

GOAL IX REPORT CARD



AN ANNUAL REPORT ON WOMEN'S ADVANCEMENT INTO
LEADERSHIP POSITIONS IN THE AMERICAN BAR ASSOCIATION

FEBRUARY 2007

AMERICAN BAR ASSOCIATION
COMMISSION
On
WOMEN
In The
PROFESSION

GOAL IX REPORT CARD

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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. Fifty-five years later, female lawyers account for 30.2% of the profession and 31.5% of Association membership.

Sixty-eight years after Ms.

Lathrop joined the ABA, the ABA adopted Goal IX as one of its association goals. Goal IX supports the “full and equal participation in the legal profession by minorities, women and persons with disabilities” and requires the ABA to “develop and encourage initiatives that will ensure full and equal participation of minorities, women and persons with disabilities in bar activities.”

The following year – in August, 1987 – the ABA created the Commission on Women in the

Profession (“Commission”) to assess the status of women in the legal profession, 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*, which measures the progress of women in ABA leadership positions. The report, issued annually, 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.

Women in ABA Leadership Positions (Percentages)

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007
Board of Governors	12	17	21.6	28.9	28.9
House of Delegates	11	21.3	23.8	26.5	27.6
Sect/Div Chairs	4	25.9	25.0	32.1	35.7
Sect/Div Officers	10.2	27.4	25.9	31.0	29.2

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

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007
ABA Lawyer Members	22	25.3	28.5	30.4	31.5
Legal Profession	22 (approx)	24	27	29.4	30.2

While the overall trend from 1991 to 2007 in the percentage of women holding ABA leadership positions is upward, the rate of increase has stagnated in recent years.

During these past 16 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 female chair of the House of Delegates,

Martha W. Barnett, took office that same year. The past 10 years have included two more female presidents – Martha W. Barnett (2000-2001) and Karen J. Mathis (2006-2007) – and two more female chairs of the House of Delegates – Karen J. Mathis (2000-2002) and Laurel Bellows (2006-2008). As encouraging as that progress is, only three out of 17 presidents (17.6%) and three out of nine chairs of the House of Delegates (33.3%) within the past

16 years have been women. The same time period has included two female secretaries out of six (33.3%) and no female treasurers.

In the 16 years since the first *Goal IX Report Card* was published, the number of women in the profession has increased significantly. The 1991 *Goal IX Report Card* reported women's membership in the ABA and their representation in the profession both at 22%. Women now comprise 30.2% of the more than one million lawyers

in the United States. Women constitute 31.5% of approximately 352,000 lawyer members of the ABA, the world's largest voluntary professional association. While the number of women in the profession (30.2%, whereas women earn 49% of the JDs awarded) still is not satisfactory, these statistics provide a basis for evaluating the status of women in the ABA as compared with the general growth of women lawyers in the profession.



EXECUTIVE SUMMARY—KEY FINDINGS

American Bar Association

- Women comprise 31.5% of the lawyer members of the ABA.
- Women comprise 33.1% of the lawyer, associate, and student members of the ABA.

House of Delegates

- Over-all, women comprise 27.7% of the House of Delegates, less than the ratios of women in the profession (30.2%) and in the ABA (33.1%).
- Nominating Committee – women constitute only 28.4% of this committee's members, less than the representation of women in the profession and in the ABA. This figure would be much lower (20.9%) without the three women and three minority member-at-large positions.

Board of Governors

- Women constitute 28.9% of the Board of Governors, less than the ratios of women in the profession and in the ABA. Without the minority and women members-at-large, the percentage of women on the Board would be only 23.5%.

Sections and Divisions

- Women represent 38.2% of ABA section/division members.
- Women chair 10 of the 28 sections and divisions (35.7%), a percentage exceeding the percentage of women lawyers both in the ABA and in the profession.
 - Of the nine entities where women constitute at least 40% of the membership, only one has a female chair.

- Of the eight entities where women constitute less than 30% of the membership, four have female chairs.
- Women constitute 29.4% of section/division officers.
 - Only two sections have women holding 50% or more of their offices.
- Over-all, women comprise 34.2% of the membership of section/division councils.
 - In 10 councils, women constitute less than 30% of their council members.
- Women comprise 38.1% of section/division nominating committee membership.
- Women constitute 33.4% of section/division committee chairs and vice-chairs.
- Of the 10 sections/divisions with sub-committees, women chair

28.8% of those sub-committees.

Forums

- Of the six forums, only one has more than 30% women serving as officers.
- No forum chair is a woman.

Section Officers Conference

- Women chair six of the 13 ad hoc committees (46.2%).
- One-third (33.3%) of committee members are women.

Standing and Special Committees

- Women represent 39.4% of President Karen Mathis' 705 committee appointments.
- Of her chair appointments, 42.6% are women.



HOUSE OF DELEGATES

Control and administration of the ABA are vested in the House of Delegates (“House”), the policy-making body of the Association. Action taken by the House of Delegates on specific issues becomes official ABA policy. Although the specific composition of the House may vary each year, the ABA Constitution authorizes approximately 550 House of Delegates members:

- 220 State Bar Association Delegates
- 86 Local Bar Association Delegates
- 52 State Delegates
- 18 Delegates-at-Large
- 70 Present and Former Officers

- and Board members
- 72 Section, Division, and Conference Delegates
- 2 Ex Officio Members
- 28 Affiliated Organization Delegates
- 1 Virgin Islands Bar Association
- 1 Guam/Commonwealth of the Northern Mariana Islands

Since 1991, there has been an increase in the percentage of women in the House of Delegates. By Association years 2002-2003 and 2003-2004, the percentage of women in the House equaled the percentage of women in the ABA. This year, the percentage of women in the House is 27.7% (144 women

out of 520 delegates elected as of October). However, that is below the ratios of women in the profession (30.2%) and in the ABA (33.1%).

House Delegation by State

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

Currently, 15 jurisdictions have

no female delegates – Delaware, Guam, Hawaii, Idaho, Indiana, Maine, Mississippi, Montana, Nebraska, New Hampshire, North Dakota, Puerto Rico, Rhode Island, South Dakota, and U.S. Virgin Islands. Two jurisdictions, Idaho and Puerto Rico, have not had a woman delegate for over 10 years.

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 each state and serves as a member of the House Nominating Committee. State delegate positions are filled by open

elections in each jurisdiction. Nine women serve as state delegates (18.0%), a number far below the percentage of women in the House, the profession, and the ABA. It is critical that women actively seek election as state delegates, and the Commission on Women encourages individual Association members and delegates to the House, as well as the representative entities, to actively promote women as candidates.

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 208 state bar delegates elected as of October 2006, 63 are women (30.3%).

Alabama, Connecticut, Indiana, Mississippi, and Puerto Rico have two or more state bar delegates and

no women in their ranks. Hawaii, Idaho, Maine, Montana, New Hampshire, New Mexico, North Dakota, Rhode Island, South Dakota, and U.S. Virgin Islands have only one state bar delegate, none of whom are women.

