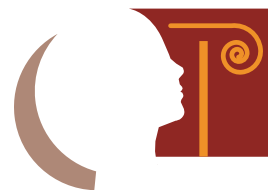




GOAL III
(FORMERLY GOAL IX)

REPORT CARD

An Annual Report on Women's Advancement into Leadership Positions
in the American Bar Association February 2009



**Commission on Women
in the Profession**
American Bar Association

GOAL III (FORMERLY 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-seven years later, female lawyers account for 31.6% of the profession and 31.9% 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, 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 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 and now the *Goal III Report Card*, analyzes women’s participa-

tion 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 2009 in the percentage of women holding ABA leadership positions is upward, the rate of increase has remained the same or declined in recent years.

Women in ABA Leadership Positions
(Percentages)

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007	2007-2008	2008-2009
Board of Governors	12	17	21.6	28.9	28.9	35.0	28.9
House of Delegates	11	21.3	23.8	26.5	27.7	28.4	29.0
Section/Division Chairs	4	25.9	25.0	32.1	35.7	32.1	32.1
Section/Division Officers	10.2	27.4	25.9	31.0	29.4	29.2	34.9

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

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007	2007-2008	2008-2009
ABA Lawyer Members	22	25.3	28.5	30.4	31.5	31.4	31.9
Legal Profession	22 (approx.)	24	27	29.4	30.2	30.1	31.6

During these past 18 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 11 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), and a woman (Carolyn Lamm) will be president in 2009-2010. As encouraging as that progress is, only three out of 18 presidents (16.7%) and three out of 10 chairs of the House of Delegates (30.0%) within the past 18 years have been women. The same time period has included three female secretaries out of seven (42.9%) and one female treasurer out of seven (14.3%). This year, for the first time, the treasurer is a woman.

Since the first *Goal IX Report Card* was published, the number of women in the profession has increased to presently comprise 31.6% of the more than one million lawyers in the United States. Significantly, the number of women ABA members has also increased to 31.9% of the approximately 347,000 lawyer members of the world's largest voluntary professional association. 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 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, in light of the impetus of Goal IX/Goal III on the overall number of women in the profession and ABA, the need for a

continued effort toward establishing satisfactory numbers for participation of women lawyers.

This report and the reports from 2005 through 2008 are available online in PDF format at www.abanet.org/women/goalix.html. To further assist you in evaluating your entity's progress and in comparing statistics with other entities, we have compiled the data presented in all of our *Goal IX/Goal III Report Cards*, starting with 1990-91 and continuing through the present. This historical data are presented by entity and by criterion (chairs, officers, etc.) and also are available online at www.abanet.org/women/goalix.html.

In 2008, the Commission entered its third decade. For the past 20 years, it has been at the forefront of the effort to increase the number of women in the profession, in the ABA, and in leadership positions within the ABA. Women lawyers who have assumed leadership positions in the ABA have also been recognized

on a national level as leaders. For example, in the 2007 *National Law Journal* designation of the 50 Most Influential Women Lawyers in the United States, 44% of the women named by the NLJ were leaders in the ABA. We can be proud of the opportunities available to women today versus 20 years ago.

But an analysis of the Goal 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 build the pipeline of women in all arenas in the legal profession. Much work remains to be done as the Commission is committed to achieving true gender equality within the profession and the Association.



EXECUTIVE SUMMARY—KEY FINDINGS

American Bar Association

- Women comprise 31.9% of the lawyer members of the ABA.
- Women comprise 34.2% of the lawyer, associate, and student members of the ABA.

House of Delegates

- Overall, women comprise 29.0% of the House of Delegates, less than the ratios of women in the profession (31.6%) and women lawyers in the ABA (31.9%).
- Nominating Committee – women constitute only 23.9% of this committee's members, significantly less than the representation of women in the profession and women lawyers in the ABA. This figure would be much lower (19.7%) 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 women lawyers in the ABA. Without the women members-at-large, the percentage of women on the Board would be only 25.0%.

Standing and Special Committees

- Women represent 42.3% of President H. Thomas Wells, Jr.'s 693 committee appointments.
- Of his chair appointments, 31.0% are women.

Sections and Divisions

- Women represent 39.0% of members of ABA sections and divisions.
- Women chair nine of the 28 sections and divisions (32.1%), a percentage slightly exceeding the percentage of women lawyers in the profession and in the ABA.

- Women constitute 34.9% of section/division officers.
 - Six sections/divisions have women holding 50% or more of their offices.
 - Thirteen sections/divisions have a higher percentage of women officers than the percentage of their women membership.
- Overall, women comprise 37.9% of the membership of section/division councils.
 - In eight councils, women constitute less than 30% of council members.
- Women comprise 36.5% of section/division nominating committee membership.
- Women constitute 36.1% of section/division committee chairs and vice-chairs.
- Of the six sections/divisions with sub-committees, women chair 30.4% of those sub-committees.

Publication Authors

- Of those who wrote books or chapters within books published by sections and divisions in 2007-2008, 32.1% were women.

Programming Faculty

- For programs presented by sections and divisions in 2007-2008, 33.5% of the faculty were women.

Forums

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

Section Officers Conference

- Women chair three of the 15 ad hoc committees (20.0%).



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 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 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. In 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 29.0% (157 women out of 542 delegates elected as of October), which is below the ratios of women lawyers in the profession (31.6%) and in the ABA (31.9%). 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 representative entities, to actively promote women as candidates.

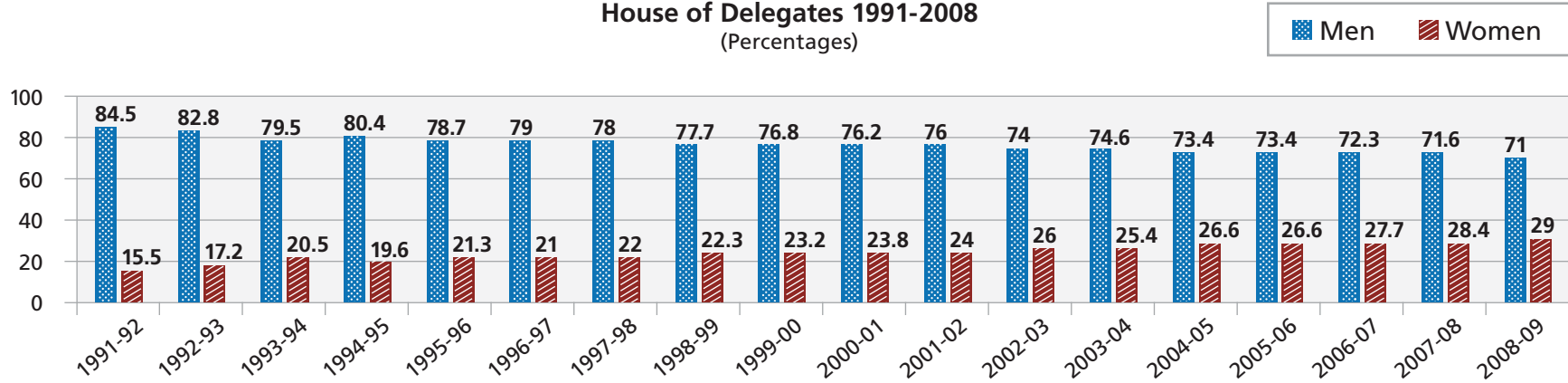
House Delegation by State

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, affiliated organization, section/division, delegate-at-large, past officer/member of the Board, and current officer/member of the Board of Governors. Currently, 17 jurisdictions have no female delegates –

Alabama, Delaware, Guam, Hawaii, Idaho, Maine, Mississippi, Montana, Nevada, New Hampshire, North Carolina, North Dakota, Rhode Island, South Dakota, Vermont, West Virginia, and Wyoming. One jurisdiction, Idaho, has not had a woman delegate for over 12 years.

This year, we have reorganized the House of Delegates chart to indicate those delegates elected by non-ABA entities and those elected by ABA entities. Ten states – Alabama, Kentucky, Minnesota, Mississippi, Missouri, North Carolina, Ohio, Oklahoma, Texas, and Virginia – have at least two delegates elected by ABA entities, none of whom are women.

House of Delegates 1991-2008
(Percentages)



This lack of female representation is not what one would expect, and it is particularly disheartening given how many opportunities are available for women’s participation. The Commission stands ready to meet with any state delegation to assist in getting women elected as delegates from ABA entities as well as non-ABA entities.

State Delegates to the House

There are 52 state delegates representing the 50 states, the District of Columbia, Guam, 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.

Ten women serve as state delegates (19.2%), a number far below the percentage of women in the House, the profession, and the ABA.

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 214 state bar delegates elected as of October 2008, 67 are women (31.3%).

Alabama, Mississippi, North Carolina, and Oklahoma have two or more state bar delegates and no women in their ranks. Delaware, Hawaii, Idaho, Maine, Montana, Nevada, New Hampshire, New Mexico, North Dakota, Rhode Island, South Dakota, Vermont, West Virginia, and Wyoming 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-nine local bar association delegates are women (35.8%). This percentage exceeds the ratio

of women lawyers in the profession (31.6%) and in the ABA (31.9%). The Commission commends local bar associations for their support of women lawyers.

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 20 delegates-at-large, 12 are women (60.0%).

