



Goal III Report

An Annual Report on Women's Advancement into Leadership Positions in the
American Bar Association • February 2012



Goal III Report

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Introduction

In 1918, Mary Florence Lathrop of Denver, Colorado became the first woman member of the American Bar Association (“ABA” or “Association”) out of a total membership of 11,000. Relevant gender statistics for the ABA are difficult to find for the next few decades, but we know that by 1951, women represented 3% of the lawyer population. Sixty years later, women lawyers account for 31.0% of the profession and 31.7% of Association membership.

Sixty-eight years after Ms. Lathrop joined the ABA, the ABA adopted Goal IX as one of its association goals. That goal supported the “full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities” and required the ABA to “develop and encourage initiatives that will ensure full and equal participation of minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities in bar activities.” In 2008, the ABA revised its goals, and Goal IX became Goal III, which likewise seeks to eliminate bias and enhance diversity. Its objectives are to promote full and equal participation in the Association, our profession, and the justice system by all persons and to eliminate bias in the legal profession and the justice system.

In August, 1987, the ABA created the Commission on Women in the Profession (“Commission”) to assess the status of women in the legal profes-

sion, identify barriers to advancement, and recommend to the ABA actions to address problems identified by the Commission. Led by its first chair, Hillary Rodham Clinton, the Commission set out to change the face of the legal profession with its groundbreaking report to the ABA House of Delegates in 1988 showing that women lawyers were not advancing into leadership positions at a satisfactory rate.

To ensure that the ABA would promote women’s advancement in the Association, the Commission created in 1991 the *Goal IX Report Card* (“Report”), which measures the progress of women in ABA leadership positions. The Report, now the *Goal III Report*, is issued annually and analyzes women’s participation in the Association’s Board of Governors, House of Delegates, committees, sections and divisions, standing and special committees, and forum committees. A historical review of these Reports reveals findings that are both encouraging and discouraging. While the overall trend from 1991 to 2012 in the percentage of women holding ABA leadership positions is upward, the rate of increase has remained relatively static or slightly decreased in recent years. However, the Commission is pleased to report that for 2011-2012, the percentage of women in ABA leadership positions increased in three of the four categories, as set forth below.

Women in ABA Leadership Positions
(Percentages)

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Board of Governors	12.0	17.0	21.6	28.9	28.9	35.0	28.9	28.9	35.0	36.8
House of Delegates	11.0	21.3	23.8	26.5	27.7	28.4	28.8	27.9	31.3	31.9
Section/Division Chairs	4.0	25.9	25.0	32.1	35.7	32.1	32.1	32.1	39.3	28.6
Section/Division Officers	10.2	27.4	25.9	31.0	29.4	29.2	34.9	32.3	31.2	33.2

Women Lawyers in the ABA and in the Profession (Percentages)

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
ABA Lawyer Members	22.0	25.3	28.5	30.4	31.5	31.4	31.9	32.1	31.6	31.7
Legal Profession	22.0 (approx)	24.0	27.0	29.4	30.2	30.1	31.6	31.0	31.0	31.0

During these past 21 years, women have reached several milestones at the top level of leadership of the ABA. In 1995, the Association invested its first woman president, Roberta Cooper Ramo. The ABA's first woman chair of the House of Delegates, Martha W. Barnett, took office that same year. The past 14 years have included three more women presidents – Martha W. Barnett (2000-2001), Karen J. Mathis (2006-2007), and Carolyn Lamm (2009-2010) – and the current president-elect, Laurel Bellows (2011-2012 presidential term). Three more chairs of the House of Delegates – Karen J. Mathis (2000-2002), Laurel Bellows (2006-2008), and Linda A. Klein (2010-2012) – are women. As encouraging as that progress is, only four out of 21 presidents (19.0%) and four out of 11 chairs of the House of Delegates (36.4%) within the past 21 years have been women. The same time period has included four women secretaries out of eight (50.0%) and one woman treasurer out of eight (12.5%).

Since the first *Goal IX Report* was published, the number of women in the profession has increased to presently comprise 31.0% of the more than one million lawyers in the United States. Significantly, the number of women lawyer ABA members has also increased to 31.7% of the approximately 326,000 lawyer members of the world's largest voluntary professional association. While focusing on the number of women lawyers that join the ABA is beyond the scope of this Goal II Report, it is important to note that women comprised 49.5% of the graduates of the nation's law schools in 2004, the highest percentage to date; in 2010, the percentage decreased to 47.1%. With the percentage of women just out of law school being considerably higher than the percentage of women in the profession (31.0%), one would expect to see an upward shift in the overall percentage of women in the profession. That is not the case, however, and is a sign that accelerated efforts are needed if we are to see the level playing field contemplated by Goal III.

Women lawyers are joining the ABA in recent years in numbers commensurate with or higher than the percentage of women in the profession. Therefore, every effort must be taken to continue to attract and recruit women lawyers,

including recent graduates, and advance them within the Association.

This Report is based upon data provided by the reporting entities. The following statistics and comments provide a basis for evaluating the status of women in the ABA. They also reflect the need for a continued effort toward establishing satisfactory numbers for participation of women lawyers, consistent with Goal III.

This Report and the Reports from 2005 through 2012 are available online in PDF format at www.ambar.org/Goal3Women. To further assist you in evaluating your entity's progress and in comparing statistics with other entities, we have compiled the data presented in previous *Goal IX/Goal III Reports*. The historical data are presented by entity and by criterion (chairs, officers, etc.) and also are available online at www.ambar.org/Goal3Women.

In 2008, the Commission entered its third decade. For the past 23 years, it has been the leading voice for women lawyers, working to help women advance and succeed in all sectors of the profession, as well as the ABA. By improving the status of women in the profession, the Commission has helped to address and stem the attrition of women from the profession. Also, it has been at the forefront to increase the number of women in leadership positions within the ABA, law firms, corporations, government, and academia. Indeed, it is striking that there is a correlation between the attainment of leadership in the ABA and national recognition as a leading woman lawyer. We can be proud of the opportunities available to women today versus 20+ years ago. This further underscores the importance of the ABA in enabling women to achieve prominence and distinction.

An analysis of the Goal III/IX reports over the years makes it clear that we cannot afford to rest on our laurels. We also renew our efforts to open doors, break down barriers, and continue to fill the pipeline of women in all arenas in the legal profession. Much work remains to be done, but the Commission is committed to achieving true gender equality within the profession and the Association.



Executive Summary—Key Findings

American Bar Association

- Women comprise 31.7% of the lawyer members of the ABA.
- Women comprise 32.9% of the lawyer, associate, and student members of the ABA.

House of Delegates

- Overall, women comprise 31.9% of the House of Delegates, more than the ratios of women in the profession (31.0%) and women lawyers in the ABA (31.7%).
- Nominating Committee – women constitute 38.8% of this committee’s members, more than the representation of women in the profession and women lawyers in the ABA. Without the three women member-at-large positions, this figure would be 35.9%.

Area of Concern: Currently, 14 jurisdictions have no women delegates – Alabama, American Samoa, Delaware, Guam, Montana, Nevada, New Hampshire, North Carolina, North Dakota, Northern Mariana Islands, Rhode Island, South Dakota, Vermont, and Wyoming. Ten states – Alabama, Indiana, Kentucky, Missouri, New Jersey, North Carolina, Ohio, Oklahoma, Virginia, and Washington – have at least two delegates elected by ABA entities (sections, for example), none of whom are women.

Board of Governors

- Women constitute 36.8% of the Board of Governors, more than the ratios of women in the profession and women lawyers in the ABA. Without the two women members-at-large, the percentage of women on the Board would be 33.3%.

Standing and Special Committees

- Women represent 44.2% of President Wm. T. (Bill) Robinson’s 751 committee appointments.
- Of his chair appointments, 33.0% are women.

Sections and Divisions

- Women represent 38.1% of members of ABA sections and divisions.
- Women chair eight of the 28 sections and divisions (28.6%), a percentage less than the percentages of women lawyers in the profession and women lawyers in the ABA.
- Women constitute 33.2% of section/division officers.
- Eight sections/divisions have women holding 50% or more of their offices.
- Eleven sections/divisions have a higher percentage of women officers than the percentage of their women membership.
- Overall, women comprise 39.5% of the membership of section/division councils.
- In eight councils, women constitute less than 30% of council members.
- Women comprise 43.6% of section/division nominating committee membership.
- Women constitute 37.0% of section/division committee chairs and vice-chairs.

Area of Concern: The percentage of women section and division chairs is in a significant downward trend, from 32.1% in 2008-2009 and 2009-2010 and 39.3% in 2010-2011 to 28.6% in 2011-2012. The percentage of women chairs-elect for 2011-2012 is even lower, at 25.9%.

Publication Authors

- Of those who wrote books or chapters within books published by sections and divisions in 2010-2011, 36.5% were women.

Programming Faculty


- For programs presented by sections and divisions in 2010-2011, 36.5% of the faculty were women.

Forums

- Of the six forums, two have more than 30% women serving as officers.
- Two forum chairs are women.

Section Officers Conference

- Of the 13 filled positions on the SOC executive committee, six (including the SOC chair) are women (46.2%).



House of Delegates

House of Delegates

The House of Delegates (“House”) is the policy-making body of the American Bar Association. Action taken by the House of Delegates on specific issues becomes official ABA policy. Members of the House arrive there by many different routes and may wear several different hats over the course of their service in the House. Although the specific composition of the House varies each year, the ABA Constitution authorizes approximately 550 House of Delegates members:

52	State Delegates
220	State Bar Association Delegates
86	Local Bar Association Delegates
28	Affiliated Organization Delegates
72	Section, Division, and Conference Delegates
18	Delegates-at-Large
70	Present and Former Officers and Board Members
2	Ex Officio Members
1	American Samoa Bar Association
1	Guam Bar Association
1	Commonwealth of the Northern Mariana Islands Bar Association
1	Virgin Islands Bar Association

Since 1991, there has been an increase in the percentage of women in the House of Delegates. In Association years 2002-2003 and 2003-2004, the percentage of women in the House equaled the percentage of women in the ABA. It is particularly noteworthy that this year, the percentage of women in the House is 31.9% (172 women out of 540 delegates elected as of the end of September), which is 2% higher than last year, higher than the percentage of women lawyers in the profession (31.0%), and lower than the percentage of women in the ABA (32.9%). It is critical that women actively seek election as state delegates, state bar delegates, local bar delegates, and representatives of affiliated organizations. The Commission on Women encourages individual

Association members and delegates to the House, as well as the entities represented in the House, to actively promote women as candidates.