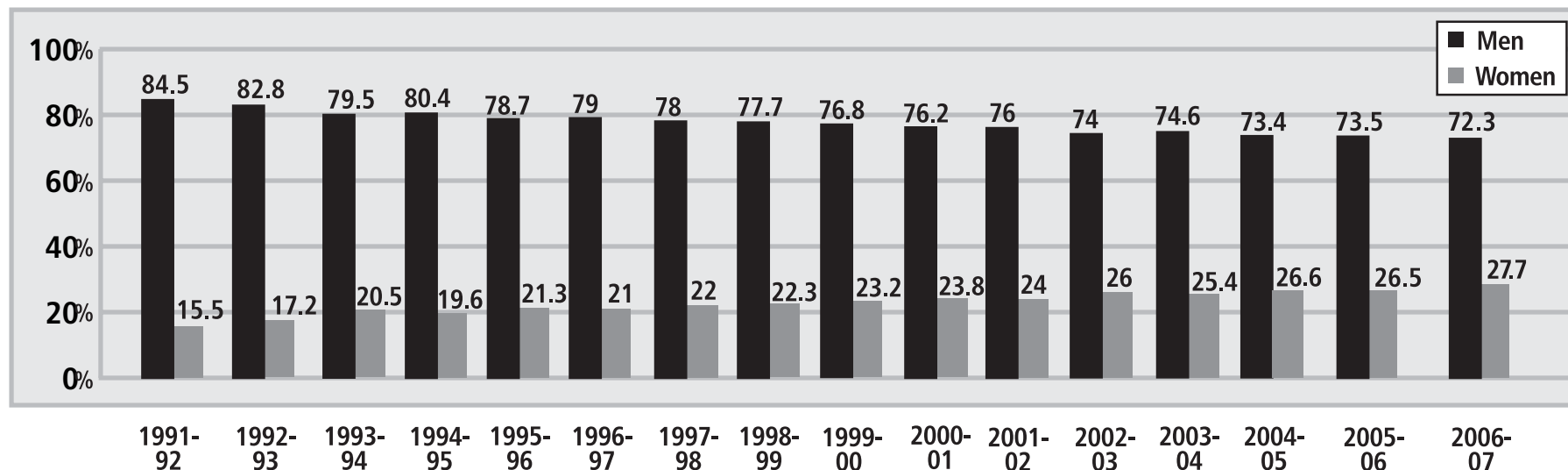
Local Bar Association Delegates

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-three local bar association delegates are women (31.5%).

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 eligible to elect members from different geographical districts. Of the 18 delegates-at-large, eight are women. This relatively high proportion of women (44.4%) demonstrates that there are competent women available for and interested in leadership positions in the House.

House of Delegates (1991-2007)



Overview of the House of Delegates (As of 10/06)

	STATE DELEGATE		STATE BAR DELEGATE		LOCAL BAR DELEGATE		SECTION/DIVISION DELEGATE		DELEGATE -AT- LARGE		FORMER OFFICER/ BOG		AFFILIATED ORGAN.		CURRENT BOG OR OFFICER		TTL	M	F	%F	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F					
ALABAMA	-	1	4	-	1	-	-	-	-	-	2	-	-	-	-	-	8	7	1	12.5%	
ALASKA	-	1	-	1	-	-	-	-	-	-	-	-	-	-	1	-	3	1	2	66.7%	
ARIZONA	1	-	3	1	1	-	2	1	1	-	-	-	1	-	1	-	12	8	4	33.3%	
ARKANSAS	1	-	-	1	-	-	1	-	1	-	1	-	-	-	-	-	5	4	1	20.0%	
CALIFORNIA	-	1	7*	3*	7*	4*	2	2	-	-	1	-	3	-	1	1	32*	21*	11*	34.4%*	
COLORADO	-	1	5	1	1	1	2	-	-	-	-	-	-	-	1	-	12	8	4	33.3%	
CONNECTICUT	-	1	6	-	-	-	-	-	-	-	-	-	-	-	1	-	8	6	2	25.0%	
DELAWARE	1	-	*	*	-	-	-	-	-	-	-	-	-	-	-	-	1*	1*	*	0.0%	
DISTRICT OF COLUMBIA	-	1	4	4	2	-	6	4	1	2	-	-	4	3	1	-	32	18	14	43.8%	
FLORIDA	1	-	6	2	4*	*	3	-	-	1	3	1	4	-	3	1	28*	23*	5*	17.9%*	
GEORGIA	1	-	5	2	2	-	-	-	-	-	1	-	1	-	-	-	12	10	2	16.7%	
GUAM	-	-	*	*	-	-	-	-	-	-	-	-	-	-	-	-	*	*	*	*	
HAWAII	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
IDAHO	1	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	3	3	0	0.0%	
ILLINOIS	1	-	5	3	1	1	2	-	-	-	1	-	2	2	3	1	22	15	7	31.8%	
INDIANA	1	-	4	-	*	*	1	-	-	-	-	-	-	-	-	-	6*	6*	0*	0.0%*	
IOWA	1	-	1	1	-	-	-	-	-	-	1	-	-	-	1	-	5	4	1	20.0%	
KANSAS	1	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	4	2	2	50.0%	
KENTUCKY	1	-	2	1	1	-	-	-	1	-	2	-	-	-	2	-	10	9	1	10.0%	
LOUISIANA	1	-	5	1	1	1	1	-	-	1	-	-	-	1	-	12	9	3	25.0%		
MAINE	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
MARYLAND	1	-	4	3	1	1	-	-	-	1	1	-	-	-	1	-	13	7	6	46.2%	
MASSACHUSETTS	-	1	5	2	2	-	2	-	-	1	1	-	-	2	-	16	12	4	25.0%		
MICHIGAN	1	-	3	4	-	1	-	1	-	-	2	-	2	-	1	-	15	8	7	46.7%	
MINNESOTA	1	-	4	3	1	2	1	-	-	-	1	-	-	-	-	-	13	8	5	38.5%	
MISSISSIPPI	1	-	2	-	-	-	-	-	-	-	-	-	-	-	1	-	4	4	0	0.0%	
MISSOURI	1	-	4*	2*	3	-	2	1	-	-	-	-	1	-	-	-	15*	12*	3*	20.0%*	
MONTANA	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	3	3	0	0.0%	
NEBRASKA	1	-	1*	*	-	-	-	-	-	-	-	-	-	-	1	-	3*	3*	0*	0.0%*	
NEVADA	1	-	*	*	-	1	-	-	-	-	-	-	-	1	-	-	3*	2*	1*	33.3%*	
NEW HAMPSHIRE	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
NEW JERSEY	1	-	4*	2*	3	-	1	-	-	-	-	-	1	1	-	-	13*	10*	3*	23.1%*	
NEW MEXICO	-	1	1	-	-	-	-	-	-	-	1	-	1	-	-	-	4	1	3	75.0%	
NEW YORK	1	-	9	2	4*	3*	4	2	1	-	1	-	2	2	1	1	33*	23*	10*	30.3%*	
NORTH CAROLINA	1	-	3*	1*	1	1	1	-	-	1	-	2	-	1	-	-	12*	10*	2*	16.7%	
NORTH DAKOTA	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
OHIO	-	1	4	4	3	1	5	-	1	-	1	-	2	-	-	-	22	16	6	27.3%	
OKLAHOMA	1	-	*	*	1	1	1	-	-	-	2	-	-	-	1	-	7*	6*	1*	14.3%*	
OREGON	1	-	1	2	-	1	-	-	-	1	1	-	-	-	1	-	8	3	5	62.5%	
PENNSYLVANIA	1	-	7	1	4	-	1	2	-	-	2	-	-	1	-	-	19	15	4	21.1%	
PUERTO RICO	1	-	3	-	-	-	-	-	-	-	-	-	-	-	1	-	5	5	0	0.0%	
RHODE ISLAND	1	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	3	3	0	0.0%	
SOUTH CAROLINA	-	-	-	2	-	-	-	-	-	1	-	-	-	1	-	-	4	0	4	100.0%	
SOUTH DAKOTA	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
TENNESSEE	1	-	4	1	-	1	1	2	-	-	1	-	-	-	-	-	11	7	4	36.4%	
TEXAS	1	-	6	2	4	3	4	-	-	-	1	-	-	-	1	-	22	16	6	27.3%	
U.S. VIRGIN ISLANDS	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	2	2	0	0.0%	
UTAH	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	50.0%	
VERMONT	1	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	3	2	1	33.3%	
VIRGINIA	1	-	5	2	1	-	1	-	-	-	1	-	1	-	1	-	13	11	2	15.4%	
WASHINGTON	*	*	4	3	1	-	3	-	-	2	-	2	-	1	-	-	17*	14*	3*	17.6%*	
WEST VIRGINIA	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	50.0%	
WISCONSIN	1	-	4	1	*	*	-	1	-	-	-	-	-	-	-	-	7*	5*	2*	26.6%*	
WYOMING	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	50.0%	
TOTALS	41*	9*	145*	63*	50*	23*	47	16	10	8	31	3	26	12	27	11	376*		144*		
TOTALS (MEN + WOMEN)	50*		208*		73*		63		18		34		38		38		520				
% OF WOMEN	18.0%*		30.3%*		31.5%*		25.4%		44.4%		8.8%		31.6%		28.9%		27.7%				

