



# GOAL III REPORT

An Annual Report on Women's Advancement into Leadership Positions in the  
American Bar Association • February 2014



# GOAL III

# REPORT

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## INTRODUCTION

In 1918, Mary B. Grossman of Cleveland, Ohio and Mary Florence Lathrop of Denver, Colorado became the first two women members of the American Bar Association (“ABA” or “Association”) out of a total membership of 11,000. Relevant gender statistics for the ABA are difficult to find for the next few decades, but we know that by 1951, women represented 3% of the lawyer population. Sixty-two years later, women lawyers account for 34% of the profession and 33.0% of Association membership.

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

In August, 1987, the ABA created the Commission on Women in the Profession (“Commission”) to assess the status of women in the legal profession, identify barriers to advancement, and make recommendations to the ABA 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, in 1991 the Commission created the *Goal IX Report Card* (“Report”), which measures the progress of women into ABA leadership positions. The Report, now the *Goal III Report*, is issued annually and analyzes women’s participation in the Association’s Board of Governors; House of Delegates; commissions and centers; standing, coordinating, and special committees; and sections, divisions, and forums. A historical review of these Reports reveals findings that are both encouraging and discouraging. While the overall trend in the percentage of women holding ABA leadership positions from 1991 to 2014 is upward, the percentages have remained relatively static or slightly decreased in recent years.

**Women in ABA Leadership Positions**  
(Percentages)

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Board of Governors	12.0	17.0	21.6	28.9	28.9	35.0	28.9	28.9	35.0	36.8	28.9	25.0
House of Delegates	11.0	21.3	23.8	26.5	27.7	28.4	28.8	27.9	31.3	31.9	31.8	34.1
Sect/Div Chairs	4.0	25.9	25.0	32.1	35.7	32.1	32.1	32.1	39.3	28.6	28.6	25.0
Sect/Div Officers	10.2	27.4	25.9	31.0	29.4	29.2	34.9	32.3	31.2	33.2	35.0	36.4

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

	1990-1991	1995-1996	2000-2001	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
ABA Lawyer Members	22.0	25.3	28.5	30.4	31.5	31.4	31.9	32.1	31.6	31.7	31.5	33.0
Legal Profession	22.0 (approx)	24.0	27.0	29.4	30.2	30.1	31.6	31.0	31.0	31.0	33.3	34

During these past 23 years, women have reached several milestones at the top level of leadership of the ABA. In 1995, the Association elected its first woman president, Roberta Cooper Ramo. The ABA's first woman chair of the House of Delegates, Martha W. Barnett, took office that same year. The past 16 years have included four more women presidents—Martha W. Barnett (2000-2001), Karen J. Mathis (2006-2007), Carolyn Lamm (2009-2010), and Laurel G. Bellows (2012-2013). Three more chairs of the House of Delegates—Karen J. Mathis (2000-2002), Laurel G. Bellows (2006-2008), and Linda A. Klein (2010-2012)—are women. As encouraging as that progress is, only five out of 23 presidents (21.7%) and four out of 12 chairs of the House of Delegates (33.3%) within the past 23 years have been women. The same time period has included four women secretaries out of eight (50.0%) and one woman treasurer out of eight (12.5%).\*

Since the first *Goal IX Report* was published, the number of women in the profession has increased to presently comprise 34% of the more than one million lawyers in the United States. Significantly, the number of women lawyer ABA members has also increased to 33.0% of the approximately 325,000 lawyer members of the world's largest voluntary professional association. While focusing on the number of women lawyers that join the ABA is beyond the scope of this *Goal III Report*, it is important to note that women comprised 49.5% of the graduates of the nation's law schools in 2004, the highest percentage to date; in 2011, the percentage decreased to 47.3%. With the percentage of women just out of law school being considerably higher than the percentage of women in the profession (34%), over the past two decades one would have expected to see a larger shift in the overall percentage of women in the profession. That has not been the case, however, and is a sign that accelerated efforts are needed if we are to achieve the level playing field contemplated by Goal III.

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

women lawyers, including recent graduates, and advance them within the Association.

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

*Goal III Reports* from 2005 through 2014 are available online in PDF format at [www.ambar.org/Goal3Women](http://www.ambar.org/Goal3Women).

In 2013, the Commission commemorated a quarter century of advocacy and service. For the past 25 years, it has been the leading voice for women lawyers, working to help women advance and succeed in all sectors of the profession, as well as the ABA. By improving the status of women in the profession, the Commission has helped to address and stem the attrition of women lawyers. Also, it has been at the forefront to increase the number of women in leadership positions within the ABA, law firms, corporations, government, and academia. Indeed, it is striking that there is a correlation between the attainment of leadership in the ABA and national recognition as a leading woman lawyer. We can be proud of the greater opportunities available to women lawyers today versus 25 years ago. This further underscores the importance of the ABA in enabling women to achieve prominence and distinction.

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

*\*The president serves for one year, the chair of the House of Delegates serves for two years, and the secretary and treasurer each serves for three years.*



# EXECUTIVE SUMMARY—KEY FINDINGS

## American Bar Association

- Women comprise 33.0% of the lawyer members of the ABA.
- Women comprise 33.9% of the lawyer, associate, and student members of the ABA.

## House of Delegates

- Overall, women comprise 34.1% of the House of Delegates, the same as the ratio of women in the profession (34%) and more than the ratio of women lawyers in the ABA (33.0%).
- Nominating Committee – women constitute 40.3% of this committee's members, more than the representation of women in the profession and women lawyers in the ABA. Without the three women member-at-large positions, this figure would be 37.5%.

**Area of Concern:** Currently, 13 jurisdictions have no women delegates—American Samoa, Delaware, Guam, Montana, Nevada, New Hampshire, North Dakota, Northern Mariana Islands, Rhode Island, South Dakota, Utah, Vermont, and Wyoming. Eight states—Missouri, Montana, New Jersey, North Carolina, Ohio, Pennsylvania, Virginia, and Washington – have at least two delegates elected by ABA entities (sections, for example), none of whom are women.

## Board of Governors

- Women constitute 25.0% of the Board of Governors, less than the ratios of women in the profession and women lawyers in the ABA. Without the two women members-at-large, the percentage of women on the Board would be 21.1%.

## Standing and Special Committees

- Women represent 52.3% of President James R. Silkenat's 818 committee appointments.
- Of his chair appointments, 46.5% are women.

## Sections and Divisions

- Women represent 38.2% of members of ABA sections and divisions.

- Women chair seven of the 28 sections and divisions (25.0%), less than the percentages of women lawyers in the profession and women lawyers in the ABA.
- Women constitute 36.4% of section/division officers.
- Six sections/divisions have women holding 50% or more of their offices.
- Ten sections/divisions have a higher percentage of women officers than the percentage of their women membership.
- Overall, women comprise 41.1% of the membership of section/division councils.
- In three councils, women constitute less than 30% of council members.
- Women comprise 41.1% of section/division nominating committee membership.
- Women constitute 40.4% of section/division committee chairs and vice-chairs.

**Area of Concern:** The percentage of women section and division chairs is in a significant downward trend, from 32.1% in 2008-2009 and 2009-2010, 39.3% in 2010-2011, 28.6% in 2011-2012 and 2012-2013, to 25.0% in 2013-2014. The percentage of women chairs-elect who will serve as chairs in 2014-2015 increases to 29.6%.

## Publication Authors

- Of those who wrote books or chapters within books published by sections and divisions in 2012-2013, 39.1% were women.

## Programming Faculty

- For programs presented by sections and divisions in 2012-2013, 39.7% of the faculty were women.

## Forums

- More than 30% of the officers of two forums (out of six) are comprised of women.
- No forum chair is a woman.

## Section Officers Conference

- Of the nine positions on the SOC executive committee, one is a woman (11.1%).



# HOUSE OF DELEGATES

## House of Delegates

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

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

Since 1991, there has been an increase in the percentage of women in the House of Delegates. In Association years 2002-2003 and 2003-2004, the percentage of women in the House equaled the percentage of women in the ABA. It is particularly noteworthy that this year, the percentage of women in the House is 34.1% (184 women out of 539 delegates elected as of mid-November), which is greater than last year (31.8%), equal to the percentage of women lawyers in the profession (34%), and slightly higher than the percentage of women lawyers in the ABA (33.0%). It is critical that women actively seek election as state delegates, state bar delegates, local bar delegates, and representatives of affiliated organizations. The

Commission on Women encourages individual Association members and delegates to the House, as well as the entities represented in the House, to actively promote women as candidates.

## House Delegation by State

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

Currently, 13 jurisdictions have no women delegates—American Samoa, Delaware, Guam, Montana, Nevada, New Hampshire, North Dakota, Northern Mariana Islands, Rhode Island, South Dakota, Utah, Vermont, and Wyoming. Eight states—Missouri, Montana, New Jersey, North Carolina, Ohio, Pennsylvania, Virginia, and Washington—have at least two delegates elected by ABA entities (sections, for example), none of whom are women. While the situation has improved a bit over last year, it remains an area of concern and one that the Commission will continue to monitor closely.

This lack of representation of women is very disheartening, particularly given how many opportunities are available for women’s participation. The Commission encourages any state delegation and any ABA entity interested in promoting women’s election as delegates to meet with the Commission and access its range of resources.

## State Delegates to the House

There are 52 state delegates representing the 50 states, the District of Columbia, and Puerto Rico. The state delegate serves as the chair of the delegate group from the state and serves as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction. Twenty women serve as state delegates (38.5%), a number higher than the percentage of women in the House and the profession and the percentage of women lawyers in 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 229 state bar delegates elected as of mid-November, 2013, 84 are women (36.7%).

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

### Local Bar Association Delegates

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

(30.9%). This percentage is lower than the ratio of women lawyers in the profession (34%) and in the ABA (33.0%).