House Delegation by State

Members of the House are seated and reported by their state of residence, regardless of their electing constituency. A House member may serve in any one of nine representative capacities: state delegate, state bar, local bar, affiliated organization, section/division, delegate-at-large, member-at-large, past officer/member of the Board of Governors, and current officer/member of the Board.

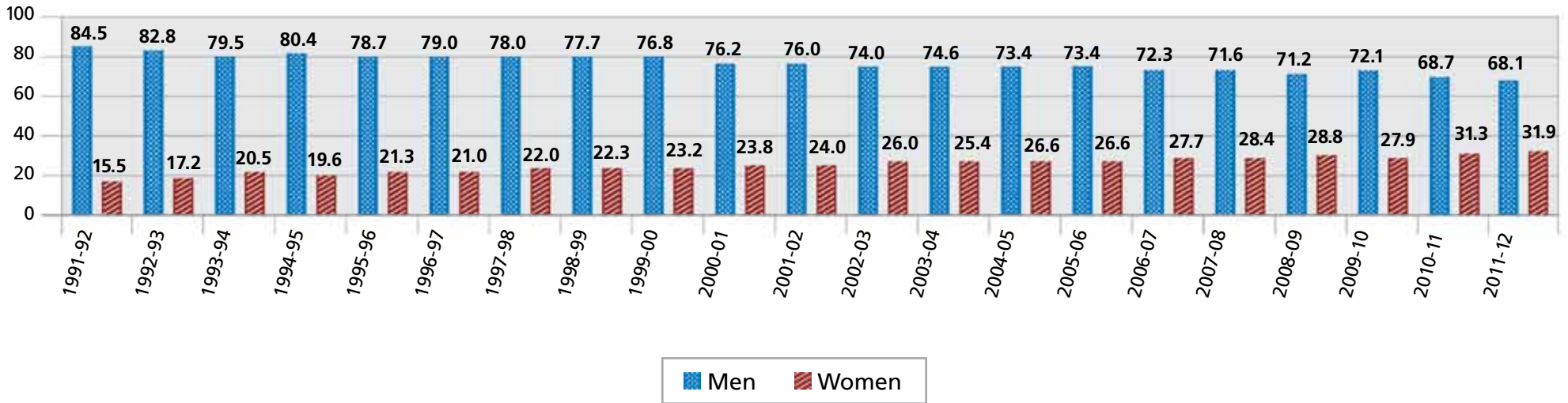
Currently, 14 jurisdictions have no women delegates – Alabama, American Samoa, Delaware, Guam, Montana, Nevada, New Hampshire, North Carolina, North Dakota, Northern Mariana Islands, Rhode Island, South Dakota, Vermont, and Wyoming. Ten states – Alabama, Indiana, Kentucky, Missouri, New Jersey, North Carolina, Ohio, Oklahoma, Virginia, and Washington – have at least two delegates elected by ABA entities (sections, for example), none of whom are women.

This lack of representation of women is very disheartening, particularly given how many opportunities are available for women’s participation. The Commission stands ready to meet with any state delegation and any ABA entity to assist in promoting women’s election as delegates.

State Delegates to the House

There are 52 state delegates representing the 50 states, the District of Columbia, and Puerto Rico. The state delegate serves as the chair of the delegate group from the state and serves as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction. Seventeen women serve as state delegates (32.7%), a number higher than the percentage of women in the House and the profession and roughly equal to the percentage of women in the ABA.

House of Delegates 1991-2011
(Percentages)



State Bar Association Delegates to the House

A state bar association is entitled to at least one delegate in the House of Delegates. State bar associations may have up to six delegates, depending on the number of lawyers and ABA members in the state. If a state bar is entitled to five or more delegates, then at least one must be a “young lawyer.” A “young lawyer” must be younger than 35 years of age at the beginning of his/her term. Of the 226 state bar delegates elected as of late September, 2011, 81 are women (35.8%).

Alabama, Nevada, and North Carolina have two or more state bar delegates and currently no women in their ranks. American Samoa, Delaware, Guam, Hawaii, Maine, Montana, New Hampshire, New Mexico, North Dakota, Northern Mariana Islands, Rhode Island, South Dakota, Vermont, and Wyoming have only one state bar delegate, and none of these are women.

Local Bar Association Delegates

A local bar association that has 2,000 or more members is entitled to one delegate in the House; some associations may have more than one delegate.

Twenty local bar association delegates are women (28.1%). This percentage is lower than the ratio of women lawyers in the profession (31.0%) and in the ABA (31.7%).

Delegates-at-Large

Delegates-at-large are selected by an open election process at the ABA Annual Meeting. Association members registered for the Annual Meeting are entitled to vote for six at-large delegates, but those elected must be from different geographical districts. There are a total of 18 at-large delegates, six elected each year for three-year terms. Of the 18 delegates-at-large, six are women (33.3%), a significant drop from last year (44.4%).

Members-at-Large

Those appointed to the House Nominating Committee as minority or women members-at-large who are not already members of the House become “members-at-large” of the House of Delegates. There can be between zero and six such members-at-large. This year, of the four members-at-large, three are women (75.0%).

Overview of the House of Delegates – Non-ABA Entities (As of 9/28/11)

State/Territory	State Delegate		State Bar Delegate		Local Bar Delegate		Affiliated Organization		Non-ABA Subtotals			Grand Totals – Non-ABA + ABA Entities (Page 10)			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	%Female	Total	Male	Female	%Female
Alabama	1	0	4	0	1	0	0	0	6	0	0.00%	9	9	0	0.00%
Alaska	0	1	0	1	0	0	0	0	0	2	100.00%	2	0	2	100.00%
American Samoa	0	0	1	0	0	0	0	0	1	0	0.00%	1	1	0	0.00%
Arizona	0	1	3*	1*	1	0	0	1	4*	3*	42.86%*	11*	6*	5*	45.45%*
Arkansas	1	0	1	1	0	0	0	0	2	1	33.33%	4	3	1	25.00%
California	1	0	5	6	6	3	1	0	13	9	40.91%	31	19	12	38.71%
Colorado	0	1	4	2	1	0	0	0	5	3	37.50%	11	7	4	36.36%
Connecticut	0	1	4	2	0	0	0	0	4	3	42.86%	8	4	4	50.00%
Delaware	1	0	1	0	0	0	1	0	3	0	0.00%	4	4	0	0.00%
District of Columbia	0	1	7	3	0	0	5	1	12	5	29.41%	33	22	11	33.33%
England	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Florida	0	1	6	2	3	3	3*	0*	12*	6*	33.33%*	30*	19*	11*	36.67%*
Georgia	1	0	4	3	1	0	0	0	6	3	33.33%	14	9	5	35.71%
Guam	0	0	1	0	0	0	0	0	1	0	0.00%	1	1	0	0.00%
Hawaii	0	1	1	0	0	0	0	0	1	1	50.00%	2	1	1	50.00%
Idaho	1	0	0	1	0	0	0	0	1	1	50.00%	3	2	1	33.33%
Illinois	1	0	5	3	1	2	0	0	7	5	41.67%	18	10	8	44.44%
Indiana	1	0	3	2	1	0	0	0	5	2	28.57%	9	7	2	22.22%
Iowa	1	0	1	1	0	0	0	0	2	1	33.33%	4	3	1	25.00%
Kansas	0	1	0	2	0	0	0	0	0	3	100.00%	4	1	3	75.00%
Kentucky	0	1	3	1	1	0	0	0	4	2	33.33%	10	8	2	20.00%
Louisiana	1	0	3	3	1	1	0	0	5	4	44.44%	11	6	5	45.45%
Maine	0	1	1	0	0	0	0	0	1	1	50.00%	3	2	1	33.33%
Maryland	1	0	6	1	2	0	1	0	10	1	9.09%	15	12	3	20.00%
Massachusetts	0	1	2*	1*	0	1	0	1	2*	4*	66.67%*	14*	6*	8*	57.14%*
Michigan	1	0	3	4	1	0	1	0	6	4	40.00%	14	9	5	35.71%
Minnesota	0	1	6	1	1	1	0	0	7	3	30.00%	14	10	4	28.57%
Mississippi	1	0	1	1	0	0	0	0	2	1	33.33%	4	3	1	25.00%
Missouri	1	0	4	3	2	0	1	0	8	3	27.27%	14	11	3	21.43%
Montana	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.00%
Nebraska	0	1	0*	0*	0	0	0	0	0*	1*	100.00%*	1*	0*	1*	100.00%*
Nevada	1	0	2	0	1	0	0	0	4	0	0.00%	4	4	0	0.00%
New Hampshire	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.00%
New Jersey	1	0	4	3	3	0	0	1	8	4	33.33%	15	11	4	26.67%
New Mexico	0	1	1	0	0	0	0	0	1	1	50.00%	4	2	2	50.00%
New York	1	0	9	2	6*	4*	1	1	17*	7*	29.17%*	32*	21*	11*	34.38%*
North Carolina	1	0	7	0	1	0	1	0	10	0	0.00%	13	13	0	0.00%
North Dakota	1	0	1	0	0	0	1	0	3	0	0.00%	4	4	0	0.00%
No. Mariana Islands	0	0	1	0	0	0	0	0	1	0	0.00%	1	1	0	0.00%
Ohio	0	1	3	4	2	1	2	0	7	6	46.15%	18	12	6	33.33%
Oklahoma	1	0	2	2	2	0	0	1	5	3	37.50%	12	9	3	25.00%
Oregon	1	0	1	3	1	0	0	0	3	3	50.00%	7	3	4	57.14%
Pennsylvania	1	0	4	4	3	1	1	0	9	5	35.71%	18	11	7	38.89%
Puerto Rico	1	0	1*	2*	0	0	0	0	2*	2*	50.00%*	5*	3*	2*	40.00%*
Rhode Island	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.00%
South Carolina	1	0	2	1	0	0	0	0	3	1	25.00%	8	6	2	25.00%
South Dakota	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.00%
Tennessee	1	0	4	1	1	1	1	0	7	2	22.22%	15	10	5	33.33%
Texas	1	0	4	4	5	2	0	1	10	7	41.18%	25	16	9	36.00%
U.S. Virgin Islands	0	0	0	1	0	0	0	0	0	1	100.00%	2	1	1	50.00%
Utah	0	1	1	1	0	0	0	0	1	2	66.67%	3	1	2	66.67%
Vermont	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.00%
Virginia	1	0	5	2	1	0	1	0	8	2	20.00%	14	12	2	14.29%
Washington	0	1	3	4	1	0	0	0	4	5	55.56%	14	9	5	35.71%
West Virginia	1	0	0	1	0	0	0	0	1	1	50.00%	3	2	1	33.33%
Wisconsin	1	0	4	1	1	0	0	0	6	1	14.29%	8	6	2	25.00%
Wyoming	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.00%
Totals	35	17	145	81	51	20	21	7	252	125	33.16%	540	368	172	31.85%
Totals (Men + Women)	52		226		71		28		377						
% of Women	32.69%		35.84%		28.17%		25.00%		33.16%			31.85%			

* Indicates that one (or more) position(s) is currently vacant.

