



GOAL III REPORT CARD

An Annual Report on Women's Advancement into Leadership Positions
in the American Bar Association • February 2011



Commission on Women
in the Profession
American Bar Association

GOAL III

REPORT CARD

**American Bar Association
Commission on Women in the Profession
321 N. Clark Street
Chicago, IL 60654
312-988-5715
Fax: 312-988-5790
E-mail: abacwp1@americanbar.org
Website: www.abanet.org/women**

TABLE OF CONTENTS

Introduction	4	Forums	30
Executive Summary – Key Findings	6	• Forum Membership and Chairs	30
House of Delegates	7	• Forum Officers	31
Board of Governors	12	• Forum Committee Chairs	32
Standing and Special Committees	13	• Forum Publication Authors	32
Sections and Divisions	14	• Forum Programming Faculty	33
• Section and Division Membership	15	Section Officers Conference	34
• Section and Division Chairs	16	Conclusion	35
• Section and Division Officers	18	Appendix:	
• Section and Division Councils	20	ABA Groups Addressing Women’s Initiatives	
• Section and Division Nominating Committees	22	or Issues Confronting Women in the Profession	36
• Section and Division Committee Chairs and Vice Chairs	24		
• Publication Authors	26		
• Programming Faculty	28		



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-nine years later, women lawyers account for 31.0% of the profession and 31.6% of Association membership.

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

In August, 1987, the ABA created the Commission on Women in the Profession (“Commission”) to assess the status of women in the legal 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* (“Report”), which measures the progress of women in ABA leadership positions. The Report, now the *Goal III Report Card*, is issued annually and analyzes women’s participation in the Association’s Board of Governors, House of Delegates, committees, sections and divisions, standing and special committees, and forum committees. A historical review of these Reports reveals findings that are both encouraging and discouraging. While the overall trend from 1991 to 2011 in the percentage of women holding ABA leadership positions is upward, the rate of increase has remained relatively static or slightly decreased in recent years. However, the Commission is pleased to report that for 2010-2011, the percentage of women in ABA leadership positions increased considerably in three of the four categories, as set forth below.

Women in ABA Leadership Positions
(Percentages)

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

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

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

During these past 20 years, women have reached several milestones at the top level of leadership of the ABA. In 1995, the Association invested its first woman president, Roberta Cooper Ramo. The ABA's first woman chair of the House of Delegates, Martha W. Barnett, took office that same year. The past 13 years have included three more women presidents – Martha W. Barnett (2000-2001), Karen J. Mathis (2006-2007), and Carolyn Lamm (2009-2010) – and three more women chairs of the House of Delegates – Karen J. Mathis (2000-2002), Laurel Bellows (2006-2008), and Linda A. Klein (2010-2012). As encouraging as that progress is, only four out of 20 presidents (20.0%) and four out of 11 chairs of the House of Delegates (36.4%) within the past 20 years have been women. The same time period has included three women secretaries out of seven (42.9%) and one woman treasurer out of seven (14.3%). The secretary-elect is a woman.

Since the first *Goal IX Report Card* was published, the number of women in the profession has increased to presently comprise 31.0% of the more than one million lawyers in the United States. Significantly, the number of women lawyer ABA members has also increased to 31.6% of the approximately 321,000 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 the need for a continued effort toward establishing satisfactory numbers for participation of women lawyers, consistent with Goal III.

This Report and the Reports from 2005 through 2010 are available online in PDF format at www.abanet.org/women/goaliii.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 2007-2008. This historical data are presented by entity and by criterion (chairs, officers, etc.) and also are available online at www.abanet.org/women/goaliii.html.

In 2008, the Commission entered its third decade. For the past 22 years, it has been the leading voice for women lawyers, working to help women advance and succeed in all sectors of the profession, as well as the ABA. By improving the status of women in the profession, the Commission has helped to address and stem the attrition of women from the profession. Also, it has been at the forefront to increase the number of women in leadership positions within the ABA, law firms, corporations, government, and academia. Indeed, it is striking that there is a correlation between the attainment of leadership in the ABA and national recognition as a leading woman lawyer. 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. This further underscores the importance of the ABA in enabling women to achieve prominence and distinction.

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



EXECUTIVE SUMMARY—KEY FINDINGS

American Bar Association

- Women comprise 31.6% of the lawyer members of the ABA.
- Women comprise 33.0% of the lawyer, associate, and student members of the ABA.

House of Delegates

- Overall, women comprise 31.3% of the House of Delegates, slightly more than the ratio of women in the profession (31.0%) and slightly less than the ratio of women lawyers in the ABA (31.6%).
- Nominating Committee – women constitute 31.3% of this committee's members, roughly equal to 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 28.1%.

Board of Governors

- Women constitute 35.0% of the Board of Governors, more than the ratios of women in the profession and women lawyers in the ABA. Without the two women members-at-large, the percentage of women on the Board would be 31.6%.

Standing and Special Committees

- Women represent 42.4% of President Stephen Zack's 750 committee appointments.
- Of his chair appointments, 29.3% are women.

Sections and Divisions

- Women represent 38.3% of members of ABA sections and divisions.
- Women chair 11 of the 28 sections and divisions (39.3%), a percentage higher than the percentages of women lawyers in the profession and women lawyers in the ABA.
- Women constitute 31.2% of section/division officers.
- Four sections/divisions have women holding 50% or more of their offices.
- Nine sections/divisions have a higher percentage of women officers than the percentage of their women membership.
- Overall, women comprise 39.2% of the membership of section/division councils.
- In seven councils, women constitute less than 30% of council members.
- Women comprise 34.2% of section/division nominating committee membership.
- Women constitute 32.3% of section/division committee chairs and vice-chairs.

Publication Authors

- Of those who wrote books or chapters within books published by sections and divisions in 2009-2010, 36.1% were women.

Programming Faculty

- For programs presented by sections and divisions in 2009-2010, 34.5% of the faculty were women.

Forums

- Of the six forums, one has more than 30.0% women serving as officers.
- Two forum chairs are women.

Section Officers Conference

- Women chair four of the 10 SOC committees (40.0%).



HOUSE OF DELEGATES

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

- 52 State Delegates to the House
- 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 Board Members and Present and Former Officers
- 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. It is particularly noteworthy that this year, the percentage of women in the House is 31.3% (172 women out of 549 delegates elected as of October), which is 12% higher than last year and also is roughly equal to the percentage of women lawyers in the profession (31.0%). However, this percentage is lower than the percentage of women 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 eight representative capacities: state delegate, state bar, local bar, affiliated organization, section/division, delegate-at-large, past officer/member of the Board of Governors, and current officer/member of the Board.

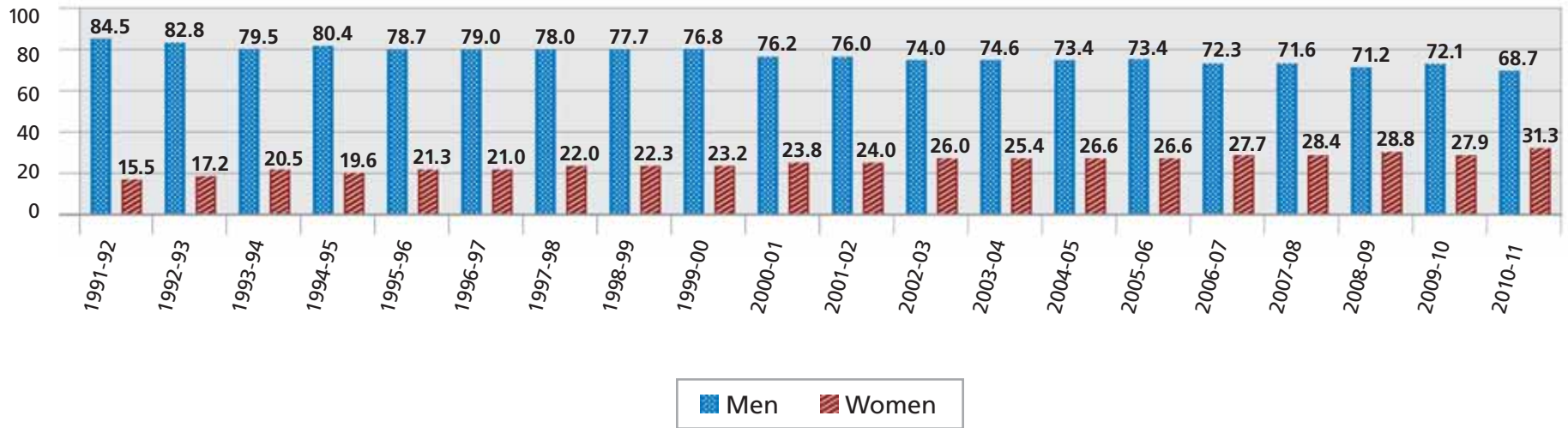
Currently, 14 jurisdictions have **no** women delegates – Alabama, Delaware, Guam, Maine, Mississippi, Montana, Nebraska, Nevada, New Hampshire, North Dakota, Rhode Island, South Dakota, Vermont, and Wyoming. Ten states – Alabama, Colorado, Indiana, Kentucky, Missouri, North Carolina, Ohio, Oklahoma,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

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

State Delegates to the House

There are 52 state delegates representing the 50 states, the District of Columbia, and Puerto Rico. The state delegate serves as the chair of the delegate group from the state and serves as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction. Fifteen women serve as state delegates (29.4%), a number below the percentage of women in the House, the profession, and the ABA.