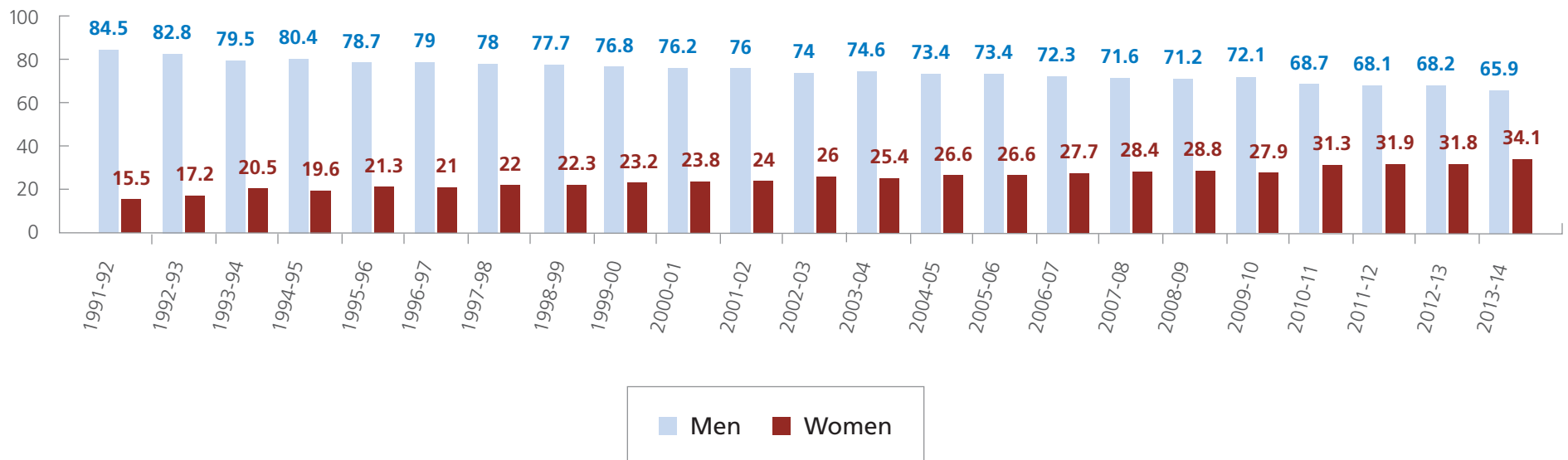
### Delegates-at-Large

Delegates-at-large are selected by an open election process at the ABA Annual Meeting. Association members registered for the Annual Meeting are entitled to vote for six at-large delegates, but those elected must be from different geographical districts. There are a total of 18 at-large delegates, six elected each year for three-year terms. Of the 18 delegates-at-large, nine are women (50.0%), a significant increase from last year (38.9%).

### Members-at-Large

Those appointed to the House Nominating Committee as minority or women members-at-large who are not already members of the House become “members-at-large” of the House of Delegates. There can be between zero and six such members-at-large. This year, both of the two members-at-large are women (100.00%).

**House of Delegates 1991-2013**  
(Percentages)





# Overview of the House of Delegates

(As of 11/19/13)

	State Delegate		State Bar Delegate		Local Bar Delegate		Affiliated Organ.		NonABA Subtotals			Section/ Division Delegate	Delegate-at-Large		Member-at-Large		Former Officer/ BOG		Current BOG or Officer		ABA Subtotals			Grand Totals				
State	M	F	M	F	M	F	M	F	M	F	%F	M	F	M	F	M	F	M	F	M	F	%F	TTL	M	F	%F		
Alabama	1	0	2	3	0	1	1	0	4	4	50.00%	0	1	0	0	0	0	2	0	1	0	3	1	25.00%	12	7	5	41.67%
Alaska	0	1	0	1	0	0	0	0	0	2	100.00%	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	0	2	100.00%	
American Samoa	0	0	0*	0*	0	0	0	0	0*	0*	0.00%*	0	0	0	0	0	0	0	0	0	0	0	0.00%	0*	0*	0*	0.00%*	
Arizona	0	1	4	1	1	0	0	0	5	2	28.57%	1	1	1	1	0	0	0	0	0	2	2	50.00%	11	7	4	36.36%	
Arkansas	0	1	2	0	0	0	0	0	2	1	33.33%	0	1	0	0	0	0	1	0	0	0	1	1	50.00%	5	3	2	40.00%
California	1	0	5	6	7	0	1	0	14	6	30.00%	2	1	0	1	0	0	0	0	1	2	3	4	57.14%	27	17	10	37.04%
Colorado	0	1	4	2	1	0	0	0	5	3	37.50%	0	0	0	0	0	0	0	1	1	0	1	1	50.00%	10	6	4	40.00%
Connecticut	0	1	3	3	0	0	0	0	3	4	57.14%	0	1	0	0	0	0	0	0	0	0	0	1	0.00%	8	3	5	62.50%
Delaware	1	0	1	0	0	0	0	0	2	0	0.00%	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	3	3	0	0.00%
District of Columbia	0	1	4	6	0	0	3	3	7	10	58.82%	7	5	1	0	0	0	0	1	2	0	10	6	37.50%	33	17	16	48.48%
England	0	0	0	0	0	0	0	0	0	0	0.00%	3	0	0	0	0	0	0	0	0	0	3	0	0.00%	3	3	0	0.00%
Florida	0	1	6	2	4	2	2	1	12	6	33.33%	3	3	1	0	0	0	2	1	0	0	6	4	40.00%	28	18	10	35.71%
Georgia	0	1	4	3	0	1	0	0	4	5	55.56%	2	0	0	1	0	0	1	1	1	0	4	2	33.33%	15	8	7	46.67%
Guam	0	0	1	0	0	0	0	0	1	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Hawaii	0	1	1	0	0	0	0	0	1	1	50.00%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	1	1	50.00%
Idaho	1	0	0	1	0	0	0	0	1	1	50.00%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	1	1	50.00%
Illinois	1	0	5	3	2	1	0	0	8	4	33.33%	2	1	0	1	0	0	0	0	1	2	3	60.00%	17	10	7	41.18%	
Indiana	1	0	4	1	1	0	0	0	6	1	14.29%	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	8	7	1	12.50%
Iowa	1	0	1	1	0	0	0	0	2	1	33.33%	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	4	3	1	25.00%
Kansas	0	1	0	2	0	0	0	0	0	3	100.00%	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	4	1	3	75.00%
Kentucky	1	0	2	2	1	0	0	0	4	2	33.33%	0	0	0	0	0	0	3	0	0	1	3	1	25.00%	10	7	3	30.00%
Louisiana	1	0	4	2	2	0	0	0	7	2	22.22%	0	0	0	1	0	0	0	0	0	0	0	1	100.00%	10	7	3	30.00%
Maine	0	1	1	0	0	0	0	0	1	1	50.00%	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	3	2	1	33.33%
Maryland	0	1	5	2	2	0	1	1	8	4	33.33%	1	0	0	1	0	1	1	0	1	0	3	2	40.00%	17	11	6	35.29%
Massachusetts	0	1	4	3	0	1	0	0	4	5	55.56%	1	3	0	0	0	0	2	0	0	1	3	4	57.14%	16	7	9	56.25%
Michigan	1	0	5	2	1	0	0	0	7	2	22.22%	0	0	0	0	0	0	2	0	1	1	3	1	25.00%	13	10	3	23.08%
Minnesota	0	1	6	1	1	1	0	1	7	4	36.36%	0	1	1	0	0	0	1	0	0	1	2	2	50.00%	15	9	6	40.00%
Mississippi	1	0	1	1	0	0	0	0	2	1	33.33%	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	4	3	1	25.00%
Missouri	1	0	5	2	2	0	1	1	9	3	25.00%	3	0	0	0	0	0	0	0	0	0	3	0	0.00%	15	12	3	20.00%
Montana	1	0	1	0	0	0	0	0	2	0	0.00%	1	0	0	0	0	0	0	0	2	0	3	0	0.00%	5	5	0	0.00%
Nebraska	0	1	2	0	0	0	0	0	2	1	33.33%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3	2	1	33.33%
Nevada	1	0	2	0	0*	0*	0	0	3*	0*	0.00%*	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3*	3*	0*	0.00%*
New Hampshire	1	0	1	0	0	0	0	0	2	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
New Jersey	1	0	4	3	2*	1*	0	0	7*	4*	36.36%*	3	0	1	0	0	0	0	0	2	0	6	0	0.00%	17*	13*	4*	23.53%*
New Mexico	1	0	1	0	0	0	0	0	2	0	0.00%	0	0	0	0	0	0	0	1	0	1	0	2	100.00%	4	2	2	50.00%
New York	1	0	9	2	5	6	1	1	16	9	36.00%	2	2	0	0	0	1	1	0	2	0	5	3	37.50%	33	21	12	36.36%
North Carolina	1	0	3*	1*	1	0	1	0	6*	1*	14.29%*	1	0	1	0	0	0	1	0	0	0	3	0	0.00%	10*	9*	1*	10.00%*
North Dakota	1	0	1	0	0	0	1	0	3	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3	3	0	0.00%
No. Mariana Islands	0	0	1	0	0	0	0	0	1	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Ohio	0	1	4	3	2	1	0	0	6	5	45.45%	2	0	1	0	0	0	1	0	2	0	6	0	0.00%	17	12	5	29.41%
Oklahoma	0	1	2*	1*	2	0	0	1	4*	3*	42.86%*	2	0	0	0	0	0	2	0	1	1	5	1	16.67%	13*	9*	4*	30.77%*
Oregon	1	0	1	3	1	0	0	0	3	3	50.00%	0	0	0	1	0	0	0	0	0	0	0	1	100.00%	7	3	4	57.14%
Pennsylvania	1	0	6	2	2*	1*	0	1	9*	4*	30.77%*	3	0	0	0	0	0	0	0	0	0	3	0	0.00%	16*	12*	4*	25.00%*
Puerto Rico	1	0	2	2	0*	0*	0	0	3*	2*	40.00%*	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	5*	3*	2*	40.00%*
Rhode Island	1	0	1	0	0	0	0	0	2	0	0.00%	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	3	3	0	0.00%
South Carolina	1	0	2	1	0	0	0	0	3	1	25.00%	0	0	0	1	0	0	0	0	2	0	2	1	33.33%	7	5	2	28.57%
South Dakota	1	0	1	0	0	0	0	0	2	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
Tennessee	1	0	4	1	1	1	1	0	7	2	22.22%	2	0	0	1	0	0	1	1	1	1	4	3	42.86%	16	11	5	31.25%
Texas	0	1	4	4	3	4	0	1	7	10	58.82%	4	1	0	0	0	0	1	0	1	0	6	1	14.29%	24	13	11	45.83%
U.S. Virgin Islands	0	0	0	1	0	0	0	0	0	1	0.00%	0	0	1	0	0	0	0	0	0	0	1	0	0.00%	2	1	1	50.00%
Utah	1	0	1*	0*	0	0	0	0	2*	0*	0.00%*	0	0	0	0	0	0	0	0	1	0	1	0	0.00%				

## House Committees

	2011-2012			2012-2013			2013-2014		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Advisory Committee to the Chair of HOD	3	13	23.08%	4	14	28.57%	3	13	23.08%
Credentials & Admissions	3	7	42.86%	4	7	57.14%	4	7	57.14%
Delegate Involvement	3	14	21.43%	n/a	n/a	n/a	n/a	n/a	n/a
Drafting Policies & Procedures	3	5	60.00%	4	5	80.00%	3	5	60.00%
Issues of Concern to the Legal Profession	4	16	25.00%	6	18	33.33%	7	18	38.89%
Resolution & Impact Review	4	13	30.77%	6	15	40.00%	5	15	33.33%
Rules & Calendar	2	5	40.00%	3	5	60.00%	3	5	60.00%
Select Committee	7	16	43.75%	8	18	44.44%	9	19	47.37%
Steering Committee of the Nominating Committee	7	16	43.75%	6	18	33.33%	7	19	36.84%
Technology & Communications	6	11	54.55%	4	15	26.67%	5	15	33.33%
Tellers	5	6	83.33%	2	5	40.00%	3	5	60.00%
<b>Totals</b>	<b>47</b>	<b>122</b>	<b>38.52%</b>	<b>47</b>	<b>120</b>	<b>39.17%</b>	<b>49</b>	<b>121</b>	<b>40.50%</b>

### House of Delegates Nominating Committee

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

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

Currently, 27 women sit on the Nominating Committee (40.3%), a 3.6% decrease from last year. Of the 27 women, 20 serve as state delegates,

one as section delegate, and six as member-at-large delegates. Without the three women members-at-large, the percentage of women on the Nominating Committee is 37.5% (a decrease from last year's 39.1%). Thus, a major goal of the ABA should be to ensure that women are being encouraged to run for state delegate and being selected by sections/divisions and other ABA entities to serve on the Nominating Committee.