NOTE: A delegate who is both a present and past officer/member of the Board of Governors is represented once in her/his present capacity

Overview of the House of Delegates – ABA Entities (As of 9/28/11)

State/Territory	Section/Division Delegate		Delegate-at-Large		Member-at-Large		Former Officer/BOG		Current BOG or Officer		ABA Subtotals		Grand Totals – Non-ABA (Page 9) + ABA Entities				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	%Female	Total	Male	Female	%Female
Alabama	1	0	0	0	0	0	2	0	0	0	3	0	0.00%	9	9	0	0.00%
Alaska	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	0	2	100.00%
American Samoa	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Arizona	0	1	2	0	0	0	0	0	0	1	2	2	50.00%	11*	6*	5*	45.45%*
Arkansas	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	4	3	1	25.00%
California	4	2	0	0	0	0	0	0	2	1	6	3	33.33%	31	19	12	38.71%
Colorado	1	0	0	0	0	0	0	1	1	0	2	1	33.33%	11	7	4	36.36%
Connecticut	0	1	0	0	0	0	0	0	0	0	0	1	100.00%	8	4	4	50.00%
Delaware	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	4	4	0	0.00%
District of Columbia	9	4	1	0	0	0	0	1	0	1	10	6	37.50%	33	22	11	33.33%
England	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	1	1	0	0.00%
Florida	2	3	1	0	0	0	2	1	2	1	7	5	41.67%	30*	19*	11*	36.67%*
Georgia	1	0	0	1	0	0	1	0	1	1	3	2	40.00%	14	9	5	35.71%
Guam	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Hawaii	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	1	1	50.00%
Idaho	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	3	2	1	33.33%
Illinois	2	0	0	0	0	0	1	0	0	3	3	3	50.00%	18	10	8	44.44%
Indiana	1	0	0	0	0	0	0	0	1	0	2	0	0.00%	9	7	2	22.22%
Iowa	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	4	3	1	25.00%
Kansas	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	4	1	3	75.00%
Kentucky	0	0	0	0	0	0	2	0	2	0	4	0	0.00%	10	8	2	20.00%
Louisiana	1	0	0	1	0	0	0	0	0	0	1	1	50.00%	11	6	5	45.45%
Maine	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	3	2	1	33.33%
Maryland	1	0	0	1	0	1	1	0	0	0	2	2	50.00%	15	12	3	20.00%
Massachusetts	2	2	0	0	0	0	2	1	0	1	4	4	50.00%	14*	6*	8*	57.14%*
Michigan	0	1	0	0	0	0	2	0	1	0	3	1	25.00%	14	9	5	35.71%
Minnesota	0	0	1	0	0	0	1	0	1	1	3	1	25.00%	14	10	4	28.57%
Mississippi	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	4	3	1	25.00%
Missouri	3	0	0	0	0	0	0	0	0	0	3	0	0.00%	14	11	3	21.43%
Montana	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	3	3	0	0.00%
Nebraska	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1*	0*	1*	100.00%*
Nevada	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	4	4	0	0.00%
New Hampshire	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
New Jersey	2	0	1	0	0	0	0	0	0	0	3	0	0.00%	15	11	4	26.67%
New Mexico	0	0	0	0	0	0	0	1	1	0	1	1	50.00%	4	2	2	50.00%
New York	1	2	1	0	0	1	1	0	1	1	4	4	50.00%	32*	21*	11*	34.38%*
North Carolina	1	0	1	0	0	0	1	0	0	0	3	0	0.00%	13	13	0	0.00%
North Dakota	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	4	4	0	0.00%
No. Mariana Islands	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Ohio	3	0	1	0	0	0	1	0	0	0	5	0	0.00%	18	12	6	33.33%
Oklahoma	2	0	0	0	0	0	2	0	0	0	4	0	0.00%	12	9	3	25.00%
Oregon	0	0	0	1	0	0	0	0	0	0	0	1	100.00%	7	3	4	57.14%
Pennsylvania	1	1	0	0	0	0	1	0	0	1	2	2	50.00%	18	11	7	38.89%
Puerto Rico	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	5*	3*	2*	40.00%*
Rhode Island	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	3	3	0	0.00%
South Carolina	1	0	0	1	0	0	1	0	1	0	3	1	25.00%	8	6	2	25.00%
South Dakota	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	3	3	0	0.00%
Tennessee	1	0	0	1	0	1	1	0	1	1	3	3	50.00%	15	10	5	33.33%
Texas	2	2	1	0	1	0	1	0	1	0	6	2	25.00%	25	16	9	36.00%
U.S. Virgin Islands	0	0	1	0	0	0	0	0	0	0	1	0	0.00%	2	1	1	50.00%
Utah	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3	1	2	66.67%
Vermont	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
Virginia	2	0	0	0	0	0	1	0	1	0	4	0	0.00%	14	12	2	14.29%
Washington	1	0	1	0	0	0	2	0	1	0	5	0	0.00%	14	9	5	35.71%
West Virginia	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	3	2	1	33.33%
Wisconsin	0	0	0	0	0	0	0	0	0	1	0	1	100.00%	8	6	2	25.00%
Wyoming	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
Totals	50	19	12	6	1	3	29	5	24	14	116	47	28.83%	540	368	172	31.85%
Totals (Men + Women)	69		18		4		34		38		163						
% of Women	27.54%		33.33%		75.00%		14.71%		36.84%		28.83%				31.85%		

* Indicates that one (or more) position(s) is currently vacant.

NOTE: A delegate who is both a present and past officer/member of the Board of Governors is represented once in her/his present capacity

House Committees

	2009-2010			2010-2011			2011-2012		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Advisory Committee to Chair of HOD	3	14	21.43%	3	15	20.00%	3	13	23.08%
Credentials & Admissions	4	7	57.14%	3	7	42.86%	3	7	42.86%
Delegate Involvement	n/a	n/a	n/a	4	13	30.77%	3	14	21.43%
Drafting Policies & Procedures	2	5	40.00%	3	5	60.00%	3	5	60.00%
Issues of Concern to the Legal Profession	8	14	57.14%	3	13	23.08%	4	16	25.00%
Resolution & Impact Review	2	8	25.00%	5	13	38.46%	4	13	30.77%
Rules & Calendar	3	5	60.00%	2	5	40.00%	2	5	40.00%
Select Committee	7	15	46.67%	6	16	37.50%	7	16	43.75%
Steering Committee of the Nominating Committee	5	15	33.33%	4	15	26.67%	7	16	43.75%
Technology & Communications	4	12	33.33%	4	10	40.00%	6	11	54.55%
Tellers	5	6	83.33%	4	6	66.67%	5	6	83.33%
Totals	43	101	42.57%	41	118	34.75%	47	122	38.52%

House of Delegates Nominating Committee

The House of Delegates Nominating Committee nominates the Association's officers and Board of Governors at each ABA Midyear Meeting. There are 67 members of the Nominating Committee:

- 52 State Delegates
- 6 Section Delegates
- 6 Members-at-Large - three women and three minority members-at-large
- 1 Senior Lawyers Division delegate
- 1 Young Lawyers Division delegate
- 1 Judicial Division delegate

Currently, 26 women sit on the Nominating Committee (38.8%) (including seven women of color), a 24% increase over last year. Of the 26 women, 17 serve as state delegates, four as section delegates, and five as member-at-large

delegates. Without the three women members-at-large, the percentage of women on the Nominating Committee is 35.9% (an increase over last year's 28.1%). Thus, a major goal of the ABA should be to ensure that women are being encouraged to run for state delegate and being selected by sections/divisions and other ABA entities to serve on the nominating committee.

House Committees

The House of Delegates conducts its internal business through standing and special committees. Standing committees have a constitutionally established number of seats, and members are appointed by the chair of the House. Women currently chair four of the 11 committees. This year's percentage of women's participation in these committees (38.5%) has increased from the previous year (34.7%) and exceeds the percentages of women in the profession (31.0%) and women lawyers in the ABA (31.7%).



Board of Governors

The Board of Governors has the authority to act and speak for the ABA, consistent with previous action of the House of Delegates, when the House is not in session. The Board oversees the general operation of the Association and develops specific plans of action.

The 2011-2012 Board is comprised of 38 members. There are 18 geographical district representatives and 14 members-at-large (two selected by the Young Lawyers Division, one an active member of the judiciary, six representing the sections, one selected by the Law Student Division, two minority members-at-large, and two women members-at-large). The Board is also comprised of six officers (president, president-elect, secretary, chair of the House of Delegates, treasurer, and immediate past president). Each member of the Board serves a multi-year term, with the terms ending on a rotating basis.