Overview of the House of Delegates – Non-ABA Entities (As of 11/08)

State	State Delegate		State Bar Delegate		Local Bar Delegate		Affiliated Organization		Non-ABA Subtotals			Grand Totals – Non-ABA + ABA Entities (Page 10)			
	M	F	M	F	M	F	M	F	M	F	%F	TTL	M	F	%F
Alabama	1	0	4	0	1	0	0	0	6	0	0.00%	8	8	0	0.0%
Alaska	0	1	0	1	0	0	0	0	0	2	100.00%	2	0	2	100.0%
Arizona	1	0	2*	1*	1	0	0	0	4*	1*	20.00%*	11*	7*	4*	36.4%*
Arkansas	1	0	0	1	0	0	0	0	1	1	50.00%	3	2	1	33.3%
California	1	0	6	5	7	5	2	0	16	10	38.46%	33	20	13	39.4%
Colorado	0	1	4	2	0	2	0	0	4	5	55.56%	12	6	6	50.0%
Connecticut	0	1	5	1	0	0	0	0	5	2	28.57%	7	5	2	28.6%
Delaware	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.0%
District of Columbia	0	1	5	3	1	1	7	3	13	8	38.10%	36	22	14	38.9%
Florida	1	0	7	1	4	2	4	0	16	3	15.79%	30	24	6	20.0%
Georgia	1	0	4	3	2	0	1	0	8	3	27.27%	13	9	4	30.8%
Guam	0	0	0	0	1	0	0	0	1	0	0.00%	1	1	0	0.0%
Hawaii	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.0%
Idaho	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.0%
Illinois	1	0	6	2	2	1	0	1	9	4	30.77%	20	13	7	35.0%
Indiana	1	0	3	1	1	0	0	0	5	1	16.67%	7	6	1	14.3%
Iowa	1	0	1	1	0	0	0	0	2	1	33.33%	4	3	1	25.0%
Kansas	1	0	0*	1*	0	0	0	0	1*	1*	50.00%*	3*	1*	2*	66.7%*
Kentucky	0	1	3	1	1	0	0	0	4	2	33.33%	11	9	2	18.2%
Louisiana	1	0	3	3	0	2	0	0	4	5	55.56%	11	5	6	54.5%
Maine	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.0%
Maryland	1	0	5	2	1	1	0	0	7	3	30.00%	14	9	5	35.7%
Massachusetts	0	1	5	2	0	1	1	0	6	4	40.00%	16	10	6	37.5%
Michigan	1	0	4	3	1	0	2	0	8	3	27.27%	15	11	4	26.7%
Minnesota	1	0	6	1	0	3	0	1	7	5	41.67%	15	10	5	33.3%
Mississippi	1	0	2	0	0	0	0	0	3	0	0.00%	5	5	0	0.0%
Missouri	1	0	4	3	3	0	1	0	9	3	25.00%	16	13	3	18.8%
Montana	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.0%
Nebraska	1	0	1	1	0	0	0	0	2	1	33.33%	3	2	1	33.3%
Nevada	1	0	1	0	0*	0*	0	0	2*	0*	0.00%*	3*	3*	0*	0.0%*
New Hampshire	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.0%
New Jersey	1	0	4*	2*	3	0	0	0	8*	2*	20.00%	14*	11*	3*	21.4%*
New Mexico	0	1	1	0	0	0	0	0	1	1	50.00%	4	2	2	50.0%
New York	1	0	7	4	5	6	2	1	15	11	42.31%	34	20	14	41.2%
North Carolina	1	0	5	0	2	0	1	0	9	0	0.00%	13	13	0	0.0%
North Dakota	1	0	1	0	0	0	1	0	3	0	0.00%	3	3	0	0.0%
Ohio	0	1	3	4	1	2	1	0	5	7	58.33%	20	13	7	35.0%
Oklahoma	1	0	4	0	2	0	0	1	7	1	12.50%	12	11	1	8.3%
Oregon	1	0	0	3	1	0	0	1	2	4	66.67%	10	3	7	70.0%
Pennsylvania	0	1	6	2	4	0	0	0	10	3	23.08%	18	13	5	27.8%
Puerto Rico	1	0	3	1	0	0	0	0	4	1	20.00%	6	5	1	16.7%
Rhode Island	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.0%
South Carolina	1	0	0	2	0	0	0	0	1	2	66.67%	5	2	3	60.0%
South Dakota	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.0%
Tennessee	1	0	3*	1*	0*	1*	0	0	4*	2*	33.33%*	12*	7*	5*	41.7%*
Texas	1	0	5*	2*	5	2	0	0	11*	4*	26.67%*	24*	20*	4*	16.7%*
U.S. Virgin Islands	0	0	0	1	0	0	0	0	0	1	100.00%	2	1	1	50.0%
Utah	1	0	0	1	0	0	0	0	1	1	50.00%	2	1	1	50.0%
Vermont	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.0%
Virginia	1	0	4	2	2	0	2	0	9	2	18.18%	14	12	2	14.3%
Washington	0	1	6	1	1	0	1	0	8	2	20.00%	17	14	3	17.6%
West Virginia	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.0%
Wisconsin	1	0	3	2	0*	0*	0	0	4*	2*	33.33%*	7*	4*	3*	42.9%*
Wyoming	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.0%
Totals	42	10	147	67	52	29	26	8	267	114	29.92%	542*	385*	157*	29.0%*
Totals (Men + Women)	52		214		81		34		381						
% of Women	19.23%		31.31%		35.80%		23.53%		29.92%			29.0%*			

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

Overview of the House of Delegates – ABA Entities

(As of 11/08)

State	Section/Division Delegate		Delegate at Large		Former Officer/ BOG		Current BOG or Officer		ABA Subtotals			Grand Totals – Non-ABA (Page 9) + ABA Entities			
	M	F	M	F	M	F	M	F	M	F	%F	TTL	M	F	%F
Alabama	0	0	0	0	1	0	1	0	2	0	0.00%	8	8	0	0.0%
Alaska	0	0	0	0	0	0	0	0	0	0	0.00%	2	0	2	100.0%
Arizona	0	1	2	1	0	0	1	1	3	3	50.00%	11*	7*	4*	36.4%*
Arkansas	0	0	0	0	1	0	0	0	1	0	0.00%	3	2	1	33.3%
California	3	2	0	0	0	0	1	1	4	3	42.86%	33	20	13	39.4%
Colorado	2	0	0	0	0	1	0	0	2	1	33.33%	12	6	6	50.0%
Connecticut	0	0	0	0	0	0	0	0	0	0	0.00%	7	5	2	28.6%
Delaware	1	0	0	0	0	0	0	0	1	0	0.00%	3	3	0	0.0%
District of Columbia	7	4	0	1	0	0	2	1	9	6	40.00%	36	22	14	38.9%
Florida	4	0	0	2	3	1	1	0	8	3	27.27%	30	24	6	20.0%
Georgia	0	0	0	1	1	0	0	0	1	1	50.00%	13	9	4	30.8%
Guam	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.0%
Hawaii	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.0%
Idaho	0	0	0	0	1	0	0	0	1	0	0.00%	3	3	0	0.0%
Illinois	2	1	0	0	1	1	1	1	4	3	42.86%	20	13	7	35.0%
Indiana	1	0	0	0	0	0	0	0	1	0	0.00%	7	6	1	14.3%
Iowa	0	0	0	0	1	0	0	0	1	0	0.00%	4	3	1	25.0%
Kansas	0	0	0	1	0	0	0	0	0	1	100.00%	3*	1*	2*	66.7%*
Kentucky	1	0	0	0	3	0	1	0	5	0	0.00%	11	9	2	18.2%
Louisiana	1	0	0	1	0	0	0	0	1	1	50.00%	11	5	6	54.5%
Maine	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.0%
Maryland	1	0	0	2	1	0	0	0	2	2	50.00%	14	9	5	35.7%
Massachusetts	1	0	0	0	2	0	1	2	4	2	33.33%	16	10	6	37.5%
Michigan	0	1	0	0	2	0	1	0	3	1	25.00%	15	11	4	26.7%
Minnesota	1	0	1	0	1	0	0	0	3	0	0.00%	15	10	5	33.3%
Mississippi	1	0	0	0	0	0	1	0	2	0	0.00%	5	5	0	0.0%
Missouri	3	0	0	0	0	0	1	0	4	0	0.00%	16	13	3	18.8%
Montana	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.0%
Nebraska	0	0	0	0	0	0	0	0	0	0	0.00%	3	2	1	33.3%
Nevada	0	0	0	0	0	0	1	0	1	0	0.00%	3*	3*	0*	0.0%*
New Hampshire	0	0	0	0	0	0	1	0	1	0	0.00%	3	3	0	0.0%
New Jersey	1	0	0	0	0	0	2	1	3	1	25.00%	14*	11*	3*	21.4%*
New Mexico	0	0	0	0	0	1	1	0	1	1	50.00%	4	2	2	50.0%
New York	2	2	1	0	1	0	1	1	5	3	37.50%	34	20	14	41.2%
North Carolina	2	0	0	0	1	0	1	0	4	0	0.00%	13	13	0	0.0%
North Dakota	0	0	0	0	0	0	0	0	0	0	0.00%	3	3	0	0.0%
Ohio	4	0	1	0	1	0	2	0	8	0	0.00%	20	13	7	35.0%
Oklahoma	2	0	0	0	2	0	0	0	4	0	0.00%	12	11	1	8.3%
Oregon	0	1	0	1	1	0	0	1	1	3	75.00%	10	3	7	70.0%
Pennsylvania	1	2	0	0	2	0	0	0	3	2	40.00%	18	13	5	27.8%
Puerto Rico	0	0	0	0	1	0	0	0	1	0	0.00%	6	5	1	16.7%
Rhode Island	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.0%
South Carolina	0	0	0	1	0	0	1	0	1	1	50.00%	5	2	3	60.0%
South Dakota	0	0	0	0	0	0	1	0	1	0	0.00%	3	3	0	0.0%
Tennessee	1	1	0	1	1	0	1	1	3	3	50.00%	12*	7*	5*	41.7%*
Texas	6	0	0	0	1	0	2	0	9	0	0.00%	24*	20*	4*	16.7%*
U.S. Virgin Islands	0	0	1	0	0	0	0	0	1	0	0.00%	2	1	1	50.0%
Utah	0	0	0	0	0	0	0	0	0	0	0.00%	2	1	1	50.0%
Vermont	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.0%
Virginia	2	0	0	0	1	0	0	0	3	0	0.00%	14	12	2	14.3%
Washington	1	0	2	0	3	0	0	1	6	1	14.29%	17	14	3	17.6%
West Virginia	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.0%
Wisconsin	0	1	0	0	0	0	0	0	0	1	100.00%	7*	4*	3*	42.9%*
Wyoming	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.0%
Totals	51	16	8	12	33	4	26	11	118	43	26.71%	542*	385*	157*	29.0%*
Totals (Men + Women)	67		20		37		37		161						
% of Women	23.88%		60.00%		10.81%		29.73%		26.71%			29.0%*			