### House Committees

The House of Delegates conducts its internal business through standing and special committees. Standing committees have a constitutionally established number of seats, and members are appointed by the chair of the House. Women currently chair four of the 10 committees. This year's percentage of women's participation in these committees (40.5%) has increased from the previous year (39.2%) and exceeds the percentages of women in the profession (34%) and women lawyers in the ABA (33.0%).



## 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 2013-2014 Board is comprised of 40 members. There are 18 geographical district representatives and 14 members-at-large (two selected by the Young Lawyers Division, one an active member of the judiciary, six representing the sections, one selected by the Law Student Division, two minority members-at-large, and two women members-at-large). The Board is also comprised of six officers (president, president-elect, 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, 10 women serve on the Board of Governors, which constitutes 25.0% of the Board, a decrease from the previous two years (36.8% in 2011-2012 and 28.9% in 2012-2013) and just more than double the percentage of women on the Board since 1990. There currently are three women of color on the Board of Governors, the same number as last year. Fifty-eight women have served on the Board since 1995 (out of approximately 231 positions).

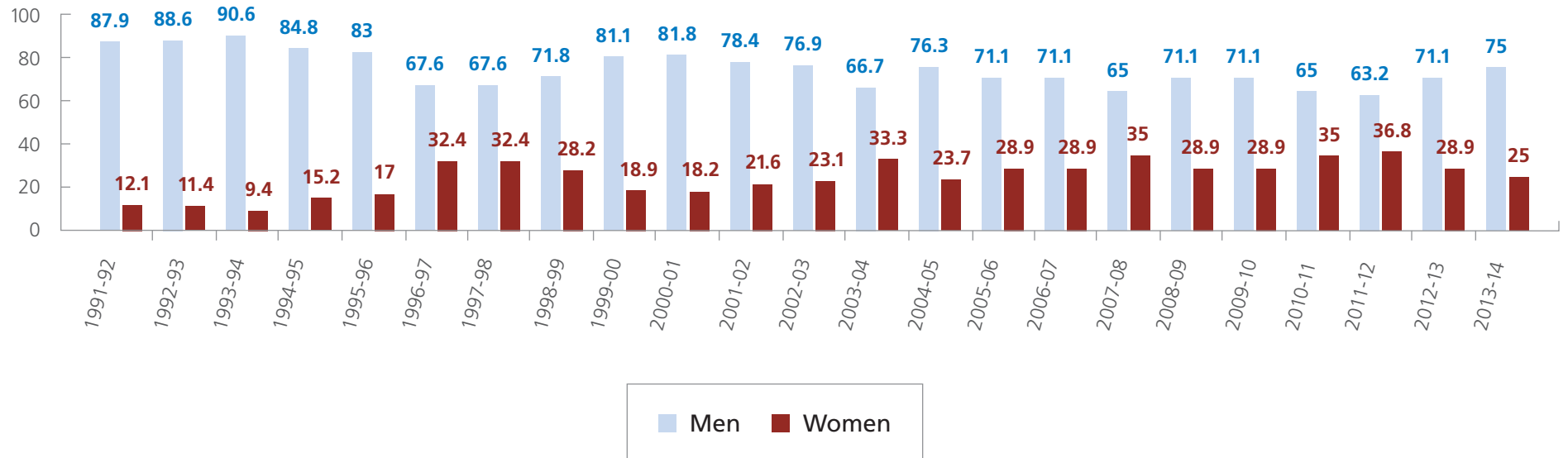
**Area of Concern:** We recognize that, with a group this size (40 members), the increase or decrease of a few women can make a big difference in the percentage of women members. Nonetheless, there is one fewer woman member of the Board of Governors than last year, with the Board increasing by two members, and this is the second straight year of decreasing percentages. The current percentage of women on the Board of Governors is the lowest since 2004-2005 (23.7%).

Women serve as secretary, secretary-elect, immediate past president, two geographical district representatives, judicial member-at-large, two section members-at-large, and two women members-at-large. Only 11.1% (half of last year) of the 18 geographical district representatives are women, and 35.7% (the same as last year) of the 14 members-at-large are women. Neither of the two minority members-at-large is a woman. Without the two women members-at-large, the overall percentage of women on the Board would be 21.1% (down from 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 James R. Silkenat selected a woman for one of his six appointments to chair Board committees. There are two women members on the Executive Committee (25.0%), down from three (37.5%) last year.

It is particularly important to increase the number of women on the Board during the next few years in order to maintain significant representation in the years that follow.

**Board of Governors 1991-2013**  
(Percentages)





## STANDING AND SPECIAL COMMITTEES

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

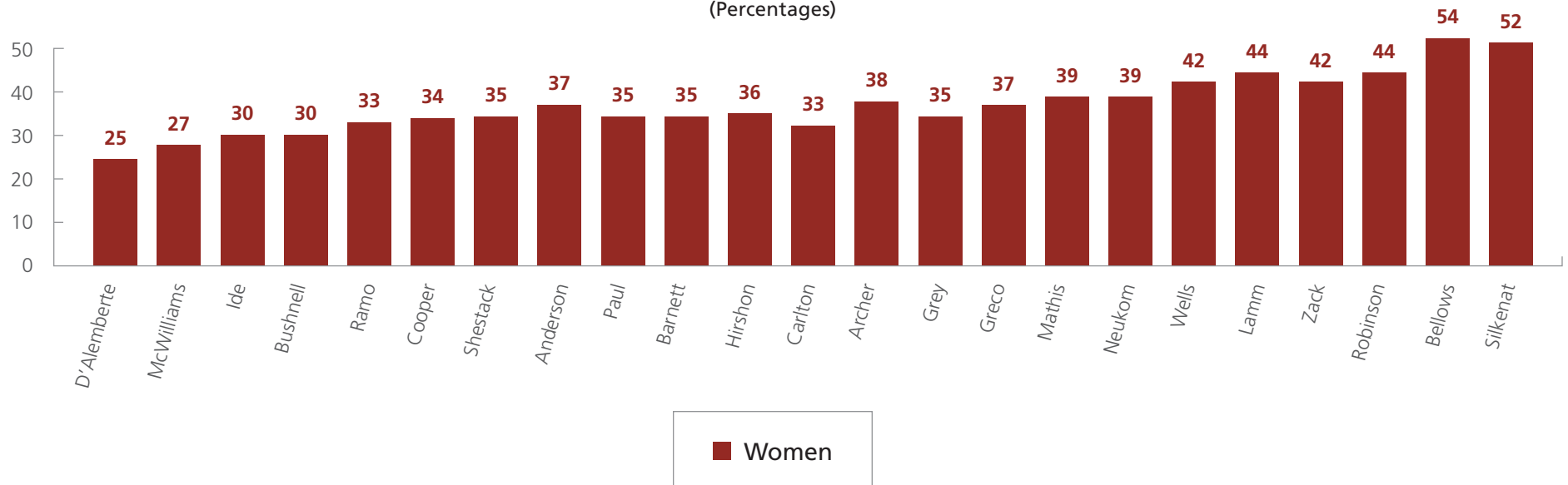
All Association members are eligible for a presidential appointment,

and nominees may nominate themselves or be recommended by others. Nominations may be made online starting late in the year, with submissions typically due by early March of the following year. A link to the presidential appointments application will appear on the ABA home page at [www.americanbar.org](http://www.americanbar.org).

President James R. Silkenat made 818 appointments for the 2013-2014 bar year. Approximately 52.3% of those appointments were women—slightly down from 53.7% the previous year—and 20.0% were women of color, roughly the same as the 19.8% the previous year. President Silkenat also made 101 chair appointments, of which 47 went to women (46.5%), an increase over the previous year (44.4%). In addition, of the 46 special advisor appointments made, 11 were women (23.9%).

The percentages of women in presidential chair and special advisor appointments represent historic highs, and the percentage of women total presidential appointments is just under the historic high.

**Presidential Appointments 1991-2013**  
(Percentages)





## SECTIONS AND DIVISIONS\*

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

Sections and forums\* range in size from roughly 1,700 to 59,000 members. Each entity draws its membership from lawyers, judges, academicians, and law students with common professional interests. Each entity operates with its own officers, programs, publications, and committees. Divisions also produce programs and publications but differ from sections in internal structure and membership. Sections contribute to policy-making, both in their subject areas and Association-wide, by authoring many of the recommendations that become the ABA's policy positions. As of October 31, 2013, approximately 61.1% of all ABA members belong to at least one section, and women represent 33.9% of total section and division members. Women are joining sections and divisions in percentages equal to the percentages of women in the profession (34%). There is a strong interest in the ABA on the part of women lawyers. The Commission has been working and will continue to work to recruit women as members of the

ABA, and we encourage other ABA entities to do likewise.

Section and division leadership has a direct impact on the status of women within the Association. Sections and divisions are the most visible Association entities, and the work of each section and division shapes the views of many Association members. An entity's commitment, or lack thereof, to diversity has far-reaching effects on its future 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 at least 40% women membership. Given those numbers, it can be expected that, over time, leadership of these sections and divisions will reflect their high numbers of women members. However, this has not been consistently the case to date.