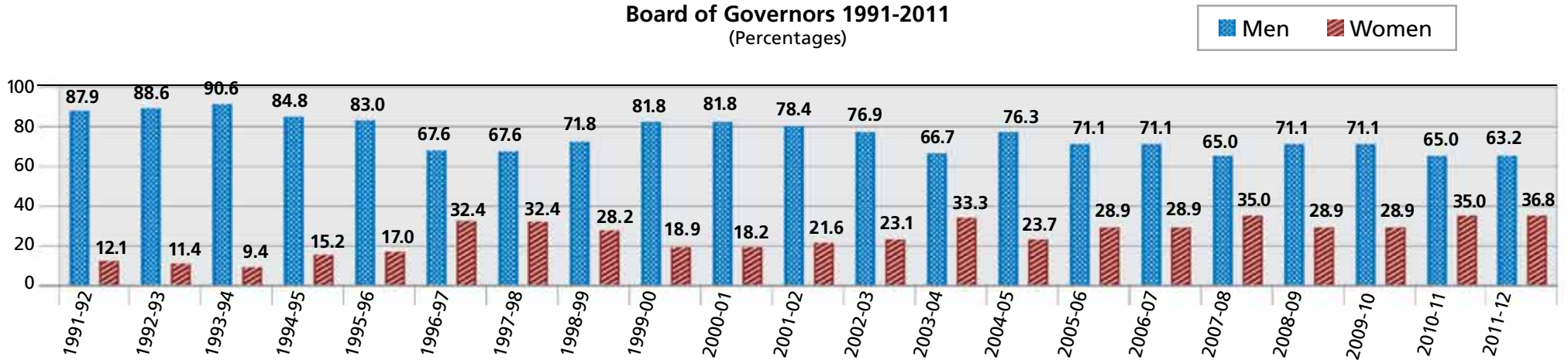
Women have made great strides in attaining positions on the Board of Governors over the past 21 years. For this bar year, 14 women serve on the Board of Governors, which constitutes 36.8% of the Board, an increase over last year's 35.0% and triple the percentage of women on the Board since 1990. There currently are three women of color on the Board of Governors, the same

number as last year. Fifty-four women have served on the Board since 1995 (out of approximately 208 positions).

Women serve as president-elect, chair of the House of Delegates, secretary, four geographical district representatives, judicial member-at-large, two section members-at-large, one minority member-at-large, two women members-at-large, and one Young Lawyers Division member-at-large. Only 22.2% (up from last year's 16.7%) of the geographical district representatives are women, and 50.0% (up from 42.9%) of the members-at-large are women. One of the two minority members-at-large is a woman. Without the two women members-at-large, the overall percentage of women on the Board would be 33.3%.

The eight-member Board of Governors Executive Committee is comprised of the Association president, president-elect, chair of the House of Delegates, secretary, treasurer, and chairs of three Board committees (Operations and Communications, Program and Planning, and Finance). For the current Association year, President Wm. T. (Bill) Robinson selected a woman for two of his five appointments to chair Board committees. There are four women members on the Executive Committee (50.0%), up from three (37.5%) last year.

Board of Governors 1991-2011
(Percentages)





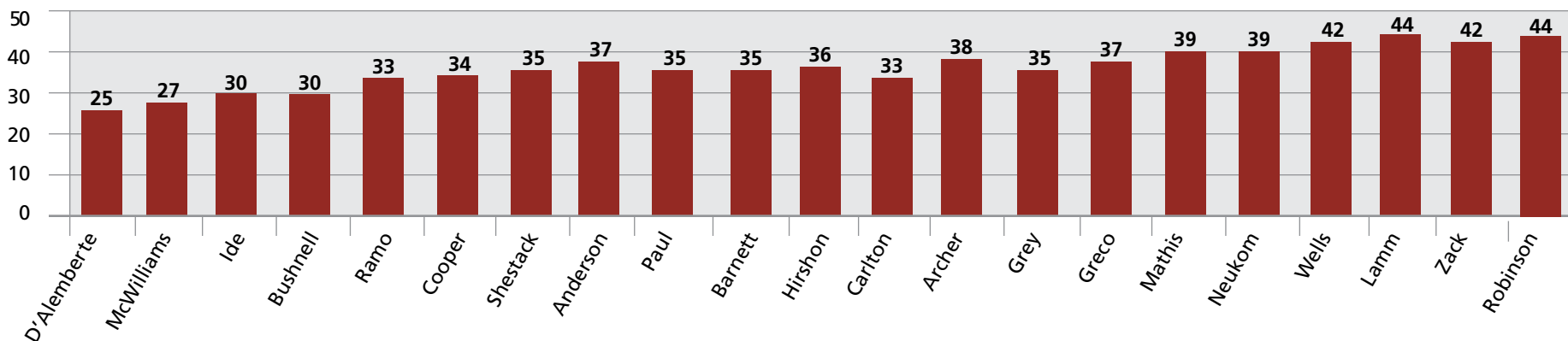
Standing and Special Committees

Association standing and special committees and other related groups such as task forces and commissions have smaller memberships, generally between three and 20. These groups focus on specific assignments or particular issues. Committee members are appointed annually by the ABA president. Standing committee members (e.g., Federal Judiciary, Membership, and Pro Bono and Public Service) serve three-year terms. Members of special committees and commissions (e.g., Coordinating Council for the Center for Professional Responsibility, Center for Human Rights, and Commission on Women in the Profession) serve a one-year term, generally renewable for a total of three years. These appointments provide an opportunity for each ABA president to support Goal III and to make the full participation of women at the highest levels of the Association's leadership a reality. More than 1,000 ABA members serve on these committees. The number of appointments the president can make varies each year.

All Association members are eligible for a presidential appointment, and nominees may nominate themselves or be recommended by others. Nominations may be made online starting late in the year, with submissions typically due by early March of the following year. A link to the presidential appointments application will appear on the ABA home page at www.americanbar.org.

President Wm. T. (Bill) Robinson made 751 appointments for the 2011-2012 bar year. Approximately 44.2% of those appointments were women – up from 42.4% the previous year – and 18.0% were women of color, up from 14.9% the previous year. President Robinson also made 91 chair appointments, of which 30 went to women (33.0%), an increase over the previous year (29.3%). In addition, of the 38 special advisor appointments made, seven were women (18.4%).

Presidential Appointments 1991-2011
(Percentages)





Sections and Divisions*

The ABA is comprised of more than 2,200 entities, some of which are focused on areas of concentration of ABA members. These entities individually offer opportunities for professional development and continuing education and promote improvement of laws and public education in a variety of fields. The ABA's current structure includes 23 sections, five divisions, and six forums that are open to membership. Many of these groups publish material dealing with their field of expertise. These entities also sponsor conferences and continuing legal education seminars, courses, videotapes, and satellite teleconferences; monitor legislation; conduct studies; and make policy recommendations to the ABA House of Delegates.

Sections and forums* range in size from roughly 500 to 60,000 members. Each entity draws its membership from lawyers, judges, academicians, and law students with common professional interests. Each entity operates with its own officers, programs, publications, and committees. Divisions also produce programs and publications but differ from sections in internal structure and membership. Sections contribute to policy-making, both in their subject areas and Association-wide, by authoring many of the recommendations that become the ABA's policy positions. Approximately 59.0% of all ABA members belong to at least one section. As of October 31, 2011, women represent 38.1% of total section and division members. Significantly, women are joining sections and divisions in percentages larger than the percentages of women in the profession. These increasing percentages demonstrate that there is a strong interest in the ABA on the part of women lawyers. The Commission has been

working and will continue to work to recruit women as members of the ABA, and we encourage other ABA entities to do likewise.

Section and division leadership has a direct impact on the status of women within the Association. Sections and divisions are the most visible Association entities, and the work of each section and division shapes the views of many Association members. An entity's commitment, or lack thereof, to diversity has far-reaching effects on the future of the section and the Association. Women, particularly women of color, will be unlikely to attempt to become actively involved in the ABA or its sections or divisions in increasing numbers if pathways to leadership are limited or blocked. To attract women as members and leaders, many sections and divisions must continue to make a concerted effort to improve opportunities and support for women at all levels of leadership.

The number of women participating in sections and serving as leaders has increased; however, progress has been slow. Increased participation by women in section leadership represents significant efforts by certain sections that have not been replicated by other sections. Fourteen entities continue to have at least 40% women membership. Given those numbers, it can be expected that, over time, leadership of these sections and divisions will reflect their high numbers of women members. However, this has not been consistently the case to date. No section or division has achieved the leadership of women at higher rates than their membership numbers, except for a year here or there.

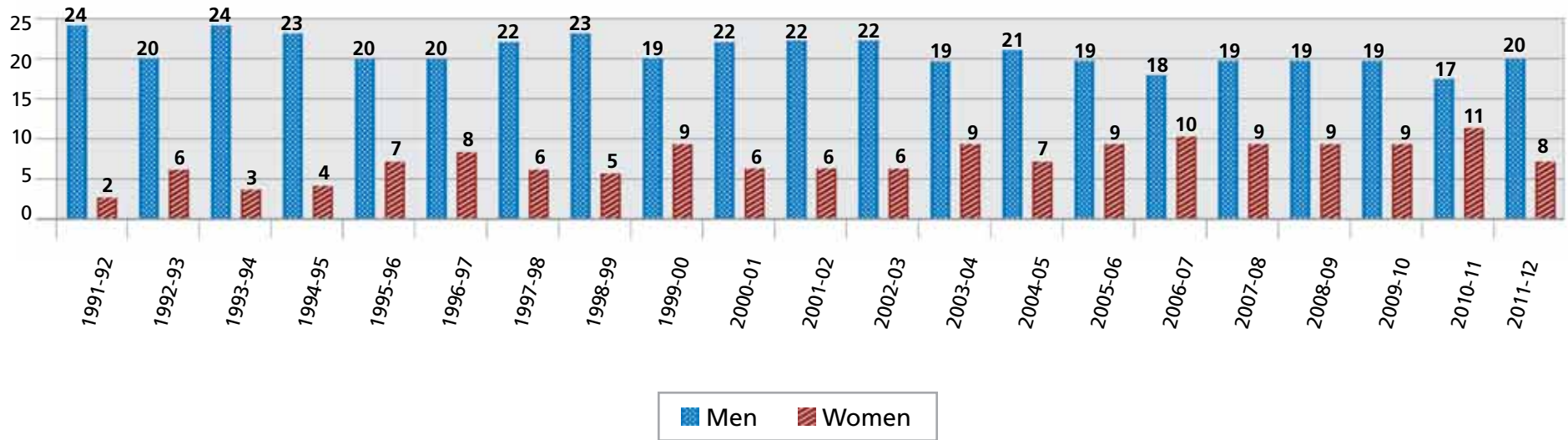
Sections and divisions must be vigilant to ensure that their leadership reflects the diversity of their membership.

