



GOAL IX REPORT CARD

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

FEBRUARY 2008



Commission on Women
in the Profession
American Bar Association

20th Anniversary ■ 1987-2007

GOAL IX REPORT CARD

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INTRODUCTION

In 1918, Mary Florence Lathrop of Denver, Colorado became the first woman member of the American Bar Association (“ABA” or “Association”) out of a total membership of 11,000. Relevant gender statistics for the ABA are difficult to find for the next few decades, but we know that by 1951, women represented 3% of the lawyer population. Fifty-six years later, female lawyers account for 30.1% of the profession and 31.4% of Association membership.

Sixty-eight years after Ms. Lathrop joined the ABA, the ABA adopted Goal IX as one of its association goals. Goal IX

supports the “full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities” and requires 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.”

The following year – in August, 1987 – the ABA created the Commission on Women in the Profession (“Commission”) to assess the status of women in the

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

To ensure that the ABA would promote women’s advancement in the Association, the Commission created in 1991 the *Goal IX Report Card*, which measures the progress

of women in ABA leadership positions. The report, issued annually, analyzes women’s participation in the Association’s Board of Governors, House of Delegates, committees, sections and divisions, standing and special committees, and forum committees. A historical review of these reports reveals findings that are both encouraging and discouraging. While the overall trend from 1991 to 2008 in the percentage of women holding ABA leadership positions is upward, the rate of increase has stagnated in recent years.

Women in ABA Leadership Positions (Percentages) - Trends

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

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

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

During these past 17 years, women have reached several milestones at the top level of leadership of the ABA. In 1995, the Association invested its first woman president, Roberta Cooper Ramo. The ABA's first female chair of the House of Delegates, Martha W. Barnett, took office that same year. The past 10 years have included two more female presidents – Martha W. Barnett (2000-2001) and Karen J. Mathis (2006-2007) – and two more female chairs of the House of Delegates – Karen J. Mathis (2000-2002) and Laurel Bellows (2006-2008). As encouraging as that progress is, only three out of 17 presidents (17.6%) and three out of nine chairs of the House of Delegates (33.3%) within the past 17 years have been

women. The same time period has included two female secretaries out of six (33.3%) and no female treasurers. This year, both the secretary-elect and the treasurer-elect are women.

Since the first *Goal IX Report Card* was published, the number of women in the profession has increased to presently comprising 30.1% of the more than one million lawyers in the United States. Significantly, the number of women ABA members has also increased to 31.4% of the approximately 347,000 lawyer members of the world's largest voluntary professional association, a plateau. While focusing on the number of women lawyers that join the ABA is beyond the scope of this Goal IX Report, it is important to note that

women comprised 49.5% of the graduates of the nation's law schools in 2004[1], the highest percentage to date, and concerted efforts need to focus on attracting these graduates to become active in the ABA and to embark on the numerous paths to attain positions of ABA leadership. The following statistics and comments provide a basis for evaluating the status of women in the ABA. They also reflect, in light of the impetus of Goal IX on the overall number of women in the profession and ABA, the need for a continued effort toward establishing satisfactory numbers for participation of women lawyers.

This year marks the 20th anniversary of the creation of the Commission. For the past two

decades, it has been at the forefront of the effort to increase the number of women in the profession, in the ABA, and in leadership positions within the ABA. We can be proud of the opportunities available to women today versus 20 years ago. But an analysis of the Goal IX reports over the years makes it clear that we cannot afford to rest on our laurels. We also renew our efforts to open doors, break down barriers, and build the pipeline of women in all arenas in the legal profession. Much work remains to be done as the Commission is committed to achieving true gender equality within the profession and the Association.

[1] Since 2004 the number of women law school graduates has declined, 48.8% in 2005, 48.1% in 2006. Data is not yet available for 2007.



EXECUTIVE SUMMARY—KEY FINDINGS

American Bar Association

- Women comprise 31.4% of the lawyer members of the ABA.
- Women comprise 34.1% of the lawyer, associate, and student members of the ABA.

House of Delegates

- Overall, women comprise 28.4% of the House of Delegates, less than the ratios of women in the profession (30.1%) and women lawyers in the ABA (31.4%).
- Nominating Committee – women constitute only 29.9% of this committee's members, roughly equal to the representation of women in the profession but less than in the ABA. This figure would be noticeably lower (24.6%) without the three women and three minority member-at-large positions.

Board of Governors

- Women presently constitute 35.0% of the Board of Governors, more than the ratios of women in the profession and in the ABA. Without the minority and women members-at-large, the percentage of women on the Board would be only 30.6%.

Sections and Divisions

- Women represent 38.8% of ABA section/division members.
- Women chair nine of the 28 sections and divisions (32.1%), a percentage exceeding the percentage of women lawyers in the profession and in the ABA.
- Women constitute 29.2% of section/division officers.
 - Four sections have women holding 50% or more of their offices.

- Overall, women comprise 39.6% of the membership of section/division councils.
 - In four councils, women constitute less than 30% of council members.
- Women comprise 35.6% of section/division nominating committee membership.
- Women constitute 32.5% of section/division committee chairs and vice-chairs.
- Of the seven sections/divisions with sub-committees, women chair 27.4% of those subcommittees.

Publication Authors

- Of those who wrote books or chapters within books published by sections and divisions in 2006-07, 31.0% were women.

Programming Faculty

- For programs presented by sections and divisions in 2006-07, 34.1% of the faculty were women.

Forums

- Of the six forums, only one has more than 30% women serving as officers.
- One forum chair is a woman.

Section Officers Conference

- Women chair two of the 12 ad hoc committees (16.7%).

Standing and Special Committees

- Women represent 39.0% of President William H. Neukom's 705 committee appointments.
- Of his chair appointments, 30.9% are women.



HOUSE OF DELEGATES

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

- 220 State Bar Association Delegates
- 86 Local Bar Association Delegates
- 52 State Delegates
- 18 Delegates-at-Large
- 70 Present and Former Officers and Board members
- 72 Section, Division, and Conference Delegates
- 2 Ex Officio Members

- 28 Affiliated Organization Delegates
- 1 Virgin Islands Bar Association
- 1 Guam/Commonwealth of the Northern Mariana Islands

A majority of members of the House are selected by their respective entities.

Since 1991, there has been an increase in the percentage of women in the House of Delegates. By Association years 2002-2003 and 2003-2004, the percentage of women in the House equaled the percentage of women in the ABA. This year, the percentage of women in the House is 28.4% (152 women out of 536 delegates elected as of October), which is below both the ratios of women lawyers in the profession (30.1%) and in the ABA (31.4%).