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

*\* Forums are analyzed separately at page 30.*

## ABA Section and Division Membership

(As of 12/09/13)

Section/Division	Membership	Women	Men	Unknown	% Women Members
Administrative Law	12,660	5,655	7,005	—	44.67%
Antitrust Law	7,936	2,005	5,861	70	25.26%
Business Law	52,419	15,899	35,417	1,103	30.33%
Criminal Justice	20,839	8,910	11,387	542	42.76%
Dispute Resolution	17,441	7,656	9,320	465	43.90%
Environment, Energy & Resources	8,713	2,806	5,831	76	32.20%
Family Law	9,836	5,609	3,987	240	57.03%
Government & Public Sector	19,223	9,609	8,894	720	49.99%
Health Law	9,975	3,352	4,403	2,220	33.60%
Individual Rights & Responsibilities	9,019	4,559	4,107	353	50.55%
Intellectual Property Law	23,935	8,432	14,767	736	35.23%
International Law	22,437	9,483	12,163	791	42.27%
Judicial Division	4,431	1,631	2,745	55	36.81%
Labor & Employment Law	25,308	10,940	13,929	439	43.23%
Law Practice Division	17,267	6,304	10,529	434	36.51%
Law Student Division	40,213	16,870	17,005	6,338	41.95%
Legal Education	13,412	6,168	7,020	224	45.99%
Litigation	58,664	18,146	39,329	1,189	30.93%
Public Contract Law	9,616	4,146	5,126	344	43.12%
Public Utility, Comm. & Trans. Law	6,191	2,364	3,672	155	38.18%
Real Property, Trust & Estate Law	23,269	7,151	15,867	251	30.73%
Science & Technology Law	10,798	4,058	6,428	312	37.58%
Senior Lawyers Division	4,250	1,232	3,018	—	28.99%
Solo, Small Firm & General Practice	20,258	8,024	11,652	582	39.61%
State & Local Government Law	13,464	5,811	7,208	445	43.16%
Taxation	22,282	6,746	15,043	493	30.28%
Tort Trial & Insurance Practice	25,925	8,272	17,297	356	31.91%
Young Lawyers Division	138,682	55,729	66,732	16,221	40.18%
<b>Totals*</b>	<b>648,463</b>	<b>247,567</b>	<b>365,742</b>	<b>35,154</b>	<b>38.18%</b>
<b>Overall ABA Lawyer Members</b>	<b>325,243</b>	<b>107,244</b>	<b>207,512</b>	<b>10,487</b>	<b>32.97%</b>
<b>Overall ABA Membership*</b>	<b>363,619</b>	<b>123,359</b>	<b>226,885</b>	<b>13,375</b>	<b>33.93%</b>

\* Represents lawyer, associate, and student members.

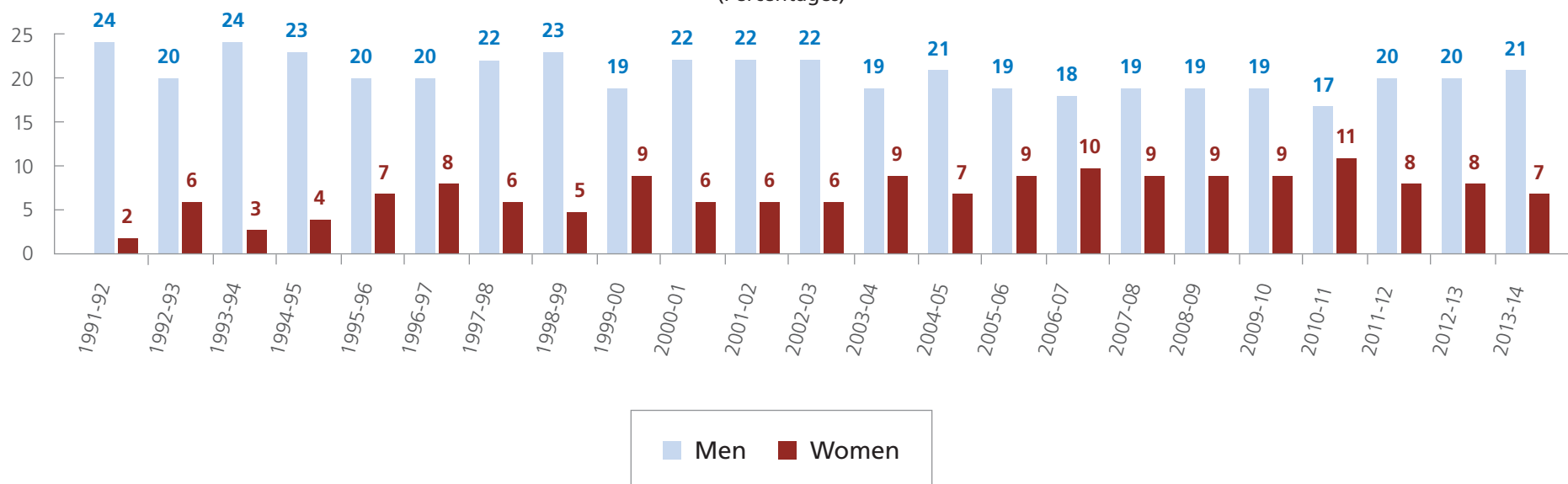
## Section and Division Chairs

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 seven of the 28 sections and divisions. This is the lowest number since the 2004-2005 Association year. The following entities have a woman serving as chair for the 2013-2014 Association year: Business Law; Dispute Resolution; Health Law; International Law; Public Contract Law; Real Property, Trust & Estate Law; and Solo, Small Firm, & General Practice. Of the 27 sections and divisions with chairs-elect slated to serve as chair for the 2014-2015 Association year, eight will be led by women. This year, the percentage of women chairs (25.0) is significantly less than the percentage of women lawyers in the ABA (33.0%) and the percentage of women in the profession (34%).

The percentage of women section and division chairs is in a significant downward trend, from 32.1% in 2008-2009 and 2009-2010, 39.3% in 2010-2011, 28.6% in 2011-2012 and 2012-2013, to 25.0% in 2013-2014. The percentage of women chairs-elect who will serve as chair in 2014-2015 increases to 29.6%. Sections and divisions must make a concerted effort to have women serve in positions that will allow them to become chairs within their entity.

This remains an area of concern by the Commission, and one that deserves focused attention by all sections and divisions. The Commission encourages any ABA entity interested in promoting women's advancement to the entity chair position to meet with the Commission and access its range of resources.

**Section and Division Chairs 1991-2013**  
(Percentages)





## Section and Division Chairs

Section/Division	2010-2011	2011-2012	2012-2013	2013-2014	2013-2014 Chair-Elect
Administrative Law	○	○	○	○	●*
Antitrust Law	○	○	○	○	○
Business Law	●	●	○	●	○
Criminal Justice	○	●	○	○	○
Dispute Resolution	○	●	○	●	●*
Environment, Energy & Resources	○	●	●	○	○
Family Law	●	○	●	○	●
Government & Public Sector	○	●	○	○	○
Health Law	●	○	○	●	○
Individual Rights & Responsibilities	●*	●*	○	○	○
Intellectual Property Law	●	○	○	○	●
International Law	●	○	○	●	○
Judicial Division	○	○	○	○	○
Labor & Employment Law	○	○	○	○	●
Law Practice Division	●	○	●*	○	○
Law Student Division	○	○	●	○	n/a √
Legal Education	●	○	○	○	●
Litigation	●	○	○	○	●
Public Contract Law	○	●	○	●	○
Public Utility, Comm. & Trans. Law	○	○	●	○	○
Real Property, Trust & Estate Law	○	○	●	●	○
Science & Technology Law	○	○	●	○	○
Senior Lawyers Division	●	○	○	○	○
Solo, Small Firm & General Practice	○	●*	○	●	●
State & Local Government Law	○	○	●	○	○
Taxation	○	○	○	○	○
Tort Trial & Insurance Practice	●	○	○	○	○
Young Lawyers Division	○	○	○	○	○
<b>Total Women Chairs</b>	<b>11/28 (39.29%)</b>	<b>8/28 (28.57%)</b>	<b>8/28 (28.57%)</b>	<b>7/28 (25.00%)</b>	<b>8/27 (29.63%)</b>

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

## Section and Division Officers

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

Section/Division	2011-2012			2012-2013			2013-2014		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	1 (1)	8	12.50%	2	9	22.22%	1 (1)	4	25.00%
Antitrust Law	1	13	7.69%	2 (1)	12	16.67%	3 (2)	13	23.08%
Business Law	5 (2)	10	50.00%	8 (2)	15	53.33%	2 (1)	7	28.57%
Criminal Justice	2	11	18.18%	2	8	25.00%	2	13	15.38%
Dispute Resolution	4	11	36.36%	4	10	40.00%	4	10	40.00%
Environment, Energy & Resources	2	11	18.18%	4 (1)	10	40.00%	3 (1)	7	42.86%
Family Law	3	6	50.00%	2	6	33.33%	5	8	62.50%
Government & Public Sector	2 (1)	6	33.33%	2 (1)	6	33.33%	3 (1)	6	50.00%
Health Law	3 (1)	5	60.00%	2 (1)	6	33.33%	3 (1)	8	37.50%
Individual Rights & Responsibilities	3 (2)	8	37.50%	3 (1)	8	37.50%	1	5	20.00%
Intellectual Property Law	6	12	50.00%	6	13	46.15%	8	13	61.54%
International Law	4	7	57.14%	6 (1)	18	33.33%	9 (2)	19	47.37%
Judicial Division	9 (3)*	29 *	31.03%*	9 (4)*	29 *	31.03%*	11*	29*	37.93%*
Labor & Employment Law	2	7	28.57%	2	7	28.57%	3	7	42.86%
Law Practice Division	7 (1)	18	38.89%	7 (2)	27	25.93%	12	43	27.91%
Law Student Division	2	4	50.00%	1 (1)	4	25.00%	0	3	0.00%
Legal Education	0	3	0.00%	1	3	33.33%	2	5	40.00%
Litigation	6 (3)	12	50.00%	6 (3)	12	50.00%	4	8	50.00%
Public Contract Law	3	9	33.33%	2 (1)	5	40.00%	3 (1)	7	42.86%
Public Utility, Comm. & Trans. Law	1	8	12.50%	1	4	25.00%	3	8	37.50%
Real Property, Trust & Estate Law	3	8	37.50%	4	11	36.36%	5 (1)	12	41.67%
Science & Technology Law	2	8	25.00%	2	6	33.33%	3	6	50.00%
Senior Lawyers Division	3	8	37.50%	2	8	25.00%	2	8	25.00%
Solo, Small Firm & General Practice	3	4	75.00%	3 (2)	4	75.00%	0	5	0.00%
State & Local Government Law	2	10	20.00%	8 (2)	16	50.00%	9 (1)	16	56.25%
Taxation	3	8	37.50%	4	10	40.00%	3	10	30.00%
Tort Trial & Insurance Practice	1	7	14.29%	1	8	12.50%	1	9	11.11%
Young Lawyers Division	2 (1)	5	40.00%	2 (1)	5	40.00%	2 (1)	5	40.00%
<b>Totals</b>	<b>85 (15)</b>	<b>256</b>	<b>33.20%</b>	<b>98 (24)</b>	<b>280</b>	<b>35.00%</b>	<b>107 (13)</b>	<b>294</b>	<b>36.39%</b>

## 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 36.4%, compared with 35.0% last year. The overall percentage of women officers in sections and divisions is higher than the percentages of women in the profession (34%) and women lawyers in the ABA (33.0%). Six sections (Family Law, Government & Public Sector, Intellectual Property, Litigation, Science & Technology Law, and State & Local Government Law), a 50% increase over last year, have women holding 50% or more of their offices. This year, the percentage of women officers often is considerably lower than the overall percentage of women members in their respective entities.