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

House Committees

	2006-2007			2007-2008			2008-2009		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Advisory Committee to Chair	2	13	15.38%	2	13	15.38%	3	14	21.43%
Credentials & Admissions	1	6	16.67%	1	7	14.29%	3	6	50.00%
Drafting	3	4	75.00%	3	5	60.00%	2	5	40.00%
Nominating Committee Steering Committee	5	16	31.25%	5	16	31.25%	5	17	29.41%
Rules & Calendar	2	5	40.00%	2	5	40.00%	3	5	60.00%
Select Committee	5	13	38.46%	8	16	50.00%	7	16	43.75%
Technology & Communication	3	11	27.27%	4	12	33.33%	3	11	27.27%
Tellers	2	5	40.00%	1	4	25.00%	4	6	66.67%
TOTALS	23	73	31.51%	26	78	33.33%	30	80	37.50%

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, 16 women sit on the Nominating Committee (23.9%, down from 29.9% last year), including five women of color. Of the 16 women, nine serve as state delegates, two as section delegates, and four as member-at-large delegates. Without the minority members-at-large and the women members-at-large, the percentage of women on the Nominat-

ing Committee is only 19.7% (down from 24.6% last year). 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 to serve on the nominating committee.

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 (37.5%) has increased from the previous year (33.3%). This increase exceeds the percentages of women in the profession (31.6%) and women lawyers in the ABA (31.9%).



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 2008-2009 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 Divi-

sion, two minority members-at-large, and two women members-at-large). The Board is also comprised of 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.

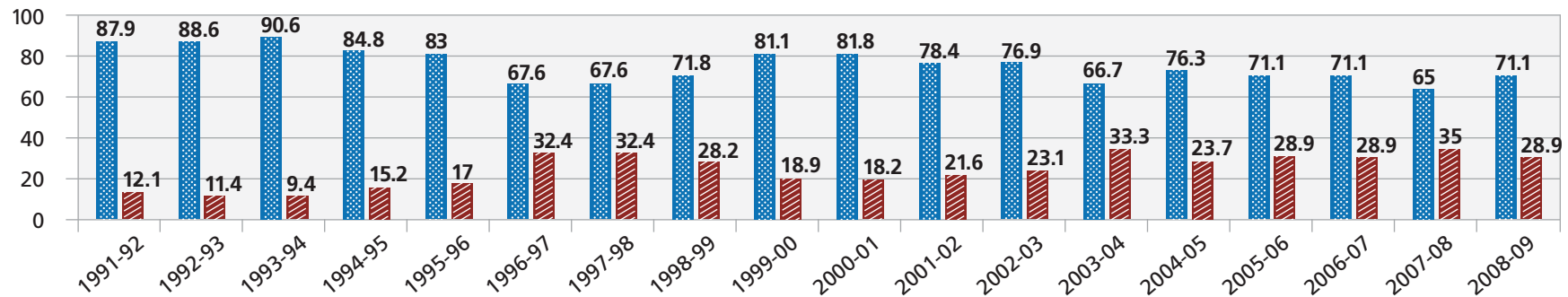
For this bar year, 11 women serve on the Board of Governors. The percentage of women governors is down from prior years, 28.9% compared to 35.0%, and only two women governors are women of color. Forty-four women have served on the

Board of Governors since 1995 (out of approximately 175 positions).

Women serve as president-elect, secretary, treasurer, four geographical district representatives, judicial member-at-large, and two women members-at-large. Only 22.2% (down from 27.8%) of the geographical district representatives are women, and 21.4% (down from 35.7%) of the members-at-large are women. Neither of the two minority members-at-large is a woman. Without the women members-at-large, the overall percentage of women on the Board would be only 25.0%.

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 H. Thomas Wells, Jr. selected a woman for one of his four appointments to chair Board committees. There are four women members on the Executive Committee (50.0%).

Board of Governors 1991-2008
(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 IX/Goal III and to make the full participation of women at the highest levels of the Association's leadership a reality. More than

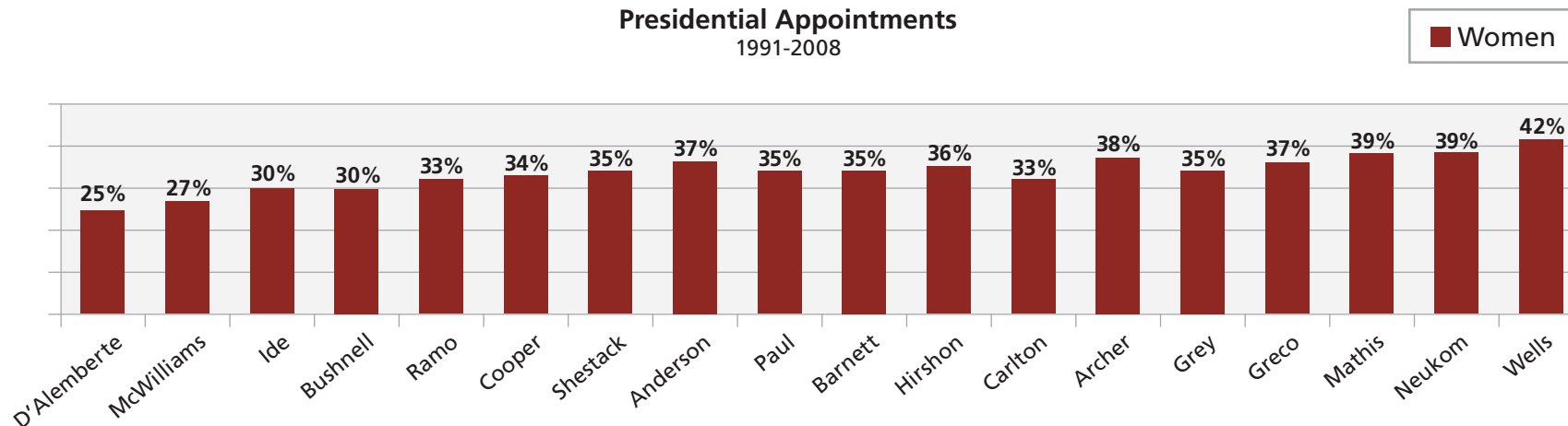
1,000 ABA members serve on these committees. The number of appointments the president can make varies each year.

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.abanet.org.

President H. Thomas Wells, Jr. made 693 appointments for the 2008-2009 bar year. Approximately 42.3% of those appointments were women – the highest ever. Of these, 12.6% were women of color, up from 9.7% the previous year. President Wells also made 84 chair appointments, of which 26 went to women (31.0%), the same as in the previous year.

Presidential Appointments
1991-2008





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 and forums* range in size from about 1,000 members to almost 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 recom-

mendations that become the ABA's policy positions. Approximately 59% of all ABA members belong to at least one section. As of October 31, 2008, women represent 39.00% of total section and division members. Significantly, women are joining sections and divisions in percentages larger than the percentages of women in the profession, and once again, there is an opportunity to grow the membership of the Association by recruiting women lawyers. The Criminal Justice Section had the largest increase in the percentage of women members between 2007 and 2008, with the Section of State and Local Government Law showing a substantial increase as well. Fourteen entities had declines in the percent of women members, with the largest decline in the Real Property, Trust & Estate Law Section, with a 2.8% decrease.

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. Thirteen entities continue to have greater than 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 is far from consistently the case.

Sections must be vigilant to ensure that its leadership reflect the diversity of its membership. For example, the Section of Public Utility Law, with 41% women membership, has not had a woman chair for five bar years (2005-2006 through 2009-2010).

However, in a significant change from last year, this section has its first woman officer in the 2008-2009 bar year. The Section of Public Contract Law continues to have significant female representation in its leadership ranks although its percentage of female officers declined to 28.5% for the 2008-2009 year, which is cause concern in the future.

The Section of Labor and Employment Law dipped below 40% in 2008-2009, but it has had two female chairs in the past four years, and the chair-elect is female. Almost no entity has achieved the leadership of women at higher rates than their membership number, except for a year here or there, in one or two sections or divisions. It should also be emphasized that many of the entities have seen slippage from their record highs, with the percentages of women in leadership declining in recent years. Clearly, there is a need to remain vigilant in order to maintain and increase the leadership of women in the sections and divisions.