ABA Section and Division Membership
(As of 11/17/11)

	Membership	Women	Men	Unknown	% Women Members
Administrative Law	13,633	4,429	5,220	3,984	32.49%
Antitrust Law	7,903	1,907	5,916	80	24.13%
Business Law	52,562	15,734	36,002	826	29.93%
Criminal Justice	20,095	8,609	11,121	365	42.84%
Dispute Resolution	18,380	8,121	9,940	319	44.18%
Environment, Energy & Resources	10,607	3,548	6,914	145	33.45%
Family Law	9,568	5,466	3,946	156	57.13%
General Practice	20,177	8,155	11,675	347	40.42%
Government & Public Sector	18,115	9,278	8,512	325	51.22%
Health Law	8,894	3,937	4,858	99	44.27%
Individual Rights & Responsibilities	10,174	5,081	4,407	686	49.94%
Intellectual Property Law	24,998	8,847	15,628	523	35.39%
International Law	22,830	10,379	11,895	556	45.46%
Judicial Division	4,257	1,514	2,689	54	35.56%
Labor & Employment Law	25,059	10,940	14,097	22	43.66%
Law Practice Management	16,851	6,062	10,559	230	35.97%
Law Student Division	43,406	19,696	20,223	3,487	45.38%
Legal Education	13,595	5,875	7,673	47	43.21%
Litigation	60,080	18,370	41,034	676	30.58%
Public Contract Law	10,402	5,826	4,408	168	56.01%
Public Utility, Communications & Transportation Law	6,749	2,685	3,939	125	39.78%
Real Property, Trust & Estate Law	23,771	7,088	16,480	203	29.82%
Science & Technology	11,163	4,166	6,779	218	37.32%
Senior Lawyers Division	5,099	576	4,512	11	11.30%
State & Local Government Law	12,283	5,443	6,652	188	44.31%
Taxation	22,065	4,202	11,694	6,169	19.04%
Tort Trial & Insurance Practice	25,081	7,748	17,044	289	30.89%
Young Lawyers Division	143,968	58,189	72,041	13,738	40.42%
Totals*	661,765	251,871	375,858	34,036	38.06%
OVERALL ABA LAWYER MEMBERS	326,412	103,517	211,704	11,189	31.71%
OVERALL ABA MEMBERSHIP*	367,563	120,824	232,872	13,867	32.87%

* Represents lawyer, associate, and student members.

Section and Division Chairs 1991-2011
(Percentages)



Section and Division Chairs

The section or division chair serves as the spokesperson for the entity. By the time he/she serves as chair, the chair has had some significant responsibility for the composition of the entity’s leadership. Women chair eight of the 28 sections and divisions. This is three less than in 2010-2011. The following entities have a woman serving as chair for the 2011-2012 Association year: Business Law; Criminal Justice; Dispute Resolution; Environment, Energy & Resources; General Practice; Government & Public Sector; Individual Rights & Responsibilities; and Public Contract Law. Of the 27 sections and divisions with chairs-elect slated to serve as chair for the 2012-2013 Association year, only seven

will be led by women. This year, the percentage of women chairs (28.6, down from 39.3 last year) is less than the percentage of women lawyers in the ABA (31.7%) and the percentage of women in the profession (31.0%).

The percentage of women section and division chairs is in a significant downward trend, from 32.1% in 2008-2009 and 2009-2010 and 39.3% in 2010-2011 to 28.6% in 2011-2012. The percentage of women chairs-elect for 2011-2012 is even lower, at 25.9%. Sections and divisions must make a concerted effort to have women serve in positions that will allow them to become chairs within their entity.

Section and Division Chairs

	2008-2009	2009-2010	2010-2011	2011-2012	2011-2012 Chair-Elect
Administrative Law	○	○	○	○	○
Antitrust Law	○	●	○	○	○
Business Law	○	○	●	●	○
Criminal Justice	○	○	○	●	○
Dispute Resolution	●	○	○	●	○
Environment, Energy & Resources	●	○	○	●	●
Family Law	●*	○	●	○	●
General Practice	○	○	○	●*	○
Government & Public Sector	○	●*	○	●	○
Health Law	●	○	●	○	○
Individual Rights & Responsibilities	○	○	●*	●*	○
Intellectual Property Law	○	○	●	○	○
International Law	○	○	●	○	○
Judicial Division	●	○	○	○	○
Labor & Employment Law	●	●	○	○	○
Law Practice Management	○	○	●	○	●*
Law Student Division	○	○	○	○	n/a √
Legal Education	○	○	●	○	○
Litigation	○	●*	●	○	○
Public Contract Law	○	●	○	●	○
Public Utility, Communications & Transportation Law	○	●	○	○	●
Real Property, Trust & Estate Law	○	○	○	○	●
Science & Technology	●	●	○	○	●
Senior Lawyers Division	○	○	●	○	○
State & Local Government Law	●*	●	○	○	●
Taxation	○	○	○	○	○
Tort Trial & Insurance Practice	○	○	●	○	○
Young Lawyers Division	●	●*	○	○	○
Total Women Chairs	9/28 (32.14%)	9/28 (32.14%)	11/28 (39.29%)	8/28 (28.57%)	7/27 (25.93%)

○ Man ● Woman * Woman of Color √ No chair-elect had been chosen as of date of printing

Section and Division Officers

Primary leadership includes section officers or forum chairs, chairs-elect, immediate past chairs, and appointed forum leadership but *not* the governing committee.

	2009-2010			2010-2011			2011-2012		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	1 (1)	8	12.50%	1 (1)	8	12.50%	1 (1)	8	12.50%
Antitrust Law	1	12	8.33%	3 (1)	12	25.00%	1	13	7.69%
Business Law	5	9	55.56%	6 (2)	9	66.67%	5 (2)	10	50.00%
Criminal Justice	3	12	25.00%	3	11	27.27%	2	11	18.18%
Dispute Resolution	2	8	25.00%	3	9	33.33%	4	11	36.36%
Environment, Energy & Resources	6	11	54.55%	4	11	36.36%	2	11	18.18%
Family Law	1	6	16.67%	2	6	33.33%	3	6	50.00%
General Practice	1	5	20.00%	1 (1)	5	20.00%	3	4	75.00%
Government & Public Sector	1	6	16.67%	1 (1)	6	16.67%	2 (1)	6	33.33%
Health Law	2	8	25.00%	1	6	16.67%	3 (1)	5	60.00%
Individual Rights & Responsibilities	2 (2)	8	25.00%	2 (2)	7	28.57%	3 (2)	8	37.50%
Intellectual Property Law	4	10	40.00%	7	14	50.00%	6	12	50.00%
International Law	7	17	41.18%	5	18	27.78%	4	7	57.14%
Judicial Division	9 (4) *	25*	36.00% *	16 (5) *	41*	39.02% *	9 (3)**	29**	31.03%**
Labor & Employment Law	2	5	40.00%	1	7	14.29%	2	7	28.57%
Law Practice Management	2	8	25.00%	2 (1)	8	25.00%	7 (1)	18	38.89%
Law Student Division	2	8	25.00%	3	8	37.50%	2	4	50.00%
Legal Education	1	5	20.00%	0	3	0.00%	0	3	0.00%
Litigation	5 (2)	12	41.67%	6 (3)	12	50.00%	6 (3)	12	50.00%
Public Contract Law	1	3	33.33%	1	3	33.33%	3	9	33.33%
Public Utility, Communications & Transportation Law	1	8	12.50%	2	8	25.00%	1	8	12.50%
Real Property, Trust & Estate Law	3	8	37.50%	4	33	12.12%	3	8	37.50%
Science & Technology	4	8	50.00%	3	8	37.50%	2	8	25.00%
Senior Lawyers Division	2	8	25.00%	2	8	25.00%	3	8	37.50%
State & Local Government Law	9 (2)	20	45.00%	8	18	44.44%	2	10	20.00%
Taxation	4	10	40.00%	4	8	50.00%	3	8	37.50%
Tort Trial & Insurance Practice	2	7	28.57%	1	6	16.67%	1	7	14.29%
Young Lawyers Division	1 (1)	5	20.00%	1 (1)	5	20.00%	2 (1)	5	40.00%
Totals	84 (12)	260	32.31%	93(18)	298	31.21%	85(15)	256	33.20

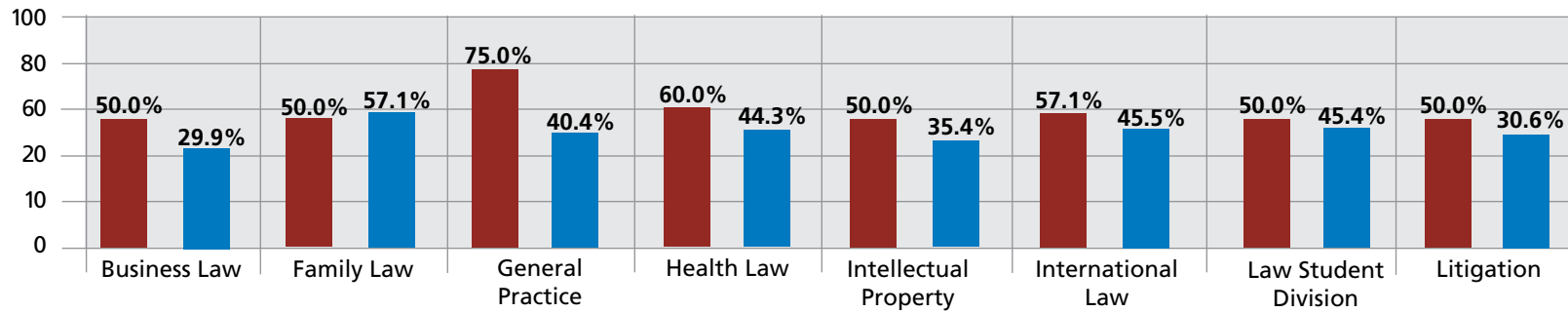
Women of color noted in (). Where the women of color statistic does not appear, the information may not have been available.

* Judicial Division statistics include the Judicial Division, its six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys).

** Judicial Division statistics include the Judicial Division and its six conferences.

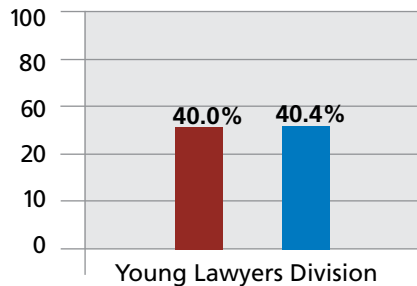
Section and Division Officers

Women hold 50% or more offices



Section and Division Officers

Women hold at least 40% of offices



Section and Division Officers

Women’s representation among section officers is a key measure for determining whether the Association is achieving Goal III. Experience as an officer generally is a prerequisite to becoming a section chair. The percentage of women officers is higher this year at 33.2%, compared with 31.2% last year. The overall percentage of women officers in sections and divisions is higher than the percentages of women in the profession (31.0%) and women lawyers in the ABA (31.7%). Eight sections (Business Law, Family Law, General Practice, Health Law, Intellectual Property Law, International Law, Law Student Division, and Litigation), twice as many as last year, have women holding 50% or more of their offices. This year, the percentage of women officers generally is considerably lower than the overall

percentage of women members in their respective entities.