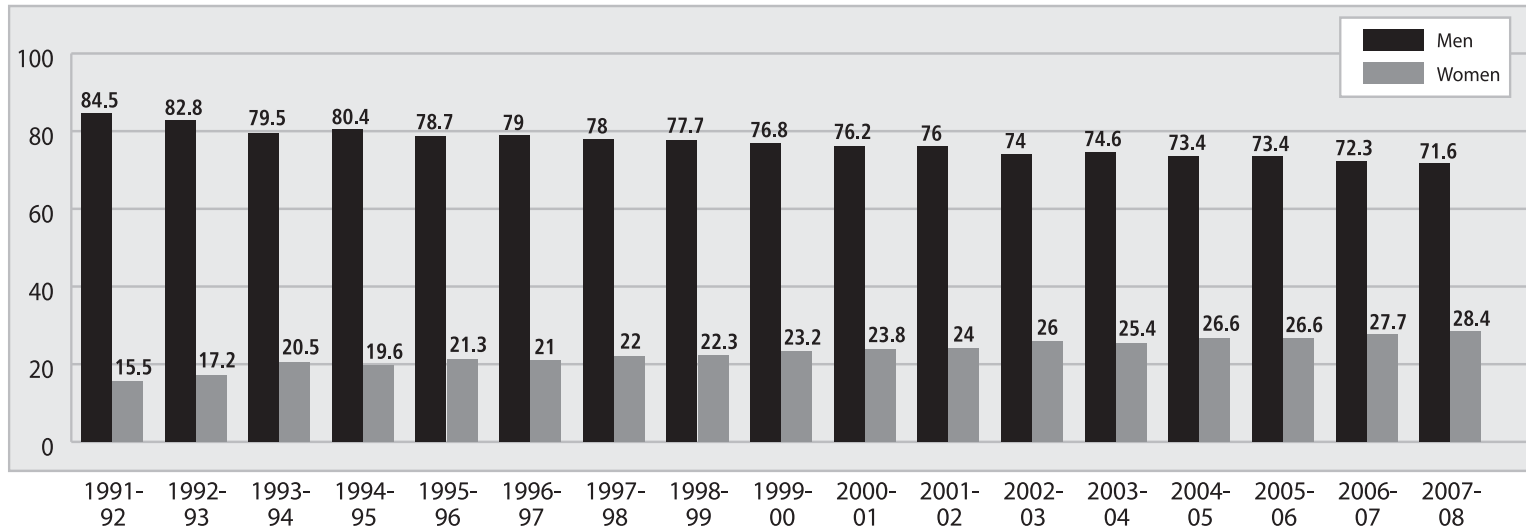
House Delegation by State

Members of the House are seated and reported by state regardless of who is their electing constituency. A House member may serve in any one of eight representative capacities: state delegate, state bar, local bar, delegate-at-large, section/division, affiliated organization, past officer/member of the Board, and current officer/member of the Board of Governors. Currently, 15 jurisdictions have no female delegates – Alabama, Delaware, Guam, Hawaii, Idaho, Indiana, Maine, Mississippi, Montana, New Hampshire, North Dakota, Puerto Rico, Rhode Island, South Dakota, and West Virginia. Two jurisdictions, Idaho and Puerto Rico, have not had a woman delegate for over 11 years.

State Delegates to the House

There are 53 state delegates representing the 50 states, the District of Columbia, Guam, and Puerto Rico. The state delegate serves as the chair of the delegate group from each state and serves as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction. Eleven women serve as state delegates (20.8%), a number far below the percentage of women in the House, the profession, and the ABA. It is critical that women actively seek election as state delegates, and the Commission on Women encourages individual Association members and delegates to the House, as well as the representative entities, to actively promote women as candidates.

House of Delegates 1991-2007 (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

212 state bar delegates elected as of October 2007, 67 are women (31.6%).

Alabama, Arizona, Indiana, Mississippi, Oklahoma, and Puerto Rico have two or more state bar delegates and no women in their ranks. Delaware, Hawaii, Idaho, Maine, Montana, New Hampshire, New Mexico, North Dakota, Rhode Island, and West Virginia have only one state bar delegate, none of whom are women.

Local Bar Association Delegates

A local bar association that has 2,000 or more members is entitled to one delegate in the House; some associations may have more than one delegate. Twenty-five local bar association delegates are women (30.4%).

Delegates-at-Large

Delegates-at-large are selected by an open election process at the ABA Annual Meeting. Association

members registered for the Annual Meeting are eligible to elect members from different geographical districts. Of the 21 delegates-at-large, 10 are women. This relatively high proportion of women (47.6%) demonstrates that there are competent women interested in filling leadership positions in the House.

Overview of the House of Delegates
(As of 11/07)

STATE	STATE DELEGATE		STATE BAR DELEGATE		LOCAL BAR DELEGATE		SECTION/ DIVISION DELEGATE		DELEGATE -AT- LARGE		FORMER OFFICER/ BOG		AFFILIATED ORGAN.		CURRENT BOG OR OFFICER		TTL	M	F	% F	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F					
ALABAMA	1	-	4	-	1	-	-	-	-	-	1	-	-	-	1	-	8	8	0	0.0%	
ALASKA	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	0	2	100.0%	
ARIZONA	-	1	3*	*	1	-	1	1	1	-	-	-	-	1	1	1	11*	7*	4*	36.4%*	
ARKANSAS	1	-	-	1	-	-	1	-	1	-	1	-	-	-	-	-	5	4	1	20.0%	
CALIFORNIA	1	-	6	5	7*	4*	3	2	-	-	1	-	2	-	1	1	33*	21*	12*	36.4%*	
COLORADO	-	1	4	2	1	1	2	-	-	-	-	-	-	-	-	1	12	7	5	41.7%	
CONNECTICUT	-	1	5	1	-	-	-	-	-	-	-	-	-	-	-	1	8	5	3	37.5%	
DELAWARE	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
DISTRICT OF COLUMBIA	-	1	6	2	1	1	5	4	2	2	-	-	6	1	1	-	32	21	11	34.4%	
FLORIDA	1	-	7	1	4*	*	4	1	-	1	3	1	4	-	1	1	29*	24*	5*	17.2%*	
GEORGIA	1	-	5	2	1*	*	-	1	-	1	1	-	-	-	-	-	12*	8*	4*	33.3%*	
GUAM	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	0	0.0%	
HAWAII	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
IDAHO	1	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	3	3	0	0.0%	
ILLINOIS	1	-	5	3	2	1	3	-	-	-	1	-	1	-	1	1	19	14	5	26.3%	
INDIANA	1	-	4	-	1	-	1	-	-	-	-	-	-	-	-	-	7	7	0	0.0%	
IOWA	1	-	1	1	-	-	-	-	-	-	1	-	-	-	1	-	5	4	1	20.0%	
KANSAS	1	-	1	1	1	-	-	-	-	1	-	-	-	-	-	-	4	2	2	50.0%	
KENTUCKY	-	1	3	1	1	-	-	-	-	-	2	-	-	-	2	-	10	8	2	20.0%	
LOUISIANA	1	-	4	2	1	1	1	-	-	1	-	-	-	-	1	-	12	8	4	33.3%	
MAINE	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
MARYLAND	1	-	4	3	1	1	-	-	-	1	1	-	-	-	-	-	12	7	5	41.7%	
MASSACHUSETTS	-	1	5	2	1	-	1	-	-	-	2	-	-	-	1	1	14	10	4	28.6%	
MICHIGAN	1	-	4	3	1	-	-	1	-	-	2	-	2	-	-	1	15	10	5	33.3%	
MINNESOTA	1	-	5	2	1	2	1	-	1	-	1	-	-	1	-	-	15	10	5	33.3%	
MISSISSIPPI	1	-	2	-	-	-	-	-	-	-	-	-	-	-	1	-	4	4	0	0.0%	
MISSOURI	1	-	4	3	3	-	3	-	-	-	-	-	1	-	1	-	16	13	3	18.7%	
MONTANA	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	3	3	0	0.0%	
NEBRASKA	1	-	*	1*	-	-	-	-	-	-	-	-	-	-	-	-	2*	1*	1*	50.0%*	
NEVADA	1	-	-	1	-	1	-	-	-	-	-	-	-	-	1	-	4	2	2	50.0%	
NEW HAMPSHIRE	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
NEW JERSEY	1	-	4	3	3	-	-	-	-	-	-	-	-	-	1	1	13	9	4	30.8%	
NEW MEXICO	-	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	3	1	2	66.7%	
NEW YORK	1	-	7	4	5	6	4	2	1	1	1	-	1	1	1	1	36	21	15	41.7%	
NORTH CAROLINA	1	-	4	1	3	-	2	-	-	-	1	-	1	-	1	-	14	13	1	7.1%*	
NORTH DAKOTA	1	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	3	3	0	0.0%	
OHIO	-	1	3	4	3	1	5	-	1	-	1	-	1	-	1	-	21	15	6	28.6%	
OKLAHOMA	1	-	3	-	1	1	2	-	-	-	2	-	-	1	-	-	11	9	2	18.2%	
OREGON	1	-	1	2	-	1	-	-	-	1	1	-	1	-	1	-	9	3	6	66.7%	
PENNSYLVANIA	-	1	7	1	4	-	1	2	-	-	2	-	-	-	-	-	18	14	4	22.2%	
PUERTO RICO	1	-	2*	*	-	-	-	-	-	-	-	-	-	1	-	-	4*	4*	0*	0.0%	
RHODE ISLAND	1	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	3	3	0	0.0%	
SOUTH CAROLINA	1	-	-	2	-	-	-	-	-	1	-	-	-	-	-	-	4	1	3	75.0%	
SOUTH DAKOTA	1	-	*	*	-	-	1	-	-	-	-	-	-	-	1	-	2*	2*	0*	0.0%*	
TENNESSEE	1	-	4	1	1	1	2	1	-	1	1	-	-	-	1	1	14	9	5	26.3%	
TEXAS	1	-	5*	2*	4	3	4	-	-	-	1	-	-	-	2	1	23*	17*	6*	26.1%*	
U.S. VIRGIN ISLANDS	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	2	1	1	50.0%	
UTAH	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	50.0%	
VERMONT	1	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	3	2	1	33.3%	
VIRGINIA	1	-	4	2	2	-	2	-	-	-	1	-	1	-	1	-	14	12	2	14.3%	
WASHINGTON	-	1	5	2	1	-	2	-	2	-	2	-	1	-	2	1	19	15	4	21.1%	
WEST VIRGINIA	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	0	0.0%	
WISCONSIN	1	-	4	1	1	-	-	1	-	-	-	-	-	-	-	-	8	6	2	25.0%	
WYOMING	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	50.0%	
TOTALS	42	11	145*	67*	56*	25*	50	16	11	10	31	3	23	6	26	14	384*	152*			
TOTALS (MEN + WOMEN)	53		212*		81*		66		21		34		29		40		384*		152*		536*
% OF WOMEN	20.8%		31.6%*		30.4%*		24.2%		47.6%		8.8%		20.7%		35.0%		384*		152*		28.4%