House of Delegates 1991-2010
(Percentages)



State Bar Association Delegates to the House

A state bar association is entitled to at least one delegate in the House of Delegates. State bar associations may have up to six delegates, depending on the number of lawyers and ABA members in the state. If a state bar is entitled to five or more delegates, then at least one must be a “young lawyer.” A “young lawyer” must be younger than 35 years of age at the beginning of his/her term. Of the 224 state bar delegates elected as of October 2010, 74 are women (33.0%).

Alabama, Minnesota, Mississippi, and Nevada have two or more state bar delegates and currently no women in their ranks. Delaware, Guam, Hawaii, Maine, Montana, Nebraska, New Hampshire, New Mexico, North Dakota, Rhode Island, South Dakota, and Vermont 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-seven local bar association delegates are women (36.0%). This percentage exceeds the ratios of women lawyers in the profession (31.0%) and in the ABA (31.6%). The Commission commends local bar associations for their support of women delegates.

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. Women

have done exceedingly well in running for delegate-at-large positions. Of the 18 delegates-at-large, eight are women (44.4%).

Members-at-Large

Those appointed to the House Nominating Committee as minority or women members-at-large who are not already members of the House become “members-at-large” of the House of Delegates. There can be between zero and six such members-at-large. This year, of the five members-at-large who are not already members of the House, three are women (60.0%). Of the six total minority and women members-at-large, four are women (66.7%).

Overview of the House of Delegates – Non-ABA Entities (As of 9/23/10)

State	State Delegate		State Bar Delegate		Local Bar Delegate		Affiliated Organization		Non-ABA Subtotals			Grand Totals – Non-ABA + ABA Entities (Page 10)				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	%Female	Total	Male	Female	%Female	
Alabama	1	0	4	0	1	0	0	0	6	0	0.00%	9	9	0	0.00%	
Alaska	0	1	0*	0*	0	0	0	0	0*	1*	100.00%*	1*	0*	1*	100.00%*	
Arizona	0	1	3	1	1	0	0	0	4	2	33.33%	10	6	4	40.00%	
Arkansas	1	0	1	1	0	0	0	0	2	1	33.33%	4	3	1	25.00%	
California	1	0	5	6	7	5	2	1	15	12	44.44%	33	19	14	42.42%	
Colorado	0	1	5	1	1	1	0	1	6	4	40.00%	12	8	4	33.33%	
Connecticut	0	1	4*	2*	0	0	0	0	4*	3*	42.86%*	8*	4*	4*	50.00%*	
Delaware	1	0	1	0	0	0	1	0	3	0	0.00%	3	3	0	0.00%	
District of Columbia	0	1	5	3	1	1	4	2	10	7	41.18%	33	20	13	39.39%	
Florida	0	1	7	1	3*	3*	3	1	13*	6*	31.58%*	30*	20*	10*	33.33%*	
Georgia	1	0	4	3	1	0	0	0	6	3	33.33%	13	8	5	38.46%	
Guam	0	0	1	0	0	0	0	0	1	0	0.00%	1	1	0	0.00%	
Hawaii	0	1	1	0	0	0	0	0	1	1	50.00%	2	1	1	50.00%	
Idaho	1	0	0	1	0	0	0	0	1	1	50.00%	3	2	1	33.33%	
Illinois	1	0	6	2	1	2	0	0	8	4	33.33%	19	12	7	36.84%	
Indiana	1	0	3	2	1	0	0	0	5	2	28.57%	9	7	2	22.22%	
Iowa	1	0	1	1	0	0	0	0	2	1	33.33%	4	3	1	25.00%	
Kansas	0	1	0	2	0	0	0	0	0	3	100.00%	3	0	3	100.00%	
Kentucky	0	1	3	1	1	0	0	0	4	2	33.33%	11	9	2	18.18%	
Louisiana	1	0	3	3	0*	1*	0	0	4*	4*	50.00%*	9*	4*	5*	55.56%*	
Maine	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.00%	
Maryland	1	0	5	2	2	0	0	0	8	2	20.00%	14	10	4	28.57%	
Massachusetts	0	1	4	3	0	1	0	0	4	5	55.56%	17	9	8	47.06%	
Michigan	1	0	3	4	0*	0*	1	0	5*	4*	44.44%*	13*	8*	5*	38.46%*	
Minnesota	0*	0*	7	0	1	2	1	0	9*	2*	18.18%*	15*	12*	3*	20.00%*	
Mississippi	1	0	2	0	0	0	0	0	3	0	0.00%	4	4	0	0.00%	
Missouri	1	0	6	1	3	0	1	0	11	1	8.33%	15	14	1	6.67%	
Montana	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.00%	
Nebraska	1	0	1*	0*	0	0	0	0	2*	0*	0.00%*	2*	2*	0*	0.00%*	
Nevada	1	0	2	0	1	0	0	0	4	0	0.00%	5	5	0	0.00%	
New Hampshire	1	0	1	0	0	0	0	0	2	0	0.00%	3	3	0	0.00%	
New Jersey	1	0	5	2	2*	0*	0	0	8*	2*	20.00%*	14*	11*	3*	21.43%*	
New Mexico	0	1	1	0	0	0	0	0	1	1	50.00%	5	3	2	40.00%	
New York	1	0	8*	2*	4*	6*	1	1	14*	9*	39.13%*	34*	20*	14*	41.18%*	
North Carolina	1	0	6	1	1	0	1	0	9	1	10.00%	14	13	1	7.14%	
North Dakota	1	0	1	0	0	0	1	0	3	0	0.00%	4	4	0	0.00%	
Ohio	0	1	3	4	2	1	2	1	7	7	50.00%	20	13	7	35.00%	
Oklahoma	1	0	2	2	2	0	0	1	5	3	37.50%	12	9	3	25.00%	
Oregon	1	0	1	3	1	0	0	0	3	3	50.00%	9	3	6	66.67%	
Pennsylvania	1	0	4	4	3	1	1	0	9	5	35.71%	20	12	8	40.00%	
Puerto Rico	1	0	2*	1*	0	0	0	0	3*	1*	25.00%*	5*	4*	1*	20.00%*	
Rhode Island	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.00%	
South Carolina	1	0	2	1	0	0	0	0	3	1	25.00%	9	7	2	22.22%	
South Dakota	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.00%	
Tennessee	1	0	4	1	0*	1*	1	0	6*	2*	25.00%*	15*	10*	5*	33.33%*	
Texas	1	0	5	3	5	2	0	0	11	5	31.25%	27	20	7	25.93%	
U.S. Virgin Islands	0	0	0	1	0	0	0	0	0	1	100.00%	2	1	1	50.00%	
Utah	0	1	1	1	0	0	0	0	1	2	66.67%	3	1	2	66.67%	
Vermont	1	0	1	0	0	0	0	0	2	0	0.00%	2	2	0	0.00%	
Virginia	1	0	5	2	1	0	2	0	9	2	18.18%	14	12	2	14.29%	
Washington	0	1	4	3	1	0	1	0	6	4	40.00%	14	10	4	28.57%	
West Virginia	1	0	0	1	0	0	0	0	1	1	50.00%	3	2	1	33.33%	
Wisconsin	0	1	3	2	1	0	0	0	4	3	42.86%	8	4	4	50.00%	
Wyoming	1	0	0	0	0	0	0	0	1	0	0.00%	1	1	0	0.00%	
Totals	36	15	150	74	48	27	23	8	257	124	32.55%	549	377	172	31.33%	
Totals (Men + Women)	51		224		75		31		381							
% of Women	29.41%		33.04%		36.00%		25.81%		32.55%					31.33%		

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

Overview of the House of Delegates – ABA Entities

(As of 9/23/10)