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

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
- 7 Section Delegates
- 6 Members-at-Large – three women and three minority members-at-large
- 1 Young Lawyers Division delegate
- 1 Judicial Division delegate.

Currently, 19 women sit on the Nominating Committee (28.4%), including six women of color. Of the 19 women, 10 serve as state delegates, three as section delegates, and five as member-at-large delegates. Without the minority members-at-large and the women members-at-large, the percentage of

women on the Nominating Committee is only 20.9%. Thus, a major goal of the ABA should be to ensure that women are obtaining these percentages of leadership positions and beyond without the need for specifically-designated seats.

House Committees

	2004-2005			2005-2006			2006-2007		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Advisory Committee to Chair	2	12	16.67%	4	13	30.77%	2	13	15.38%
Credentials & Admissions	1	7	14.29%	2	7	28.57%	1	6	16.67%
Drafting	1	2	50.00%	1	2	50.00%	3	4	75.00%
Nominating Comm. Steering Committee	2	12	16.66%	2	13	15.38%	5	16	31.25%
Rules & Calendar	2	5	40.00%	2	5	40.00%	2	5	40.00%
Select Committee	7	14	50.00%	9	16	56.25%	5	13	38.46%
Technology & Communication	3	12	25.00%	3	12	25.00%	3	11	27.27%
Tellers	4	5	80.00%	3	4	75.00%	2	5	40.00%
TOTAL	22	69	31.88%	26	72	36.11%	23	73	31.51%

House Committees

The House of Delegates conducts its internal business through eight standing 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 eight committees.

This year’s percentage of women’s participation in these committees (31.5%) has decreased from the previous year (36.1%). While it exceeds the percentage of women in the profession (30.2%), it is below the percentage of women in the ABA (33.1%).



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 2006-2007 Board is comprised of 38 members: 18 geographical district representatives; 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); and six officers (president, president-elect, chair of the House of Delegates, secretary, treasurer, and immediate past president). Each member of the Board serves a multi-year term, with the terms ending on a rotating basis.

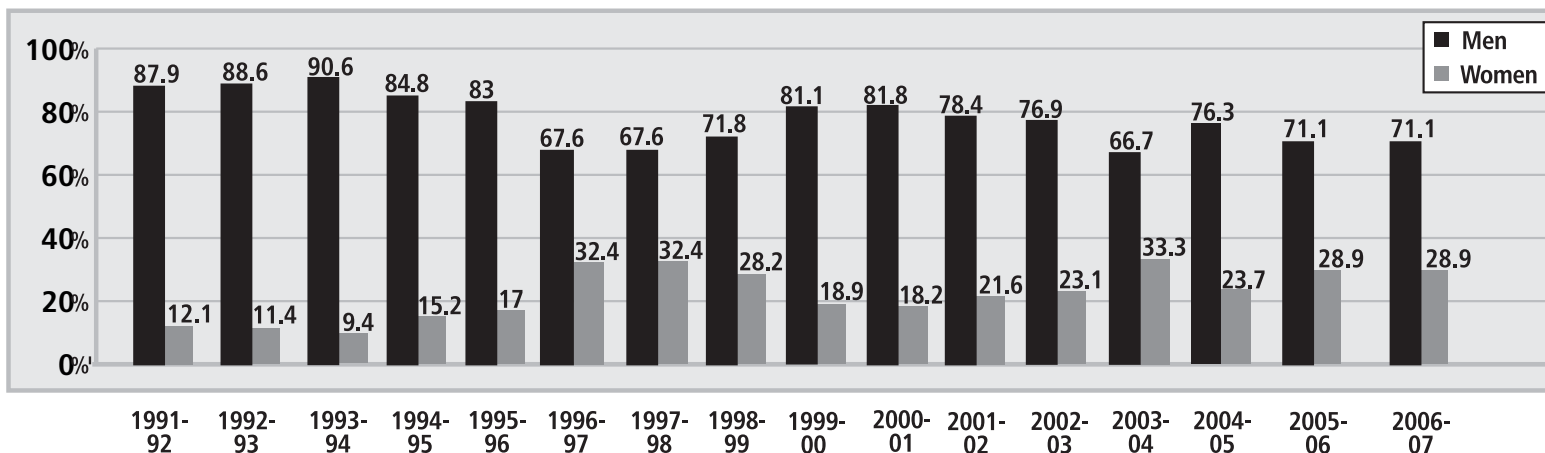
For this bar year, 11 women (28.9%; one of whom is multicultural) serve on the Board of Governors. Thirty women have served on the Board of Governors since 1995. Women serve as president, chair of the House of

Delegates, four geographical district representatives, judicial member-at-large, one minority member-at-large, two women members-at-large, and one young lawyer member-at-large. Only 22.2% of the geographical district representatives are women, compared to 35.7% of the members-at-large. Without the minority and women members-at-large, the overall percentage of women on the Board would be only 23.5%.