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

**House of Delegates
Nominating Committee**

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

- 52 State Delegates
- 7 Section Delegates
- 6 Members-at-Large – three women and three minority members-at-large

- 1 Young Lawyers Division delegate
- 1 Judicial Division delegate

Currently, 20 women sit on the Nominating Committee (29.9%), including seven women of color. Of the 20 women, 11 serve as state delegates, three as section delegates, and five as member-at-large delegates. Without the minority members-at-large and the women members-at-large, the percentage of women on the Nominating

Committee is only 24.6%. Thus, a goal of the ABA should be to ensure that women are ascending to leadership positions and beyond without the benefit of specifically-designated seats.

House Committees

The House of Delegates conducts its internal business through eight standing committees. Standing committees have a constitutionally established number of seats, and members are appointed by the chair

of the House. Women currently chair four of the eight committees. This year’s percentage of women’s participation in these committees (33.3%) has increased from the previous year (31.5%). This increase exceeds the percentages of women in the profession (30.1%) and women lawyers in the ABA (31.4%).

House Committees

	2005-2006			2006-2007			2007-2008		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
Advisory Committee to Chair	4	13	30.77%	2	13	15.38%	2	13	15.38%
Credentials & Admissions	2	7	28.57%	1	6	16.67%	1	7	14.29%
Drafting	1	2	50.00%	3	4	75.00%	3	5	60.00%
Nominating Comm. Steering Committee	2	13	15.38%	5	16	31.25%	5	16	31.25%
Rules & Calendar	2	5	40.00%	2	5	40.00%	2	5	40.00%
Select Committee	9	16	56.25%	5	13	38.46%	8	16	50.00%
Technology & Communication	3	12	25.00%	3	11	27.27%	4	12	33.33%
Tellers	3	4	75.00%	2	5	40.00%	1	4	25.00%
TOTAL	26	72	36.11%	23	73	31.51%	26	78	33.33%



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 2007-2008 Board is comprised of 40 members: 18 geographical district representatives; 14 members-at-large (two selected by the Young Lawyers Division, one an active member of the judiciary, six representing the sections, one selected by the Law Student

Division, two minority members-at-large, and two women); and 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.

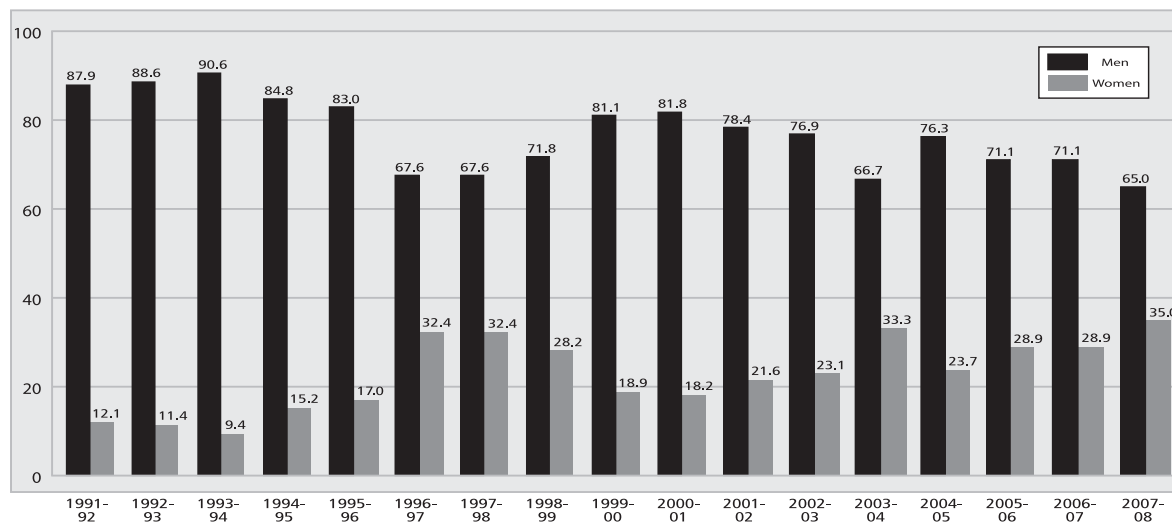
This bar year, 14 women (35.0%, three of whom are multicultural) serve on the Board of Governors. Thirty-five women have served on the Board of Governors since 1995 (out of

approximately 169 positions). Women serve as chair of the House of Delegates, secretary-elect, treasurer-elect, immediate past president, five geographical district representatives, judicial member-at-large, one minority member-at-large, two women members-at-large, and one young lawyer member-at-large. Only 27.8% of the geographical district representatives are women, compared to 35.7% of the members-at-large. Without the minority and women members-at-large, the overall percentage of women on

the Board would be only 30.6%.

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 William Neukom selected a woman for one of his four appointments to chair Board committees. There are two women members on the Executive Committee (25.0%).

Board of Governors 1991-2007 (Percentages)





SECTIONS AND DIVISIONS

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

Sections, divisions, and forums range in size from about 1,100 members to more than 75,000. Each entity draws its membership from lawyers, judges, or academicians and law students with common professional interests. Each entity operates with its own officers, programs, publications, and committees. Divisions also produce

programs and publications but differ from sections in internal structure and membership. Sections contribute to policy-making, both in their subject areas and association-wide, by authoring many of the recommendations that become the ABA's policy positions. Approximately 58% of all ABA members belong to at least one Section. As of October 31, 2007, women represent 38.8% of total section and division members.

Section and division leadership has a direct impact on the status of women within the Association. Sections and divisions are the most visible Association entities, and the work of each section and division shapes the views of many Association members. A section's commitment, or lack thereof, to diversity has far-reaching effects on the future of the section and the Association. Women, particularly multicultural women, will be unlikely to attempt to become actively involved in the ABA or its sections in increasing numbers if pathways to leadership are limited

or blocked. To attract women as members and leaders, many sections and divisions must make a concerted effort to improve opportunities 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. When we look at the 13 entities with greater than 40% women membership, our expectation would be that, over time, leadership of these sections and divisions would reflect their high numbers of women members. However, this is far from consistently the case.