State	Section/Division Delegate		Delegate at Large		Member at Large		Former Officer/BOG		Current BOG or Officer		ABA Subtotals			Grand Totals – Non-ABA (Page 9) + ABA Entities			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		%Female	Total	Male	Female	%Female	
Alabama	1	0	0	0	0	0	2	0	0	0	3	0	0.00%	9	9	0	0.00%
Alaska	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1 *	0 *	1 *	100.00% *
Arizona	0	1	1	0	1	0	0	0	0	1	2	2	50.00%	10	6	4	40.00%
Arkansas	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	4	3	1	25.00%
California	3	2	0	0	0	0	0	0	1	0	4	2	33.33%	33	19	14	42.42%
Colorado	1	0	0	0	0	0	0	0	1	0	2	0	0.00%	12	8	4	33.33%
Connecticut	0	1	0	0	0	0	0	0	0	0	0	1	100.00%	8 *	4 *	4 *	50.00% *
Delaware	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3	3	0	0.00%
District of Columbia	9	3	0	1	0	0	0	0	1	2	10	6	37.50%	33	20	13	39.39%
Florida	3	2	0	0	0	0	2	1	2	1	7	4	36.36%	30 *	20 *	10 *	33.33% *
Georgia	1	0	0	1	0	0	1	0	0	1	2	2	50.00%	13	8	5	38.46%
Guam	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Hawaii	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	1	1	50.00%
Idaho	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	3	2	1	33.33%
Illinois	2	0	0	0	0	0	1	1	1	2	4	3	42.86%	19	12	7	36.84%
Indiana	1	0	0	0	0	0	0	0	1	0	2	0	0.00%	9	7	2	22.22%
Iowa	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	4	3	1	25.00%
Kansas	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3	0	3	100.00%
Kentucky	1	0	0	0	0	0	2	0	2	0	5	0	0.00%	11	9	2	18.18%
Louisiana	0	0	0	1	0	0	0	0	0	0	0	1	100.00%	9 *	4 *	5 *	55.56% *
Maine	0	0	0	0	0	0	1	0	0	0	1	0	0.00%	3	3	0	0.00%
Maryland	1	0	0	1	0	1	1	0	0	0	2	2	50.00%	14	10	4	28.57%
Massachusetts	2	1	0	0	0	0	2	0	1	2	5	3	37.50%	17	9	8	47.06%
Michigan	0	1	0	0	0	0	2	0	1	0	3	1	25.00%	13 *	8 *	5 *	38.46% *
Minnesota	1	0	0	0	0	0	1	0	1	1	3	1	25.00%	15 *	12 *	3 *	20.00% *
Mississippi	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	4	4	0	0.00%
Missouri	3	0	0	0	0	0	0	0	0	0	3	0	0.00%	15	14	1	6.67%
Montana	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
Nebraska	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2 *	2 *	0 *	0.00% *
Nevada	1	0	0	0	0	0	0	0	0	0	1	0	0.00%	5	5	0	0.00%
New Hampshire	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	3	3	0	0.00%
New Jersey	1	0	1	0	0	1	0	0	1	0	3	1	25.00%	14 *	11 *	3 *	21.43% *
New Mexico	0	0	0	0	0	0	0	1	2	0	2	1	33.33%	5	3	2	40.00%
New York	3	3	1	0	0	1	1	0	1	1	6	5	45.45%	34 *	20 *	14 *	41.18% *
North Carolina	1	0	2	0	0	0	1	0	0	0	4	0	0.00%	14	13	1	7.14%
North Dakota	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	4	4	0	0.00%
Ohio	3	0	1	0	0	0	1	0	1	0	6	0	0.00%	20	13	7	35.00%
Oklahoma	2	0	0	0	0	0	2	0	0	0	4	0	0.00%	12	9	3	25.00%
Oregon	0	1	0	2	0	0	0	0	0	0	0	3	100.00%	9	3	6	66.67%
Pennsylvania	1	1	0	0	0	0	2	1	0	1	3	3	50.00%	20	12	8	40.00%
Puerto Rico	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	5 *	4 *	1 *	20.00% *
Rhode Island	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
South Carolina	2	0	0	1	0	0	1	0	1	0	4	1	20.00%	9	7	2	22.22%
South Dakota	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
Tennessee	1	1	0	1	0	0	1	0	2	1	4	3	42.86%	15 *	10 *	5 *	33.33% *
Texas	4	2	2	0	1	0	1	0	1	0	9	2	18.18%	27	20	7	25.93%
U.S. Virgin Islands	0	0	1	0	0	0	0	0	0	0	1	0	0.00%	2	1	1	50.00%
Utah	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3	1	2	66.67%
Vermont	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2	2	0	0.00%
Virginia	2	0	0	0	0	0	1	0	0	0	3	0	0.00%	14	12	2	14.29%
Washington	1	0	1	0	0	0	2	0	0	0	4	0	0.00%	14	10	4	28.57%
West Virginia	0	0	0	0	0	0	0	0	1	0	1	0	0.00%	3	2	1	33.33%
Wisconsin	0	0	0	0	0	0	0	0	0	1	0	1	100.00%	8	4	4	50.00%
Wyoming	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1	1	0	0.00%
Totals	52	19	10	8	2	3	30	4	26	14	120	48	29.45%	549	377	172	31.33%
Totals (Men + Women)	71		18		5		34		40		168						
% of Women	26.76%		44.44%		60.00%		11.76%		35.00%		28.57%			31.33%			

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

House Committees

	2008-2009			2009-2010			2010-2011		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Advisory Committee to Chair	3	14	21.43%	3	14	21.43%	3	15	20.00%
Credentials & Admissions	3	6	50.00%	4	7	57.14%	3	7	42.86%
Drafting	2	5	40.00%	2	5	40.00%	3	5	60.00%
Nominating Committee Steering Committee	5	17	29.41%	5	15	33.33%	4	15	26.67%
Rules & Calendar	3	5	60.00%	3	5	60.00%	2	5	40.00%
Select Committee	7	16	43.75%	7	15	46.67%	6	16	37.50%
Technology & Communication	3	11	27.27%	4	12	33.33%	4	10	40.00%
Tellers	4	6	66.67%	5	6	83.33%	4	6	66.67%
Totals	30	80	37.50%	33	79	41.78%	29	79	36.71%

House of Delegates Nominating Committee

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

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

Currently, 21 women sit on the Nominating Committee (31.3%), including seven women of color. It should be emphasized that this represents a 29% increase from last year. Of the 21 women, 15 serve as state delegates, two as section delegates, and four as member-at-large delegates. Without the three women members-at-large, the percentage of women on the Nominating Committee is only 28.1% (an increase over last year’s 20%). 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 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. Unfortunately, this year’s percentage of women’s participation in these committees (36.7%) has decreased from the previous year (41.8%), but it does exceed the percentages of women in the profession (31.0%) and women lawyers in the ABA (31.6%).



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.

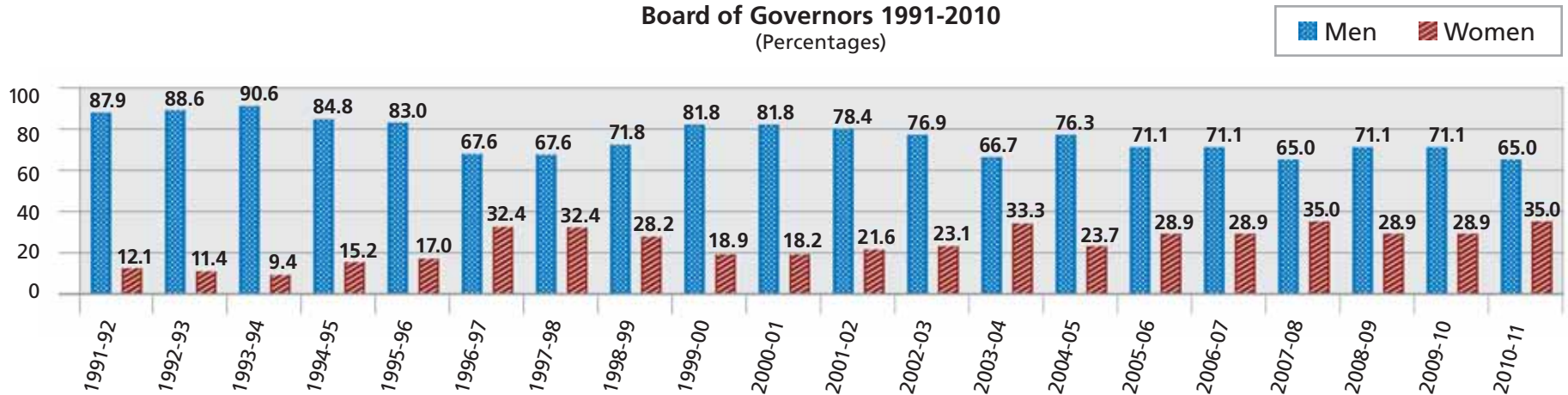
The 2010-2011 Board is comprised of 40 members. There are 18 geographical district representatives and 14 members-at-large (two selected by the Young Lawyers Division, one an active member of the judiciary, six representing the sections, one selected by the Law Student Division, two minority members-at-large, and two women members-at-large). The Board is also comprised of eight officers (president, president-elect, chair of the House of Delegates, secretary, secretary-elect, treasurer, treasurer-elect, and immediate past president). Each member of the Board serves a multi-year term, with the terms ending on a rotating basis.

Women have made great strides in attaining positions on the Board of Governors over the past 20 years. For this bar year, 14 women serve on the Board of Governors, which constitutes 35% of the Board. This represents a 21% increase over last year and is nearly triple the percentage of women on the Board since 1990. There currently are three women of color on the Board of Governors, the same number as last year. Fifty-one women have served on the Board since 1995 (out of approximately 196 positions).

Women serve as chair of the House of Delegates, secretary, secretary-elect, treasurer, immediate past president, three geographical district representatives, judicial member-at-large, one section member-at-large, one minority member-at-large, two women members-at-large, and one Young Lawyers Division member-at-large. Only 16.7% (the same as last year) of the geographical district representatives are women, and 42.9% (up from 35.7%) of the members-at-large are women. One of the two minority members-at-large is a woman. Without the two women members-at-large, the overall percentage of women on the Board would be 31.6%.

