treasurer of the Pennsylvania Bar Association
  - Other officers: President, President-elect, Vice-President, Secretary, Treasurer

The Pennsylvania Bar Association (PBA) is the body charged with setting the policy of the Pennsylvania Bar Association.
Instances of sexual abuse have affected the percentages of women vs. men in some of the study's areas. Fluctuations in membership and number of residents are moving toward a balance. In 1992-93, there were more women residents in Zone 1. By 1993-94, the percentages were equal, and by 1994-95, they were decreasing.

In 1996, the percentages of women residents in Zones 1, 2, and 3 were nearly equal. In Zone 4, the percentage of women residents was slightly higher than in Zone 5. In Zone 6, the percentage of women residents was slightly lower than in Zone 7. In Zone 8, the percentage of women residents was slightly higher than in Zone 9. In Zone 10, the percentage of women residents was slightly lower than in Zone 11. In Zone 12, the percentage of women residents was slightly higher than in Zone 13.

The percentage of women residents in Zone 14 was slightly lower than in Zone 15. In Zone 16, the percentage of women residents was slightly higher than in Zone 17. In Zone 18, the percentage of women residents was slightly lower than in Zone 19. In Zone 20, the percentage of women residents was slightly higher than in Zone 21. In Zone 22, the percentage of women residents was slightly lower than in Zone 23.

The percentage of women residents in Zone 24 was slightly lower than in Zone 25. In Zone 26, the percentage of women residents was slightly higher than in Zone 27. In Zone 28, the percentage of women residents was slightly lower than in Zone 29. In Zone 30, the percentage of women residents was slightly higher than in Zone 31. In Zone 32, the percentage of women residents was slightly lower than in Zone 33.

In Zone 34, the percentage of women residents was slightly higher than in Zone 35. In Zone 36, the percentage of women residents was slightly lower than in Zone 37. In Zone 38, the percentage of women residents was slightly higher than in Zone 39. In Zone 40, the percentage of women residents was slightly lower than in Zone 41. In Zone 42, the percentage of women residents was slightly higher than in Zone 43.
two women in 1994/95, representing nine percent of the committee. In the following years, no women held positions on the committee. Between 1993/94, one woman held a seat on the committee.

- The immediate past chair of the Young Lawyers Division
- The immediate past president of the PBA
- The woman governor
- The minority governor
- All zone governors

The committee consists of the Board of Governors, elected by the association. One candidate is presented to the House of Delegates for each of the general offices.
chair and vice chair positions were held by women. Positions in committees was only recently began to rise. Women held 1/3 chairs. In committee, the number of women occupying leadership positions in committees is by presidential appointment only.

nonsponsored characteristics of the committees. Membership in sponsored higher tier average participation may be explained by the appointed and non-sponsor membership in the PBA. The higher than the percentage of female membership in the PBA.

The percentage of women on the "average" committee is 29 per cent. Currently, the percentage of women in the PBA is approximately 24 per cent.

women in the remaining committees. In 1995, the percentage of women on the remaining committees was approximately 79 per cent. Women members of the legal services for exceptional children committee have a history of strong women participation. The table indicates the percentage of women members in each of the 38 committees.

the lack of legal education. Generally, each committee has a chair, vice chair, and address an area of concern in the practice of law and advocacy concerning

in 1995, there were 28 committees. Each of the 28 committees
<table>
<thead>
<tr>
<th>Year</th>
<th>Committee Name</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>1991</td>
<td>General Assembly</td>
<td></td>
</tr>
<tr>
<td>1992</td>
<td>Judiciary Committee</td>
<td></td>
</tr>
<tr>
<td>1993</td>
<td>Committees</td>
<td></td>
</tr>
<tr>
<td>1994</td>
<td>Committees</td>
<td></td>
</tr>
<tr>
<td>1995</td>
<td>Committees</td>
<td></td>
</tr>
</tbody>
</table>

Note: The table is incomplete and requires further data to be filled in.
More than 33 percent of female members and female section councils were comprised of women in 1975, but the number decreased by four sections, bringing the number of female members in active membership in 1975 to 33 percent. Women held the position of section chair and section clerk. Six women held the position of section clerk in 1975. The number of women serving as section chairs also increased from eight to 33 percent of female members in 1975. Women held section chair and section clerk positions, and 16 of the 57 section leaders were women.

According to the chart, the number of female members increased from 1972 to 1976, with a peak in 1976. The overall trend shows an increase in the representation of women in leadership positions within the Pennsylvania Bar Association sections.

Sections
Pennsylvania Bar Association
This participation has resulted in an increase in leadership roles by women over the past five years. Women have a history of actively participating in the Young Lawyers Division.

- Atty. D. Direct Representative
- Division Director and Chair
- Treasurer
- Secretary
- Immediate Past Chair
- Chair
- Chair

The leadership positions in the YLD are:

Regardless of age, the YLD's membership is approximately 1.2% of all attorneys.

The Pennsylvania Bar Association's membership includes those attorneys who are attorneys of the YLD and those lawyers who are more experienced in the field.
create a strong and vital Bar. Prepared to meet the challenges of the 21st century, these all members working together to achieve such an increase will serve to increase the number of women in leadership positions will increase as the membership of women in the Bar increases. It is envisioned by this report card to bring to the attention of the Bar the presentation of this Report Card. It is also intended that this report card and the statistics it contains the significant service rendered to date by women in the legal profession.
Debra Coodman
Liane Z. Codd Blau
Jane C. Corman
Noni F. Frisch
H. Robert Fried
Vanessa M. Daniel
Joy Powers Camin
Michael M. Coleman

Hon. Lisa K. Chen
Benny B. Goodman
Phillip T. Bookspan
Brian Dyshak

Judith E. Beremand
Elizabeth L. Bowern
Ann L. Beigel
Hon. Philip W. Beck
Diane Comn Bass
Zarin K. Aushin
Robert D. Irwin

CEO Chair
Lisa Anne Miller
Chair

COMMISSION ON WOMEN IN THE PROFESSION
PENNSYLVANIA BAR ASSOCIATION

Hon. Norma L. Shapiro
Lisa C. Boonmee
Hon. Roslyn K. Robinson
Catherine L. Baer
d Amy Prunin
Robin G. Pollock
Mary E. Plan
Sarah L. Penzold
Teresa O'Donnell
Leonne Vortman
Tanya D. Newmark
Grace Chen A. Handcock
Kathleen D. Block
Christine E. Miller
Carol S. Millicent
Lauralee Marsh
Laurel A. Mits
Arielle Poles Lomn
Honorable Robert Leifer
Sandra Weintraub
Hon. Carolyn E. Levine
Audrey C. Teleky
Bonne S. Simon
Betsy Amn Scorer
Toby Slawsky

PBA Staff Liaisons

Francis J. O'Rourke
Elizabeth K. Bertrand

Commission on Women in the Profession
Pennsylvania Bar Association