An example of a section whose leadership does not reflect its membership is Public Utility Law, with 41% women membership, which has not had and will not have a woman chair for five bar years ('04-'05 through '08-'09),

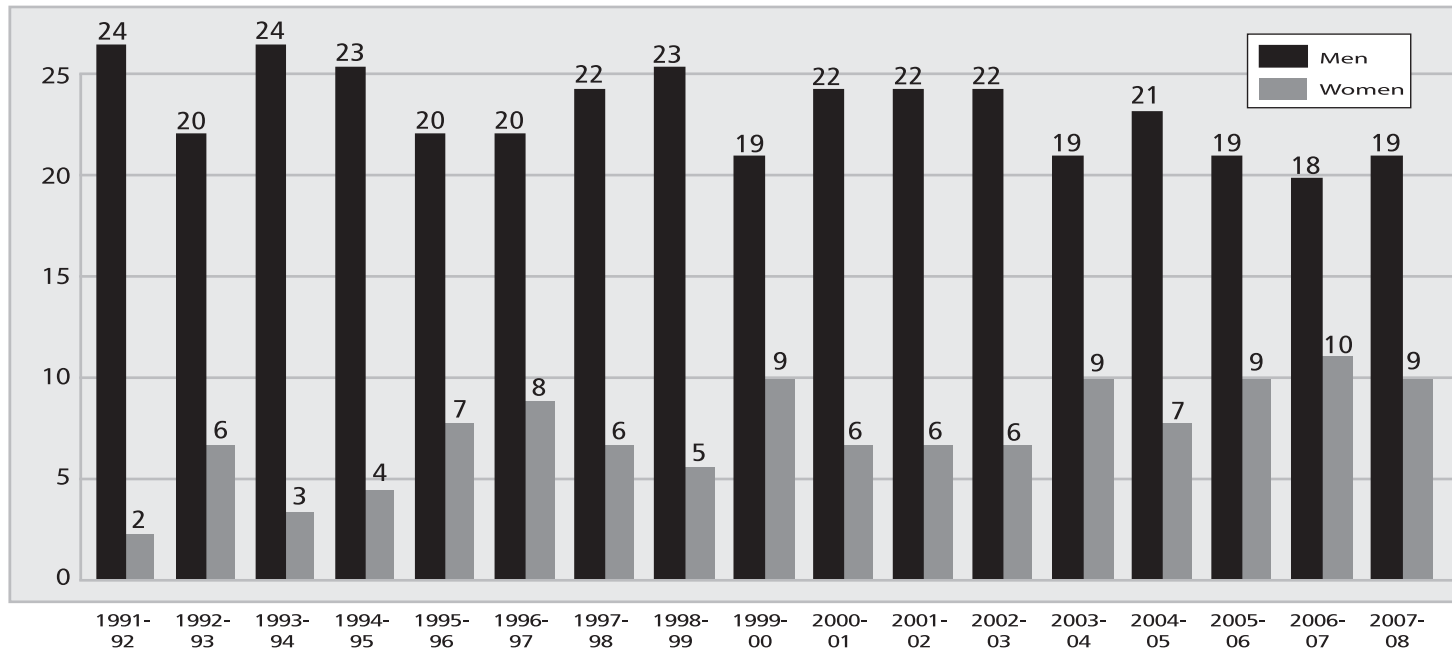
nor any woman officers for three years ('05-'06 through '07-'08). On the other end of the spectrum is the Section of Public Contract Law, with 43% women membership, two women chairs over the five bar years mentioned above, and 44%, 57%, and 43% women officers over the three bar years noted above. Somewhere in the middle is the Section of Labor and Employment Law, with 41% women membership, two women chairs over five years, but officer percentages of only 23%, 23%, and 33%. Almost no entity has achieved the leadership of women at higher rates than their membership number, except for a year here or there in one or two sections or divisions. It should also be emphasized that many of the entities have seen slippage in their record highs, with the percentages of women in leadership declining in recent years. Clearly, there is a need to remain vigilant in efforts to maintain and increase the leadership of women in the sections and divisions.

ABA Section and Division Membership
(As of 10/03/07)

Section/Division	Membership	Women	Men	Unknown	% Women Members
Administrative Law	20,403	9,619	10,631	153	47.15%
Antitrust Law	8,844	2,114	6,678	52	23.90%
Business Law	57,550	16,957	40,172	421	29.46%
Criminal Justice	8,060	2,496	5,515	49	30.97%
Dispute Resolution	18,852	8,091	10,562	199	42.92%
Environment, Energy & Resources	10,943	3,496	7,391	56	31.95%
Family Law	10,352	5,902	4,402	48	57.01%
General Practice	15,173	5,540	9,565	68	36.51%
Government & Public Sector	6,710	3,087	3,587	36	46.01%
Health Law	9,147	3,905	5,187	55	42.69%
Individual Rights & Responsibilities	9,755	5,116	4,639	0	52.44%
Intellectual Property Law	20,439	6,323	14,116	0	30.94%
International Law	18,014	7,107	10,907	0	39.45%
Judicial Division	4,187	2,743	1,417	27	65.51%
Labor & Employment Law	19,400	7,954	11,446	0	41.00%
Law Practice Management	24,668	9,292	14,817	559	37.67%
Law Student Division	51,751	26,614	24,061	1,076	51.43%
Legal Education	12,778	5,568	7,124	86	43.57%
Litigation	76,632	24,831	51,395	406	32.40%
Public Contract Law	12,810	5,579	7,089	142	43.55%
Public Utility, Comm. and Trans.	10,807	4,407	6,325	75	40.78%
Real Property, Trust & Estate Law	30,241	8,877	21,239	125	29.35%
Science & Technology	17,347	6,879	10,468	0	39.66%
Senior Lawyers Division	5,925	444	5,481	0	7.49%
State & Local Government Law	5,148	1,500	3,648	0	29.14%
Taxation	20,247	5,516	14,731	0	27.24%
Tort Trial & Insurance Practice	35,402	11,614	23,575	213	32.81%
Young Lawyers Division	147,993	65,743	76,755	5,495	44.42%
TOTALS*	689,578	267,314	412,923	9,341	38.76%
OVERALL ABA LAWYER MEMBERS	347,219	108,982	203,627	7,630	31.38%
OVERALL ABA MEMBERSHIP*	411,480	140,393	262,524	8,563	34.12%

*Represents lawyer, associate, and student members

Section and Division Chairs 1991-2007



Section and Division Chairs

The section or division chair serves as the spokesperson for the entity. By the time he/she serves as chair, the chair has had some significant responsibility for the composition of the entity's leadership. Women chair nine of the 28 sections and divisions. This is one less than last year. The following entities have a woman serving as chair for the 2007-2008 Association year: Antitrust Law; Government & Public Sector; Individual Rights & Responsibilities; Intellectual Property; Law Practice Management; Legal Education; Litigation; Public Contract Law; and

Real Property, Trust & Estate Law. Of the 27 sections and divisions with chairs-elect slated to serve as chair for the 2008-2009 Association year, nine will be led by women. This year, the percentage of female chairs (32.1%) exceeds the percentages of women lawyers in the ABA (31.4%) and in the profession (30.1%).

A closer look at these figures reveals that, of the 13 entities in which women constitute at least 40% of the membership, all but two have had female chairs over the past four years, and one of those two (Health Law) will have a female chair in 2008-09. Of the 11 that have had

female chairs, nine have had more than one in the five years between 2004 and 2009, with three sections having had three female chairs and one (Judicial Division) having had four. Of the 15 sections with less than 40% female membership, all but two have had or will have a female chair in the 2004-09 time period, and three of those (Business Law; Environment, Energy, and Resources; and Litigation) have had or will have two female chairs in that time period.

Three entities – General Practice, Public Utility, and Senior Lawyers – have not had and will not have a woman chair for five bar years ('04-

'05 through '08-'09). On the other end of the spectrum is the Judicial Division, which will have had women as chair for four of those five years. Dispute Resolution, Family Law, and Government & Public Sector will have had three woman chairs during that time. Ten entities – Business Law; Environment, Energy, and Resources; Individual Rights & Responsibilities; Intellectual Property; Labor and Employment; Legal Education; Litigation; Public Contract; Real Property, Trust & Estate; and Young Lawyers – will have had women as chairs two of those five bar years.