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 Stephen Zack selected a woman for one of his six appointments to chair Board committees. There are three women members on the Executive Committee (37.5%), down from four (50.0%) last year.

Board of Governors 1991-2010
(Percentages)





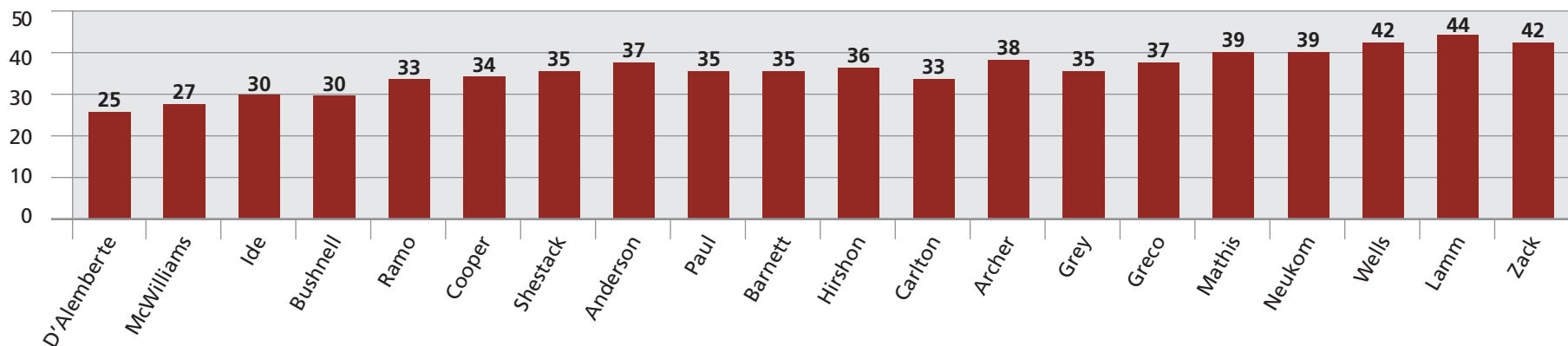
STANDING AND SPECIAL COMMITTEES

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.abanet.org.

President Stephen Zack made 750 appointments for the 2010-2011 bar year. Approximately 42.4% of those appointments were women - down from 44.3% the previous year - and 14.9% were women of color, virtually the same as the previous year. President Zack also made 92 chair appointments, of which 27 went to women (29.3%), less than the previous year (33.8%).

Presidential Appointments 1991-2010
(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 just under 500 members to almost 63,000. Each entity draws its membership from lawyers, judges, academicians, and law students with common professional interests. Each entity operates with its own officers, programs, publications, and committees. Divisions also produce programs and publications but differ from sections in internal structure and membership. Sections contribute to policy-making, both in their subject areas and Association-wide, by authoring many of the recommendations that become the ABA's policy positions. Approximately 61% of all ABA members belong to at least one section. As of October 31, 2010, women represent 38.3% of total section and division members. Significantly, women are joining sections and divisions in percentages larger than the percentages of women in the profession. These increasing percentages demonstrate that there is a strong interest in the ABA on the part of women lawyers. The Commission has been working and will continue to work to recruit women as members of the ABA, and we encourage other ABA entities to do likewise.

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

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

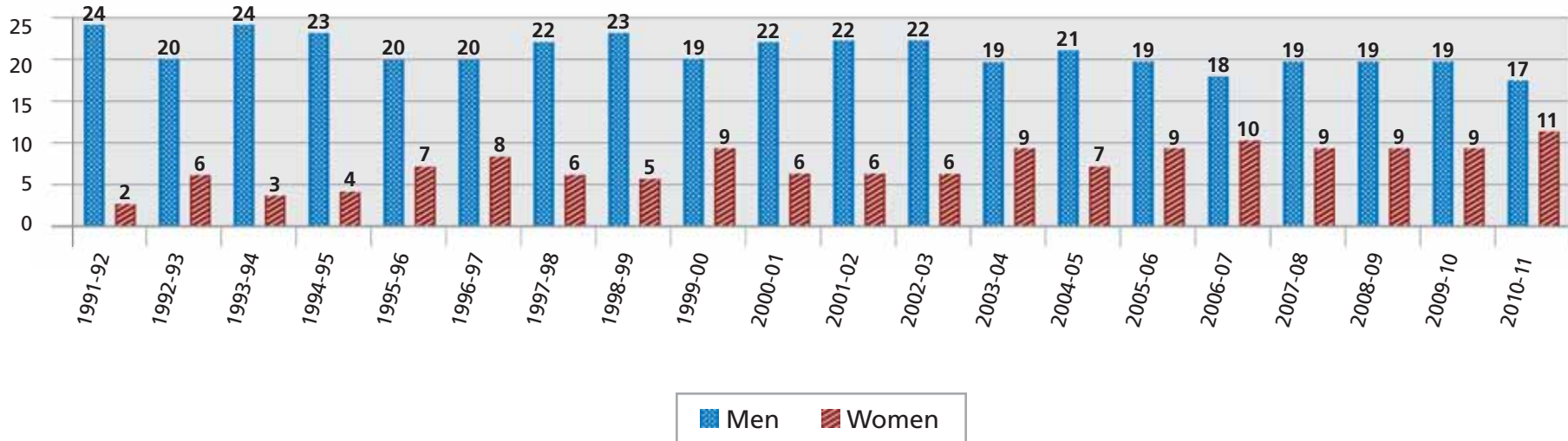
Sections and divisions must be vigilant to ensure that their leadership reflects the diversity of their membership.

ABA Section and Division Membership
(As of 11/19/10)

	Membership	Women	Men	Unknown	% Women Members
Administrative Law	13,172	5,985	6,960	227	45.44%
Antitrust Law	8,157	1,899	6,177	81	23.28%
Business Law	55,185	16,889	37,789	507	30.60%
Criminal Justice	20,692	8,923	11,412	357	43.12%
Dispute Resolution	18,467	8,152	10,029	286	44.14%
Environment, Energy & Resources	10,803	3,601	7,072	130	33.33%
Family Law	9,710	5,483	4,060	167	56.47%
General Practice	21,154	8,564	12,267	323	40.48%
Government & Public Sector	13,861	6,970	6,608	283	50.28%
Health Law	7,667	3,183	4,447	37	41.52%
Individual Rights & Responsibilities	9,765	5,123	4,514	128	52.46%
Intellectual Property Law	25,013	8,792	15,395	826	35.15%
International Law	24,103	10,559	13,160	384	43.81%
Judicial Division	3,932	1,397	2,535	0	35.53%
Labor & Employment Law	25,753	11,259	14,214	280	43.72%
Law Practice Management	17,551	6,396	10,939	216	36.44%
Law Student Division	42,262	20,008	18,889	3,365	47.34%
Legal Education	13,532	5,778	7,673	81	42.70%
Litigation	62,922	19,518	42,871	533	31.02%
Public Contract Law	10,874	4,658	6,040	176	42.84%
Public Utility, Communications & Transportation Law	7,343	2,906	4,322	115	39.58%
Real Property, Trust & Estate Law	23,507	6,635	16,764	108	28.23%
Science & Technology	11,437	4,327	6,893	217	37.83%
Senior Lawyers Division	4,862	548	4,305	9	11.27%
State & Local Government Law	11,954	5,163	6,375	416	43.19%
Taxation	21,690	6,802	14,888	0	31.36%
Tort Trial & Insurance Practice	26,768	6,699	19,991	78	25.03%
Young Lawyers Division	145,490	59,416	72,338	13,736	40.84%
Totals*	667,626	255,633	388,927	23,066	38.29%
OVERALL ABA LAWYER MEMBERS	321,282	101,666	210,533	9,083	31.64%
OVERALL ABA MEMBERSHIP*	362,325	119,524	231,264	11,537	32.99%

* Represents lawyer, associate, and student members.

Section and Division Chairs 1991-2011
(Percentages)



Section and Division Chairs

The section or division chair serves as the spokesperson for the entity. By the time he/she serves as chair, the chair has had some significant responsibility for the composition of the entity’s leadership. Women chair 11 of the 28 sections and divisions. This is two more than in 2009-2010. The following entities have a woman serving as chair for the 2010-2011 Association year: Business Law, Family Law, Health Law, Individual Rights & Responsibilities, Intellectual Property Law, International Law, Law Practice Management, Legal Education, Litigation, Senior Lawyers Division, and Tort Trial & Insurance Practice. Of the 27 sections and divisions with chairs-elect slated to serve as chair for the 2011-2012 Association year, only seven will be led by women. This year, the percentage of women chairs (39.3%) is greater than the percentage of women lawyers in the ABA (31.6%) and the percentage of women in the profession (31.0%). Sections and divisions must make a concerted effort to have women serve in positions that will allow them to become chairs within their entity.