* Forums are analyzed separately at page 28.

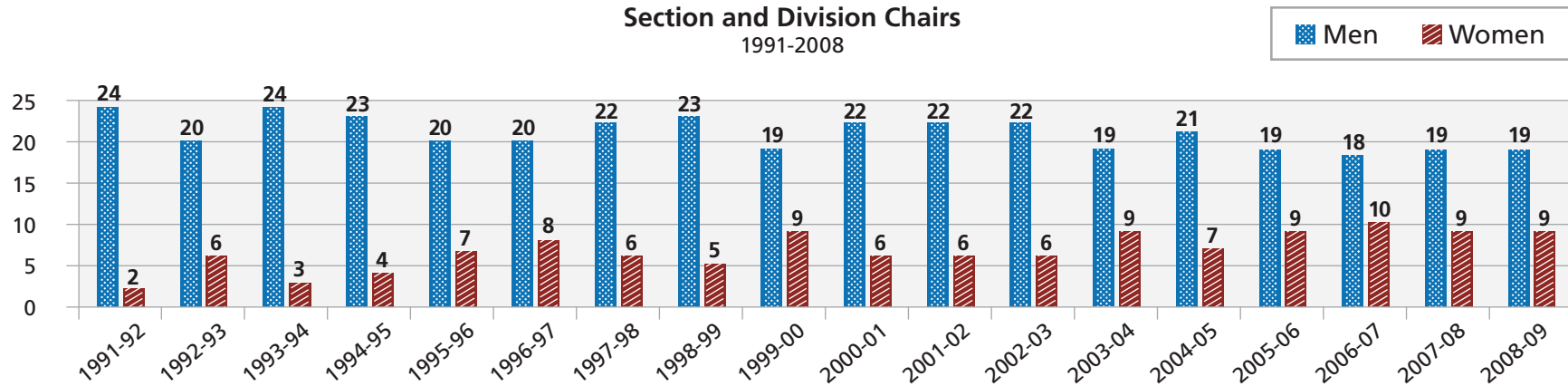
ABA Section and Division Membership
(As of 11/6/08)

Section/Division	Membership	Women	Men	Unknown	% Women Members
Administrative Law	18,109	8,442	9,520	147	46.62%
Antitrust Law	7,056	1,599	5,464	33	22.66%
Business Law	60,475	18,680	41,358	437	30.89%
Criminal Justice	22,096	9,755	12,116	225	44.15%
Dispute Resolution	20,345	9,042	11,128	175	44.44%
Environment, Energy & Resources	11,209	3,725	7,452	32	33.23%
Family Law	10,126	5,753	4,304	69	56.81%
General Practice	15,907	5,716	10,098	93	35.93%
Government & Public Sector	14,352	7,405	6,836	111	51.60%
Health Law	7,888	3,167	4,685	36	40.15%
Individual Rights & Responsibilities	10,724	5,797	4,927	0	54.06%
Intellectual Property Law	24,569	8,415	15,949	205	34.25%
International Law	23,089	9,802	13,010	277	42.45%
Judicial Division**	3,871	1,332	2,521	18	34.41%
Labor & Employment Law	26,211	10,327	15,753	131	39.40%
Law Practice Management	22,944	8,832	13,949	163	38.49%
Law Student Division	43,532	22,077	19,919	1,536	50.71%
Legal Education	12,992	5,725	7,267	0	44.07%
Litigation	73,373	23,559	49,360	454	32.11%
Public Contract Law	12,598	5,592	6,893	113	44.39%
Public Utility, Comm. & Trans. Law	9,831	3,994	5,766	71	40.63%
Real Property, Trust & Estate Law	31,756	8,425	23,212	119	26.53%
Science & Technology	13,663	5,165	8,388	110	37.80%
Senior Lawyers Division	5,758	551	5,190	17	9.57%
State & Local Government Law	7,197	2,685	4,473	39	37.31%
Taxation	22,713	6,703	15,596	414	29.51%
Tort Trial & Insurance Practice	31,996	10,348	21,478	170	32.34%
Young Lawyers Division	139,496	61,915	72,457	5,124	44.38%
TOTALS*	703,876	274,528	419,069	10,319	39.00%
OVERALL ABA LAWYER MEMBERS	346,782	110,542	228,587	7,653	31.88%
OVERALL ABA MEMBERSHIP*	404,489	138,361	257,481	8,647	34.21%

* Represents lawyer, associate, and student members.

** Last year's women/men figures were reversed. The chart should have indicated 1,417 female members (33.84%) and 2,743 male members.

Section and Division Chairs
1991-2008



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 nine of the 28 sections and divisions. This is the same number as 2007-2008. The following entities have a woman serving as chair for the 2008-2009 Association year: Dispute

Resolution; Environment, Energy & Resources; Family Law; Health Law; Judicial Division; Labor and Employment Law; Science & Technology; State and Local Government Law; and Young Lawyers Division. Of the 27 sections and divisions with chairs-elect slated to serve as chair for the 2009-2010 Association year, nine will be led by women. This year, the percentage of female chairs (32.1%) slightly exceeds the percentages of

women lawyers in the ABA (31.9%) and in the profession (31.6%).

A closer look at these figures reveals that, of the 13 entities in which women constitute at least 40% of the membership, all but two have had female chairs over the past four years. Of the 11 that have had female chairs, only four have had more than one in the five years between 2004 and 2009, a significant decline from the 2007 report. Of the 15 sections/

divisions with less than 40% female membership, all but two have had or will have a female chair in the 2005-2009 time period, and six of those (Environment, Energy, and Resources; Intellectual Property; Judicial Division; Labor and Employment; Litigation; and Real Property, Trust & Estate) have had at least two female chairs in that time period.

Section and Division Chairs

Section/Division	05-06	06-07	07-08	08-09 Chair	08-09 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, Comm. & Trans. 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%)	10/28 (35.71%)	9/28 (32.14%)	9/28 (32.14%)	9/27 (33.33%)

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

Section and Division Officers

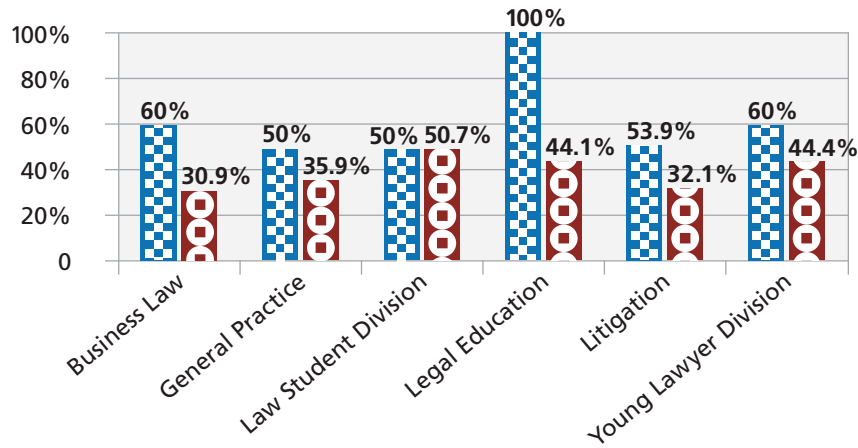
Section/Division	2006-2007			2007-2008			2008-2009		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	2	8	25.00%	1	7	14.29%	1 (1)	9	11.11%
Antitrust Law	4	12	33.33%	2	8	25.00%	3	12	25.00%
Business Law	4 (1)	10	40.00%	5 (1)	10	50.00%	6	10	60.00%
Criminal Justice	1	10	10.00%	2 (1)	8	25.00%	2 (1)	9	22.22%
Dispute Resolution	3 (1)	8	37.50%	1	7	14.29%	3	8	37.50%
Environment, Energy & Resources	5 (1)	11	45.45%	5	11	45.45%	5	11	45.45%
Family Law	2 (1)	6	33.33%	2 (1)	6	33.33%	2 (1)	6	33.33%
General Practice	0	10	0.00%	1	2	50.00%	2	4	50.00%
Government & Public Sector	2	7	28.57%	3	7	42.86%	3 (1)	8	37.50%
Health Law	2	5	40.00%	1 (1)	6	16.67%	1	6	16.67%
Individual Rights & Responsibilities	2 (2)	7	28.57%	3	9	33.33%	4 (1)	9	44.44%
Intellectual Property Law	5	16	31.25%	4	11	36.36%	3	8	37.50%
International Law	3 (2)	14	21.43%	4 (1)	39	10.26%	6	18	33.33%
Judicial Division**	10 (1)*	29*	34.48%*	9 (2)*	26*	34.62%*	10 (5)*	26*	38.46%*
Labor & Employment Law	3**	13**	23.08%**	4**	12**	33.33%**	2	12	16.67%
Law Practice Management	1 (1)	6	16.67%	2	5	40.00%	2 (1)	5	40.00%
Law Student Division	2 (1)	8	25.00%	2	8	25.00%	4	8	50.00%
Legal Education	0	3	0.00%	1	5	20.00%	2	2	100.00%
Litigation	5 (3)	11	45.45%	5 (3)	13	38.46%	7 (2)	13	53.85%
Public Contract Law	4	7	57.14%	3	7	42.86%	2	7	28.57%
Public Utility, Comm. & Trans. Law	0	6	0.00%	0	8	0.00%	1	8	12.50%
Real Property, Trust & Estate Law	3	12	25.00%	2	6	33.33%	1	6	16.67%
Science & Technology	3	9	33.33%	3	6	50.00%	3	7	42.86%
Senior Lawyers Division	1	8	12.50%	1	10	10.00%	1	7	14.29%
State & Local Government Law	7 (2)	14	50.00%	8	19	42.11%	3	9	33.33%
Taxation	2	8	25.00%	3 (1)	10	30.00%	3	11	27.27%
Tort Trial & Insurance Practice	0	6	0.00%	0	6	0.00%	2	5	40.00%
Young Lawyers Division	5	12	41.67%	4 (2)	5	80.00%	3 (2)	5	60.00%
TOTALS	81 (16)	276	29.35%	81(13)	277	29.24%	87(15)	249	34.94%