One other section (Young Lawyers Division) has women holding at least 40% of their offices.

On the whole, women hold 30% (roughly the percentage of women in the profession) or more of the officer positions in 18 of the sections. Eleven sections have a higher percentage of women officers than the percentage of their women membership: Business Law; General Practice; Health Law; Intellectual Property Law; International Law; Law Practice Management; Law Student Division; Litigation; Real Property, Estate & Trust Law; Senior Lawyers Division; and Taxation.

Section and Division Councils

Council or governing committee does not include chair, chair-elect, or officers

	2009-2010			2010-2011			2011-2012		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	6 (3)	27	22.22%	8 (2)	27	29.63%	10 (1)	20	50.00%
Antitrust Law	4	21	19.05%	5 (1)	21	23.81%	5 (1)	21	23.81%
Business Law	7 (1)	20	35.00%	7	20	35.00%	8 (3)	20	40.00%
Criminal Justice	11	35	31.43%	9	23	39.13%	9	34	26.47%
Dispute Resolution	11	19	57.89%	9	19	47.37%	12	29	41.38%
Environment, Energy & Resources	4 (1)	14	28.57%	5 (2)	14	35.71%	6 (2)	14	42.86%
Family Law	13	20	65.00%	12	20	60.00%	12	20	60.00%
General Practice	7 (1)	23	30.43%	6 (2)	23	26.09%	8 (2)	23	34.78%
Government & Public Sector	14 (3)	23	60.87%	17 (2)	23	73.91%	16 (2)	23	69.57%
Health Law	5 (2)	10	50.00%	4 (1)	10	40.00%	6 (1)	14	42.86%
Individual Rights & Responsibilities	9 (2)	21	42.86%	8 (4)	23	34.78%	8	28	28.57%
Intellectual Property Law	8	16	50.00%	8	16	50.00%	8	16	50.00%
International Law	14 (2)	46	30.43%	15 (2)	48	31.25%	17	55	30.91%
Judicial Division	43 (14)*	101*	42.57%*	44 (6) *	97*	45.36%*	34 (6)**	74**	45.95%**
Labor & Employment Law	12 (2)	27	44.44%	12	27	44.44%	13 (3)	27	48.15%
Law Practice Management	4	19	21.05%	5	17	29.41%	4	18	22.22%
Law Student Division	8 (3)	21	38.10%	11 (5)	24	45.83%	6 (3)	21	28.57%
Legal Education	4	14	28.57%	6	17	35.29%	6	17	35.29%
Litigation	6 (2)	23	26.09%	9 (2)	22	40.91%	12 (4)	22	54.55%
Public Contract Law	7	19	36.84%	5	17	29.41%	4	13	30.77%
Public Utility, Communications & Transportation Law	3 (1)	12	25.00%	3	12	25.00%	3	12	25.00%
Real Property, Trust & Estate Law	12	35	34.29%	9	24	37.50%	13	32	40.63%
Science & Technology	6 (1)	15	40.00%	4 (1)	12	33.33%	6 (3)	14	42.86%
Senior Lawyers Division	3 (1)	17	17.65%	5	20	25.00%	7	24	29.17%
State & Local Government Law	13 (4)	31	41.94%	11 (1)	26	42.31%	4 (1)	15	26.67%
Taxation	9	25	36.00%	6 (1)	17	35.29%	5 (1)	16	31.25%
Tort Trial & Insurance Practice	10 (1)	23	43.48%	10 (1)	24	41.67%	7	20	35.00%
Young Lawyers Division	28 (4)	66	42.42%	26 (7)	68	38.24%	31 (7)	67	46.27%
Totals	281 (48)	743	37.82%	279 (40)	711	39.24%	280(40)	709	39.49%

Women of color noted in (). Where the women of color statistic does not appear, the information may not have been available.

* Judicial Division statistics include the Judicial Division, its six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys).

** Judicial Division statistics include the Judicial Division and its six conferences.

Section and Division Councils

Section councils provide a pool of candidates from which future section officers can be selected. Women comprise 39.5% of the membership of the councils of all the sections combined, roughly the same as last year (39.2%). Government & Public Sector has the highest percentage of women leadership with 69.6% of its council members who are women, followed by Family Law at 60.0%.

Fifteen (out of 28) entities have a percentage of women council members greater than their percentage of women members, one more than last year. Nine entities (two less than last year) have women constituting at least 40% of section/division council members. In eight councils, women constitute less than 30% (roughly the percentage of women in the profession) of their council

members – one more than last year. Of these eight, six entities nonetheless have women comprising more than 30% of their entity membership: Criminal Justice (26.5% women council members despite 42.8% women membership); Individual Rights & Responsibilities (28.6% women council members despite 49.9% women membership); Law Practice Management (22.2% women council members despite 36.0% women membership); Law Student Division (28.6% women council members despite 45.4% women membership); Public Utility, Communications & Transportation (25.0% women council members despite 39.8% women membership); and State & Local Government (26.7% women council members despite 44.3% women membership).

Section and Division Nominating Committees

	2009-2010				2010-2011				2011-2012			
	Chair	Women	Total	%Women	Chair	Women	Total	%Women	Chair	Women	Total	%Women
Administrative Law	M	1	4	25.00%	M	2 (1)	4	50.00%	M	2 (2)	2	100.00%
Antitrust Law	F	2	5	40.00%	M	1	4	25.00%	F	3	4	75.00%
Business Law	M	3 (1)	8	37.50%	M	4 (1)	8	50.00%	M	3	8	37.50%
Criminal Justice	M	3	9	33.33%	M	2	10	20.00%	M	3	9	33.33%
Dispute Resolution	M	3	7	42.86%	M	4 (1)	9	44.44%	F	3	7	42.86%
Environment, Energy & Resources	F	3	6	50.00%	M	3	6	50.00%	M	4 (1)	7	57.14%
Family Law	M	1	4	25.00%	M	2	4	50.00%	F	2	4	50.00%
General Practice	M	1 (1)	4	25.00%	F	2 (1)	5	40.00%	F	1 (1)	4	25.00%
Government & Public Sector	M	0	0	0.00%	F	0	0	0.00%	F	1	2	50.00%
Health Law	M	2 (1)	5	40.00%	F	1	4	25.00%	M	3 (1)	7	42.86%
Individual Rights & Responsibilities	n/a	n/a	n/a	n/a	M	2 (1)	4	50.00%	F	3	6	50.00%
Intellectual Property Law	M	2	6	33.33%	F	2	5	40.00%	M	2	4	50.00%
International Law	M	3 (1)	6	50.00%	M	3 (1)	7	42.86%	F	4	7	57.14%
Judicial Division	F*	10*	29*	34.48%*	M*	2*	6*	33.33%*	M**	13 (7)**	31	41.94%**
Labor & Employment Law	F-3***	3	3	100.00%	M	0	3	0.00%	M	1 (1)	3	33.33%
Law Practice Management	F	2	9	22.22%	M	2 (1)	6	33.33%	F	5 (3)	7	71.43%
Law Student Division	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Legal Education	F	1	9	11.11%	M	2	7	28.57%	M	2	7	28.57%
Litigation	F	2 (1)	4	50.00%	M	1	4	25.00%	M	2 (1)	4	50.00%
Public Contract Law	F	1	2	50.00%	M	1 (1)	2	50.00%	F	1	2	50.00%
Public Utility, Communications & Transportation Law	M	0	5	0.00%	M	0	4	0.00%	F	1	5	20.00%
Real Property, Trust & Estate Law	F	3	5	60.00%	M	1	5	20.00%	M	1	5	20.00%
Science & Technology	F	2	5	40.00%	M	2	5	40.00%	M	3	4	75.00%
Senior Lawyers Division	M	2	5	40.00%	M	2	5	40.00%	F	3	5	60.00%
State & Local Government Law	F	7 (2)	19	36.84%	n/a	2	5	40.00%	M	2 (2)	5	40.00%
Taxation	n/a	7	29	24.14%	M	9 (1)	30	30.00%	M	10	29	34.48%
Tort Trial & Insurance Practice	M	10 (1)	25	40.00%	F	9	26	34.62%	n/a	n/a	n/a	n/a
Young Lawyers Division	n/a	n/a	n/a	n/a	n/a	0	1	0.00%	n/a	0	1	0.00%
Totals	13	74 (8)	213	34.74%	5	61 (9)	179	34.18%	11	78 (19)	179	43.58%

Women of color noted in (). Where the women of color statistic does not appear, the information may not have been available.

* Judicial Division statistics include the Judicial Division, its six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys).

** Judicial Division statistics include the Judicial Division and its six conferences.

*** Labor and Employment Law's nominating committee has three co-chairs.

Section and Division Nominating Committees

Section and division nominating committees identify section leaders. These committees can play a key role in ensuring the diversity of section leadership. There are different methods for electing the chair, with some entities providing that the chair-elect will head the nominating committee. It is important that nominating committees are diverse to ensure that sections and divisions

will have a pipeline of chairs who are diverse. Women comprise 43.6% of the nominating committee membership, a 27.5% increase over last year and considerably higher than the previous two years. The overall representation of women on section and division nominating committees is uneven and not consistently proportionate with membership percentages.