Section and Division Chairs

	2007-2008	2008-2009	2009-2010	2010-2011 Chair	2010-2011 Chair-Elect
Administrative Law	○	○	○	○	○
Antitrust Law	●	○	●	○	○
Business Law	○	○	○	●	●
Criminal Justice	○	○	○	○	○
Dispute Resolution	○	●	○	○	●
Environment, Energy & Resources	○	●	○	○	●
Family Law	○	● *	○	●	○
General Practice	○	○	○	○	● *
Government & Public Sector	●	○	● *	○	●
Health Law	○	●	○	●	○
Individual Rights & Responsibilities	●	○	○	● *	● *
Intellectual Property Law	●	○	○	●	○
International Law	○	○	○	●	○
Judicial Division	○	●	○	○	○
Labor & Employment Law	○	●	●	○	○
Law Practice Management	● *	○	○	●	○
Law Student Division	○	○	○	○	n/a √
Legal Education	●	○	○	●	○
Litigation	●	○	● *	●	○
Public Contract Law	●	○	●	○	●
Public Utility, Communications & Transportation Law	○	○	●	○	○
Real Property, Trust & Estate Law	●	○	○	○	○
Science & Technology	○	●	●	○	○
Senior Lawyers Division	○	○	○	●	○
State & Local Government Law	○	● *	●	○	○
Taxation	○	○	○	○	○
Tort Trial & Insurance Practice	○	○	○	●	○
Young Lawyers Division	○	●	● *	○	○
Total Women Chairs	9/28 (32.14%)	9/28 (32.14%)	9/28 (32.14%)	11/28 (39.29%)	7/27 (25.93%)

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

Section and Division Officers

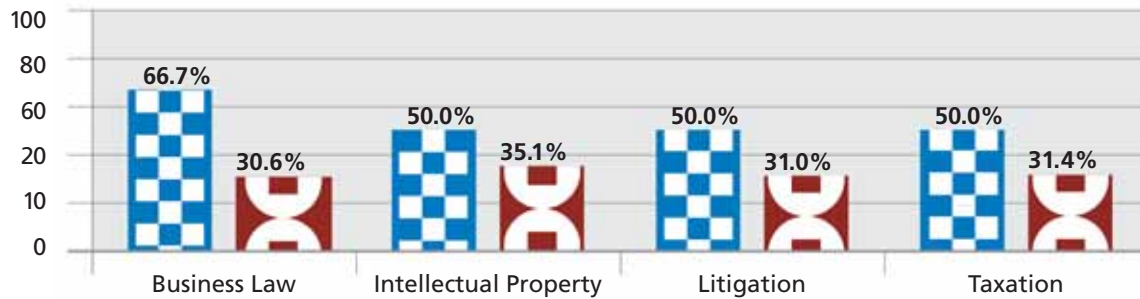
Primary leadership includes section officers or forum chairs, chairs-elect, immediate past chairs, and appointed forum leadership but *not* the governing committee.

	2008-2009			2009-2010			2010-2011		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	1 (1)	9	11.11%	1 (1)	8	12.50%	1 (1)	8	12.50%
Antitrust Law	3	12	25.00%	1	12	8.33%	3 (1)	12	25.00%
Business Law	6	10	60.00%	5	9	55.56%	6 (2)	9	66.67%
Criminal Justice	2 (1)	9	22.22%	3	12	25.00%	3	11	27.27%
Dispute Resolution	3	8	37.50%	2	8	25.00%	3	9	33.33%
Environment, Energy & Resources	5	11	45.45%	6	11	54.55%	4	11	36.36%
Family Law	2 (1)	6	33.33%	1	6	16.67%	2	6	33.33%
General Practice	2	4	50.00%	1	5	20.00%	1 (1)	5	20.00%
Government & Public Sector	3 (1)	8	37.50%	1	6	16.67%	1 (1)	6	16.67%
Health Law	1	6	16.67%	2	8	25.00%	1	6	16.67%
Individual Rights & Responsibilities	4 (1)	9	44.44%	2 (2)	8	25.00%	2 (2)	7	28.57%
Intellectual Property Law	3	8	37.50%	4	10	40.00%	7	14	50.00%
International Law	6	18	33.33%	7	17	41.18%	5	18	27.78%
Judicial Division	10 (5)*	26*	38.46%*	9 (4) *	25*	36.00%*	16 (5) *	41*	39.02%*
Labor & Employment Law	2	12	16.67%	2	5	40.00%	1	7	14.29%
Law Practice Management	2 (1)	5	40.00%	2	8	25.00%	2 (1)	8	25.00%
Law Student Division	4	8	50.00%	2	8	25.00%	3	8	37.50%
Legal Education	2	2	100.00%	1	5	20.00%	0	3	0.00%
Litigation	7 (2)	13	53.85%	5 (2)	12	41.67%	6 (3)	12	50.00%
Public Contract Law	2	7	28.57%	1	3	33.33%	1	3	33.33%
Public Utility, Communications & Transportation Law	1	8	12.50%	1	8	12.50%	2	8	25.00%
Real Property, Trust & Estate Law	1	6	16.67%	3	8	37.50%	4	33	12.12%
Science & Technology	3	7	42.86%	4	8	50.00%	3	8	37.50%
Senior Lawyers Division	1	7	14.29%	2	8	25.00%	2	8	25.00%
State & Local Government Law	3	9	33.33%	9 (2)	20	45.00%	8	18	44.44%
Taxation	3	11	27.27%	4	10	40.00%	4	8	50.00%
Tort Trial & Insurance Practice	2	5	40.00%	2	7	28.57%	1	6	16.67%
Young Lawyers Division	3 (2)	5	60.00%	1 (1)	5	20.00%	1 (1)	5	20.00%
Totals	87 (15)	249	34.94%	84 (12)	260	32.31%	93 (18)	298	31.21%

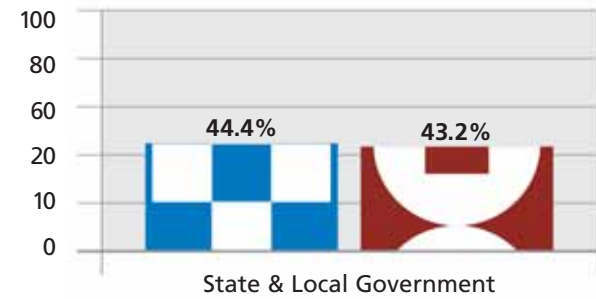
Women of color noted in (). Where the women of color statistic does not appear, the information may not have been available.

* 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).

Section and Division Officers
Woman hold 50% or more offices



Section and Division Officers
Woman hold at least 40% of offices



■ Women Officers
 ■ Women Members

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 lower this year at 31.2%, compared with 32.3% last year. The overall percentage of women officers in sections and divisions is roughly equal to the percentages of women in the profession (31.0%) and women lawyers in the ABA (31.6%). Only four sections (Business Law, Intellectual Property Law, Litigation, and Taxation), one more section than last year, have women holding 50% or more of their offices. This year, the percentage of women officers generally is considerably lower than the overall percentage of women members in their respective entities.

One other section (State & Local Government) has women holding at least 40% of their offices.

On the whole, women hold 30% (roughly the percentage of women in the profession) or more of the officer positions in seven of the sections, which is five less than last year. Overall, nine sections have a higher percentage of women officers than the percentage of their women membership: Antitrust Law; Business Law; Environment, Energy & Resources; Intellectual Property; Judicial Division; Litigation; Senior Lawyers Division; State & Local Government; and Taxation.

The decline in the percentage of women officers is of concern for the future. The Commission urges all Sections to engage in strategic planning to ensure leadership development and in order to reverse this disturbing trend.

Section and Division Councils

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

	2008-2009			2009-2010			2010-2011		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	2 (1)	12	16.67%	6 (3)	27	22.22%	8 (2)	27	29.63%
Antitrust Law	3	21	14.29%	4	21	19.05%	5 (1)	21	23.81%
Business Law	7	20	35.00%	7 (1)	20	35.00%	7	20	35.00%
Criminal Justice	8 (2)	23	34.78%	11	35	31.43%	9	23	39.13%
Dispute Resolution	13 (3)	21	61.90%	11	19	57.89%	9	19	47.37%
Environment, Energy & Resources	6 (2)	14	42.86%	4 (1)	14	28.57%	5 (2)	14	35.71%
Family Law	12 (1)	20	60.00%	13	20	65.00%	12	20	60.00%
General Practice	7 (2)	23	30.43%	7 (1)	23	30.43%	6 (2)	23	26.09%
Government & Public Sector	10 (1)	23	43.48%	14 (3)	23	60.87%	17 (2)	23	73.91%
Health Law	4 (1)	7	57.14%	5 (2)	10	50.00%	4 (1)	10	40.00%
Individual Rights & Responsibilities	7 (2)	19	36.84%	9 (2)	21	42.86%	8 (4)	23	34.78%
Intellectual Property Law	7	16	43.75%	8	16	50.00%	8	16	50.00%
International Law	15 (1)	34	44.12%	14 (2)	46	30.43%	15 (2)	48	31.25%
Judicial Division	38 (12)*	94*	40.43%*	43 (14)*	101*	42.57%*	44 (6) *	97*	45.36%*
Labor & Employment Law	11 (1)	27	40.74%	12 (2)	27	44.44%	12	27	44.44%
Law Practice Management	5 (1)	21	23.81%	4	19	21.05%	5	17	29.41%
Law Student Division	14 (6)	29	48.28%	8 (3)	21	38.10%	11 (5)	24	45.83%
Legal Education	5 (2)	18	27.78%	4	14	28.57%	6	17	35.29%
Litigation	8 (2)	23	34.78%	6 (2)	23	26.09%	9 (2)	22	40.91%
Public Contract Law	4	13	30.77%	7	19	36.84%	5	17	29.41%
Public Utility, Communications & Transportation Law	4 (1)	12	33.33%	3 (1)	12	25.00%	3	12	25.00%
Real Property, Trust & Estate Law	10	33	30.30%	12	35	34.29%	9	24	37.50%
Science & Technology	2	14	14.29%	6 (1)	15	40.00%	4 (1)	12	33.33%
Senior Lawyers Division	3	14	21.43%	3 (1)	17	17.65%	5	20	25.00%
State & Local Government Law	8 (4)	14	57.14%	13 (4)	31	41.94%	11 (1)	26	42.31%
Taxation	4	17	23.53%	9	25	36.00%	6 (1)	17	35.29%
Tort Trial & Insurance Practice	7	24	29.17%	10 (1)	23	43.48%	10 (1)	24	41.67%
Young Lawyers Division	31 (5)	66	46.97%	28 (4)	66	42.42%	26 (7)	68	38.24%
Totals	255 (50)	672	37.95%	281 (48)	743	37.82%	279 (40)	711	39.24%