Section and Division Chairs

	04-05	05-06	06-07	07-08 CHAIR	07-08 CHAIR-ELECT
ADMINISTRATIVE LAW	○	●	○	○	○
ANTITRUST LAW	○	○	○	●	○
BUSINESS LAW	●	○	●	○	○
CRIMINAL JUSTICE	●	○	○	○	○
DISPUTE RESOLUTION	○	●*	●	○	●
ENVIRONMENT, ENERGY & RESOURCES	○	●	○	○	●
FAMILY LAW	●	●	○	○	●
GENERAL PRACTICE	○	○	○	○	○
GOVERNMENT & PUBLIC SECTOR	○	●	●	●	○
HEALTH LAW	○	○	○	○	●
INDIVIDUAL RIGHTS & RESPONSIBILITIES	●	○	○	●	○
INTELLECTUAL PROPERTY LAW	○	○	●	●	○
INTERNATIONAL LAW	○	○	●*	○	○
JUDICIAL DIVISION	●	●	●	○	●
LABOR AND EMPLOYMENT LAW	○	○	●	○	●
LAW PRACTICE MANAGEMENT	○	○	○	●*	○
LAW STUDENT DIVISION	○	●	○	○	N/A ✓
LEGAL EDUCATION	●	○	○	●	○
LITIGATION	○	○	●*	●	○
PUBLIC CONTRACT LAW	●	○	○	●	○
PUBLIC UTILITY, COMM. & TRANS. LAW	○	○	○	○	○
REAL PROPERTY, TRUST & ESTATE LAW	○	○	●	●	○
SCIENCE & TECHNOLOGY	○	○	○	○	●
SENIOR LAWYERS DIVISION	○	○	○	○	○
STATE & LOCAL GOVERNMENT	○	○	○	○	●*
TAXATION	○	○	●	○	○
TORT TRIAL & INSURANCE PRACTICE	○	●	○	○	○
YOUNG LAWYERS DIVISION	○	●	○	○	●
TOTAL WOMEN CHAIRS	7/28 (25.00%)	9/28 (32.14%)	10/28 (35.71%)	9/28 (32.14%)	9/27 (33.33%)

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

Section and Division Officers

	2005-2006			2006-2007			2007-2008		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
ADMINISTRATIVE LAW	2	7	28.57%	2	8	25.00%	1	7	14.29%
ANTITRUST LAW	4	12	33.33%	4	12	33.33%	2	8	25.00%
BUSINESS LAW	5(1)	10	50.00%	4(1)	10	40.00%	5(1)	10	50.00%
CRIMINAL JUSTICE	3	9	33.33%	1	10	10.00%	2(1)	8	25.00%
DISPUTE RESOLUTION	3(1)	9	33.33%	3(1)	8	37.50%	1	7	14.29%
ENVIRONMENT, ENERGY & RESOURCES	4(2)	11	36.36%	5(1)	11	45.45%	5	11	45.45%
FAMILY LAW	5(1)	8	62.50%	2(1)	6	33.33%	2(1)	6	33.33%
GENERAL PRACTICE	0	10	0.00%	0	10	0.00%	1	2	50.00%
GOVERNMENT & PUBLIC SECTOR	2	7	28.57%	2	7	28.57%	3	7	42.86%
HEALTH LAW	1	8	12.50%	2	5	40.00%	1(1)	6	16.67%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	2(1)	8	25.00%	2(2)	7	28.57%	3	9	33.33%
INTELLECTUAL PROPERTY LAW	4	11	36.36%	5	16	31.25%	4	11	36.36%
INTERNATIONAL LAW	3(1)	16	18.75%	3(2)	14	21.43%	4(1)	39	10.26%
JUDICIAL DIVISION	10(3)	24	41.67%	10(1)	29	34.48%	9(2)*	26*	34.62%*
LABOR AND EMPLOYMENT LAW	3	13	23.08%	3**	13**	23.08%**	4**	12**	33.33%**
LAW PRACTICE MANAGEMENT	2(1)	6	33.33%	1(1)	6	16.67%	2	5	40.00%
LAW STUDENT DIVISION	3	7	42.86%	2(1)	8	25.00%	2	8	25.00%
LEGAL EDUCATION	2	7	28.57%	0	3	0.00%	1	5	20.00%
LITIGATION	5(3)	10	50.00%	5(3)	11	45.45%	5(3)	13	38.46%
PUBLIC CONTRACT LAW	4	9	44.44%	4	7	57.14%	3	7	42.86%
PUBLIC UTILITY, COMM. & TRANS. LAW	0	8	0.00%	0	6	0.00%	0	8	0.00%
REAL PROPERTY, TRUST & ESTATE LAW	3	9	33.33%	3	12	25.00%	2	6	33.33%
SCIENCE & TECHNOLOGY	3	9	33.33%	3	9	33.33%	3	6	50.00%
SENIOR LAWYERS DIVISION	1	9	11.11%	1	8	12.50%	1	10	10.00%
STATE & LOCAL GOVERNMENT	6(2)	13	46.15%	7(2)	14	50.00%	8	19	42.11%
TAXATION	3	12	25.00%	2	8	25.00%	3(1)	10	30.00%
TORT TRIAL & INSURANCE PRACTICE	2	9	22.22%	0	6	0.00%	0	6	0.00%
YOUNG LAWYERS DIVISION	3	13	23.08%	5	12	41.67%	4(2)	5	80.00%
TOTALS	88(16)	284	30.99%	81(16)	276	29.35%	81(13)	277	29.24%

Multicultural women noted in ()

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

*Includes Judicial Division and its six conferences

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

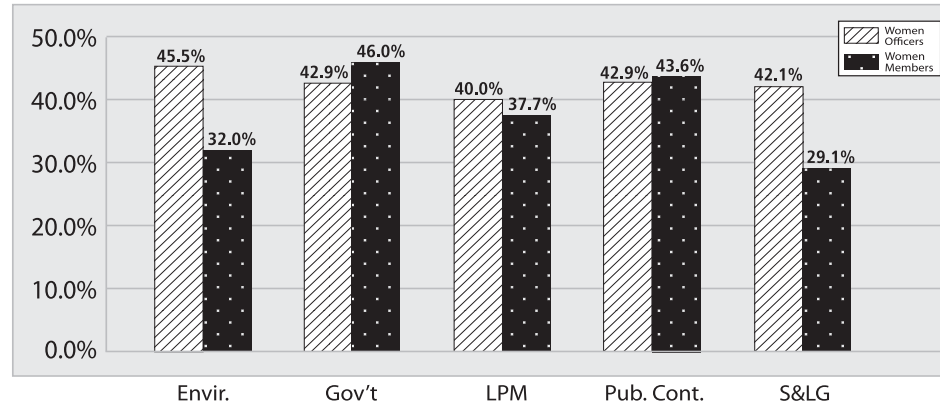
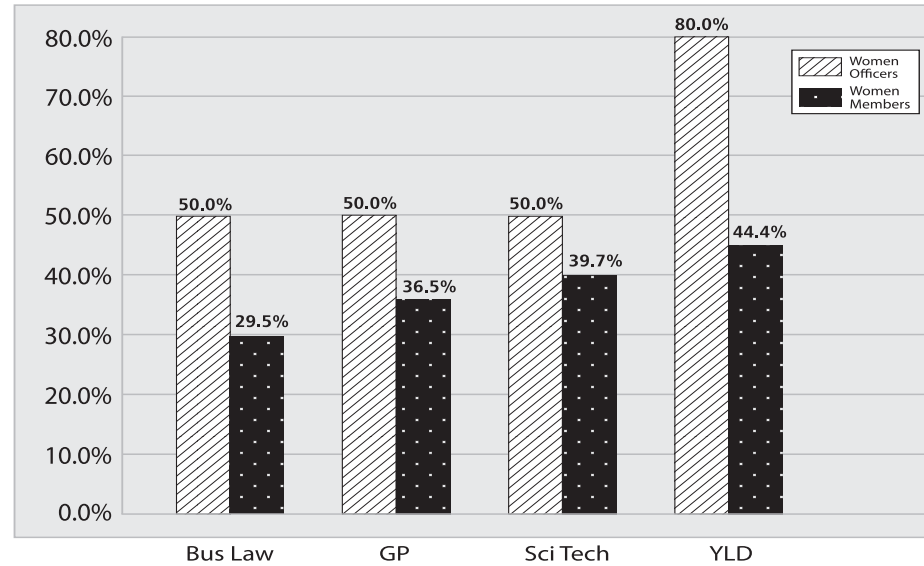
Section and Division Officers

Women's representation among section officers is a key measure for determining whether the Association is achieving Goal IX. Experience as an officer generally is a prerequisite to becoming a

section chair and certainly reflects having a role in the section's leadership. The percentage of women officers this year (29.2%) is virtually the same as last year's representation (29.4%). The overall percentage of women officers in sections and

divisions is almost equal to the percentage of women in the profession. This year, only four sections (Business Law, General Practice, Science & Technology, and Young Lawyers Division) have women holding 50% or more of their offices.

For all of these sections, the percentage of women officers is considerably higher than the percentage of women members overall.