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

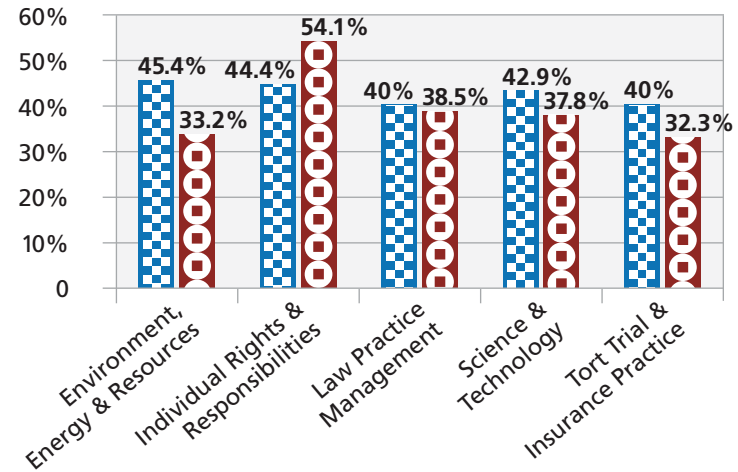
* Judicial Division statistics include the Judicial Division, its six conferences, CAL (Appellate Judges Conference Council of Appellate Lawyers), and CASA (Appellate Judges Conference Council of Appellate Staff Attorneys) in 2006-07 and 2008-09; include Judicial Division and its six conferences in 2007-08.

** Labor and Employment Law statistics represent the previous bar year.

Section and Division Officers
Woman hold 50% or more offices



Section and Division Officers
Woman 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 34.94, compared with 29.24% last year. The overall percentage of women officers in sections and divisions is higher than the percentage of women in the profession (31.6%). This year, six sections (Business Law, General Practice, Law

Student Division, Legal Education, Litigation, and Young Lawyers Division), two more sections than last year, have women holding 50% or more of their offices. The percentage of women officers generally is considerably higher than the overall percentage of women members in their respective entities.

Five other sections (Environment, Energy & Resources; Individual Rights and Responsibilities; Law Practice Management; Science & Technology; and Tort Trial & Insurance Practice) have women

holding at least 40% of their offices. Of these, four have less than a 40% female membership: Environment, Law Practice Management, Science & Technology, and Tort.

On the whole, women hold 30% or more of the officer positions in 18 of the sections, which is one more than last year. Both Public Utility, Communications & Transportation Law and Tort Trial & Insurance Practice now have at least one woman officer, an important improvement over the past two years when neither section had any

women officers. Overall, 13 sections have a higher percentage of women officers than the percentage of their women membership: Antitrust; Business Law; Environment, Energy & Resources; General Practice; Intellectual Property; Judicial Division; Law Practice Management; Legal Education; Litigation; Science & Technology; Senior Lawyers Division; Tort Trial & Insurance Practice; and Young Lawyers Division.

Section and Division Councils

Section/Division	2006-2007			2007-2008			2008-2009		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	8 (1)	20	40.00%	1	8	12.50%	2 (1)	12	16.67%
Antitrust Law	4	20	20.00%	4 (1)	20	20.00%	3	21	14.29%
Business Law	9 (2)	20	45.00%	8 (2)	20	40.00%	7	20	35.00%
Criminal Justice	5 (2)	23	21.74%	8 (3)	23	34.78%	8 (2)	23	34.78%
Dispute Resolution	8 (2)	25	32.00%	11(3)	26	42.31%	13 (3)	21	61.90%
Environment, Energy & Resources	5	14	35.71%	4	14	28.57%	6 (2)	14	42.86%
Family Law	10(1)	19	52.63%	10(1)	20	50.00%	12 (1)	20	60.00%
General Practice	9 (4)	23	39.13%	8 (1)	20	40.00%	7 (2)	23	30.43%
Government & Public Sector	8 (2)	20	40.00%	8	21	38.10%	10 (1)	23	43.48%
Health Law	3	6	50.00%	3 (1)	7	42.86%	4 (1)	7	57.14%
Individual Rights & Responsibilities	11(6)	21	52.38%	11(2)	21	52.38%	7 (2)	19	36.84%
Intellectual Property Law	5	17	29.41%	7	16	43.75%	7	16	43.75%
International Law	13(2)	54	24.07%	11	32	34.38%	15 (1)	34	44.12%
Judicial Division**	35 (1)*	120*	29.17%*	32 (7)*	84*	38.10%*	38 (12)*	94*	40.43%*
Labor & Employment Law	9 (1)**	27**	33.33%**	11(2) **	27**	40.74%**	11(1)	27	40.74%
Law Practice Management	6 (2)	20	30.00%	6	19	31.58%	5 (1)	21	23.81%
Law Student Division	4 (1)	15	26.67%	12 (4)	24	50.00%	14(6)	29	48.28%
Legal Education	8 (3)	20	40.00%	8	17	47.06%	5 (2)	18	27.78%
Litigation	8 (1)	23	34.78%	7 (1)	23	30.43%	8 (2)	23	34.78%
Public Contract Law	5 (1)	13	38.46%	5 (2)	13	38.46%	4	13	30.77%
Public Utility, Comm. & Trans. Law	4	12	33.33%	5 (1)	12	41.67%	4 (1)	12	33.33%
Real Property, Trust & Estate Law	6	24	25.00%	12	37	32.43%	10	33	30.30%
Science & Technology	6	15	40.00%	4	12	33.33%	2	14	14.29%
Senior Lawyers Division	1	15	6.67%	1	16	6.25%	3	14	21.43%
State & Local Government Law	3 (1)	14	21.43%	5	16	31.25%	8 (4)	14	57.14%
Taxation	4	15	26.67%	10 (1)	25	40.00%	4	17	23.53%
Tort Trial & Insurance Practice	9 (2)	28	32.14%	9 (2)	24	37.50%	7	24	29.17%
Young Lawyers Division	3	4	75.00%	40 (11)	63	63.49%	31 (5)	66	46.97%
TOTALS	239 (45)	698	34.24%	261 (45)	660	39.55%	255 (50)	672	37.95%

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) in 2006-07 and 2008-09; include Judicial Division and its six conferences in 2007-08.

** Labor and Employment Law statistics represent the previous bar year.

Section and Division Councils

Section councils provide the pool of candidates from which future section officers are drawn. Women comprise 37.95% of the membership of the councils of all the sections combined, a decrease from last year (39.55%). Dispute Resolution has the highest percentage of women leadership with 61.90% of its council members women, closely followed by Family Law at 60.00% and Health Law and State and Local Government each at 57.14%. The percentage of women council members in Family Law (60.00%) is slightly above its percentage of women members (56.81%). However, the percentage of women council members is substantially higher than the percentage of women members in Dispute

Resolution (61.90% as compared to 44.44% of its membership), Health Law (57.14% as compared to 40.15% of its membership), Senior Lawyers (21.43% as compared to 9.57% of its membership), and State and Local Government (57.14% as compared to 37.31% of its membership).

Twelve entities (down from 13 last year) have women constituting at least 40% of section/division council members. In eight councils, women constitute less than 30% of their council members – a worse showing than last year, when four councils had less than 30% women. Of these eight, five entities, nonetheless, have women comprising more than 30% of their entity membership. Administrative Law (16.67% women council members despite 46.62% women

membership), Law Practice Management (23.81 % women council members despite 38.49% women membership), Legal Education (27.78% women council members despite 44.07% women membership), Science & Technology (14.29% women council members despite 37.80% women membership), and Tort Trial & Insurance Practice (29.17% women council members despite 32.34% women membership).

On the other hand, a number of sections have increased their percentage of women council members by greater than 10% since 2006-2007 and above their percentage of women members. They include: Dispute Resolution from 32.00% in 2006-2007 to 61.90% in 2008-2009; Intellectual Property from 29.41%

in 2006-2007 to 43.75% in 2008-2009; International from 24.07% in 2006-2007 to 44.12% in 2008-2009; Judicial Division from 29.17% in 2006-2007 to 40.43% in 2008-2009; Senior Lawyers Division from 6.67% in 2006-2007 to 21.43% in 2008-2009; and State and Local Government from 21.43% in 2006-2007 to 57.14% in 2008-2009.