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).

Section and Division Councils

Section councils provide a pool of candidates from which future section officers can be selected. Women comprise 39.2% of the membership of the councils of all the sections combined, higher than last year (37.8%). Government & Public Sector has the highest percentage of women leadership with 73.9% of its council members who are women, followed by Family Law at 60.0% and Intellectual Property at 50.0%. The percentage of women council members in Government & Public Sector (73.9%) is considerably higher than its percentage of women members (50.3%), as also is the case with Intellectual Property (50.0% as compared to 35.1% of its membership).

Fourteen (out of 28) entities have a percentage of women council members greater than their percentage of women members. Eleven entities (one less than last year) have women constituting at least 40% of section/division council members. In seven councils, women constitute less than 30% (roughly the percentage of women in the profession) of their council members – also one less than last year. Of these seven, five entities, nonetheless, have women comprising more than 30% of their entity membership: Administrative Law (29.6% women council members despite 45.4% women membership); General Practice (26.1% women council members despite 40.5% women membership); Law Practice Management (29.4% women council members despite 36.4% women membership); Public Contract (29.4% women council members despite 42.8% women membership); and Public Utility, Communications & Transportation (25.0% women council members despite 39.6% women membership).

Section and Division Nominating Committees

	2008-2009				2009-2010				2010-2011			
	Chair	Women	Total	% Women	Chair	Women	Total	% Women	Chair	Women	Total	% Women
Administrative Law	Female	1	3	33.33%	Male	1	4	25.00%	Male	2 (1)	4	50.00%
Antitrust Law	Male	1	4	25.00%	Female	2	5	40.00%	Male	1	4	25.00%
Business Law	Female	3 (2)	8	37.50%	Male	3 (1)	8	37.50%	Male	4 (1)	8	50.00%
Criminal Justice	Male	2	7	28.57%	Male	3	9	33.33%	Male	2	10	20.00%
Dispute Resolution	Male	4	8	50.00%	Male	3	7	42.86%	Male	4 (1)	9	44.44%
Environment, Energy & Resources	Male	1	6	16.67%	Female	3	6	50.00%	Male	3	6	50.00%
Family Law	Male	1	4	25.00%	Male	1	4	25.00%	Male	2	4	50.00%
General Practice	Female	2	5	40.00%	Male	1 (1)	4	25.00%	Female	2 (1)	5	40.00%
Government & Public Sector	(Female)	1	3	33.33%	Male	0	0	0.00%	Female	0	0	0.00%
Health Law	Male	3	6	50.00%	Male	2 (1)	5	40.00%	Female	1	4	25.00%
Individual Rights & Responsibilities	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Male	2 (1)	4	50.00%
Intellectual Property Law	Male	2	4	50.00%	Male	2	6	33.33%	Female	2	5	40.00%
International Law	Male	3 (1)	6	50.00%	Male	3 (1)	6	50.00%	Male	3 (1)	7	42.86%
Judicial Division	Male*	3 (1)*	6*	50.00%*	Female*	10*	29*	34.48%*	Male*	2*	6*	33.33%*
Labor & Employment Law	Female-2**	2	3	66.67%	Female-3**	3	3	100.00%	Male	0	3	0.00%
Law Practice Management	Male	2	8	25.00%	Female	2	9	22.22%	Male	2 (1)	6	33.33%
Law Student Division	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Legal Education	Male	3 (1)	8	37.50%	Female	1	9	11.11%	Male	2	7	28.57%
Litigation	(Female)	3 (1)	4	75.00%	Female	2 (1)	4	50.00%	Male	1	4	25.00%
Public Contract Law	Male	2 (1)	3	66.67%	Female	1	2	50.00%	Male	1 (1)	2	50.00%
Public Utility, Communications & Transportation Law	Male	0	4	0.00%	Male	0	5	0.00%	Male	0	4	0.00%
Real Property, Trust & Estate Law	Female	1	4	25.00%	Female	3	5	60.00%	Male	1	5	20.00%
Science & Technology	Female	3	5	60.00%	Female	2	5	40.00%	Male	2	5	40.00%
Senior Lawyers Division	Male	0	5	0.00%	Male	2	5	40.00%	Male	2	5	40.00%
State & Local Government Law	(Female)	1	4	25.00%	Female	7 (2)	19	36.84%	n/a	2	5	40.00%
Taxation	Female	10	30	33.33%	n/a	7	29	24.14%	Male	9 (1)	30	30.00%
Tort Trial & Insurance Practice	n/a	n/a	n/a	n/a	Male	10 (1)	25	40.00%	Female	9	26	34.62%
Young Lawyers Division	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	1	0.00%
Totals	11	54 (7)	148	36.49%	13	74 (8)	213	34.74%	5	61 (9)	179	34.18%

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's nominating committee has three co-chairs.

Section and Division Nominating Committees

Section and division nominating committees identify section leaders. These committees can play a key role in ensuring the diversity of section leadership. There are different methods for electing the chair, with some entities providing that the chair-elect will head the nominating committee. It is important that nominating committees are diverse to ensure that sections and divisions will have a pipeline of chairs who are diverse. Currently, while women constitute 33.0% of the overall membership of the ABA, they comprise 34.2% overall of the nominating committee membership. This is a decrease from last year (34.7%) and the previous year (36.5%). The overall representation of women on section and division nominating committees is uneven and not consistently proportionate with membership percentages.

Section and Division Committee Chairs and Vice Chairs

	2008-2009			2009-2010			2010-2011		
	Chair & Vice Chair			Chair & Vice Chair			Chair & Vice Chair		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	91 (5)	232	39.22%	64 (10)	232	27.59%	65 (18)	236	27.54%
Antitrust Law	62 (6)	191	32.46%	62 (1)	198	31.31%	96 (8)	312	30.77%
Business Law	50 (9)	134	37.31%	42 (8)	129	32.56%	185 (27)	557	33.21%
Criminal Justice	28 (1)	78	35.90%	50 (7)	124	40.32%	38 (1)	107	35.51%
Dispute Resolution	31 (4)	69	44.93%	30 (2)	63	47.62%	42 (3)	79	53.16%
Environment, Energy & Resources	125 (11)	403	31.02%	145 (9)	431	33.64%	129 (20)	380	33.95%
Family Law	36 (1)	65	55.38%	36 (1)	67	53.73%	35	73	47.95%
General Practice	32 (5)	124	25.81%	29 (7)	116	25.00%	30 (4)	101	29.70%
Government & Public Sector	9 (1)	20	45.00%	8 (1)	20	40.00%	10 (2)	20	50.00%
Health Law	24 (5)	61	39.34%	82 (18)	209	39.23%	112 (5)	266	42.11%
Individual Rights & Responsibilities	37 (6)	65	56.92%	38 (6)	77	49.35%	22 (4)	34	64.71%
Intellectual Property Law	29 (7)	103	28.16%	49 (8)	129	37.98%	42 (2)	108	38.89%
International Law	132 (1)	397	33.25%	138 (2)	409	33.74%	168 (1)	509	33.01%
Judicial Division	55 (17)*	150*	36.67%*	53 (16)*	135*	39.26%*	52 (27)*	125*	41.60%*
Labor & Employment Law	34 (7)	70	48.57%	39 (5)	79	49.37%	26 (4)	63	41.27%
Law Practice Management	14	29	48.28%	7 (1)	17	41.18%	7 (1)	18	38.89%
Law Student Division	4	5	80.00%	1 (1)	4	25.00%	2	5	40.00%
Legal Education	14 (5)	38	36.84%	14 (1)	32	43.75%	20 (1)	35	57.14%
Litigation	116 (9)	197	58.88%	142 (26)	320	44.38%	152 (55)	359	42.34%
Public Contract Law	111 (12)	422	26.30%	120 (13)	449	26.73%	121 (11)	410	29.51%
Public Utility, Communications & Transportation Law	31 (1)	222	13.96%	37 (1)	225	16.44%	48 (1)	244	19.67%
Real Property, Trust & Estate Law	59 (4)	165	35.76%	74 (5)	196	37.76%	81 (10)	212	38.21%
Science & Technology	41 (4)	83	49.40%	35 (2)	80	43.75%	31 (3)	75	41.33%
Senior Lawyers Division	6	52	11.54%	7	49	14.29%	10	61	16.39%
State & Local Government Law	12 (3)	28	42.86%	10 (1)	32	31.25%	11 (5)	32	34.38%
Taxation	47	167	28.14%	48	153	31.37%	52 (1)	162	32.10%
Tort Trial & Insurance Practice	512 (50)	1292	39.63%	272 (41)	704	38.64%	30 (6)	482	6.22%
Young Lawyers Division	43 (12)	82	52.44%	50 (16)	102	49.02%	60 (18)	123	48.78%
Totals	1,785 (186)	4,944	36.10%	1,682(209)	4,781	35.18%	1,677 (238)	5,188	32.32%

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).