Eight other sections (two more than as last year: Dispute Resolution; Environment, Energy & Resources; International Law; Labor & Employment

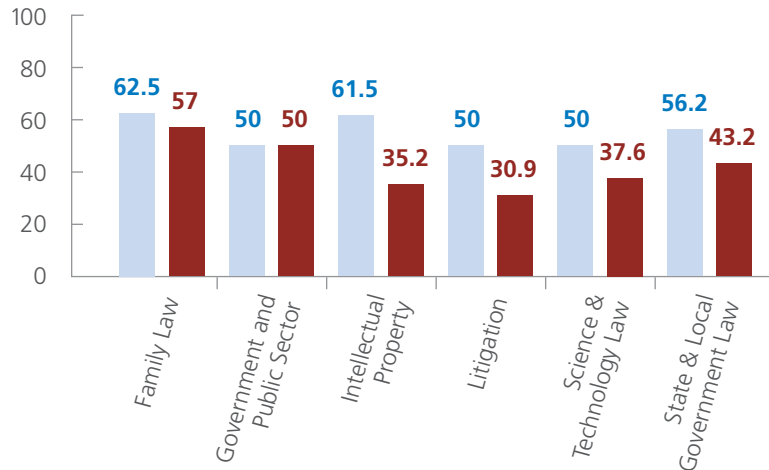
Law; Legal Education; Public Contract Law; Real Property, Trust & Estate Law; and Young Lawyers Division) have women holding at least 40% of their offices.

On the whole, women hold 30% (roughly the percentage of women in the profession) or more of the officer positions in 18 of the sections, one down from last year. Ten sections have a higher percentage of women officers than the percentage of their women membership: Environment, Energy & Resources; Family Law; Health Law; Intellectual Property Law; International Law; Judicial Division; Litigation; Real Property, Estate & Trust Law; Science & Technology Law; and State and Local Government Law.

It is critical that women in entity leadership reflect the composition of the entity membership. The Commission recommends that entities examine their percentages of women members as compared to their percentages of women officers in order to continue to fill the leadership pipeline.

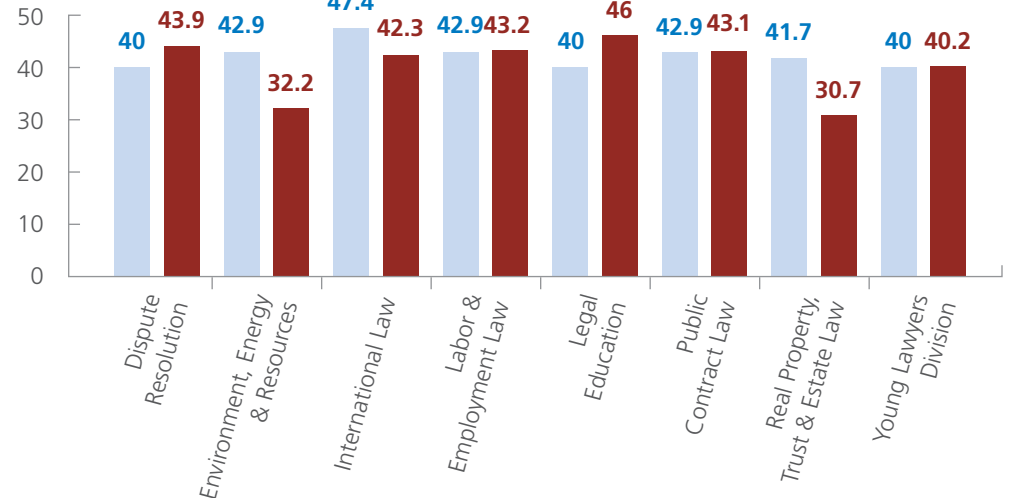
### Section and Division Officers

Women hold 50% or more offices



### Section and Division Officers

Women hold at least 40% of offices



■ Women Officers ■ Women Members

### **Section and Division Councils**

Section councils provide a pool of candidates from which future section officers can be selected. Women comprise 41.1% of the membership of the councils of all the sections combined, 6.7% less than last year (44.0%). Public Contract Law has the highest percentage of women leadership with 61.5% of its council members who are women, followed by Government & Public Sector at 60.0%.

Twenty (out of 28; two more than last year) entities have a percentage of women council members greater than their percentage of women members. Eight entities have women constituting at least 50% and seven have women

constituting at least 40% of section/division council members. In three councils (the same as last year), women constitute less than 30% (roughly the percentage of women in the profession) of their council members. All these three nonetheless have women comprising more than 30% of their entity membership: International Law (25.5% women council members despite 42.3% women membership); Public Utility, Communications & Transportation (21.0% women council members despite 38.2% women membership); and Solo, Small Firm & General Practice (23.1% women council members despite 39.6% women membership).

## Section and Division Councils

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

Section/Division	2011-2012			2012-2013			2013-2014		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	10 (1)	20	50.00%	10 (3)	14	71.43%	6 (2)	12	50.00%
Antitrust Law	5 (1)	21	23.81%	5	22	22.73%	7	21	33.33%
Business Law	8 (3)	20	40.00%	9 (1)	20	45.00%	9 (1)	20	45.00%
Criminal Justice	9	34	26.47%	8 (2)	27	29.63%	9 (2)	28	32.14%
Dispute Resolution	12	29	41.38%	7	20	35.00%	10 (3)	20	50.00%
Environment, Energy & Resources	6 (2)	14	42.86%	8 (1)	14	57.14%	6	14	42.86%
Family Law	12	20	60.00%	14	24	58.33%	11	23	47.83%
Government & Public Sector	16 (2)	23	69.57%	15 (3)	23	65.22%	12 (3)	20	60.00%
Health Law	6 (1)	14	42.86%	6 (2)	12	50.00%	6 (2)	12	50.00%
Individual Rights & Responsibilities	8	28	28.57%	11 (5)	31	35.48%	7	18	38.89%
Intellectual Property Law	8	16	50.00%	7	16	43.75%	8	16	50.00%
International Law	17	55	30.91%	10 (2)	32	31.25%	12 (1)	47	25.53%
Judicial Division	34 (6)*	74*	45.95%*	38 (10)*	78*	48.72%*	30 (6)*	68*	44.12%*
Labor & Employment Law	13 (3)	27	48.15%	15 (3)	29	51.72%	13 (3)	27	48.15%
Law Practice Division	4	18	22.22%	6	19	31.58%	10	27	37.04%
Law Student Division	6 (3)	21	28.57%	8 (7)	19	42.11%	7 (5)	21	33.33%
Legal Education	6	17	35.29%	7	17	41.18%	6	16	37.50%
Litigation	12 (4)	22	54.55%	11 (7)	22	50.00%	9 (7)	24	37.50%
Public Contract Law	4	13	30.77%	6 (1)	13	46.15%	8 (1)	13	61.54%
Public Utility, Comm. & Trans. Law	3	12	25.00%	2	12	16.67%	4	19	21.05%
Real Property, Trust & Estate Law	13	32	40.63%	14 (1)	31	45.16%	16 (2)	36	44.44%
Science & Technology Law	6 (3)	14	42.86%	8 (3)	15	53.33%	7 (2)	12	58.33%
Senior Lawyers Division	7	24	29.17%	4	12	33.33%	8	25	32.00%
Solo, Small Firm & General Practice	8 (2)	23	34.78%	9 (3)	23	39.13%	6	26	23.08%
State & Local Government Law	4 (1)	15	26.67%	12 (4)	28	42.86%	13 (4)	28	46.43%
Taxation	5 (1)	16	31.25%	7	18	38.89%	8	22	36.36%
Tort Trial & Insurance Practice	7	20	35.00%	9 (1)	20	45.00%	7 (1)	20	35.00%
Young Lawyers Division	31 (7)	67	46.27%	32 (14)	66	48.48%	33 (13)	66	50.00%
<b>Totals</b>	<b>280 (40)</b>	<b>709</b>	<b>39.49%</b>	<b>298 (73)</b>	<b>677</b>	<b>44.02%</b>	<b>288 (58)</b>	<b>701</b>	<b>41.08%</b>

### **Section and Division Nominating Committees**

Section and division nominating committees identify section leaders. These committees can play a key role in ensuring the diversity of section leadership. There are different methods for electing the chair, with some entities providing that the chair-elect will head the nominating committee. It is important that nominating committees are diverse to ensure that sections and divisions will have a pipeline of chairs who are diverse. Women comprise 41.1% of the nominating committee membership, a 9.6% decrease from last year and

lower than the previous two years. The overall representation of women on section and division nominating committees is uneven and not consistently proportionate with membership percentages. In 10 entities, the percentage of women on their nominating committees is higher than the percentage of women entity members. In 16 entities, the percentage of women on their nominating committees is lower than the percentage of women entity members (two entities do not have a nominating committee).

## Section and Division Nominating Committees

Section /Division	2011-2012				2012-2013				2013-2014			
	Chair	Women	Total	%Women	Chair	Women	Total	%Women	Chair	Women	Total	%Women
Administrative Law	M	2 (2)	2	100.00%	M	0	4	0.00%	M	1	3	33.33%
Antitrust Law	F	3	4	75.00%	M	2	4	50.00%	M	1	4	25.00%
Business Law	M	3	8	37.50%	F	5	8	62.50%	F	5	8	62.50%
Criminal Justice	M	3	9	33.33%	M	3	10	30.00%	M	3 (1)	10	30.00%
Dispute Resolution	F	3	7	42.86%	F	4	6	66.67%	F	4	6	66.67%
Environment, Energy & Resources	M	4 (1)	7	57.14%	F	4	6	66.67%	F	2	6	33.33%
Family Law	F	2	4	50.00%	F	2	4	50.00%	F	2	4	50.00%
Government & Public Sector	F	1	2	50.00%	M	1	2	50.00%	M	1	2	50.00%
Health Law	M	3 (1)	7	42.86%	M	3	7	42.86%	M	4	7	57.14%
Individual Rights & Responsibilities	F	3	6	50.00%	M	3	6	50.00%	n/a	3	6	50.00%
Intellectual Property Law	M	2	4	50.00%	M	2 (1)	4	50.00%	F	2	4	50.00%
International Law	F	4	7	57.14%	M	3 (1)	7	42.86%	M	2 (1)	6	33.33%
Judicial Division	M	13 (7)*	31*	41.94%*	M	6*	12*	50.00%*	M	11*	25*	44.00%*
Labor & Employment Law	M	1 (1)	3	33.33%	F	2	3	66.67%	M	1	3	33.33%
Law Practice Division	F	5 (3)	7	71.43%	F	4 (2)	6	66.67%	M	3	5	60.00%
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	M	2	7	28.57%	F	1	5	20.00%	M	4	8	50.00%
Litigation	M	2 (1)	4	50.00%	M	2	5	40.00%	F	1 (1)	4	25.00%
Public Contract Law	F	1	2	50.00%	M	2 (1)	3	66.67%	F	0	2	0.00%
Public Utility, Comm. & Trans. Law	F	1	5	20.00%	M	1	5	20.00%	M	1	5	20.00%
Real Property, Trust & Estate Law	M	1	5	20.00%	M	1	5	20.00%	M	4	5	80.00%
Science & Technology Law	M	3	4	75.00%	F	4	5	80.00%	F	4	5	80.00%
Senior Lawyers Division	F	3	5	60.00%	M	2	6	33.33%	M	1	6	16.67%
Solo, Small Firm & General Practice	F	1 (1)	4	25.00%	F	2 (1)	4	50.00%	M	1 (1)	4	25.00%
State & Local Government Law	M	2 (2)	5	40.00%	F	3	5	60.00%	M	2 (1)	6	33.33%
Taxation	M	10	29	34.48%	n/a	9 (1)	23	39.13%	M	9 (1)	30	30.00%
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	0	1	0.00%	n/a	0	1	0.00%	n/a	0	1	0.00%
<b>Totals</b>	<b>11</b>	<b>78 (19)</b>	<b>179</b>	<b>43.58%</b>	<b>10</b>	<b>71 (7)</b>	<b>156</b>	<b>45.51%</b>	<b>8</b>	<b>72 (6)</b>	<b>175</b>	<b>41.14%</b>

### **Section and Division Committee Chairs and Vice Chairs**

The section committee structure offers women the opportunity to serve as both committee chairs and vice chairs, which provides invaluable experience and a pathway to section leadership. It is the beginning of the leadership pipeline. This year's percentage of women section committee chairs and vice chairs (40.4%) is higher than last year's (39.0%).