Section and Division Nominating Committees

Section/Division	2006-2007				2007-2008				2008-2009			
	Chair	Women	Total	% Women	Chair	Women	Total	% Women	Chair	Women	Total	% Women
Administrative Law	M	1	3	33.33%	F	1	3	33.33%	F	1	3	33.33%
Antitrust Law	M	2	5	40.00%	M	1	4	25.00%	M	1	4	25.00%
Business Law	F	2	5	40.00%	M	3	8	37.50%	F	3 (2)	8	37.50%
Criminal Justice	M	2	8	25.00%	M	3	9	33.33%	M	2	7	28.57%
Dispute Resolution	M	7 (1)	15	46.67%	M	4	8	50.00%	M	4	8	50.00%
Environment, Energy & Resources	F	4 (1)	5	80.00%	M	1	4	25.00%	M	1	6	16.67%
Family Law	M	2	5	40.00%	M	2	4	50.00%	M	1	4	25.00%
General Practice	F	4 (1)	5	80.00%	M	2	5	40.00%	F	2	5	40.00%
Government & Public Sector	M	1	3	33.33%	F	2	3	66.67%	(F)	1	3	33.33%
Health Law	M	3 (1)	7	42.86%	M	3	7	42.86%	M	3	6	50.00%
Individual Rights & Responsibilities	M	3 (2)	6	50.00%	M	3 (1)	5	60.00%	n/a	n/a	n/a	n/a
Intellectual Property Law	M	2	5	40.00%	M	1	4	25.00%	M	2	4	50.00%
International Law	M	3 (1)	7	42.86%	F	1	9	11.11%	M	3 (1)	6	50.00%
Judicial Division**	F*	1*	6*	16.67%*	F*	3*	6*	50.00%*	M*	3 (1)*	6*	50.00%*
Labor & Employment Law	M**	2 (1)**	3**	66.67%**	n/a**	1 (1)**	3**	33.33%**	F-2***	2	3	66.67%
Law Practice Management	(F)	3 (2)	9	33.33%	M	3	9	33.33%	M	2	8	25.00%
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)	4 (2)	9	44.44%	M	3	9	33.33%	M	3 (1)	8	37.50%
Litigation	F	3 (1)	5	60.00%	M	2 (1)	5	40.00%	(F)	3 (1)	4	75.00%
Public Contract Law	F	1	3	33.33%	M	1	2	50.00%	M	2 (1)	3	66.67%
Public Utility, Comm. & Trans. Law	M	0	5	0.00%	M	0	4	0.00%	M	0	4	0.00%
Real Property, Trust & Estate Law	M	2	5	40.00%	M	2	5	40.00%	F	1	4	25.00%
Science & Technology	M	2	5	40.00%	M	2	5	40.00%	F	3	5	60.00%
Senior Lawyers Division	M	0	5	0.00%	M	0	4	0.00%	M	0	5	0.00%
State & Local Government Law	M	1	5	20.00%	(F)	3	9	33.33%	(F)	1	4	25.00%
Taxation	M	9 (1)	29	31.03%	M	12 (2)	29	41.38%	F	10	30	33.33%
Tort Trial & Insurance Practice	n/a	n/a	n/a	n/a	n/a	8 (2)	25	32.00%	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	8	64 (14)	168	38.10%	5	67 (7)	188	35.64%	11	54 (7)	148	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).

** Labor and Employment Law statistics represent the previous bar year.

*** Labor and Employment Law's nominating committee has three co-chairs, two of whom are women.

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. Currently, while women constitute 31.88% of the overall membership of the ABA, they comprise 36.49% overall of the nominating committee membership. This is a slight increase from last year (35.64%) but still a decline over

the 2006-2007 year (38.10%). The representation of women on section and division nominating committees is uneven and not consistently proportionate with membership percentages. For example, as has been the case over the past two years, two entities have no women represented on their respective nominating committees: the Senior Lawyers Division, which has only 9.57% women members, and the Section of Public Utility, Communications,

and Transportation Law, which has 40.63% women. The groups with the highest proportion of women on nominating committees include Litigation with 32.11% women members and 75.00% women on the nominating committee, Public Contract Law with 44.39% women members and 66.67% on the nominating committee, and Labor and Employment Law with 39.40% women members and 66.67% women on the nominating com-

mittee. At the other extreme, the Family Law Section has 56.81% women members and 25.00% women on the nominating committee, and Government and the Public Sector has 51.60% women members and 33.33% women on the nominating committee.

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.

This year's percentage of women section committee chairs and vice chairs (36.10%) is a slight increase from last year (32.51%).

The Law Student Division has the highest percentage of women leadership with 80.00% women chairs and

vice chairs, a substantially larger percentage of women than its percentage of women members (50.71%). The Litigation Section also has a substantially greater percentage of women chairs and vice chairs (58.88%) in comparison to its percentage of

women members (32.11%). Other sections having greater than 50% women chairs and vice chairs are: Family Law (55.38%), Individual Rights and Responsibilities (56.92%), and Young Lawyers (52.44%).

Eleven entities (the same as last year) have women constituting at least 40% of chairs and vice chairs. Also, a number of sections have increased their percentage of women chairs and vice chairs by greater than 10% since 2007-2008: Law Practice management from 25.93% in 2007-2008 to 48.28% in 2008-2009; Law Student Division from 40% in 2007-2008 to 80% in 2008-2009; and Litigation from 42.86% in 2007-2008 to 58.88% in 2008-2009.

Section and Division Committee Chairs and Vice Chairs

Section/Division	2006-2007			2007-2008			2008-2009		
	Chair & Vice Chair			Chair & Vice Chair			Chair & Vice Chair		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	51 (2)	140	36.43%	60 (3)	287	20.91%	91 (5)	232	39.22%
Antitrust Law	42 (3)	155	27.10%	55 (4)	185	29.73%	62 (6)	191	32.46%
Business Law	56 (10)	142	39.44%	59 (10)	140	42.14%	50 (9)	134	37.31%
Criminal Justice	16 (4)	66	24.24%	25 (5)	81	30.86%	28 (1)	78	35.90%
Dispute Resolution	13 (2)	48	27.08%	30	67	44.78%	31 (4)	69	44.93%
Environment, Energy & Resources	155 (5)	514	30.16%	126 (12)	430	29.30%	125 (11)	403	31.02%
Family Law	37 (3)	69	53.62%	31	56	55.36%	36 (1)	65	55.38%
General Practice	25 (7)	136	18.38%	36	128	28.13%	32 (5)	124	25.81%
Government & Public Sector	11 (1)	18	61.11%	10	17	58.82%	9 (1)	20	45.00%
Health Law	12 (11)	29	41.38%	50 (7)	142	35.21%	24 (5)	61	39.34%
Individual Rights & Responsibilities	44 (9)	80	55.00%	45 (7)	82	54.88%	37 (6)	65	56.92%
Intellectual Property Law	13 (4)	37	35.14%	54 (15)	137	39.42%	29 (7)	103	28.16%
International Law	105 (12)	303	34.65%	111	316	35.13%	132 (1)	397	33.25%
Judicial Division**	47 (10)*	130*	36.15%*	51 (12)*	145*	35.17%*	55 (17)*	150*	36.67%*
Labor & Employment Law	45 (10)**	121**	37.19%**	56 (7)**	127**	44.09%**	34 (7)	70	48.57%
Law Practice Management	18 (4)	49	36.73%	7	27	25.93%	14	29	48.28%
Law Student Division	n/a	n/a	n/a	2	5	40.00%	4	5	80.00%
Legal Education	13 (2)	41	31.71%	12 (1)	37	32.43%	14 (5)	38	36.84%
Litigation	56 (9)	133	42.11%	60 (14)	140	42.86%	116 (9)	197	58.88%
Public Contract Law	119 (9)	428	27.80%	113 (12)	411	27.49%	111 (12)	422	26.30%
Public Utility, Comm. & Trans. Law	17 (1)	153	11.11%	27 (1)	219	12.33%	31 (1)	222	13.96%
Real Property, Trust & Estate Law	54 (5)	178	30.34%	91 (7)	265	34.34%	59 (4)	165	35.76%
Science & Technology	31 (5)	69	44.93%	33 (3)	69	47.83%	41 (4)	83	49.40%
Senior Lawyers Division	13	82	15.85%	12 (1)	137	8.76%	6	52	11.54%
State & Local Government Law	18	25	72.00%	17 (2)	40	42.50%	12 (3)	28	42.86%
Taxation	46 (2)	160	28.75%	40 (2)	151	26.49%	47	167	28.14%
Tort Trial & Insurance Practice	589 (4)	1,653	35.63%	277 (49)	795	34.84%	512 (50)	1,292	39.63%
Young Lawyers Division	39 (6)	91	42.86%	44 (22)	82	53.66%	43 (12)	82	52.44%
TOTALS	1,685 (140)	5,050	33.37%	1,534 (196)	4,718	32.51%	1,785 (186)	4,944	36.10%

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) in 2006-07 and 2008-09; include Judicial Division and its six conferences in 2007-08.

** Labor and Employment Law statistics represent the previous bar year.

Section and Division Sub-Committee Chairs

Section/Division	2008-2009		
	Women	Total	% Women
Business Law	149 (13)	483	30.85%
Criminal Justice	18	81	22.22%
General Practice	2	4	50.00%
International Law	3	4	75.00%
Law Practice Management	3 (1)	4	75.00%
State & Local Government Law	9	30	30.00%
TOTALS	184 (14)	606	30.36%

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

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 subcommittees, women hold 30.36% of the subcommittee chair positions, an increase over last year (27.44%). We encourage these sections to treat sub-committee involvement as a pathway to leadership.