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. Unfortunately, this year's percentage of women section committee chairs and vice chairs (32.3%) is lower than last year's (35.2%).

Individual Rights & Responsibilities has the highest percentage of women leadership with 64.7% women chairs and vice chairs, more than its percentage of women members (52.5%). Three other sections have women serving as more than 50% of its committee chairs and vice chairs – Dispute Resolution (53.2%), Government & Public Sector (50.0%), and Legal Education (57.1%) – three more than last year.

Publication Authors

	2007-2008			2008-2009			2009-2010		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	0	0	0.00%	62 (5)	125	49.60%	62 (5)	125	49.60%
Antitrust Law	18	125	14.40%	29	172	16.86%	31 (4)	127	24.41%
Business Law	1	11	9.09%	9	27	33.33%	2	11	18.18%
Criminal Justice	8 (1)	32	25.00%	23 (1)	72	31.94%	35	117	29.91%
Dispute Resolution	0	2	0.00%	0	3	0.00%	0	1	0.00%
Environment, Energy & Resources	241 (6)	544	44.30%	191 (7)	572	33.39%	188 (17)	528	35.61%
Family Law	34 (4)	84	40.48%	49 (1)	90	54.44%	77	179	43.02%
General Practice	102 (6)	281	36.30%	112 (5)	286	39.16%	89 (4)	253	35.18%
Government & Public Sector	7	15	46.67%	0	0	0.00%	9 (2)	16	56.25%
Health Law	39	79	49.37%	46 (3)	99	46.46%	54 (2)	112	48.21%
Individual Rights & Responsibilities	16 (3)	32	50.00%	8 (1)	20	40.00%	15 (4)	35	42.86%
Intellectual Property Law	12	46	26.09%	47 (1)	165	28.48%	62 (9)	232	26.72%
International Law	19	46	41.30%	1	9	11.11%	5	14	35.71%
Judicial Division	23 (6)*	67*	34.33%*	23 (5)*	65*	35.38%*	23 (6)*	69*	33.33%*
Labor & Employment Law	311 (16)	1,187	26.20%	306 (75)	941	32.52%	336 (80)	971	34.60%
Law Practice Management	78 (2)	197	39.59%	41	113	36.28%	47 (2)	107	43.93%
Law Student Division	22 (3)	43	51.16%	30 (4)	57	52.63%	30 (4)	52	57.69%
Legal Education	0	0	0.00%	0	0	0.00%	n/a	n/a	0.00%
Litigation	20 (7)	50	40.00%	330 (26)	508	64.96%	152 (55)	359	42.34%
Public Contract Law	17	79	21.52%	14	44	31.82%	37	139	26.62%
Public Utility, Communications & Transportation Law	0	10	0.00%	4	9	44.44%	7	22	31.82%
Real Property, Trust & Estate Law	30 (1)	113	26.55%	0	0	0.00%	33 (10)	128	25.78%
Science & Technology	4	16	25.00%	3	5	60.00%	26 (1)	50	52.00%
Senior Lawyers Division	0	3	0.00%	5	20	25.00%	4	22	18.18%
State & Local Government Law	26	69	37.68%	2	4	50.00%	0	0	0.00%
Taxation	73 (2)	371	19.68%	89	353	25.21%	52	279	18.64%
Tort Trial & Insurance Practice	31 (3)	80	38.75%	108 (5)	327	33.03%	132 (5)	305	43.28%
Young Lawyers Division	46 (21)	87	52.87%	110 (38)	189	58.20%	112 (16)	230	48.70%
Totals	1,178 (81)	3,669	32.11%	1,642 (177)	4,275	38.41%	1,620 (226)	4,483	36.14%

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).

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 2009-2010, 36.1% were women, a decrease from the previous year (38.4%). The percentage of women authors is greater than the percentage of women lawyers who are members of the ABA (31.6%).

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

Programming Faculty

	2007-2008			2008-2009			2009-2010		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Administrative Law	50 (10)	200	25.00%	65 (10)	260	25.00%	83 (4)	250	33.20%
Antitrust Law	130 (11)	436	29.82%	134 (8)	463	28.94%	173 (17)	436	39.68%
Business Law	360 (70)	1,042	34.55%	278 (45)	833	33.37%	189 (31)	630	30.00%
Criminal Justice	64 (8)	211	30.33%	62 (3)	217	28.57%	84	231	36.36%
Dispute Resolution	161	394	40.86%	186	404	46.04%	245 (17)	465	52.69%
Environment, Energy & Resources	128 (4)	378	33.86%	115 (3)	405	28.40%	144 (13)	419	34.37%
Family Law	76 (5)	163	46.63%	67	144	46.53%	56	117	47.86%
General Practice	31 (2)	87	35.63%	32 (7)	85	37.65%	44 (12)	121	36.36%
Government & Public Sector	10 (2)	18	55.56%	5	9	55.56%	4	13	30.77%
Health Law	57	132	43.18%	41 (4)	108	37.96%	59 (8)	165	35.76%
Individual Rights & Responsibilities	8 (3)	21	38.10%	10 (3)	20	50.00%	11 (2)	30	36.67%
Intellectual Property Law	60 (1)	202	29.70%	49 (8)	141	34.75%	57 (5)	192	29.69%
International Law	265 (13)	761	34.82%	254 (14)	783	32.44%	254 (14)	783	32.44%
Judicial Division	18 (7)*	52*	34.62%*	3*	15*	20.00%*	2 (1)*	9*	22.22%*
Labor & Employment Law	322 (65)	889	36.22%	312 (61)	877	35.58%	409 (83)	978	41.82%
Law Practice Management	51 (7)	136	37.50%	69 (8)	181	38.12%	69 (8)	181	38.12%
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	232 (46)	527	44.02%	337 (75)	906	37.20%	291 (59)	842	34.56%
Public Contract Law	52 (1)	143	36.36%	47 (4)	136	34.56%	52 (2)	144	36.11%
Public Utility, Communications & Transportation Law	1 (1)	16	6.25%	2	16	12.50%	5	24	20.83%
Real Property, Trust & Estate Law	77 (5)	219	35.16%	92 (5)	289	31.83%	65 (12)	209	31.10%
Science & Technology	17 (3)	43	39.53%	10	24	41.67%	39 (1)	132	29.55%
Senior Lawyers Division	5	14	35.71%	2	6	33.33%	1	8	12.50%
State & Local Government Law	14	46	30.43%	21 (2)	62	33.87%	17 (3)	56	30.36%
Taxation	972 (49)	3,002	32.38%	756 (31)	2,191	34.50%	808 (79)	2,571	31.43%
Tort Trial & Insurance Practice	360 (44)	1,401	25.70%	152 (18)	575	26.43%	142 (21)	603	23.55%
Young Lawyers Division	36 (16)	76	47.37%	67 (8)	128	52.34%	47 (17)	93	50.54%
Totals*	3,557 (373)	10,609	33.53%	3,168 (317)	9,278	34.15%	3,350 (409)	9,702	34.53%

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).

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 2009-2010, 34.5% of the faculty were women, almost the same as last year (34.1%). This is higher than the percentage of women lawyer members of the ABA (31.6%). Participation as members of the faculty is another excellent opportunity for women members to raise their profile within a section or division, and we encourage entities to make the effort to have diverse faculties.



There are six forums: Affordable Housing and Community Development Law, Air and Space Law, Communications Law, Construction Industry Law, Entertainment and Sports Industries Law, and Franchising Law. Forum leaders are elected by the Forum membership. This year, as last year, there are two women forum chairs (Air & Space and Communications), and the percentage of women officers has doubled over last year. 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 many forums that continue to have no women leaders. Steps must be taken to immediately address and rectify this problem.