The nine-member Board of Governors Executive Committee is comprised of the Association presi-

dent, president-elect, chair of the House of Delegates, secretary, treasurer, and chairs of the four Board committees (Executive Compensation Committee, Operations and Communications, Program and Planning, and Finance). For the current Association year, President Karen Mathis selected women for two of her four appointments to chair Board committees. There are four women members on the Executive Committee (44.4%).

Board of Governors (1991-2007)





SECTIONS AND DIVISIONS

The ABA is comprised of more than 2,200 entities. 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, divisions, and forums range in size from about 1,600 members to more than 75,000. Each entity draws its membership from lawyers, judges, or 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 61% of all ABA

members belong to at least one Section. As of October, 2006, women represent 38.2% of section and division members.

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. A section's commitment, or lack thereof, to diversity has far-reaching effects on both the future of the section and the Association. Women, particularly multicultural women, will be unlikely to attempt to become actively involved in the ABA or its

sections in increasing numbers if pathways to leadership are limited or blocked. To attract women as members and leaders, many sections and divisions must make a concerted effort to improve opportunities for women at all levels of leadership.

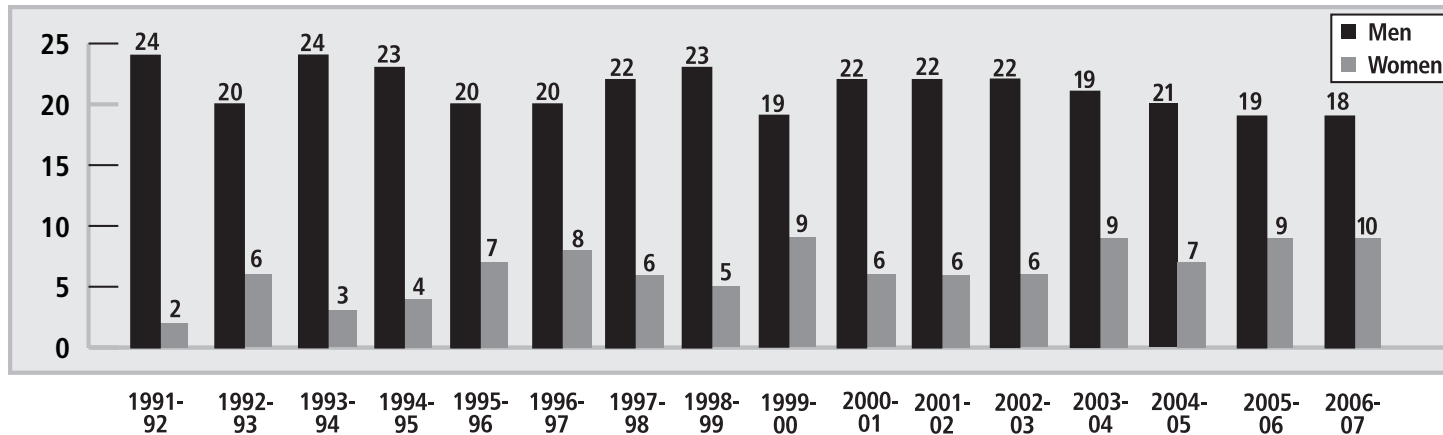
The number of women participating in sections and serving as leaders has increased; however, such change has been slow. It is important to note that increased participation by women in section leadership represents significant efforts by certain sections that have not been replicated by other sections.

ABA Section and Division Membership (As of 10/06)

Section/Division	Membership	Women	Men	Unknown	% Women Members
Administrative Law	22,062	10,482	11,441	139	47.51%
Antitrust Law	8,716	1,970	6,715	31	22.60%
Business Law	52,587	14,325	37,887	375	27.24%
Criminal Justice	14,193	5,559	8,464	170	39.17%
Dispute Resolution	12,478	4,583	7,793	102	36.73%
Environment, Energy & Resources	10,717	3,351	7,301	65	31.27%
Family Law	10,399	5,864	4,535	-	56.39%
General Practice	33,065	13,846	18,439	780	41.88%
Government & Public Sector	6,702	3,104	3,598	-	46.31%
Health Law	9,558	4,036	5,477	45	42.23%
Individual Rights & Responsibilities	4,868	2,272	2,529	67	46.67%
Intellectual Property Law	15,487	5,678	9,809	-	36.66%
International Law	14,898	5,296	9,429	173	35.55%
Judicial Division	4,062	1,216	2,827	19	29.94%
Labor & Employment Law	21,181	8,384	12,714	83	39.58%
Law Practice Management	24,774	9,459	15,315	-	38.18%
Law Student Division	51,669	26,787	24,008	874	51.84%
Legal Education	9,287	3,598	5,409	280	38.74%
Litigation	77,453	25,278	51,814	361	32.64%
Public Contract Law	10,786	4,506	6,141	139	41.78%
Public Utility, Comm. and Trans.	3,710	1,077	2,613	20	29.03%
Real Property, Probate & Trust	30,056	8,617	21,311	128	28.67%
Science & Technology	12,006	4,382	7,624	-	36.50%
Senior Lawyers Division	6,254	402	5,836	16	6.43%
State & Local Government Law	4,919	1,434	3,462	23	29.15%
Taxation	18,688	4,541	14,082	65	24.30%
Tort & Insurance Practice	37,173	12,258	24,694	221	32.98%
Young Lawyers Division	132,744	60,018	68,463	4,263	45.21%
TOTALS*	660,492	252,323	399,730	8,439	38.20%
OVERALL ABA LAWYER MEMBERS	352,135	110,848	236,249	5,038	31.48%
OVERALL ABA MEMBERSHIP*	394,704	130,822	258,383	5,499	33.14%

*Represents lawyer, associate, and student members

Section and Division Chairs (1991-2007)



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 10 of the 28 sections and divisions. This is one more than last year. The following entities have a woman serving as chair for the 2006-2007 Association year: Business Law; Dispute Resolution;

Government and Public Sector; Intellectual Property; International Law; Judicial Division; Labor & Employment Law; Litigation; Real Property, Probate & Trust Law; and Taxation. Of the 27 sections and divisions with chairs-elect slated to serve as chair for the 2007-2008 Association year, eight will be led by women. This year, the percentage of female chairs (35.7%) exceeds the percentage of women lawyers both in the ABA and in the

profession.