Publication Authors

This is the second year that the Commission on Women in the Profession has gathered statistics on publication authors. Of those who wrote books or chapters within books published by sections and

divisions in 2007-2008, 32.11% were women, a slight increase over the previous year (30.98%). The percentage of women authors is roughly equal to the percentage of women lawyers who are members of the ABA (31.9%). Certain statistics

need to be analyzed more carefully in the upcoming years to determine whether they are aberrations or trends. For instance, the number of authors for the Young Lawyers Division dramatically declined from 287 in 2006-2007 to 87 in 2007-2008. A

similar trend was also seen in Tort, Trial & Insurance Practice (230 authors down to 80) and in Business Law (111 authors down to only 11). Conversely, there was a dramatic increase in State & Local Government authors from two in 2006-2007 to 69 in 2007-2008 and in Law Practice Management authors from 13 to 197. Certain sections did reflect an encouraging increase in the percentage of women authors from the previous year: Environment, Energy & Resources - 33.26% to 44.30%; Intellectual Property Law - 18.75% to 26.09%; Judicial Division - 5.83% to 34.33%; Law Practice Management - 30.77% to 39.59%; Tort, Trial & Insurance Practice - 20.00% to 38.75%; and the Young Lawyers Division - 37.63% to 52.87%.

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.

Publication Authors

Section/Division	2006-2007			2007-2008		
	Women	Total	% Women	Women	Total	% Women
Administrative Law	0	0	0.00%	0	0	0.00%
Antitrust Law	59	237	24.89%	18	125	14.40%
Business Law	45 (4)	111	40.54%	1	11	9.09%
Criminal Justice	12	52	23.08%	8 (1)	32	25.00%
Dispute Resolution	0	2	0.00%	0	2	0.00%
Environment, Energy & Resources	154 (2)	463	33.26%	241 (6)	544	44.30%
Family Law	45 (2)	106	42.45%	34 (4)	84	40.48%
General Practice	51 (6)	135	37.78%	102 (6)	281	36.30%
Government & Public Sector	11	25	44.00%	7	15	46.67%
Health Law	49 (5)	110	44.55%	39	79	49.37%
Individual Rights & Responsibilities	8	19	42.11%	16 (3)	32	50.00%
Intellectual Property Law	3	16	18.75%	12	46	26.09%
International Law	10	21	47.62%	19	46	41.30%
Judicial Division**	7 (2)*	120*	5.83%*	23 (6)*	67*	34.33%*
Labor & Employment Law	424 (12)	1,308	32.42%	311 (16)	1,187	26.20%
Law Practice Management	4	13	30.77%	78 (2)	197	39.59%
Law Student Division	26	50	52.00%	22 (3)	43	51.16%
Legal Education	0	0	0.00%	0	0	0.00%
Litigation	20 (4)	50	40.00%	20 (7)	50	40.00%
Public Contract Law	26 (4)	75	34.67%	17	79	21.52%
Public Utility, Comm. & Trans. Law	1	11	9.09%	0	10	0.00%
Real Property, Trust & Estate Law	30 (1)	113	26.55%	30 (1)	113	26.55%
Science & Technology	8	24	33.33%	4	16	25.00%
Senior Lawyers Division	1	5	20.00%	0	3	0.00%
State & Local Government Law	1	2	50.00%	26	69	37.68%
Taxation	56	304	18.42%	73 (2)	371	19.68%
Tort Trial & Insurance Practice	46	230	20.00%	31 (3)	80	38.75%
Young Lawyers Division	108 (39)	287	37.63%	46 (21)	87	52.87%
TOTALS*	1,205 (81)	3,889	30.98%	1,178 (81)	3,669	32.11%

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) in 2007-08; include Judicial Division and its six conferences in 2006-07.

Programming Faculty

Section/Division	2006-2007			2007-2008		
	Women	Total	% Women	Women	Total	% Women
Administrative Law	50 (9)	200	25.00%	50 (10)	200	25.00%
Antitrust Law	97 (15)	402	24.13%	130 (11)	436	29.82%
Business Law	360	1,038	34.68%	360 (70)	1,042	34.55%
Criminal Justice	5	7	71.43%	64 (8)	211	30.33%
Dispute Resolution	172 (20)	428	40.19%	161	394	40.86%
Environment, Energy & Resources	122 (7)	429	28.44%	128 (4)	378	33.86%
Family Law	75 (6)	142	52.82%	76 (5)	163	46.63%
General Practice	1	9	11.11%	31 (2)	87	35.63%
Government & Public Sector	15	26	57.69%	10 (2)	18	55.56%
Health Law	42 (7)	119	35.29%	57	132	43.18%
Individual Rights & Responsibilities	10 (3)	13	76.92%	8 (3)	21	38.10%
Intellectual Property Law	69 (9)	187	36.90%	60 (1)	202	29.70%
International Law	353 (31)	755	46.75%	265 (13)	761	34.82%
Judicial Division**	13 (7)*	33*	39.39%*	18 (7)*	52*	34.62%*
Labor & Employment Law	178 (33)	566	31.45%	322 (65)	889	36.22%
Law Practice Management	36 (10)	103	34.95%	51 (7)	136	37.50%
Law Student Division	0	0	0.00%	0	0	0.00%
Legal Education	0	0	0.00%	0	0	0.00%
Litigation	180 (43)	434	41.47%	232 (46)	527	44.02%
Public Contract Law	44 (4)	132	33.33%	52 (1)	143	36.36%
Public Utility, Comm. & Trans. Law	4	14	28.57%	1 (1)	16	6.25%
Real Property, Trust & Estate Law	80	286	27.97%	77 (5)	219	35.16%
Science & Technology	9 (2)	36	25.00%	17 (3)	43	39.53%
Senior Lawyers Division	4	16	25.00%	5	14	35.71%
State & Local Government Law	7 (3)	30	23.33%	14	46	30.43%
Taxation	608 (3)	2,009	30.26%	972 (49)	3,002	32.38%
Tort Trial & Insurance Practice	167 (25)	531	31.45%	360 (44)	1,401	25.70%
Young Lawyers Division	37 (14)	93	39.78%	36 (16)	76	47.37%
TOTALS*	2,738 (251)	8,038	34.06%	3,557 (373)	10,609	33.53%

Programming Faculty

This is the second year that the Commission on Women in the Profession has gathered statistics on programming faculty. For programs presented by sections and divisions in 2007-2008, 33.53% of the faculty were women, almost the same as last year (34.06%). This is slightly higher than the percentage of women lawyer members of the ABA (31.9%). Certain sections or divisions saw a welcome increase in the percentage of women who were faculty in the various programs. For instance, General Practice increased the percentage participation of women from 11.11% to 35.63%; Health Law, from 35.29% to 43.18%; Real Property, Trust & Estate, from 27.97% to 35.16%; Science & Technology, from 25.00% to 39.53%; Senior Lawyers, from 25.00% to 35.71%; State & Local Government, from 23.33% to 30.43%; and Young Lawyers, from 39.78% to 47.37%. 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 have women appear on these panels.

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) in 2007-08; include Judicial Division and its six conferences in 2006-2007.



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 four forums (an increase from only one last year), the percentage of women officers exceeds 30% (just under the percentage of women in the profession). This year, there are two female forum chairs (Air & Space and Communications). While there has been progress, it is noteworthy, however, that two of the six forums

have no women officers whatsoever. While this number is an improvement over last year, it is nonetheless a marked decrease from 2006-2007, when four of the six forums had women officers. (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, repeated reports of zero women over a number of years, as we see here, is a matter of concern).

Forums	2008-2009			Forum Chair
	Membership			
	Women	Total	% Women	
Affordable Housing	4,725	8,855	53.36%	M
Air & Space Law	362	1,596	22.68%	F
Communications	3,776	7,905	47.77%	F
Construction Industry	1,137	6,637	17.13%	M
Entertainment & Sports	1,544	4,306	35.86%	M
Franchising	576	2,222	25.92%	M
TOTALS	12,120	31,521	38.45%	33.33% Women

Forums	2006-2007			2007-2008			2008-2009		
	Officers			Officers			Officers		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	2	0.00%	n/a	n/a	n/a	n/a	n/a	n/a
Air & Space Law	1	4	25.00%	n/a	n/a	n/a	n/a	n/a	n/a
Communications	6 (3)	11	54.55%	1	3	33.33%	1	1	100.00%
Construction Industry	0	3	0.00%	0	3	0.00%	0	3	0.00%
Entertainment & Sports	2	11	18.18%	0	2	0.00%	1	2	50.00%
Franchising	1	7	14.29%	0	1	0.00%	0	1	0.00%
TOTALS	10 (3)	38	28.00%	1	13	7.69%	5	16	31.25%

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

Forums	2006-2007			2007-2008			2008-2009		
	Committee Chairs			Committee Chairs			Committee Chairs		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Air & Space Law	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Communications	11 (2)	17	64.71%	9	16	56.25%	5 (1)	12	41.67%
Construction Industry	2	14	14.29%	3 (1)	25	12.00%	1	14	7.14%
Entertainment & Sports	4	9	44.44%	5	10	50.00%	4	9	44.44%
Franchising	3	7	42.86%	2	3	66.67%	1 (1)	3	33.33%
TOTALS	20 (2)	47	42.55%	19 (1)	54	35.19%	11 (2)	38	28.95%

Forums	2006-2007			2007-2008		
	Publication Authors			Publication Authors		
	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	0	0.00%	0	0	0%
Air & Space Law	0	0	0.00%	0	0	0%
Communications	16	45	35.56%	6 (3)	24	25.00%
Construction Industry	3	9	33.33%	17 (1)	80	21.25%
Entertainment & Sports	5	28	17.86%	8	24	33.33%
Franchising	0	4	0.00%	2	7	28.57%
TOTALS	24	86	27.91%	33 (4)	135	24.44%

Forums	2006-2007			2007-2008		
	Programming Faculty			Programming Faculty		
	Women	Total	% Women	Women	Total	% Women
Affordable Housing	37	104	35.58%	35 (5)	99	35.35%
Air & Space Law	6 (2)	29	20.69%	21 (2)	67	31.34%
Communications	32	99	32.32%	39 (3)	87	44.83%
Construction Industry	20 (2)	122	16.39%	20 (1)	105	19.05%
Entertainment & Sports	20 (1)	96	20.83%	30 (1)	110	27.27%
Franchising	32 (2)	88	36.36%	32 (4)	98	32.65%
TOTALS	147 (7)	538	27.32%	177 (16)	566	31.27%

The participation of women as committee chairs, which is the most common ABA path to leadership, has likewise steadily decreased in the past three years.