Forum Membership and Chairs

Forum	2010-2011			Forum Chair
	Membership			
	Women	Total	% Women	
Affordable Housing	2,796	5,466	51.15%	Male
Air & Space Law	1,021	3,120	32.72%	Female
Communications	2,596	5,602	46.34%	Female
Construction Industry	1,021	6,318	16.16%	Male
Entertainment & Sports	1,156	3,540	32.66%	Male
Franchising	460	1,816	25.33%	Male
Totals	9,050	25,862	34.99%	33.33% Women

The participation of women as committee chairs, which is the most common ABA path to leadership, has almost doubled over last year.

For 2009-2010, none of the four forums publishing books has the percentage of women authors roughly equal to or greater than the percentage of women members. For faculty, two of the six forums have the percentage of women faculty greater than the percentage of women members.

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

Forum Officers

Forum	2008-2009			2009-2010			2010-2011		
	Officers			Officers			Officers		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	n/a	n/a	n/a	0	0	0.00%	0	0	0.00%
Air & Space Law	n/a	n/a	n/a	1	6	16.67%	0	3	0.00%
Communications	1	1	100.00%	0	1	0.00%	1	3	33.33%
Construction Industry	0	3	0.00%	0	3	0.00%	2	9	22.22%
Entertainment & Sports	1	2	50.00%	0	1	0.00%	1	8	12.50%
Franchising	0	1	0.00%	0	1	0.00%	0	1	0.00%
Totals	1	7	8.33%	1	12	8.33%	4	24	16.67%

Forum Committee Chairs

Forum	2008-2009			2009-2010			2010-2011		
	Committee Chairs			Committee Chairs			Committee Chairs		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	n/a	n/a	n/a	0	0	0.00%	0	0	0.00%
Air & Space Law	n/a	n/a	n/a	0	0	0.00%	0	0	0.00%
Communications	5 (1)	12	41.67%	4	10	40.00%	10 (2)	17	58.82%
Construction Industry	1	14	7.14%	4	18	22.22%	7	30	23.33%
Entertainment & Sports	4	9	44.44%	3	10	30.00%	14 (1)	30	46.67%
Franchising	1 (1)	3	33.33%	2	3	66.67%	1 (1)	3	33.33%
Totals	11 (2)	38	28.95%	13	41	31.71%	32 (4)	80	40.00%

Forum Publication Authors

Forum	2007-2008			2008-2009			2009-2010		
	Publication Authors			Publication Authors			Publication Authors		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	0	0	0.00%	0	0	0.00%	0	0	0.00%
Air & Space Law	0	0	0.00%	0	0	0.00%	0	0	0.00%
Communications	6 (3)	24	25.00%	10 (0)	21	47.62%	9	48	18.75%
Construction Industry	17 (1)	80	21.25%	3 (0)	17	17.65%	19 (1)	135	14.07%
Entertainment & Sports	8	24	33.33%	10 (0)	23	43.48%	5	26	19.23%
Franchising	2	7	28.57%	7 (0)	36	19.44%	0	4	00.00%
Totals	33 (4)	135	24.44%	30 (0)	97	30.93%	33 (1)	213	15.49%

Forum Programming Faculty

Forum	2007-2008			2008-2009			2009-2010		
	Programming Faculty			Programming Faculty			Programming Faculty		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Affordable Housing	35 (5)	99	35.35%	48 (8)	112	42.86%	52 (3)	113	46.02%
Air & Space Law	21 (2)	67	31.34%	15 (0)	54	27.78%	15	58	25.86%
Communications	39 (3)	87	44.83%	34 (5)	107	31.78%	39 (5)	120	32.50%
Construction Industry	20 (1)	105	19.05%	28 (3)	138	20.29%	25 (2)	93	26.88%
Entertainment & Sports	30 (1)	110	27.27%	23 (0)	109	21.10%	27	151	17.88%
Franchising	32 (4)	98	32.65%	26 (4)	80	32.50%	21 (4)	74	28.38%
Totals	177 (16)	566	31.27%	174 (20)	600	29.00%	179 (14)	609	29.39%



SECTION OFFICERS CONFERENCE

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

During Association year 2010-2011, the SOC will conduct most of its work through its committee structure. The SOC's executive committee consists of (a) 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; (b) four SOC representatives to the ABA Board of Governors (who participate at the committee level); and (c) chairs of select SOC committees (as determined by the SOC chair). For 2010-2011, four of the 14 SOC Executive Committee members are women (28.57%, up from 16.67% last year), and women were appointed to chair four of the 10 SOC committees (40.00%, down from 41.67% last year).

In addition, the SOC hosts two topical communications discussion lists (diversity and publishing), which are comprised of members and staff. Of the participants on the diversity discussion list, 61 out of 108 (56.48%) are women, and 38 out of 66 (57.58%) of the participants on the publishing discussion list are women.

A woman is the chair-elect nominee of the SOC for the two-year term beginning August, 2011.



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.

Roberta D. Liebenberg, Chair
ABA Commission on Women in the Profession
Phone: 312-988-5715
E-mail: abacwp1@americanbar.org



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

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

Section of Antitrust Law

The Membership & Equal Opportunity Committee is committed to growing the membership of the Antitrust Section and advancing the full and equal participation of its members. Among its numerous responsibilities, the committee undertakes specific initiatives and hosts numerous programs and events designed 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, both in between and at section meetings. This group takes and presents surveys of interest to women lawyers, organizes volunteering for ABA positions, and plans panels related to the professional development of women.

Forum on Communications Law

The Women in Communications Law Committee is a useful vehicle for supporting and networking with women practicing 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, including practitioners, judges, criminal justice professionals, victims, and offenders. It also examines the systemic characteristics and needed improvements of the criminal justice system to address those issues unique to women.

Forum on Franchising Law

The Women's Caucus provides opportunities for networking among women, including a downloadable directory.

General Practice, Small Firm & Solo Division

The Diversity Fellows Program promotes diversity within the division and the ABA, while providing leadership development opportunities within the division for women, attorneys of color, those with disabilities, and persons of differing sexual orientations and gender identities.

Health Law Section

The Breast Cancer Task Force is the ABA Health Law Section's premier pro bono effort. It has provided information and education on a wide range of legal issues related to women's health and provided extensive resources to lawyers and consumers dealing with breast cancer.

Section of Intellectual Property Law

The Women's Action Group seeks to secure the full, fair, and equal participation of women in intellectual property law.

Law Practice Management Section

ABA Women Rainmakers organizes programs, networking events, and CLE, all by and for women.

Section of International Law

The Women's Interest Network (WIN) has two primary objectives: networking and promoting women. With respect to networking, WIN has created regional chapters both in the United States and abroad that plan brown bags, receptions, and other programs in order to provide networking opportunities for women interested in international law. With regard to promoting women, WIN promotes women lawyers within the section and generally in the practice of law by ensuring that all programming panels have women (and other diversity) panelists and by the creation of a speakers bureau.

Section of Litigation

The Woman Advocate Committee presents programs demonstrating trial and advocacy skills and styles; offers programs on rainmaking for women; and provides opportunities to network with other women trial lawyers and exchange information, questions, or ideas on a wide variety of professional and personal issues confronting women lawyers.

Section of Real Property, Trust & Estate Law

Women, minorities, and other Goal III categories are covered by the section's diversity committee.

Section of Science & Technology Law

The Membership and Diversity Committee promotes diversity in the section's membership and leadership and otherwise ensures full and equal participation of diverse lawyers.

Young Lawyers Division

The Women in the Profession Committee (WIPC) is dedicated to securing the full and equal participation of women in the ABA, the legal profession, and the justice system. It focuses on multiple concerns of women either under the age of 36 or in practice five years or less. The WIPC's mission is to advance these women's interests by being a voice for their concerns and by forging coalitions with other groups to advance shared objectives.

2010-2011
**COMMISSION ON WOMEN
IN THE PROFESSION**

Chair

Roberta D. Liebenberg

Members

Ruthe Catolico Ashley
Hon. Fernande R.V. Duffly
Patricia Kruse Gillette
Jim Goh
Lisa Horowitz
Denise F. Keane
Eileen M. Letts
Lorelie S. Masters
Gloria Santona
James R. Silkenat
Marsha E. Simms

Board of Governors Liaison

Lauren Stiller Rikleen

Staff

Veronica M. Muñoz, Director
Melissa Wood, Programs and Projects Manager
Barbara Leff, Communications and Publications Manager
Beverly Henderson, Special Projects/Meeting Planner
Alia S. Graham, Projects and Meetings Assistant

Acknowledgments

The Commission is grateful to its chair, Roberta D. Liebenberg, and its Goal III Committee members Ruthe Catolico Ashley, Lorelie S. Masters, James R. Silkenat, Helaine M. Barnett, Hon. Toni E. Clarke, Janet L. McDavid, India Judarn Pinkney, Heather D. Rafter, Estelle H. Rogers, and Eileen M. Letts (committee chair) for their review of this year's *Goal III Report Card*.

The Commission acknowledges the Policy Administration Division and the Office of the President for their assistance in preparing this publication. The Commission extends a special thank you to all of the ABA sections, divisions, and forums who worked diligently to provide the statistical information necessary to produce this report.



**American Bar Association
Commission on Women in the Profession
321 N. Clark Street
Chicago, IL 60654
312-988-5715
Fax: 312-988-5790
E-mail: abacwp1@americanbar.org
Website: www.abanet.org/women**