A closer look at these figures reveals that, of the nine entities where women constitute at least 40% of the membership, only one, Government & Public Sector, has a female chair. The other eight – Administrative Law; Family Law; General Practice; Health Law; Individual Rights & Responsibilities; Law Student Division; Public Contract Law; and Young Lawyers Division – have

male chairs. Conversely, four of the eight entities (Business Law; Judicial Division; Real Property, Probate & Trust; and Taxation) where women constitute less than 30% of the membership have female chairs. The other four – Antitrust Law; Public Utility, Communications & Transportation; Senior Lawyers Division; and State & Local Government Law – have male chairs.

Section and Division Chairs

	03-04	04-05	05-06	06-07 CHAIR	06-07 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 AND EMPLOYMENT LAW	○	○	○	●	○
LAW PRACTICE MANAGEMENT	●	○	○	○	●
LAW STUDENT DIVISION	○	○	●	○	NA✓
LEGAL EDUCATION	●*	●	○	○	●
LITIGATION	●	○	○	●*	●
PUBLIC CONTRACT LAW	○	●	○	○	●
PUBLIC UTILITY, COMM. & TRANS. LAW	○	○	○	○	○
REAL PROPERTY, PROBATE & TRUST LAW	○	○	○	●	●
SCIENCE & TECHNOLOGY	●	○	○	○	○
SENIOR LAWYERS DIVISION	●	○	○	○	○
STATE & LOCAL GOVERNMENT	●	○	○	○	○
TAXATION	○	○	○	●	○
TORT TRIAL & INSURANCE PRACTICE	●	○	●	○	○
YOUNG LAWYERS DIVISION	○	○	●	○	○
TOTAL WOMEN CHAIRS	9/28(32.14%)	7/28 (25.00%)	9/28 (32.14%)	10/28 (35.71%)	8/27 (29.63%)

Key: ○ = MAN ● = WOMAN * = MULTICULTURAL WOMAN ✓ = NO CHAIR-ELECT HAD BEEN CHOSEN AS OF DATE OF PRINTING

Section and Division Officers

	2004-2005			2005-2006			2006-2007		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
ADMINISTRATIVE LAW	2	8	25.00%	2	7	28.57%	2	8	25.00%
ANTITRUST LAW	2	12	16.67%	4	12	33.33%	4	12	33.33%
BUSINESS LAW	5	9	55.56%	5(1)	10	50.00%	4(1)	10	40.00%
CRIMINAL JUSTICE	3(1)	10	30.00%	3	9	33.33%	1	10	10.00%
DISPUTE RESOLUTION	3(1)	8	37.50%	3(1)	9	33.33%	3(1)	8	37.50%
ENVIRONMENT, ENERGY & RESOURCES	6	12	50.00%	4(2)	11	36.36%	5(1)	11	45.45%
FAMILY LAW	4	8	50.00%	5(1)	8	62.50%	2(1)	6	33.33%
GENERAL PRACTICE	0	7	0.00%	0	10	0.00%	0	10	0.00%
GOVERNMENT & PUBLIC SECTOR	3(1)	7	42.86%	2	7	28.57%	2	7	28.57%
HEALTH LAW	1	7	14.29%	1	8	12.50%	2	5	40.00%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	3(2)	7	42.86%	2(1)	8	25.00%	2(2)	7	28.57%
INTELLECTUAL PROPERTY LAW	4	12	33.33%	4	11	36.36%	5	16	31.25%
INTERNATIONAL LAW	2	14	14.28%	3(1)	16	18.75%	3(2)	14	21.43%
JUDICIAL DIVISION*	11(1)	30	36.67%	10(3)	24	41.67%	10(1)*	29*	34.48%*
LABOR AND EMPLOYMENT LAW	2	13	15.38%	3	13	23.08%	3	13	23.08%
LAW PRACTICE MANAGEMENT	1(1)	4	25.00%	2(1)	6	33.33%	1(1)	6	16.67%
LAW STUDENT DIVISION	1	5	20.00%	3	7	42.86%	2(1)	8	25.00%
LEGAL EDUCATION	3	8	37.50%	2	7	28.57%	0	3	0.00%
LITIGATION	4(2)	13	30.77%	5(3)	10	50.00%	5(3)	11	45.45%
PUBLIC CONTRACT LAW	3	5	60.00%	4	9	44.44%	4	7	57.14%
PUBLIC UTILITY, COMM. & TRANS. LAW	0	5	0.00%	0	8	0.00%	0	6	0.00%
REAL PROPERTY, PROBATE & TRUST LAW	2	7	28.57%	3	9	33.33%	3	12	25.00%
SCIENCE & TECHNOLOGY	1	9	11.11%	3	9	33.33%	3	9	33.33%
SENIOR LAWYERS DIVISION	1	6	16.67%	1	9	11.11%	1	8	12.50%
STATE & LOCAL GOVERNMENT	5	14	35.71%	6(2)	13	46.15%	7(2)	14	50.00%
TAXATION	3	10	30.00%	3	12	25.00%	2	8	25.00%
TORT TRIAL & INSURANCE PRACTICE	2	7	28.57%	2	9	22.22%	0	6	0.00%
YOUNG LAWYERS DIVISION	2	5	40.00%	3	13	23.08%	5	12	41.67%
TOTALS	79(9)	262	30.15%	88(16)	284	30.99%	81(16)	276	29.35%

Multicultural women noted in ()

Includes chair, chairs-elect, delegates, and other officers

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

Section and Division Officers

Women's representation among section officers is a key measure for determining whether the Association is achieving Goal IX. Experience as an officer is generally a prerequisite to becoming a section chair. The percentage of women officers this year (29.4%) represents a 5.2% decrease from last year's representation (31.0%). The overall percentage of women officers in sections and divi-

sions is almost equal to the percentage of women in the profession. This year, only two sections (Public Contract Law and State & Local Government Law) have women holding 50% or more of their offices. This is particularly impressive for State & Local Government, where only 29% of its membership is women; 42% of Public Contract's membership is women.

Five other sections (Business

Law; Environment, Energy & Resources; Health Law; Litigation; and Young Lawyers Division) have women holding at least 40% of their offices. Of these, three have less than a 40% female membership: Business Law (27%), Environment (31%), and Litigation (33%).

On the whole, women hold 30% or more of the officer positions in 13 of the sections, which is two less than last year. General Practice;

Legal Education; Public Utility, Communications & Transportation; and Tort Trial & Insurance Practice are the only entities without women officers. This is particularly disturbing considering the ratio of women in these entities' memberships (General Practice – 42%; Public Utility – 29%; Tort – 33%).