Five other sections (Environment, Energy & Resources; Government & Public Sector; Law Practice Management; Public Contract; and State & Local Government) have women holding at least 40% of their

offices. Of these, three have less than a 40% female membership: Environment, Law Practice Management, and State & Local Government.

On the whole, women hold 30%

or more of the officer positions in 17 of the sections, which is four more than last year. Public Utility, Communications & Transportation and Tort Trial & Insurance Practice are the only entities without women

officers; these sections had no women officers last year either. This is particularly disturbing considering the ratio of women in these entities' memberships (Public Utility, 41%; Tort – 33%).

Section and Division Councils

	2005-2006			2006-2007			2007-2008		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
ADMINISTRATIVE LAW	8(1)	20	40.00%	8(1)	20	40.00%	1	8	12.50%
ANTITRUST LAW	4(1)	15	26.67%	4	20	20.00%	4(1)	20	20.00%
BUSINESS LAW	9(2)	20	45.00%	9(2)	20	45.00%	8(2)	20	40.00%
CRIMINAL JUSTICE	7(3)	24	29.17%	5(2)	23	21.74%	8(3)	23	34.78%
DISPUTE RESOLUTION	6(2)	16	37.50%	8(2)	25	32.00%	11(3)	26	42.31%
ENVIRONMENT, ENERGY & RESOURCES	6(1)	14	42.86%	5	14	35.71%	4	14	28.57%
FAMILY LAW	6(2)	15	40.00%	10(1)	19	52.63%	10(1)	20	50.00%
GENERAL PRACTICE	8(3)	20	40.00%	9(4)	23	39.13%	8(1)	20	40.00%
GOVERNMENT & PUBLIC SECTOR	8(2)	20	40.00%	8(2)	20	40.00%	8	21	38.10%
HEALTH LAW	3	7	42.86%	3	6	50.00%	3(1)	7	42.86%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	6(3)	14	42.86%	11(6)	21	52.38%	11(2)	21	52.38%
INTELLECTUAL PROPERTY LAW	5	16	31.25%	5	17	29.41%	7	16	43.75%
INTERNATIONAL LAW	9(1)	36	25.00%	13(2)	54	24.07%	11	32	34.38%
JUDICIAL DIVISION	19(4)	53	15.09%	35(1)	120	29.17%	32(7)*	84*	38.10%*
LABOR AND EMPLOYMENT LAW	9(1)	27	33.33%	9(1)**	27**	33.33%**	11(2)**	27**	40.74%**
LAW PRACTICE MANAGEMENT	5(1)	16	31.25%	6(2)	20	30.00%	6	19	31.58%
LAW STUDENT DIVISION	7(3)	15	46.67%	4(1)	15	26.67%	12(4)	24	50.00%
LEGAL EDUCATION	7(2)	17	41.18%	8(3)	20	40.00%	8	17	47.06%
LITIGATION	9(2)	26	34.62%	8(1)	23	34.78%	7(1)	23	30.43%
PUBLIC CONTRACT LAW	5(1)	13	38.46%	5(1)	13	38.46%	5(2)	13	38.46%
PUB. UTILITY, COMM. & TRANS. LAW	5	12	41.67%	4	12	33.33%	5(1)	12	41.67%
REAL PROPERTY, TRUST & ESTATE LAW	7	24	29.17%	6	24	25.00%	12	37	32.43%
SCIENCE & TECHNOLOGY	7	13	53.85%	6	15	40.00%	4	12	33.33%
SENIOR LAWYERS DIVISION	3	12	25.00%	1	15	6.67%	1	16	6.25%
STATE & LOCAL GOVERNMENT	5(2)	14	35.71%	3(1)	14	21.43%	5	16	31.25%
TAXATION	4	13	30.77%	4	15	26.67%	10(1)	25	40.00%
TORT TRIAL & INSURANCE PRACTICE	5(1)	16	31.25%	9(2)	28	32.14%	9(2)	24	37.50%
YOUNG LAWYERS DIVISION	19(6)	39	48.72%	3	4	75.00%	40(11)	63	63.49%
TOTALS	201(44)	547	36.75%	239(45)	698	34.24%	261(45)	660	39.55%

Multicultural women noted in ()

Totals do not include chair & chair-elect

* Includes Judicial Division and its six conferences

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

Section and Division Councils

Section councils provide the pool of candidates from which future section officers are drawn. Women comprise 39.5% of the membership of the councils of all the sections combined, an increase over last year (34.2%). The Young Lawyers Division again has the highest per-

centage of women leadership with 63.5% of its council members women.

Thirteen entities (up from nine last year) have women constituting at least 40% of section/division council members. In four councils, women constitute less than 30% of their council members – a

better showing than last year, when 10 councils had less than 30% women. Of these four, two entities – Administrative Law and Environment, Energy & Resources – nonetheless have women comprising more than 30% of their entity membership. In the case of Administrative Law, only 12.5% of

its council members are women, despite women constituting 47.2% of its overall membership. In one entity (Senior Lawyers Division), only 6.3% of the council members are women; however, only 7.5% of the division's members are women.

Section and Division Nominating Committees

	2005-2006				2006-2007				2007-2008			
	Chair	Women	Total	% Women	Chair	Women	Total	% Women	Chair	Women	Total	% Women
ADMINISTRATIVE LAW	M	1	3	33.33%	M	1	3	33.33%	F	1	3	33.33%
ANTITRUST LAW	M	2	5	40.00%	M	2	5	40.00%	M	1	4	25.00%
BUSINESS LAW	M	3(1)	8	37.50%	F	2	5	40.00%	M	3	8	37.50%
CRIMINAL JUSTICE	M	4(1)	8	50.00%	M	2	8	25.00%	M	3	9	33.33%
DISPUTE RESOLUTION	(F)	7(2)	15	46.67%	M	7(1)	15	46.67%	M	4	8	50.00%
ENVIRONMENT, ENERGY & RESOURCES	M	1	5	20.00%	F	4(1)	5	80.00%	M	1	4	25.00%
FAMILY LAW	M	2	5	40.00%	M	2	5	40.00%	M	2	4	50.00%
GENERAL PRACTICE	M	2(1)	5	40.00%	F	4(1)	5	80.00%	M	2	5	40.00%
GOVERNMENT & PUBLIC SECTOR	M	1	3	33.33%	M	1	3	33.33%	F	2	3	66.67%
HEALTH LAW	M	2	6	33.33%	M	3(1)	7	42.86%	M	3	7	42.86%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	M	3(2)	5	60.00%	M	3(2)	6	50.00%	M	3(1)	5	60.00%
INTELLECTUAL PROPERTY LAW	M	2(1)	5	40.00%	M	2	5	40.00%	M	1	4	25.00%
INTERNATIONAL LAW	M	3(1)	7	42.86%	M	3(1)	7	42.86%	F	1	9	11.11%
JUDICIAL DIVISION	M	7(5)	28	25.00%	F	1	6	16.67%	F*	3*	6*	50.00%*
LABOR AND EMPLOYMENT LAW	M	4	9	44.44%	M**	2(1)**	3**	66.67%**	N/A**	1(1)**	3**	33.33%**
LAW PRACTICE MANAGEMENT	M	1	7	14.29%	(F)	3(2)	9	33.33%	M	3	9	33.33%
LAW STUDENT DIVISION	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LEGAL EDUCATION	(F)	5(2)	8	62.50%	(F)	4(2)	9	44.44%	M	3	9	33.33%
LITIGATION	(F)	(2)	5	40.00%	F	3(1)	5	60.00%	M	2(1)	5	40.00%
PUBLIC CONTRACT LAW	M	1	3	33.33%	F	1	3	33.33%	M	1	2	50.00%
PUBLIC UTILITY, COMM. & TRANS. LAW	M	1	5	20.00%	M	0	5	0.00%	M	0	4	0.00%
REAL PROPERTY, TRUST & ESTATE LAW	M	0	5	0.00%	M	2	5	40.00%	M	2	5	40.00%
SCIENCE & TECHNOLOGY	M	3	5	60.00%	M	2	5	40.00%	M	2	5	40.00%
SENIOR LAWYERS DIVISION	M	1	5	20.00%	M	0	5	0.00%	M	0	4	0.00%
STATE & LOCAL GOVERNMENT	M	1	5	20.00%	M	1	5	20.00%	(F)	3	9	33.33%
TAXATION	M	7	28	25.00%	M	9(1)	29	31.03%	M	12(2)	29	41.38%
TORT TRIAL & INSURANCE PRACTICE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8(2)	25	32.00%
YOUNG LAWYERS DIVISION	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTALS	3	66(18)	193	34.20%	8	64(14)	168	38.10%	5	67(7)	188	35.64%

Multicultural Women noted in ()

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

* Does not include Judicial Division's six conferences; those are reflected in the Committee Chairs and Vice Chairs table

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

Section and Division Nominating Committees

Section and Division Nominating Committees identify and in some fashion impact the appointment of section leaders. These committees

play a key role in ensuring the diversity of section leadership. Currently, women comprise 35.6% of the total nominating committee membership, a decrease from last year (38.1%). Two entities – Public

Utility, Communications, and Transportation Law and Senior Lawyers Division – are the only sections with no women represented on the respective nominating committee, the same as last year.