Section and Division Committee Chairs and Vice Chairs

	2009-2010			2010-2011			2011-2012		
	Chair & Vice Chair			Chair & Vice Chair			Chair & Vice Chair		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	64 (10)	232	27.59%	65 (18)	236	27.54%	46 (9)	159	28.93%
Antitrust Law	62 (1)	198	31.31%	96 (8)	312	30.77%	71 (8)	232	30.60%
Business Law	42 (8)	129	32.56%	185 (27)	557	33.21%	70 (9)	154	45.45%
Criminal Justice	50 (7)	124	40.32%	38 (1)	107	35.51%	33	109	30.28%
Dispute Resolution	30 (2)	63	47.62%	42 (3)	79	53.16%	54 (2)	102	52.94%
Environment, Energy & Resources	145 (9)	431	33.64%	129 (20)	380	33.95%	156 (14)	442	35.29%
Family Law	36 (1)	67	53.73%	35	73	47.95%	31 (5)	70	44.29%
General Practice	29 (7)	116	25.00%	30 (4)	101	29.70%	36 (8)	113	31.86%
Government & Public Sector	8 (1)	20	40.00%	10 (2)	20	50.00%	10 (2)	20	50.00%
Health Law	82 (18)	209	39.23%	112 (5)	266	42.11%	148 (32)	328	45.12%
Individual Rights & Responsibilities	38 (6)	77	49.35%	22 (4)	34	64.71%	17	28	60.71%
Intellectual Property Law	49 (8)	129	37.98%	42 (2)	108	38.89%	52 (5)	139	37.41%
International Law	138 (2)	409	33.74%	168 (1)	509	33.01%	222	558	39.78%
Judicial Division	53 (16)*	135*	39.26%*	52 (27)*	125*	41.60%*	37 (11)**	97**	38.14%
Labor & Employment Law	39 (5)	79	49.37%	26 (4)	63	41.27%	23 (5)	58	39.66%
Law Practice Management	7 (1)	17	41.18%	7 (1)	18	38.89%	12	32	37.50%
Law Student Division	1 (1)	4	25.00%	2	5	40.00%	2	5	40.00%
Legal Education	14 (1)	32	43.75%	20 (1)	35	57.14%	20	35	57.14%
Litigation	142 (26)	320	44.38%	152 (55)	359	42.34%	86 (28)	206	41.75%
Public Contract Law	120 (13)	449	26.73%	121 (11)	410	29.51%	120 (11)	362	33.15%
Public Utility, Communications & Transportation Law	37 (1)	225	16.44%	48 (1)	244	19.67%	46 (1)	235	19.57%
Real Property, Trust & Estate Law	74 (5)	196	37.76%	81 (10)	212	38.21%	78 (10)	206	37.86%
Science & Technology	35 (2)	80	43.75%	31 (3)	75	41.33%	28 (7)	66	42.42%
Senior Lawyers Division	7	49	14.29%	10	61	16.39%	11	50	22.00%
State & Local Government Law	10 (1)	32	31.25%	11 (5)	32	34.38%	5 (2)	24	20.83%
Taxation	48	153	31.37%	52 (1)	162	32.10%	55 (1)	161	34.16%
Tort Trial & Insurance Practice	272 (41)	704	38.64%	30 (6)	482	6.22%	44	118	37.29%
Young Lawyers Division	50 (16)	102	49.02%	60 (18)	123	48.78%	48 (10)	115	41.74%
Totals	1,682(209)	4,781	35.18%	1,677 (238)	5,188	32.32%	1,561(180)	4,224	36.96%

Women of color noted in (). Where the women of color statistic does not appear, the information may not have been available.

* Judicial Division statistics include the Judicial Division, its six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys).

** Judicial Division statistics include the Judicial Division and its six conferences.

Section and Division Committee Chairs and Vice Chairs

The section committee structure offers women the opportunity to serve as both committee chairs and vice chairs, which provides invaluable experience and a pathway to section leadership. This year's percentage of women section committee chairs and vice chairs (37.0%) is higher than last year's (32.3%).

Individual Rights & Responsibilities has the highest percentage of women

leadership with 60.7% women chairs and vice chairs, more than its percentage of women members (49.9%). Three other sections have women serving as more than 50% of its committee chairs and vice chairs – Dispute Resolution (52.9%), Government & Public Sector (50.0%), and Legal Education (57.1%) – the same number and same sections as last year.

Publication Authors

	2008-2009			2009-2010			2010-2011		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	62 (5)	125	49.60%	62 (5)	125	49.60%	41 (4)	140	29.29%
Antitrust Law	29	172	16.86%	31 (4)	127	24.41%	29 (4)	127	22.83%
Business Law	9	27	33.33%	2	11	18.18%	2	11	18.18%
Criminal Justice	23 (1)	72	31.94%	35	117	29.91%	19 (3)	69	27.54%
Dispute Resolution	0	3	0.00%	0	1	0.00%	0	2	0.00%
Environment, Energy & Resources	191 (7)	572	33.39%	188 (17)	528	35.61%	97 (11)	305	31.80%
Family Law	49 (1)	90	54.44%	77	179	43.02%	41 (1)	95	43.16%
General Practice	112 (5)	286	39.16%	89 (4)	253	35.18%	83 (2)	223	37.22%
Government & Public Sector	0	0	0.00%	9 (2)	16	56.25%	11 (1)	23	47.83%
Health Law	46 (3)	99	46.46%	54 (2)	112	48.21%	48 (10)	101	47.52%
Individual Rights & Responsibilities	8 (1)	20	40.00%	15 (4)	35	42.86%	24	39	61.54%
Intellectual Property Law	47 (1)	165	28.48%	62 (9)	232	26.72%	72 (11)	197	36.55%
International Law	1	9	11.11%	5	14	35.71%	5	13	38.46%
Judicial Division	23 (5)*	65*	35.38%*	23 (6)*	69*	33.33%*	0**	0**	0.00%**
Labor & Employment Law	306 (75)	941	32.52%	336 (80)	971	34.60%	412 (26)	1,174	35.09%
Law Practice Management	41	113	36.28%	47 (2)	107	43.93%	50 (10)	147	34.01%
Law Student Division	30 (4)	57	52.63%	30 (4)	52	57.69%	29	50	58.00%
Legal Education	0	0	0.00%	n/a	n/a	n/a	0	0	0.00%
Litigation	330 (26)	508	64.96%	152 (55)	359	42.34%	338 (55)	799	42.30%
Public Contract Law	14	44	31.82%	37	139	26.62%	43 (2)	142	30.28%
Public Utility, Communications & Transportation Law	4	9	44.44%	7	22	31.82%	2	10	20.00%
Real Property, Trust & Estate Law	0	0	0.00%	33 (10)	128	25.78%	28	102	27.45%
Science & Technology	3	5	60.00%	26 (1)	50	52.00%	58 (2)	173	33.53%
Senior Lawyers Division	5	20	25.00%	4	22	18.18%	11	41	26.83%
State & Local Government Law	2	4	50.00%	0	0	0.00%	12	48	25.00%
Taxation	89	353	25.21%	52	279	18.64%	0	63	0.00%
Tort Trial & Insurance Practice	108 (5)	327	33.03%	132 (5)	305	43.28%	81 (3)	220	36.82%
Young Lawyers Division	110 (38)	189	58.20%	112 (16)	230	48.70%	87 (7)	134	64.93%
Totals	1,642 (177)	4,275	38.41%	1,620 (226)	4,483	36.14%	1,623(152)	4,448	36.49%

Women of color noted in (). Where the women of color statistic does not appear, the information may not have been available.

* Judicial Division statistics include the Judicial Division, its six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys).

** Judicial Division statistics include the Judicial Division and its six conferences.

Publication Authors

Data represent previous years because entities only know at the end of an Association year which books published that year. Of those who wrote books or chapters within books published by sections and divisions in 2010-2011, 36.5% were women, almost the same as the previous year (36.1%). The percentage of women authors is greater than the percentage of women lawyers who are

members of the ABA (31.7%).

In addition to providing an excellent opportunity for members to develop professionally, serving as an author of books or chapters increases visibility within a section/division in particular, and in the profession as a whole. We encourage entities to make the effort to involve women in these projects.

Programming Faculty

	2008-2009			2009-2010			2010-2011		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	65 (10)	260	25.00%	83 (4)	250	33.20%	77(8)	260	29.62%
Antitrust Law	134 (8)	463	28.94%	173 (17)	436	39.68%	152(25)	464	32.76%
Business Law	278 (45)	833	33.37%	189 (31)	630	30.00%	190(27)	607	31.30%
Criminal Justice	62 (3)	217	28.57%	84	231	36.36%	63(6)	211	29.86%
Dispute Resolution	186	404	46.04%	245 (17)	465	52.69%	224(12)	445	50.34%
Environment, Energy & Resources	115 (3)	405	28.40%	144 (13)	419	34.37%	55(6)	162	33.95%
Family Law	67	144	46.53%	56	117	47.86%	48(3)	103	46.60%
General Practice	32 (7)	85	37.65%	44 (12)	121	36.36%	28(3)	75	37.33%
Government & Public Sector	5	9	55.56%	4	13	30.77%	9(4)	24	37.50%
Health Law	41 (4)	108	37.96%	59 (8)	165	35.76%	41(8)	119	34.45%
Individual Rights & Responsibilities	10 (3)	20	50.00%	11 (2)	30	36.67%	79	167	47.31%
Intellectual Property Law	49 (8)	141	34.75%	57 (5)	192	29.69%	51(3)	157	32.48%
International Law	254 (14)	783	32.44%	254 (14)	783	32.44%	108	312	34.62%
Judicial Division	3*	15*	20.00%*	2 (1)*	9*	22.22%*	0**	0**	0.00**
Labor & Employment Law	312 (61)	877	35.58%	409 (83)	978	41.82%	399(96)	978	40.80%
Law Practice Management	69 (8)	181	38.12%	69 (8)	181	38.12%	61(1)	138	44.20%
Law Student Division	0	0	0.00%	0	0	0.00%	0	0	0.00%
Legal Education	0	0	0.00%	0	0	0.00%	0	0	0.00%
Litigation	337 (75)	906	37.20%	291 (59)	842	34.56%	192(62)	421	45.61%
Public Contract Law	47 (4)	136	34.56%	52 (2)	144	36.11%	43(8)	122	35.25%
Public Utility, Communications & Transportation Law	2	16	12.50%	5	24	20.83%	7	15	46.67%
Real Property, Trust & Estate Law	92 (5)	289	31.83%	65 (12)	209	31.10%	119(17)	310	38.39%
Science & Technology	10	24	41.67%	39 (1)	132	29.55%	46(4)	133	34.59%
Senior Lawyers Division	2	6	33.33%	1	8	12.50%	1	2	50.00%
State & Local Government Law	21 (2)	62	33.87%	17 (3)	56	30.36%	20(4)	70	28.57%
Taxation	756 (31)	2,191	34.50%	808 (79)	2,571	31.43%	678(29)	1,906	35.57%
Tort Trial & Insurance Practice	152 (18)	575	26.43%	142 (21)	603	23.55%	185(6)	695	26.62%
Young Lawyers Division	67 (8)	128	52.34%	47 (17)	93	50.54%	35(12)	82	42.68%
Totals*	3,168 (317)	9,278	34.15%	3,350 (409)	9,702	34.53%	2,911 (344)	7,978	36.49%

Women of color noted in (). Where the women of color statistic does not appear, the information may not have been available.