Section and Division Councils

	2004-2005			2005-2006			2006-2007		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
ADMINISTRATIVE LAW	4(1)	12	33.33%	8(1)	20	40.00%	8(1)	20	40.00%
ANTITRUST LAW	4	15	26.67%	4(1)	15	26.67%	4	20	20.00%
BUSINESS LAW	10(3)	20	50.00%	9(2)	20	45.00%	9(2)	20	45.00%
CRIMINAL JUSTICE	7(1)	24	29.17%	7(3)	24	29.17%	5(2)	23	21.74%
DISPUTE RESOLUTION	4(1)	16	25.00%	6(2)	16	37.50%	8(2)	25	32.00%
ENVIRONMENT, ENERGY & RESOURCES	5(1)	14	35.71%	6(1)	14	42.86%	5	14	35.71%
FAMILY LAW	8(3)	19	42.11%	6(2)	15	40.00%	10(1)	19	52.63%
GENERAL PRACTICE	6(2)	23	26.09%	8(3)	20	40.00%	9(4)	23	39.13%
GOVERNMENT & PUBLIC SECTOR	6(2)	20	35.00%	8(2)	20	40.00%	8(2)	20	40.00%
HEALTH LAW	3	6	50.00%	3	7	42.86%	3	6	50.00%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	5	12	41.60%	6(3)	14	42.86%	11(6)	21	52.38%
INTELLECTUAL PROPERTY LAW	5	16	31.25%	5	16	31.25%	5	17	29.41%
INTERNATIONAL LAW	2	14	14.29%	9(1)	36	25.00%	13(2)	54	24.07%
JUDICIAL DIVISION*	1	2	50.00%	19(4)	53	15.09%	35(1)*	120*	29.17%*
LABOR AND EMPLOYMENT LAW	9(1)	27	33.33%	9(1)	27	33.33%	9(1)	27	33.33%
LAW PRACTICE MANAGEMENT	5(1)	19	26.32%	5(1)	16	31.25%	6(2)	20	30.00%
LAW STUDENT DIVISION	8(2)	15	53.33%	7(3)	15	46.67%	4(1)	15	26.67%
LEGAL EDUCATION	6(3)	17	35.30%	7(2)	17	41.18%	8(3)	20	40.00%
LITIGATION	7(2)	23	30.43%	9(2)	26	34.62%	8(1)	23	34.78%
PUBLIC CONTRACT LAW	4	14	28.57%	5(1)	13	38.46%	5(1)	13	38.46%
PUBLIC UTILITY, COMM. & TRANS. LAW	3	12	25.00%	5	12	41.67%	4	12	33.33%
REAL PROPERTY, PROBATE & TRUST LAW	8	24	33.33%	7	24	29.17%	6	24	25.00%
SCIENCE & TECHNOLOGY	8	15	53.33%	7	13	53.85%	6	15	40.00%
SENIOR LAWYERS DIVISION	3	15	20.00%	3	12	25.00%	1	15	6.67%
STATE & LOCAL GOVERNMENT	4(2)	12	33.33%	5(2)	14	35.71%	3(1)	14	21.43%
TAXATION	4	13	30.77%	4	13	30.77%	4	15	26.67%
TORT TRIAL & INSURANCE PRACTICE	3	15	20.00%	5(1)	16	31.25%	9(2)	28	32.14%
YOUNG LAWYERS DIVISION	27(6)	54	50.00%	19(6)	39	48.72%	33(10)	55	60.00%
TOTALS	177(35)	488	36.27%	201(44)	547	36.75%	239(45)	698	34.24%

Multicultural women noted in ()

Totals do not include chair & chair-elect

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

Section and Division Councils

Section councils provide the pool of candidates from which future section officers are drawn. Women comprise 34.2% of the membership of the councils of all the sections combined, less than last year. The Young Lawyers Division has the

highest percentage of women leadership with 60% of its council members women.

Nine entities (down from 13 last year) have women constituting at least 40% of section/division council members. In 10 councils, women constitute less than 30% of

their council members – a poorer showing than last year, when only six councils had less than 30% women. Of these 10, four entities – Criminal Justice, Intellectual Property, International Law, and Law Student Division – nonetheless have women comprising more than

30% of their entity membership. In one entity, (Senior Lawyers Division), only 6.7% of the council members are women; however, only 6.4% of the division's members are women.

Section and Division Nominating Committees

	2004-2005				2005-2006				2006-2007			
	Chair	Women	Total	% Women	Chair	Women	Total	% Women	Chair	Women	Total	% Women
ADMINISTRATIVE LAW	M	1	3	33.33%	M	1	3	33.33%	M	1	3	33.33%
ANTITRUST LAW	F	3(1)	5	60.00%	M	2	5	40.00%	M	2	5	40.00%
BUSINESS LAW	M	3(1)	8	37.50%	M	3(1)	8	37.50%	F	2	5	40.00%
CRIMINAL JUSTICE	M	2(1)	8	25.00%	M	4(1)	8	50.00%	M	2	8	25.00%
DISPUTE RESOLUTION	M	3(1)	9	33.33%	(F)	7(2)	15	46.67%	M	7(1)	15	46.67%
ENVIRONMENT, ENERGY & RESOURCES	M	0	4	0.00%	M	1	5	20.00%	F	4(1)	5	80.00%
FAMILY LAW	M	2	5	40.00%	M	2	5	40.00%	M	2	5	40.00%
GENERAL PRACTICE	M	2(1)	5	40.00%	M	2(1)	5	40.00%	F	4(1)	5	80.00%
GOVERNMENT & PUBLIC SECTOR	F	2	3	66.67%	M	1	3	33.33%	M	1	3	33.33%
HEALTH LAW	F	3(1)	6	50.00%	M	2	6	33.33%	M	3(1)	7	42.86%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	M	3(2)	5	60.00%	M	3(2)	5	60.00%	M	3(2)	6	50.00%
INTELLECTUAL PROPERTY LAW	M	2(1)	3	66.67%	M	2(1)	5	40.00%	M	2	5	40.00%
INTERNATIONAL LAW	N/A	N/A	N/A	N/A	M	3(1)	7	42.86%	M	3(1)	7	42.86%
JUDICIAL DIVISION*	M	1(1)	7	14.29%	M	7(5)	28	25.00%	F*	1*	6*	16.67%*
LABOR AND EMPLOYMENT LAW	M	3	3	100.00%	M	4	9	44.44%	M	2(1)	3	66.67%
LAW PRACTICE MANAGEMENT	M	2(1)	7	28.57%	M	1	7	14.29%	(F)	3(2)	9	33.33%
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	M	5(2)	10	50.00%	(F)	5(2)	8	62.50%	(F)	4(2)	9	44.44%
LITIGATION	M	0	5	0.00%	(F)	(2)	5	40.00%	F	3(1)	5	60.00%
PUBLIC CONTRACT LAW	F	2	3	66.67%	M	1	3	33.33%	F	1	3	33.33%
PUBLIC UTILITY, COMM. & TRANS. LAW	M	1	5	20.00%	M	1	5	20.00%	M	0	5	0.00%
REAL PROPERTY, PROBATE & TRUST LAW	M	1	5	20.00%	M	0	5	0.00%	M	2	5	40.00%
SCIENCE & TECHNOLOGY	M	3	5	60.00%	M	3	5	60.00%	M	2	5	40.00%
SENIOR LAWYERS DIVISION	F	2	5	40.00%	M	1	5	20.00%	M	0	5	0.00%
STATE & LOCAL GOVERNMENT	M	2	5	40.00%	M	1	5	20.00%	M	1	5	20.00%
TAXATION	F	6	26	23.08%	M	7	28	25.00%	M	9(1)	29	31.03%
TORT TRIAL & INSURANCE PRACTICE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG LAWYERS 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
TOTALS	6	54(13)	187	37.50%	3	66(18)	193	34.20%	8	64(14)	168	38.10%

Multicultural Women noted in ()

N/A = Not applicable – entity does not have a nominating committee

* Does not include Judicial Division's six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys); those are reflected in the Committee Chairs and Vice Chairs table.