The Law Student Division has the highest percentage of women leadership with 75.0% women chairs and vice chairs, more than its percentage of women members (41.9%). Three other sections have women serving as

more than 50% of their committee chairs and vice chairs – Dispute Resolution (52.3%); Individual Rights & Responsibilities (60.8%), and Solo, Small Firm & General Practice (62.2%) – the same number of sections as last year.

It is critical that women in entity leadership reflect the composition of the entity membership. The Commission recommends that entities examine their percentages of women members as compared to their percentages of women committee chairs and vice chairs in order to continue to fill the leadership pipeline.



## Section and Division Committee Chairs and Vice Chairs

Section/Division	2011-2012			2012-2013			2013-2014		
	Chair & Vice Chair			Chair & Vice Chair			Chair & Vice Chair		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	46 (9)	159	28.93%	70 (9)	208	33.65%	70 (8)	217	32.26%
Antitrust Law	71 (8)	232	30.60%	79 (12)	222	35.59%	84 (10)	236	35.59%
Business Law	70 (9)	154	45.45%	38 (3)	102	37.25%	48 (8)	134	35.82%
Criminal Justice	33	109	30.28%	35 (3)	105	33.33%	29 (5)	77	37.66%
Dispute Resolution	54 (2)	102	52.94%	26	36	72.22%	45	86	52.33%
Environment, Energy & Resources	156 (14)	442	35.29%	192 (16)	472	40.68%	194 (26)	442	43.89%
Family Law	31 (5)	70	44.29%	31 (5)	67	46.27%	33	67	49.25%
Government & Public Sector	10 (2)	20	50.00%	9 (1)	18	50.00%	7 (1)	17	41.18%
Health Law	148 (32)	328	45.12%	150 (44)	319	47.02%	155 (41)	311	49.84%
Individual Rights & Responsibilities	17	28	60.71%	31 (4)	55	56.36%	31 (4)	51	60.78%
Intellectual Property Law	52 (5)	139	37.41%	41 (8)	115	35.65%	41 (4)	113	36.28%
International Law	222	558	39.78%	233 (45)	549	42.44%	273 (45)	572	47.73%
Judicial Division	37 (11)*	97*	38.14%*	47 (12)*	110*	42.73%*	49 (1)*	99*	49.49%*
Labor & Employment Law	23 (5)	58	39.66%	21 (4)	57	36.84%	32 (4)	81	39.51%
Law Practice Division	12	32	37.50%	11 (6)	31	35.48%	24	49	48.98%
Law Student Division	2	5	40.00%	2 (1)	5	40.00%	3 (1)	4	75.00%
Legal Education	20	35	57.14%	20	35	57.14%	1	5	20.00%
Litigation	86 (28)	206	41.75%	153 (59)	361	42.38%	82 (26)	202	40.59%
Public Contract Law	120 (11)	362	33.15%	116 (16)	374	31.02%	147 (21)	494	29.76%
Public Utility, Comm. & Trans. Law	46 (1)	235	19.57%	43 (1)	226	19.03%	45 (1)	230	19.57%
Real Property, Trust & Estate Law	78 (10)	206	37.86%	106 (12)	267	39.70%	118 (13)	272	43.38%
Science & Technology Law	28 (7)	66	42.42%	40 (11)	92	43.48%	32 (8)	80	40.00%
Senior Lawyers Division	11	50	22.00%	17	58	29.31%	10	37	27.03%
Solo, Small Firm & General Practice	36 (8)	113	31.86%	49 (16)	106	46.23%	79 (6)	127	62.20%
State & Local Government Law	5 (2)	24	20.83%	4 (4)	18	22.22%	6 (5)	19	31.58%
Taxation	55 (1)	161	34.16%	61 (1)	172	35.47%	33 (1)	116	28.45%
Tort Trial & Insurance Practice	44	118	37.29%	27	63	42.86%	46 (1)	110	41.82%
Young Lawyers Division	48 (10)	115	41.74%	46 (6)	107	42.99%	43 (18)	106	40.57%
<b>Totals</b>	<b>1,561 (180)</b>	<b>4,224</b>	<b>36.96%</b>	<b>1,698 (299)</b>	<b>4,350</b>	<b>39.03%</b>	<b>1,760 (258)</b>	<b>4,354</b>	<b>40.42%</b>

**Publication Authors**

Data represent previous years because entities only know at the end of an Association year which books published that year. Of those who wrote books or chapters within books published by sections and divisions in 2012-2013, 39.1% were women, 12.7% higher than the previous year (34.7%). The percentage of women authors is greater than the percentage of women lawyers who are members of the ABA (33.0%).

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	2010-2011			2011-2012			2012-2013		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	41 (4)	140	29.29%	37 (3)	163	22.70%	46 (6)	124	37.10%
Antitrust Law	29 (4)	127	22.83%	41 (1)	174	23.56%	36 (5)	165	21.82%
Business Law	2	11	18.18%	6	10	60.00%	6	22	27.27%
Criminal Justice	19 (3)	69	27.54%	28	100	28.00%	22	58	37.93%
Dispute Resolution	0	2	0.00%	12 (1)	12	100.00%	19	56	33.93%
Environment, Energy & Resources	97 (11)	305	31.80%	97 (5)	251	38.65%	108 (11)	281	38.43%
Family Law	41 (1)	95	43.16%	34 (2)	81	41.98%	52	98	53.06%
Government & Public Sector	11 (1)	23	47.83%	10 (2)	23	43.48%	10	16	62.50%
Health Law	48 (10)	101	47.52%	51 (9)	107	47.66%	50 (5)	118	42.37%
Individual Rights & Responsibilities	24	39	61.54%	25 (9)	49	51.02%	9	32	28.13%
Intellectual Property Law	72 (11)	197	36.55%	78 (2)	250	31.20%	29 (5)	82	35.37%
International Law	5	13	38.46%	1 (1)	4	25.00%	3	8	37.50%
Judicial Division	0*	0*	0.00%*	32*	134*	23.88%*	0*	0*	0.00%*
Labor & Employment Law	412 (26)	1,174	35.09%	348 (17)	1,051	33.11%	367 (15)	912	40.24%
Law Practice Division	50 (10)	147	34.01%	52 (26)	153	33.99%	31	61	50.82%
Law Student Division	29	50	58.00%	0	0	0.00%	31	45	68.89%
Legal Education	0	0	0.00%	0	0	0.00%	0	0	0.00%
Litigation	338 (55)	799	42.30%	339 (55)	802	42.27%	15	32	46.88%
Public Contract Law	43 (2)	142	30.28%	17	72	23.61%	0	0	0.00%
Public Utility, Comm. & Trans. Law	2	10	20.00%	2	8	25.00%	2	16	12.50%
Real Property, Trust & Estate Law	28	102	27.45%	28	92	30.43%	66 (10)	175	37.71%
Science & Technology Law	58 (2)	173	33.53%	2	3	66.67%	31 (4)	61	50.82%
Senior Lawyers Division	11	41	26.83%	5	14	35.71%	3	6	50.00%
Solo, Small Firm & General Practice	83 (2)	223	37.22%	97	266	36.47%	98 (1)	246	39.84%
State & Local Government Law	12	48	25.00%	6	57	10.53%	12	24	50.00%
Taxation	0	63	0.00%	68 (2)	323	21.05%	83 (13)	346	23.99%
Tort Trial & Insurance Practice	81 (3)	220	36.82%	91 (3)	241	37.76%	97 (1)	253	38.34%
Young Lawyers Division	87 (7)	134	64.93%	81 (20)	134	60.45%	102 (20)	156	65.38%
<b>Totals*</b>	<b>1,623 (152)</b>	<b>4,448</b>	<b>36.49%</b>	<b>1,588 (158)</b>	<b>4,574</b>	<b>34.72%</b>	<b>1,328 (96)</b>	<b>3,393</b>	<b>39.14%</b>

**Programming Faculty**

Data represent previous years because entities only know at the end of an Association year which programs were offered that year. For programs presented by sections and divisions in 2012-2013, 39.7% of the faculty were women, an 18.4% increase over last year (33.5%). This is higher

than the percentage of women lawyer members of the ABA (33.0%). Participation as members of the faculty is another excellent opportunity for women members to raise their profile within a section or division, and we encourage entities to make the effort to have diverse faculties.