Section and Division Committee Chairs and Vice Chairs

	2005-2006 Chair & Vice Chair			2006-2007 Chair & Vice Chair			2007-2008 Chair & Vice Chair		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
ADMINISTRATIVE LAW	30(7)	140	21.43%	51(2)	140	36.43%	60(3)	287	20.91%
ANTITRUST LAW	41(1)	140	29.28%	42(3)	155	27.10%	55(4)	185	29.73%
BUSINESS LAW	41(8)	144	28.47%	56(10)	142	39.44%	59(10)	140	42.14%
CRIMINAL JUSTICE	8	43	18.60%	16(4)	66	24.24%	25(5)	81	30.86%
DISPUTE RESOLUTION	14(2)	45	31.11%	13(2)	48	27.08%	30	67	44.78%
ENVIRONMENT, ENERGY & RESOURCES	86(12)	315	27.30%	155(5)	514	30.16%	126(12)	430	29.30%
FAMILY LAW	29(2)	69	42.02%	37(3)	69	53.62%	31	56	55.36%
GENERAL PRACTICE	26(7)	133	19.54%	25(7)	136	18.38%	36	128	28.13%
GOVERNMENT & PUBLIC SECTOR	11(1)	18	61.11%	11(1)	18	61.11%	10	17	58.82%
HEALTH LAW	20(6)	47	42.55%	12(11)	29	41.38%	50(7)	142	35.21%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	50(12)	95	52.63%	44(9)	80	55.00%	45(7)	82	54.88%
INTELLECTUAL PROPERTY	9(1)	27	33.33%	13(4)	37	35.14%	54(15)	137	39.42%
INTERNATIONAL LAW	77(10)	304	25.32%	105(12)	303	34.65%	111	316	35.13%
JUDICIAL DIVISION	41(8)	122	33.60%	47(10)	130	36.15%	51(12)*	145*	35.17%*
LABOR AND EMPLOYMENT LAW	35(1)	83	42.17%	45(10)**	121**	37.19%**	56(7)**	127**	44.09%**
LAW PRACTICE MANAGEMENT	5(3)	23	21.74%	18(4)	49	36.73%	7	27	25.93%
LAW STUDENT DIVISION	N/A	N/A	N/A	N/A	N/A	N/A	2	5	40.00%
LEGAL EDUCATION	14(1)	48	29.17%	13(2)	41	31.71%	12(1)	37	32.43%
LITIGATION	53(6)	128	41.41%	56(9)	133	42.11%	60(14)	140	42.86%
PUBLIC CONTRACT LAW	105(7)	380	27.63%	119(9)	428	27.80%	113(12)	411	27.49%
PUBLIC UTILITY, COMM. & TRANS. LAW	26(4)	219	11.87%	17(1)	153	11.11%	27(1)	219	12.33%
REAL PROPERTY, TRUST & ESTATE LAW	44(6)	179	24.58%	54(5)	178	30.34%	91(7)	265	34.34%
SCIENCE & TECHNOLOGY	20(4)	63	31.75%	31(5)	69	44.93%	33(3)	69	47.83%
SENIOR LAWYERS DIVISION	18(1)	124	14.52%	13	82	15.85%	12(1)	137	8.76%
STATE & LOCAL GOVERNMENT	4(1)	23	17.39%	18	25	72.00%	17(2)	40	42.50%
TAXATION	48	158	30.38%	46(2)	160	28.75%	40(2)	151	26.49%
TORT TRIAL & INSURANCE PRACTICE	269(36)	839	32.06%	589(4)	1,653	35.63%	277(49)	795	34.84%
YOUNG LAWYERS DIVISION	34(9)	66	51.52%	39(6)	91	42.86%	44(22)	82	53.66%
TOTALS	1,158(156)	3,975	29.13%	1,685(140)	5,050	33.37%	1,534(196)	4,718	32.51%

Multicultural Women noted in ()

* Includes Judicial Division and its six conferences

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

Section and Division Committee Chairs and Vice Chairs

The section committee structure offers women the opportunity to serve as both committee chairs and vice chairs, which begins the pathway to section leadership. This year's percentage of women section committee chairs and vice chairs (32.5%) is a slight decrease from last year (33.4%). This leadership position needs to be developed further for women as it is such a critical entree to other opportunities.

Section and Division Sub-Committee Chairs

	2007-2008		
	Women	Total	% Women
BUSINESS LAW	132(12)	446	29.60%
CRIMINAL JUSTICE	17	102	16.67%
GENERAL PRACTICE	1	2	50.00%
GOVERNMENT & PUBLIC SECTOR	0	18	0.00%
INTERNATIONAL LAW	4(1)	8	50.00%
LAW PRACTICE MANAGEMENT	5(1)	9	55.56%
STATE & LOCAL GOVERNMENT	10(1)	31	32.26%
TOTALS	169(15)	616	27.44%

Section and Division Sub-Committee Chairs

Several sections and divisions have sub-committees. Those sections with sub-committees are doing a good job of including women in the ranks. Of the entities that have sub-committees, women hold 27.4% of the subcommittee chair positions, a slight decrease from last year (28.8%). We encourage sections to treat sub-committee involvement as a pathway to leadership.

Publication Authors**

	2006-2007		
	Women	Total	% Women
ADMINISTRATIVE LAW	0	0	0.00%
ANTITRUST LAW	59	237	24.89%
BUSINESS LAW	45(4)	111	40.54%
CRIMINAL JUSTICE	12	52	23.08%
DISPUTE RESOLUTION	0	2	0.00%
ENVIRONMENT, ENERGY & RESOURCES	154(2)	463	33.26%
FAMILY LAW	45(2)	106	42.45%
GENERAL PRACTICE	51(6)	135	37.78%
GOVERNMENT & PUBLIC SECTOR	11	25	44.00%
HEALTH LAW	49(5)	110	44.55%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	8	19	42.11%
INTELLECTUAL PROPERTY LAW	3	16	18.75%
INTERNATIONAL LAW	10	21	47.62%
JUDICIAL DIVISION	7(2)*	120*	5.83%*
LABOR AND EMPLOYMENT LAW	424(12)	1,308	32.42%
LAW PRACTICE MANAGEMENT	4	13	30.77%
LAW STUDENT DIVISION	26	50	52.00%
LEGAL EDUCATION	0	0	0.00%
LITIGATION	20(4)	50	40.00%
PUBLIC CONTRACT LAW	26(4)	75	34.67%
PUBLIC UTILITY, COMM. & TRANS. LAW	1	11	9.09%
REAL PROPERTY, TRUST & ESTATE LAW	30(1)	113	26.55%
SCIENCE & TECHNOLOGY	8	24	33.33%
SENIOR LAWYERS DIVISION	1	5	20.00%
STATE & LOCAL GOVERNMENT	1	2	50.00%
TAXATION	56	304	18.42%
TORT TRIAL & INSURANCE PRACTICE	46	230	20.00%
YOUNG LAWYERS DIVISION	108(39)	287	37.63%
TOTALS	1,205(81)	3,889	30.98%

* Includes Judicial Division and its six conferences

** Where the women of color statistic does not appear, the information may not have been available.

Publication Authors

This is the first year that the Commission on Women in the Profession has gathered statistics on publication authors. Of those who wrote books or chapters within books published by sections and divisions in 2006-07, 31.0% were women. This is roughly equal to the percentage of women lawyer members of the ABA (31.4%). Publications often are an excellent opportunity for members to develop professionally in addition to providing a means to gain visibility within a section or division. We encourage entities to make the effort to involve women in these projects.