Section and Division Nominating Committees

Section and Division Nominating Committees identify and appoint section leaders. These committees play a key role in ensuring the diversity of section leadership. Nominating committees typically have 3-5 members. Currently,

women comprise 38.1% of the nominating committee membership.

Two entities – Public Utility, Communications, and Transportation Law and Senior Lawyers Division – are the only sections with no women represented on its nominating committee.

Section and Division Committee Chairs and Vice Chairs

	2004-2005 Chair & Vice Chair			2005-2006 Chair & Vice Chair			2006-2007 Chair & Vice Chair		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
ADMINISTRATIVE LAW	75(5)	250	30.00%	30(7)	140	21.43%	51(2)	140	36.43%
ANTITRUST LAW	28(1)	131	21.37%	41(1)	140	29.28%	42(3)	155	27.10%
BUSINESS LAW	37(8)	134	27.61%	41(8)	144	28.47%	56(10)	142	39.44%
CRIMINAL JUSTICE	7	26	26.92%	8	43	18.60%	16(4)	66	24.24%
DISPUTE RESOLUTION	41(10)	107	38.31%	14(2)	45	31.11%	13(2)	48	27.08%
ENVIRONMENT, ENERGY & RESOURCES	72(12)	264	27.27%	86(12)	315	27.30%	155(5)	514	30.16%
FAMILY LAW	18(2)	50	36.00%	29(2)	69	42.02%	37(3)	69	53.62%
GENERAL PRACTICE	38(3)	140	27.14%	26(7)	133	19.54%	25(7)	136	18.38%
GOVERNMENT & PUBLIC SECTOR	10(1)	16	62.50%	11(1)	18	61.11%	11(1)	18	61.11%
HEALTH LAW	23(5)	53	43.39%	20(6)	47	42.55%	12(11)	29	41.38%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	56(13)	102	54.90%	50(12)	95	52.63%	44(9)	80	55.00%
INTELLECTUAL PROPERTY	43(6)	129	33.33%	9(1)	27	33.33%	13(4)	37	35.14%
INTERNATIONAL LAW	105(24)	236	44.49%	77(10)	304	25.32%	105(12)	303	34.65%
JUDICIAL DIVISION*	7	22	31.81%	41(8)	122	33.60%	47(10)*	130*	36.15%*
LABOR AND EMPLOYMENT LAW	45(4)	114	39.47%	35(1)	83	42.17%	45(10)	121	37.19%
LAW PRACTICE MANAGEMENT	5	27	18.52%	5(3)	23	21.74%	18(4)	49	36.73%
LAW STUDENT DIVISION	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LEGAL EDUCATION	9(1)	36	25.00%	14(1)	48	29.17%	13(2)	41	31.71%
LITIGATION	58(10)	153	37.91%	53(6)	128	41.41%	56(9)	133	42.11%
PUBLIC CONTRACT LAW	102(12)	389	26.22%	105(7)	380	27.63%	119(9)	428	27.80%
PUBLIC UTILITY, COMM. & TRANS. LAW	35(3)	229	15.28%	26(4)	219	11.87%	17(1)	153	11.11%
REAL PROPERTY, PROBATE & TRUST LAW	66(7)	228	28.95%	44(6)	179	24.58%	54(5)	178	30.34%
SCIENCE & TECHNOLOGY	20(3)	50	40.00%	20(4)	63	31.75%	31(5)	69	44.93%
SENIOR LAWYERS DIVISION	24(2)	78	30.77%	18(1)	124	14.52%	13	82	15.85%
STATE & LOCAL GOVERNMENT	6(1)	20	30.00%	4(1)	23	17.39%	18	25	72.00%
TAXATION	44(1)	156	28.21%	48	158	30.38%	46(2)	160	28.75%
TORT TRIAL & INSURANCE PRACTICE	258(40)	877	29.42%	269(36)	839	32.06%	589(4)	1653	35.63%
YOUNG LAWYERS DIVISION	26(7)	57	46.61%	34(9)	66	51.52%	39(6)	91	42.86%
TOTALS	1258(181)	4074	30.88%	1158(156)	3975	29.13%	1685(140)	5050	33.37%

Multicultural Women noted in ()

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

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 begins the pathway to section leadership. The increase in the percentage of women section committee chairs and vice chairs over last year represents 14.6% growth.

Section and Division Sub-Committee Chairs

Several sections and divisions have sub-committees. Those sections with sub-committees are doing a good job of including women in the ranks. Of the entities that have sub-

committees, women hold 28.8% of the subcommittee chair positions, essentially the same as last year. We encourage these sections to treat sub-committee involvement as a pathway to leadership.

Section and Division Sub-Committee Chairs

	2006-2007		
	Women	Total	% Women
BUSINESS LAW	85(16)	364	23.35%
CRIMINAL JUSTICE	8(3)	91	8.79%
DISPUTE RESOLUTION	10	20	50.00%
GENERAL PRACTICE	1	2	50.00%
HEALTH LAW	40	102	39.22%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	23(8)	65	35.38%
INTERNATIONAL LAW	0	1	0.00%
LABOR AND EMPLOYMENT LAW	30(12)	104	28.85%
REAL PROPERTY, PROBATE & TRUST LAW	4	16	25.00%
STATE & LOCAL GOVERNMENT	29(2)	35	82.86%
TOTALS	230(41)	800	28.75%

Multicultural women noted in ()



FORUMS

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. In only one of the six forums does the percentage of women officers exceed 30% (the percentage of women in the profession), and there are no female forum chairs.