* Judicial Division statistics include the Judicial Division, its six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys).

** Judicial Division statistics include the Judicial Division and its six conferences.

Programming Faculty

Data represent previous years because entities only know at the end of an Association year which programs were offered that year. For programs presented by sections and divisions in 2010-2011, 36.5% of the faculty were women, an increase over last year (34.5%). This is higher than the percentage of women

lawyer members of the ABA (31.7%). Participation as members of the faculty is another excellent opportunity for women members to raise their profile within a section or division, and we encourage entities to make the effort to have diverse faculties.



There are six forums: Affordable Housing and Community Development Law, Air and Space Law, Communications Law, Construction Industry Law, Entertainment and Sports Industries Law, and Franchising Law. Forum leaders are elected by the Forum membership. This year, there are two women forum chairs (Affordable Housing and Entertainment & Sports, the same number as last year). The percentage of women officers increased 60% over last year and is more than three

times the percentage two years ago. We are mindful that in looking at statistics from the forums, a one-woman change can make a large percentage difference, as compared to a large section where there are literally hundreds of members involved at all levels. However, as shown below, the Commission is concerned that there are some forums that continue to have no women leaders. Steps must be taken to immediately address and rectify this problem.

Forum Membership and Chairs

Forum	2011-2012			Forum Chair
	Women	Total	% Women	
Affordable Housing	3,537	6,615	53.47%	Female
Air & Space Law	1,631	4,452	36.64%	Male
Communications	2,504	7,298	34.31%	Male
Construction Industry	994	5,889	16.88%	Male
Entertainment & Sports	1,168	3,847	30.36%	Female
Franchising	548	2,091	26.21%	Male
Totals	10,382	30,192	34.39%	33.33%

The participation of women as committee chairs and vice-chairs, which are the most common ABA paths to leadership, has decreased slightly from last year.

For 2010-2011, two of the four forums publishing books have the percentage of women authors roughly equal to or greater than the percentage of women members, an increase over zero last year. For faculty, two of the six forums have the percentage of women faculty greater than the percentage of women mem-

bers, the same as last year.

Although, as noted earlier, the absolute numbers of people involved in forums are small compared to other ABA entities, and therefore more dramatic percentage swings are to be expected, we would encourage the forums consciously to develop and expand opportunities for women to achieve leadership positions.

Forum Officers

Forum	2009-2010			2010-2011			2011-2012		
	Officers			Officers			Officers		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	0	0.00%	0	0	0.00%	1	4	25.00%
Air & Space Law	1	6	16.67%	0	3	0.00%	1	4	25.00%
Communications	0	1	0.00%	1	3	33.33%	1	1	100.00%
Construction Industry	0	3	0.00%	2	9	22.22%	0	3	0.00%
Entertainment & Sports	0	1	0.00%	1	8	12.50%	1	2	50.00%
Franchising	0	1	0.00%	0	1	0.00%	0	1	0.00%
Totals	1	12	8.33%	4	24	16.67%	4	15	26.67%

Forum Committee Chairs & Vice Chairs

Forum	2009-2010			2010-2011			2011-2012		
	Committee Chairs & Vice Chairs			Committee Chairs & Vice Chairs			Committee Chairs & Vice Chairs		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	0	0.00%	0	1	0.00%	0	0	0.00%
Air & Space Law	0	0	0.00%	0	0	0.00%	0	0	0.00%
Communications	4	10	40.00%	10 (2)	17	58.82%	9 (1)	17	52.94%
Construction Industry	5	24	20.83%	7	30	23.33%	4	22	18.18%
Entertainment & Sports	9	18	50.00%	14 (1)	30	46.67%	16 (1)	33	48.48%
Franchising	2	3	66.67%	1 (1)	3	33.33%	0	3	0.00%
Totals	20	55	36.36%	32(4)	81	39.51%	29 (2)	75	38.67%

Forum Publication Authors

Forum	2008-2009			2009-2010			2010-2011		
	Publication Authors			Publication Authors			Publication Authors		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	0	0.00%	0	0	0.00%	0	0	0.00%
Air & Space Law	0	0	0.00%	0	0	0.00%	0	0	0.00%
Communications	10 (0)	21	47.62%	9	48	18.75%	16	47	34.04%
Construction Industry	3 (0)	17	17.65%	19 (1)	135	14.07%	2	10	20.00%
Entertainment & Sports	10 (0)	23	43.48%	5	26	19.23%	6	30	20.00%
Franchising	7 (0)	36	19.44%	0	4	00.00%	21 (1)	92	22.83%
Totals	30 (0)	97	30.93%	33 (1)	213	15.49%	45 (1)	179	25.14%

Forum Programming Faculty

Forum	2008-2009			2009-2010			2010-2011		
	Programming Faculty			Programming Faculty			Programming Faculty		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	48 (8)	112	42.86%	52 (3)	113	46.02%	65	139	46.76%
Air & Space Law	15 (0)	54	27.78%	15	58	25.86%	14	68	20.59%
Communications	34 (5)	107	31.78%	39 (5)	120	32.50%	35 (3)	122	28.69%
Construction Industry	28 (3)	138	20.29%	25 (2)	93	26.88%	3	9	33.33%
Entertainment & Sports	23 (0)	109	21.10%	27	151	17.88%	33	181	18.23%
Franchising	26 (4)	80	32.50%	21 (4)	74	28.38%	30 (4)	79	37.97%
Totals	174 (20)	600	29.00%	179 (14)	609	29.39%	180 (7)	598	30.10%



Section Officers Conference

The Section Officers Conference (SOC) is a federation of all section, division, and forum officers that meets throughout the year in various formats to conduct business. The SOC's mission is to advance the interests of ABA sections, divisions, and forums, and thus it serves as an advocate for the collective interests of these ABA entities. In addition, the SOC seeks to promote coordination and cooperation between these and other ABA entities.

During Association year 2011-2012, the SOC will conduct most of its work through its committee structure. The SOC's executive committee consists of (a) four representatives to the Board of Governors (three are women, including the SOC chair); (b) a representative from each of the six major officer class groups – chair, chair-elect, vice-chair, secretary, budget officer, and delegate (one woman),

all of whom are elected by their respective class members; (c) a representative from the forums (a minority woman); (d) chairs of the Operations/Policy (vacant position) and Membership Committees; (e) the SOC newsletter editor (vacant position); and (f) the liaison to the Diversity Center (a minority woman). Of the 13 filled positions on the SOC executive committee, six (including the SOC chair) are women (46.15%). The diversity group's discussion list is comprised of 86 members, 44 of whom are women (51.16%). Of the three other SOC topical discussion lists (technology, membership, and publishing), 102 of the 272 members on these lists are women (37.50%).

Of the eight SOC appointments to the Standing Committee on Publishing Oversight, three are women (37.50%).



Conclusion

This *Goal III Report* is a snapshot report – a comparative measurement. As a tool, it attempts to reflect trends, report on successful increases, and demonstrate opportunities for improvement. Its goal is to encourage renewed strides to ensure full and meaningful participation by women in the Association.

Goal III itself is an ongoing, continuing effort by ABA leadership and all ABA entities. The Commission on Women will continue to work with entities to improve women’s leadership roles within the ABA. The Commission

believes the Association’s leadership is committed to fulfilling the purpose of Goal III and doing the work needed to establish the necessary opportunities and pathways so that the progress of women in the Association will continue. We are ready to discuss how we can help and how we can work together to achieve these objectives. We will attend your entity’s council meeting during Midyear to report in person – or if there is any other way that we can support your efforts, just ask.

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APPENDIX: ABA Groups Addressing Women's Initiatives or Issues Confronting Women in the Profession

The following entities within the ABA deal with women's initiatives or issues confronting women in the profession. We encourage sections, divisions, and forums to partner and collaborate with each other on programs and other efforts relating to women lawyers and to leverage their impact on these important issues. Please visit the ABA web site for more information about these groups.

Section of Antitrust Law: The Membership and Equal Opportunity Committee undertakes initiatives to enhance the participation of women, minorities, and other under-represented communities.

Business Law Section: The Women's Business Law Network helps connect women in the Section and plans panels related to the professional development of women.

Forum on Communications Law: The Women in Communications Law Committee provides support and networking opportunities for women in this area of law.

Criminal Justice Section: The Women in Criminal Justice Committee examines contemporary issues faced by women in the criminal justice community.

Section of Dispute Resolution: The Women in Dispute Resolution is a newly formed task force that is in the process of assessing the status of women in alternative dispute resolution.

Forum on Franchising: The Women's Caucus provides opportunities for networking, including a downloadable directory.

General Practice, Solo and Small Firm Division: The Diversity Fellowship Program is designed to promote diversity within the Division while providing leadership development opportunities for women, attorneys of color, those with disabilities, and persons of differing sexual orientations and gender identities.

Health Law Section: The Breast Cancer Task Force is a pro bono effort that provides extensive resources to lawyers and consumers dealing with breast cancer.

Section of Individual Rights and Responsibilities: The Rights of Women Committee addresses legal issues affecting the civil and human rights of women. It provides a national forum for women's rights advocacy, drafting ABA policy proposals, hosting continuing legal education programs, and developing written materials.

Section of International Law: The Women's Interest Network's primary objective is to provide networking opportunities and promote women. It has regional chapters in the United States and abroad.

Law Practice Management Section: ABA Women Rainmakers organizes programs, networking events, and CLE by and for women.

Section of Litigation: The Woman Advocate Committee presents programs demonstrating trial and advocacy skills and provides networking opportunities.

Section of Real Property, Trust and Estate Law: The Diversity Committee reaches out to women and minorities.

Section of Science & Technology Law: The Membership and Diversity Committee promotes diversity in both membership and leadership within the Section.

Section of Taxation: The Diversity Committee actively recruits lawyers of color, women lawyers, young lawyers, lawyers with disabilities, and lawyers from diverse ethnic backgrounds to become involved in the Section of Taxation.

Young Lawyers Division: The Women in the Profession Committee is dedicated to securing the full and equal participation of women.

2011-2012
**Commission on Women
in the Profession**

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