Programming faculty, on the other hand, has made significant strides in women's participation, with increases in almost every forum from 2006-2007 to 2007-2008, and even more importantly, percentages in each that, in most cases, mirror the membership by gender.

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.

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



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's mission is to advance the interests of ABA sections, divisions, and forums and thus 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 2008-2009, the SOC will conduct most of its work through 12 ad hoc committees. Its executive committee consists of (a) six class representatives – chair, chair-elect, vice-chair, secre-

tary, budget officer, and delegate, all of whom are elected by their respective classes; (b) four SOC representatives to the Board of Governors committees; and (c) chairs of select SOC ad hoc committees. For 2008-2009, eight of the 16 SOC executive committee members (six are elected positions) are women (50.0%, the

same as last year), and women were appointed to chair three of the 15 ad hoc committees (20.0%, up from 16.7% last year).

In addition, 10 ABA committees ask the SOC to appoint liaisons to their committees. Four of those appointments are women (40.0%).



BEST PRACTICES AND NEW INITIATIVES TO ADVANCE WOMEN INTO LEADERSHIP *(Highlights)*

This is the second year that the Commission asked sections, divisions, and forums for the one best practice they use and would recommend to other entities to advance women into their leadership ranks. The Commission also asked what new initiatives the entities had implemented or were considering. Their ideas cover a broad spectrum, as illustrated in the detailed summary appearing in the appendix to this report. Highlights include:

Nominating Committee

- Increase the number of women on the nominating committee.
- Encourage women to appear before the nominating committee to run for an office.

Council

- Entity bylaws provide for an increase in the number of council members if the election does not result in at least two members from each sex.
- Add more women to the council.

Women-Specific Events or Committees

- Hold a women's breakfast at quarterly meetings.
- Create a women's committee.
- Create a web site dedicated to women practitioners.

Programs, Periodicals, and Publications

- Ensure gender diversity in brown bag and stand-alone programs.
- Add more women to panels.
- Require that all CLE panels must include at least one diverse member.
- Invite women who have done well as speakers to move into committee work.
- Survey CLE attendees about the gender diversity of panels.
- Include in the CLE and publishing release forms a self-identification area that includes questions on gender.
- Offer opportunities to publish in section's periodicals and book programs.

Additional Ideas

- Appoint women as committee and sub-committee chairs.
 - Provide women members with personal, one-on-one attention.
 - Mentor women members on ways to gain access to leadership ranks.
 - Monitor and report on the number of women involved in entity activities.
 - Include in the leadership directory form a self-identification area that includes questions on gender.
 - Allocate a line item in the budget to invite minority leadership as guests to section receptions.
 - Adopt a resolution to increase women participation in section leadership.
 - Include an agenda item in diversity at each meeting of committee chairs and vice chairs, the nominating committee, and the long-range planning committee.
- Provide sign-up sheets during women's breakfast sessions for attendees who wish to provide mentoring or who wish to have mentors, and match the volunteer mentors with the mentees after the breakfast.



CONCLUSION

This *Goal III Report Card* 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.

ABA Commission on Women in the Profession

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APPENDIX: INITIATIVES TO ADVANCE WOMEN INTO LEADERSHIP

Administrative Law & Regulatory Practice The section holds a Women in Administrative Law breakfast gathering at its quarterly meetings. CLE program organizers are reminded to have gender diverse panels.

Affordable Housing and Community Development Forum Leadership strives to include women in various capacities in the forum.

Air & Space Law Forum The forum has established scholarship and mentoring programs.

Antitrust Law Ensuring gender diversity in brown bag and stand-alone programs helps promote participants to become actively involved in committee work and eventually into section leadership.

Business Law The policy that has had the strongest effect on the section is the mandate that all CLE panels must include at least one diverse member (woman, lawyer of color, lawyer with disability, or LGBT lawyer).

Communications Law Forum The forum's Women in Communications Law Committee holds meetings and presentations aimed at women lawyers at least twice per year as well as an annual networking event. The forum also has a web site dedicated to women practitioners.

Construction Industry Forum No response

Criminal Justice Prompt the section chair to adopt aggressive recruitment practices in filling council and committee vacancies through the nominating committee.

Dispute Resolution Its bylaws provide: If, after election of the Council, there are not at least two members from a minority group and two members from each sex, the Council shall be increased to include such additional member or members, to be appointed by the Chair.

Entertainment & Sports Industries Forum Leadership appoints women to the position of division chairs, and these members eventually advance to leadership positions within the forum.

Environment, Energy & Resources Stress the importance of Goal III when leadership appointments are made. Chairs are both emailed and mailed information about Goal III to keep diversity as a priority when making leadership appointments.

Family Law The significant presence of women in leadership ranks is an important stimulus to others. The section also allocated a line item in the membership budget to invite minority leadership as guests to the section's fall and spring conference welcome receptions.

Franchising Forum The forum initiated a new informal mentoring program at its women's caucus breakfast, placing sign-up sheets on the tables during the breakfast where attendees who wish to provide mentoring to others, or attendees who wish to have a mentor, may provide their names and contact information. The forum then matches up the volunteer mentors and mentees after the breakfast.

General Practice, Solo & Small Firm Division Women are encouraged to go before the nominating committee to run for officer positions.

Government & Public Sector Lawyers Division The division actively recruits women for positions on the division's council and actively encourages its affiliated organizations, state bars, and other ABA entities to consider female candidates for nomination to the division's council.

Health Law The section appoints women as chairs of interest groups and committees and monitors women's participation in section activities.

Individual Rights & Responsibilities The section relies heavily on existing members to reach out to women in the legal community to join the section; once members, women are mentored on the ways to gain access to leadership ranks.

Intellectual Property Law The section is growing leadership from the bottom up by appointing women to the committee chair and vice chair positions.

International Law Its nominating committee is committed to putting forward a diverse slate of officers each year.

Judicial Division Personal, one-on-one attention at meetings, social gatherings, and programs is an effective way to increase the number of women in leadership. In addition, when executive committee positions are open, members contact their colleagues and invite them to apply.

Labor & Employment Law The section has compiled a list of standing committee best practices in the area of diversity and leadership development so that committees can learn from each other. In addition, the section develops leadership through participation in committees, speaking opportunities, and leading other section activities, all of which give women the opportunity to show their leadership potential and creative ideas.

Law Practice Management In addition to the section's Women Rainmakers programs (its Women Rainmaker Mid-Career Workshop continues in its second year), and the leadership development opportunities offered there, LPM leadership makes a conscious effort to provide section leadership opportunities among women lawyers.

Law Student Division The Law Student Division operates somewhat differently from other ABA entities. Law students are in school for only three years. Students who are interested in serving in a leadership capacity may nominate themselves for the positions and participate in the elections for those positions as long as they meet the criteria and their dean approves their nomination. The division does not have a nominating committee that seeks out and recruits individuals for leadership positions.

Legal Education & Admissions to the Bar The section capitalizes on attorneys' skills by making them aware of law school site visits, serving on a site team, and joining one of the section's three leadership track committees.

Litigation The section encourages participation of women in the section beginning with appointing women in committee and sub-committee chair positions and through its Young Lawyers Leadership Program. From these positions, there are many opportunities to move up as division directors, council members, and section chairs.

Public Contract Law Traditionally, the section's three-person nominating committee has included at least one woman.

Public Utility, Communications and Transportation Law

The section council adopted a resolution to increase women's participation within section leadership, committee chairs and vice chairs, program faculty, and authors for section publications. In addition, the resolution provides that an agenda item on diversity shall be included for each meeting of the committee chairs and vice chairs, the nominating committee, and the long range planning committee.

Real Property, Trust & Estate Law No specific best practice. A large percentage of its council and leadership are women. The percentage of women lawyers practicing in these areas has grown over the years, and section leadership reflects this growth.

Science & Technology

The nominating committee is conscientious to appoint diverse members to section leadership positions to promote diversity on every level based on that example. The section now surveys CLE attendees about the gender diversity of panels, and leadership directory, CLE, and publishing release forms provide a self-identification area that includes questions on gender, racial background, etc. These efforts remind CLE planning committees and moderators, as well as section leadership, of the importance of advancing women and minorities on every level.

Senior Lawyers Division

The section invites women to serve as speakers for CLE programs, and those who do well are invited to move into committee work to build on their earlier success.

State & Local Government Law

Include women in substantive committee work, and offer and provide opportunities to publish in the section's journal, newsletter, and book programs.

Taxation The section has increased the number of women on its nominating committee, which has helped to increase the number of women appointed to council. There is a trickle down effect when women members see that the section's doors are open and that active involvement can and does lead to advancement in the section.

Tort Trial & Insurance Practice

TIPS has added more women speakers to its panels and more women to its council. The section also has established a new program, Women in Transportation Law, focusing on women in the transportation industry.

Young Lawyers Division

YLD provides assistance to/ supports the ABA Law Student Division in its outreach efforts to women law students.

2008-2009
**COMMISSION ON WOMEN
IN THE PROFESSION**

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**Defending Liberty
Pursuing Justice**

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