## Programming Faculty

Section/Division	2010-2011			2011-2012			2012-2013		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	77 (8)	260	29.62%	75 (10)	323	23.22%	68 (6)	283	24.03%
Antitrust Law	152 (25)	464	32.76%	258 (40)	945	27.30%	186 (42)	508	36.61%
Business Law	190 (27)	607	31.30%	288 (30)	873	32.99%	212 (39)	667	31.78%
Criminal Justice	63 (6)	211	29.86%	142	407	34.89%	104 (3)	350	29.71%
Dispute Resolution	224 (12)	445	50.34%	157	373	42.09%	206	420	49.05%
Environment, Energy & Resources	55 (6)	162	33.95%	72 (1)	185	38.92%	55 (5)	155	35.48%
Family Law	48 (3)	103	46.60%	6	12	50.00%	74 (3)	143	51.75%
Government & Public Sector	9 (4)	24	37.50%	18 (3)	42	42.86%	16 (3)	39	41.03%
Health Law	41 (8)	119	34.45%	57 (10)	153	37.25%	45	129	34.88%
Individual Rights & Responsibilities	79	167	47.31%	24 (8)	62	38.71%	28 (12)	56	50.00%
Intellectual Property Law	51 (3)	157	32.48%	67 (9)	182	36.81%	90	222	40.54%
International Law	108	312	34.62%	228 (15)	660	34.55%	291 (27)	717	40.59%
Judicial Division	0*	0*	0.00%*	33*	137*	24.09%*	25 (1)*	74*	33.78%*
Labor & Employment Law	399 (96)	978	40.80%	388 (83)	955	40.63%	448 (80)	1,021	43.88%
Law Practice Division	61 (1)	138	44.20%	40 (4)	175	22.86%	40	134	29.85%
Law Student Division	0	0	0.00%	0	0	0.00%	0	0	0.00%
Legal Education	0	0	0.00%	0	0	0.00%	0	0	0.00%
Litigation	192 (62)	421	45.61%	222 (53)	518	42.86%	352	564	62.41%
Public Contract Law	43 (8)	122	35.25%	64 (9)	162	39.51%	46 (3)	128	35.94%
Public Utility, Comm. & Trans. Law	7	15	46.67%	4	13	30.77%	1	6	16.67%
Real Property, Trust & Estate Law	119 (17)	310	38.39%	101	267	37.83%	52 (5)	163	31.90%
Science & Technology Law	46 (4)	133	34.59%	56 (11)	117	47.86%	27 (6)	107	25.23%
Senior Lawyers Division	1	2	50.00%	4	9	44.44%	2	6	33.33%
Solo, Small Firm & General Practice	28 (3)	75	37.33%	58 (17)	145	40.00%	57 (1)	138	41.30%
State & Local Government Law	20 (4)	70	28.57%	40 (22)	114	35.09%	36 (9)	99	36.36%
Taxation	678 (29)	1,906	35.57%	548 (13)	1,905	28.77%	148	305	48.52%
Tort Trial & Insurance Practice	185 (6)	695	26.62%	172 (6)	647	26.58%	208 (7)	681	30.54%
Young Lawyers Division	35 (12)	82	42.68%	61 (12)	115	53.04%	55 (13)	123	44.72%
<b>Totals*</b>	<b>2,911 (344)</b>	<b>7,978</b>	<b>36.49%</b>	<b>3,183 (356)</b>	<b>9,496</b>	<b>33.52%</b>	<b>2,872 (265)</b>	<b>7,238</b>	<b>39.68%</b>



There are six forums: Affordable Housing and Community Development Law, Air and Space Law, Communications Law, Construction Industry Law, Entertainment and Sports Industries Law, and Franchising Law. Forum leaders are elected by the forum membership. This year, there are no female forum chairs but three women chairs-elect. The percentage of women officers increased 33.3% over last year. Of the six forums, two have more than 30% women serving as 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, as shown below, the Commission is concerned that there are some forums that continue to have no women leaders, despite large percentages of women members. Steps must be taken to immediately address and rectify this problem.

The participation of women as committee chairs and vice chairs, which are the most common ABA paths to leadership, has increased nearly 6% over last year.

For 2012-2013, three of the five forums publishing books have a higher percentage of women authors than their percentage of women members. For faculty, two of the five forums have a higher percentage of women faculty than their percentage of women members, the same as last year.

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

### Forum Membership and Chairs

Forums	2013-2014				
	Membership			Forum Chair	Forum Chair-Elect
	Women	Total	% Women		
Affordable Housing	1,209	2,571	47.02%	M	M
Air & Space Law	493	1,731	28.48%	M	(F)
Communications	3,259	6,983	46.67%	M	M
Construction Industry	1,051	5,754	18.27%	M	M
Entertainment & Sports	1,228	3,567	34.43%	M	F
Franchising	494	2,093	23.60%	M	F
<b>Totals</b>	<b>7,734</b>	<b>22,699</b>	<b>34.07%</b>	<b>0.00% Women</b>	<b>50.00% Women</b>

## Forum Officers

Forums	2011-2012			2012-2013			2013-2014		
	Officers			Officers			Officers		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	1	4	25.00%	1	4	25.00%	1(1)	4	25.00%
Air & Space Law	1	4	25.00%	1	1	100.00%	0	0	0.00%
Communications	1	1	100.00%	0	1	0.00%	0	1	0.00%
Construction Industry	0	3	0.00%	0	3	0.00%	0	3	0.00%
Entertainment & Sports	1	2	50.00%	1	1	100.00%	1	1	100.00%
Franchising	0	1	0.00%	2	6	33.33%	8	15	53.33%
<b>Totals</b>	<b>4</b>	<b>15</b>	<b>26.67%</b>	<b>5</b>	<b>16</b>	<b>31.25%</b>	<b>10 (1)</b>	<b>24</b>	<b>41.67%</b>

## Forum Committee Chairs and Vice Chairs

Forums	2011-2012			2012-2013			2013-2014		
	Committee Chairs & Vice Chairs			Committee Chairs & Vice Chairs			Committee Chairs & Vice Chairs		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	0	0.00%	5 (1)	10	50.00%	0	0	0.00%
Air & Space Law	0	0	0.00%	0	0	0.00%	0	0	0.00%
Communications	9 (1)	17	52.94%	11 (2)	18	61.11%	5	9	55.56%
Construction Industry	4	22	18.18%	4	22	18.18%	7	21	33.33%
Entertainment & Sports	16 (1)	33	48.48%	16 (2)	34	47.06%	14 (2)	28	50.00%
Franchising	0	3	0.00%	4	7	57.14%	8	15	53.33%
<b>Totals</b>	<b>29 (2)</b>	<b>75</b>	<b>38.67%</b>	<b>40 (5)</b>	<b>91</b>	<b>43.96%</b>	<b>34 (2)</b>	<b>73</b>	<b>46.58%</b>

## Forum Publication Authors

Forums	2010-2011			2011-2012			2012-2013		
	Publication Authors			Publication Authors			Publication Authors		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	0	0.00%	0	0	0.00%	15(1)	25	60.00%
Air & Space Law	0	0	0.00%	0	0	0.00%	0	0	0.00%
Communications	16	47	34.04%	12	32	37.50%	15	33	45.45%
Construction Industry	2	10	20.00%	1	4	25.00%	2	13	15.38%
Entertainment & Sports	6	30	20.00%	8	31	25.81%	5(1)	13	38.46%
Franchising	21 (1)	92	22.83%	0	0	0.00%	4	10	40.00%
<b>Totals</b>	<b>45 (1)</b>	<b>179</b>	<b>25.14%</b>	<b>21</b>	<b>67</b>	<b>31.34%</b>	<b>41(2)</b>	<b>94</b>	<b>43.62%</b>

## Forum Programming Faculty

Forums	2010-2011			2011-2012			2012-2013		
	Programming Faculty			Programming Faculty			Programming Faculty		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	65	139	46.76%	55 (15)	129	42.64%	63 (13)	108	58.33%
Air & Space Law	14	68	20.59%	12 (2)	54	22.22%	26 (1)	89	29.21%
Communications	35 (3)	122	28.69%	40	117	34.19%	39 (2)	107	36.45%
Construction Industry	3	9	33.33%	32 (2)	130	24.62%	38 (2)	229	16.59%
Entertainment & Sports	33	181	18.23%	38	173	21.97%	47	220	21.36%
Franchising	30 (4)	79	37.97%	6 (1)	12	50.00%	0	0	0.00%
<b>Totals</b>	<b>180 (7)</b>	<b>598</b>	<b>30.10%</b>	<b>183 (20)</b>	<b>615</b>	<b>29.76%</b>	<b>213 (18)</b>	<b>753</b>	<b>28.29%</b>





## SECTION OFFICERS CONFERENCE

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

Governors (one is a minority woman) and (b) a representative from each of the six major officer class groups – chair, chair-elect, vice chair, secretary, budget officer, and delegate, all of whom are elected by their respective class members. Women represent 11.1% of the executive committee membership. Additional SOC positions include the SOC liaison to the Diversity Center (a minority male), the SOC liaison to the Standing Committee on Continuing Legal Education (a woman), the SOC liaison to the Standing Committee on Membership (a woman), and the SOC newsletter editor (a woman).



## CONCLUSION

This *Goal III Report* is a snapshot report—a comparative measurement. As a tool, it attempts to reflect trends, report on progress or the lack thereof, and highlight areas in need of further improvement. The Report seeks to encourage renewed efforts 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 increase women's participation in leadership roles within the ABA. The Commission believes the Association's leadership is committed to fulfilling the purpose of Goal III and to creating the necessary opportunities and pathways so that women in the Association will continue to progress. We are ready to discuss how we can help and work together to achieve these objectives.

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## APPENDIX A: ABA GROUPS ADDRESSING WOMEN'S INITIATIVES OR ISSUES CONFRONTING WOMEN IN THE PROFESSION

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

**ABA Women's Caucus:** The Women's Caucus meets during the ABA Midyear and Annual Meetings and is open to all women and men in the legal profession interested in advancing the rights and opportunities of women in the legal profession.

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

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

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

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

**Section of Dispute Resolution:** The Women in Dispute Resolution Committee assesses the status of women in alternative dispute resolution.

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

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

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

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

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

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

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

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

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

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

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



## APPENDIX B: ABA ENTITIES' GOALS WITH RESPECT TO ADVANCING WOMEN IN THEIR ENTITIES/THE ABA SPECIFICALLY AND THE PROFESSION GENERALLY

**Section of Administrative Law and Regulatory Practice:** The section achieved its goal of implementing a diversity and disability plan, formalizing steps being taken to ensure the continued expansion of women in leadership roles in the section. In FY13, several major diversity goals were again accomplished, having the section's first black female vice chair (she will be section chair in FY15), having a council with twice as many women as men (eight women, four men), and ensuring that our committee chair and vice chair positions are at least 50% women (they are more than 50% for FY13 and for FY14). FY14 goals include increasing representation of women in our publications and on our program faculty, as well as building strong membership networking events to increase opportunities for women leaders to earn recognition for their activities and greater exposure to career-building opportunities. For FY14, our council retains its 50% female composition with six male and six female council members, and we have two current sitting black female officers, the chair-elect and the secretary.

**Forum Committee on Affordable Housing and Community Development Law:** The Forum on Affordable Housing and Community Development Law strives to keep women at the forefront of discussion and ensures that women are represented on panels and the planning committee and as committee chairs.

**Forum Committee on Air and Space Law:** The Forum on Air & Space Law strives to maintain a balance on the forum's governing committee and programming. The forum seeks to keep women and members of color involved in planning, programming, and Governance roles.

**Section of Antitrust Law:** The Section of Antitrust Law is committed to equal opportunity in principle and practice. To that end, the section adopted a diversity strategic plan, to be updated annually, to formalize its continuing commitment to these goals and to enhance its efforts in the future. Specifically, the section reaffirms its commitment to encourage

diversity in the solicitation and development of new members, formalize procedures that afford all members an opportunity to contribute to the work of the section, and utilize processes for leadership selection that reflect a commitment to informed decision-making based on those contributions and demonstrated potential for continuing contributions to section activities. This commitment includes gender and the advancement of women in our section, the ABA, and the profession. The Membership and Diversity Committee (MDC) sponsors outreach and networking events specifically for women in addition to other outreach and mentoring initiatives that always include women, such as young lawyers, summer associates, law students, and other affinity groups. Women represent approximately one-third of section leadership and are appointed to all levels of leadership, including as recent past chairs and as the chair-elect. The section has an active liaison participating on the ABA Commission on Women, and women are consistently represented on CLE panels, editorial boards, and committees.