Forums

	2004-2005						2005-2006					
	Officers			Committee Chairs			Officers			Committee Chairs		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
AFFORDABLE HOUSING	5(2)	12	41.67%	6(2)	13	46.15%	0	2	0.00%	N/A	N/A	N/A
AIR & SPACE LAW	7	16	43.75%	0	0	0.00%	1	4	25.00%	N/A	N/A	N/A
COMMUNICATIONS	6(2)	14	42.86%	6(3)	12	50.00%	6(3)	11	54.55%	11(2)	17	64.71%
CONSTRUCTION INDUSTRY	3(1)	14	21.43%	3(1)	12	25.00%	0	3	0.00%	2	14	14.29%
ENTERTAINMENT & SPORTS	2(1)	9	22.22%	4	9	44.44%	2	11	18.18%	4	9	44.44%
FRANCHISING	2	11	18.18%	1	3	33.33%	1	7	14.29%	3	7	42.86%
TOTALS	25(6)	76	32.89%	20 (6)	49	40.82%	10(3)	38	26.32%	20(2)	47	42.55%

Multicultural women noted in ()

Forums

	2006-2007			Forum Chair
	Membership		Women	
	Women	Total%		
AFFORDABLE HOUSING	4,652	8,880	52.39%	M
AIR & SPACE LAW	339	1,579	21.47%	M
COMMUNICATIONS	1,659	4,072	40.74%	M
CONSTRUCTION INDUSTRY	1,093	6,597	16.57%	M
ENTERTAINMENT & SPORTS	1,321	3,931	33.60%	M
FRANCHISING	529	2,173	24.34%	M
TOTALS	9,593	27,232	35.23%	0.00% Women

Multicultural women noted in ()



SECTION OFFICERS CONFERENCE

The Section Officers Conference (SOC) is a federation of all section, division, and forum officers that meets three times a year to conduct business. The SOC serves as an advocate for the collective interest of the sections, divisions, and forums and promotes coordination within

the ABA. During Association year 2006-2007, the SOC conducts most of its work through 13 ad hoc committees. Its executive committee consists of (a) six class representatives – chair, chair-elect, vice-chair, secretary, budget officer, and delegate, all of whom are elected by their

respective classes; (b) SOC representatives to the Board of Governors committees; and (c) chairs of select SOC ad hoc committees. For 2006-2007, five of the 13 SOC executive committee members (six are elected positions) are women (38.5%), and women were appointed

to chair six of the 13 ad hoc committees (46.2%). Of the 303 committee members, 101 are women (33.3%).

In addition, 12 ABA committees ask the SOC to appoint liaisons to their committees. Four of those are women (33.3%).



STANDING AND SPECIAL COMMITTEES

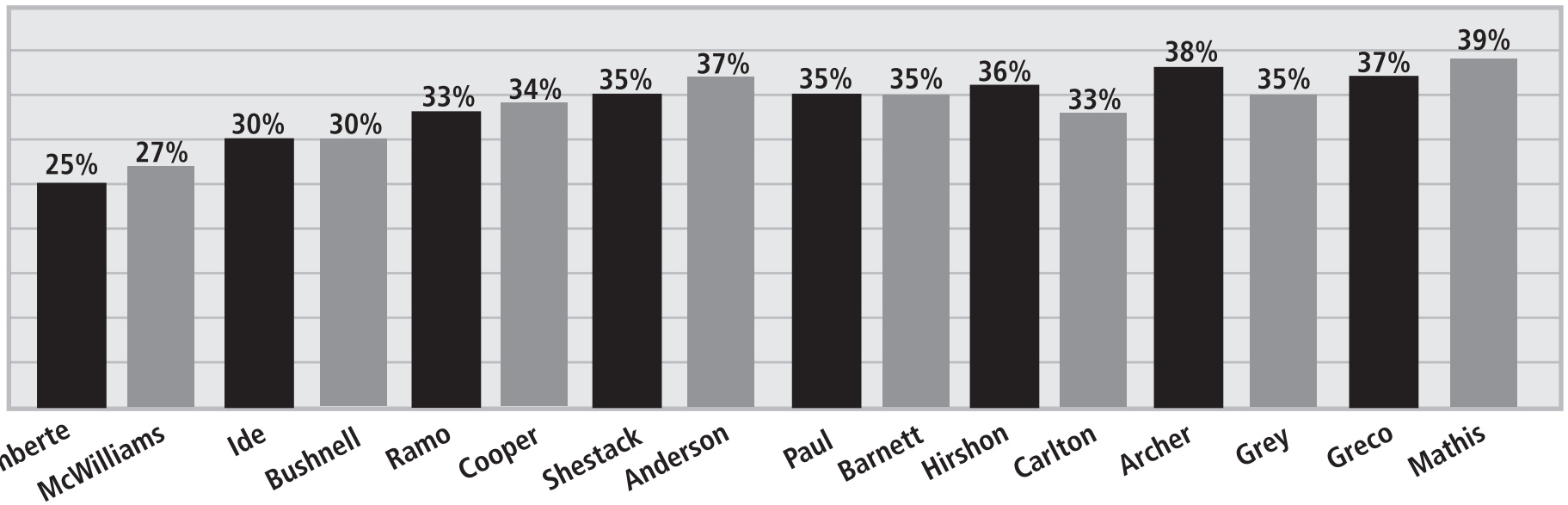
Association standing and special committees and other related groups such as task forces and commissions have smaller memberships, generally between three and 20. These groups focus on specific assignments or particular issues. Committee members are appointed annually by the ABA

president. Standing committee members serve three-year terms. Members of special committees and commissions 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 IX

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. President Karen J. Mathis made

705 appointments for the 2006-2007 bar year. Approximately 39.4% of those appointments were women – an all-time high for the Association. Of these, 10.4% were multicultural women. President Mathis also made 89 chair appointments, of which 38 went to women (42.6 %).

Female Presidential Appointments (1991-2007)





CONCLUSION

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

Association.

Goal IX itself is an ongoing, continuing effort by ABA leadership and all ABA entities. The Commission on Women wants to work with entities to improve women's leadership roles within the ABA. The Commission believes the Association's leadership is com-

mitted to fulfilling the purpose of Goal IX and doing the remaining work needed to establish the necessary opportunities and pathways. 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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2006-2007 COMMISSION ON WOMEN IN THE PROFESSION

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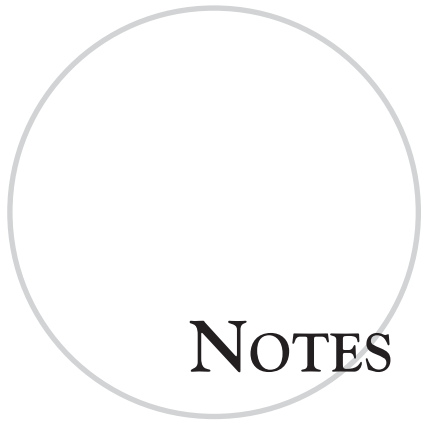
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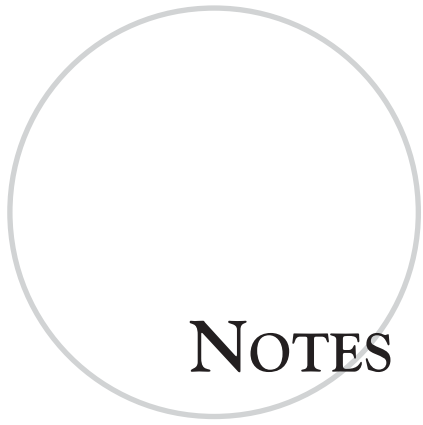
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