**Business Law Section:** The Business Law Section is committed to advancing women in the section and the profession by increasing the presence of women in the section, especially in leadership roles. The Women's Business Law Network (WBLN) Subcommittee of the Diversity Committee plays a central role in addressing matters of relevance to women business lawyers and promoting the full involvement of women in all aspects of the Business Law Section, the ABA, and the legal profession. The section annually recognizes achievement by women in the section through the Jean Allard Glass Cutter Award. Attention is also drawn to the advancement of women in the profession at the Sweet Endings Dessert Reception held each year at the section Spring Meeting. In addition, at the 2013 section Spring Meeting, the Diversity Committee, led by its WBLN, held a CLE program focused on the advancement of women in the profession featuring 10 Glass Cutter Award recipients.

**Forum on Communications Law:** Diversity is foremost on the mind of the forum leadership. There are five women governing committee members, one who is a Hispanic female. There also is one Asian American male governing committee member. The forum is serious in its efforts to advance women and minorities in the forum and the profession in general by providing opportunities to actively participate in forum governance, leadership, programming, publications, etc.

**Forum on the Construction Industry:** The Forum on the Construction Industry has a Women and Minority Fellowship that gives scholarships to our national programs. In addition, we provide up to six scholarships at each of our national programs. The forum's diversity committee conducts a diversity luncheon at each national program and has a speaker and the opportunity to network and share ideas on recruiting and retaining diverse members and potential leaders. The forum hosts a women's networking event at each of its national programs and is in the process of setting up a women's Listserv to encourage networking and sharing of best practices among women forum members.

**Criminal Justice Section:** The CJS Women in White Collar Crime subcommittee has set the following goals for the year:

1. Increase subcommittee membership and awareness through two branded programs at two CJS events.
2. Improve and enhance the subcommittee's website by including articles developed and published by section members.
3. Host at least one regional CLE event for women in the white collar practice.
4. Consider diversity when soliciting panelists for programs sponsored by the section.

**Section of Dispute Resolution:** In 2012 the section created a Task Force on Women in Dispute Resolution. The goal of the task force is to serve as a leading resource for business and professional development of women as dispute resolution professionals to ensure them the full scope of opportunities in dispute resolution. To accomplish this goal the task force conducted a survey of section members to assess the status of women in the dispute resolution field and academia and barriers that prevent women from full participation in that field. The task force has also been working to develop positive and proactive initiatives for increasing participation of women in dispute resolution, including interactive collaboration with women's networking groups of the ABA, trial bar, international bar, and other related organizations. In addition, they have been working to develop a program

to mentor women dispute resolution professionals. The section bylaws also include that the section council must have diversity of membership in terms of racial and ethnic minority groups, gender, and geographic locations.

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

**Forum Committee on Entertainment and Sports Industries:** The forum's goal is to increase and attract women in the profession and to increase women participation the forum. The immediate past chair of the forum and the forum chair-elect are women. Two of four governing committee members are women, and a number of committee and division chairs and vice chairs are women. There are a number of women lawyers active in the forum leadership.

**Section of Environment, Energy, and Resources:** The section has no separate specific goal with respect to advancing women other than the expressed section support of ABA's Goal III in our selection of section leaders, speakers, authors, etc.

**Government and Public Sector Lawyers Division:** GPSLD consistently strives for broad diversity in its leadership. Currently our governing council is comprised of a majority of women (57% are women).

**Health Law Section:** The section leaders and council make a conscientious effort to include women in the leadership and advance them to the governing body. Programming is closely monitored to ensure women are given opportunities to make presentations. Members can see that the section is inclusive in all of its endeavors. The section also sponsors a table at the Margaret Brent Women Lawyers of Achievement Awards luncheon each year, in support of women in the profession.

**Section of Individual Rights and Responsibilities:** The section's Rights of Women Committee hosted a panel at the 2013 Annual Meeting entitled, *Day of the Woman – Violence Against Women Act*. The session gave an overview of the Violence Against Women Act and its impact on alleviating violence in the U.S. The panel focused on implementation issues and discussed next steps. Three of the panelists, the moderator, and the program chair were women. The Rights of Women Committee chair advanced to the position of vice chair of the section and has recruited young women for other committee leadership positions. The section continuously recruits women to fulfill leadership positions on its committees and its council. One of the section's two delegates to the ABA House of Delegates is a woman, and the section's two newest council members are women of color.

**Section of Intellectual Property Law:** The section goals with respect to advancing women within the section and the profession follow the ABA-IPL diversity plan: increase women's representation in section leadership, increase women in section membership, and increase awareness of women in intellectual property law. Last year the section hosted a Women in IP Law dinner, a plenary session at the ABA Annual Meeting focused on "Women & the World of IP," supported the Margaret Brent Women Lawyers of Achievement Award, and sent a liaison to the ABA Commission on Women in the Profession. Similar activities are planned for this membership year.

**Judicial Division:** The Judicial Division and its constituent entities advance the role of women in the ABA by actively recruiting women members, appointing them to leadership positions, and encouraging their participation as program and publication contributors. The Judicial Division advances the role of women in the profession by undertaking outreach with young people and law students that illustrates the need for diversity in the profession and reveals the success that women have achieved in the profession and by inspiring young women to careers in the justice system.

**Section of Labor and Employment Law:** The Section of Labor and Employment Law's diversity plan includes the recruitment and retention of women attorneys. The section is always actively seeking participation of women lawyers in leadership roles, programming faculty, and membership. The section also offers programming of interest to women attorneys, including most recently committees that have hosted a women's breakfast at the section's 2013 midwinter meeting, a luncheon and other programs at the section's midyear meetings, and programming presented by many of the section's standing committees.

**Law Practice Division:** The ABA Women Rainmakers Committee has been a resource for female lawyers by providing workshops, webinars, books, and conferences on topics of interest to professional growth of women in the legal profession. The 2012-2013 section chair was an African American female. Also, recently a project budget has been established for a diversity and inclusion initiatives scheduled for 2013-2014. ABA Women Rainmakers presented 70 programs across the country (local programming). Law Practice funds the Women Rainmaker Board with 42 members, 23 funded.

**Law Student Division:** The Law Student Division's goal is to actively involve women in its membership, leadership, and activities and to foster an environment of inclusion that is welcoming to female law students. The division strives to identify and remove barriers to the full and meaningful

participation of women in the legal profession and to nurture and prepare women for additional opportunities throughout the ABA and as leaders in the profession.

**Section of Legal Education and Admissions to the Bar:** The section promotes full and equal participation in the profession and the justice system by all individuals. The section has elected four women to the position of chairperson over the last nine years, and another is slated to hold the position in FY 2014-2015.

**Section of Litigation:** The Woman Advocate Committee's goal is to develop substantive programming and initiatives related to issues that affect women in the profession. We provide our members with strategies and tools for improving professional development, business development, networking, and work-life balance.

**Section of Public Contract Law:** The section has increased its gender and ethnic diversity in the number of committee chair and vice chair appointments, other leadership appointments, program faculty, and contributors to section publications. The section has achieved substantial success with respect to women in these various areas, especially on the section council and in the House of Delegates. The need to further increase the number of leaders in terms of gender, racial, and ethnic diversity remains a top priority in the section.

**Section of Public Utility, Communications and Transportation Law:** The section is always looking to find women to fill committee appointments in the section's practice area. We currently have three women out of eight positions in the officer category.

**Section of Real Property, Trust and Estate Law:** The section has as its primary goal making the section the most open and inviting group within the ABA. All of our "diversity" efforts are focused on encouraging all attorneys practicing real property or practicing trust and estate law to feel entirely comfortable, entirely welcome, entirely engaged, and entirely involved in ABA and RPTE activities and programs. To the extent that women are under-represented in our section, we are focused on identifying those things that we, as a section, do or do not do that discourage women from joining the section or from participating as fully as each individual section member desires. Where our activities involve outreach to the profession beyond the ABA, such as in our Community Outreach Program and in our program of promoting membership within (a limited number of) law schools, we endeavor to make the point that all are welcome within RPTE specifically, and within the ABA generally.



**Section of Science & Technology Law:** (1) Increase and maintain diversity and inclusion in section leadership, membership, the ABA, and the profession with respect to women; (2) raise awareness that diversity, including women, is valued and why.

**Senior Lawyers Division:** The division offers opportunities for advancement for all women qualified to join the division. The division actively recruits women through email campaigns targeted to their legal interests.

**Solo, Small Firm & General Practice Division:** Women are encouraged to select committee appointments for chairs and vice chair positions. The Diversity Board appointment comprises one-half of the board's leadership.

**Section of State and Local Government Law:** The section closely monitors the development, progression, and leadership of women to ensure that they are represented throughout the section's leadership.

**Section of Taxation:** The section has made significant strides in increasing gender diversity in its leadership ranks in the last decade. Two recent section chairs have been women, and a current delegate to the House of Delegates is a woman. A third of the section's council and committee leadership is female.

**Tort Trial and Insurance Practice Section:** TIPS continually strives to increase the representation of women lawyers in its committees and its leadership. TIPS participated once again in the Margaret Brent Women Lawyers of Achievement Award luncheon. The section continues to

support the Women in Law Leadership Academy, specifically designed to introduce and involve lawyers of diverse backgrounds. During the 2013 Annual Meeting, TIPS presented a successful CLE program titled *Women in the Law: Beyond a Seat at the Table*. In this opening program for the ABA's Day of the Woman, the panel of distinguished women corporate counsel engaged in a conversation about the advances made toward ensuring a level playing field for women, the obstacles they see and have faced, how to effectively confront those obstacles, and what companies and law departments can do to remove them. The TIPS Diversity Committee publishes four issues of the newsletter *Embracing Diversity* each year featuring areas of diversity. The Summer 2013 edition promoted the Commission on Women's Day of the Woman schedule at the 2013 Annual Meeting and included a feature article titled *From Invisible to Visible - The ABA Commission on Women's Report on Women in Fortune 500 Legal Departments*. TIPS maintains a liaison to the ABA Commission on Women in the Profession.

**Young Lawyers Division:** The YLD has several leadership opportunities for women to advance within the division/ABA including being a committee member or a leader of the Women in the Profession Committee and the ability to interact directly as a liaison to the Commission on Women. Additionally, the YLD offers speaking opportunities on panels via live conferences/meetings or long- distance programming. The YLD promotes the advancement of diversity and inclusion in all aspects including race, gender, and sexual orientation.

# 2013-2014 COMMISSION ON WOMEN IN THE PROFESSION

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