Programming Faculty**

	2006-2007		
	Women	Total	% Women
ADMINISTRATIVE LAW	50(9)	200	25.00%
ANTITRUST LAW	97(15)	402	24.13%
BUSINESS LAW	360	1,038	34.68%
CRIMINAL JUSTICE	5	7	71.43%
DISPUTE RESOLUTION	172(20)	428	40.19%
ENVIRONMENT, ENERGY & RESOURCES	122(7)	429	28.44%
FAMILY LAW	75(6)	142	52.82%
GENERAL PRACTICE	1	9	11.11%
GOVERNMENT & PUBLIC SECTOR	15	26	57.69%
HEALTH LAW	42(7)	119	35.29%
INDIVIDUAL RIGHTS AND RESPONSIBILITIES	10(3)	13	76.92%
INTELLECTUAL PROPERTY LAW	69(9)	187	36.90%
INTERNATIONAL LAW	353(31)	755	46.75%
JUDICIAL DIVISION	13(7)*	33*	39.39%*
LABOR AND EMPLOYMENT LAW	178(33)	566	31.45%
LAW PRACTICE MANAGEMENT	36(10)	103	34.95%
LAW STUDENT DIVISION	0	0	0.00%
LEGAL EDUCATION	0	0	0.00%
LITIGATION	180(43)	434	41.47%
PUBLIC CONTRACT LAW	44(4)	132	33.33%
PUBLIC UTILITY, COMM. & TRANS. LAW	4	14	28.57%
REAL PROPERTY, TRUST & ESTATE LAW	80	286	27.97%
SCIENCE & TECHNOLOGY	9(2)	36	25.00%
SENIOR LAWYERS DIVISION	4	16	25.00%
STATE & LOCAL GOVERNMENT	7(3)	30	23.33%
TAXATION	608(3)	2,009	30.26%
TORT TRIAL & INSURANCE PRACTICE	167(25)	531	31.45%
YOUNG LAWYERS DIVISION	37(14)	93	39.78%
TOTALS	2,738(251)	8,038	34.06%

* Includes Judicial Division and its six conferences

** Where the women of color statistic does not appear, the information may not have been available.

Programming Faculty

This is the first year that the Commission on Women in the Profession has gathered statistics on programming faculty. For programs presented by sections and divisions in 2006-07, 34.1% of the faculty were women. This is higher than the percentage of women lawyer members of the ABA (31.4%). Programming is another excellent opportunity for members to raise their profile within a section or division, and we encourage entities to make the effort to have women appear on these panels.

Forums	2005-2006 Officers			2006-2007 Officers			2007-2008 Officers		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
AFFORDABLE HOUSING	5(2)	12	41.67%	0	2	0.00%	0	2	0.00%
AIR & SPACE LAW	7	16	43.75%	1	4	25.00%	0	2	0.00%
COMMUNICATIONS	6(2)	14	42.86%	6(3)	11	54.55%	1	3	33.33%
CONSTRUCTION INDUSTRY	3(1)	14	21.43%	0	3	0.00%	0	3	0.00%
ENTERTAINMENT & SPORTS	2(1)	9	22.22%	2	11	18.18%	0	2	0.00%
FRANCHISING	2	11	18.18%	1	7	14.29%	0	1	0.00%
TOTALS	25(6)	76	31.68%	10(3)	38	28.00%	1	13	7.69%

Forums	2005-2006 Committee Chairs			2006-2007 Committee Chairs			2007-2008 Committee Chairs		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
AFFORDABLE HOUSING	6(2)	13	46.15%	N/A	N/A	N/A	0	0	0.00%
AIR & SPACE LAW	0	0	0.00%	N/A	N/A	N/A	0	0	0.00%
COMMUNICATIONS	6(3)	12	50.00%	11(2)	17	64.71%	9	16	56.25%
CONSTRUCTION INDUSTRY	3(1)	12	25.00%	2	14	14.29%	3(1)	25	12.00%
ENTERTAINMENT & SPORTS	4	9	44.44%	4	9	44.44%	5	10	50.00%
FRANCHISING	1	3	33.33%	3	7	42.86%	2	3	66.67%
TOTALS	20(6)	49	40.82%	20(2)	47	42.55%	19(1)	54	35.19%

Forums	2006-2007 Publication Authors*			2006-2007 Programming Faculty*		
	Women	Total	% Women	Women	Total	% Women
AFFORDABLE HOUSING	0	0	0.00%	37	104	35.58%
AIR & SPACE LAW	0	0	0.00%	6(2)	29	20.69%
COMMUNICATIONS	16	45	35.56%	32	99	32.32%
CONSTRUCTION INDUSTRY	3	9	33.33%	20(2)	122	16.39%
ENTERTAINMENT & SPORTS	5	28	17.86%	20(1)	96	20.83%
FRANCHISING	0	4	0.00%	32(2)	88	36.36%
TOTALS	24	86	27.91%	147(7)	538	27.32%

Multicultural women noted in ()

* Where multicultural women statistic does not appear, the information may not have been available.

Forums	2007-2008 Membership			Forum Chair
	Women	Total	% Women	
AFFORDABLE HOUSING	1,387	3,101	44.73%	M
AIR & SPACE LAW	209	1,080	19.35%	F
COMMUNICATIONS	2,608	5,738	45.45%	M
CONSTRUCTION INDUSTRY	1,072	6,399	16.75%	M
ENTERTAINMENT & SPORTS	1,334	3,823	34.89%	M
FRANCHISING	558	2,209	25.26%	M
TOTALS	7,168	22,350	32.07%	16.67% Female



There are six forums: Affordable Housing and Community Development Law, Air and Space Law, Communications Law, Construction Industry Law, Entertainment and Sports Industries Law, and Franchising Law. Forum leaders are elected by the Forum membership. In only one of the six forums does the percentage of women officers exceed 30% (the percentage of women in the profession). This year, there is one female forum chair (Air & Space).



BEST PRACTICES TO ADVANCE WOMEN INTO LEADERSHIP

This year the Commission for the first time asked sections, divisions, and forums for the one best practice they use and would recommend to other entities to advance women into their leadership ranks. Their ideas cover a broad spectrum, as illustrated in the detailed summary appearing in the appendix to this report. Highlights include:

Nominating Committee

- ◆ Include a minimum number of women on the nominating committee.
- ◆ Increase the number of women on the nominating committee.

- ◆ Ask the nominating committee to actively seek women for leadership positions.
- ◆ Encourage women to appear before the nominating committee to run for an office.

Council

- ◆ Provide in entity bylaws for an increase in the number of council members if an election does not result in at least two members from each sex.
- ◆ Create council positions to increase diversity.
- ◆ Actively recruit women for council positions.

- ◆ Seek out women attorneys and vote to place them immediately on council.

Women-Specific Events or Committees

- ◆ Hold a women's breakfast at seasonal meetings.
- ◆ Create a women's committee.

Additional Ideas

- ◆ Use a self-nomination form for committee leadership that includes minority status.
- ◆ Establish a requirement that all program panels include diversity.

- ◆ Appoint women as committee and sub-committee chairs.
- ◆ Provide women members with personal, one-on-one attention at meetings, social gatherings, and programs.
- ◆ Mentor women members on ways to gain access to leadership ranks.
- ◆ Monitor and report on the number of women involved in entity activities.



SECTION OFFICERS CONFERENCE

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

Association year 2007-2008, the SOC will conduct most of its work through 14 ad hoc committees. Its executive committee consists of (a) six class representatives – chair, chair-elect, vice-chair, secretary, budget officer, and delegate, all of whom are elected by their respective classes; (b) four SOC

representatives to the Board of Governors committees; and (c) chairs of select SOC ad hoc committees. For 2007-2008, seven of the 14 SOC executive committee members (six are elected positions) are women (50.0%, up from last year's 38.5%), and women were appointed to chair two of the 12

ad hoc committees (16.7%, down from 46.2% last year).

In addition, nine ABA committees ask the SOC to appoint liaisons to their committees. Five of those appointments are women (55.6%).



STANDING AND SPECIAL COMMITTEES

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

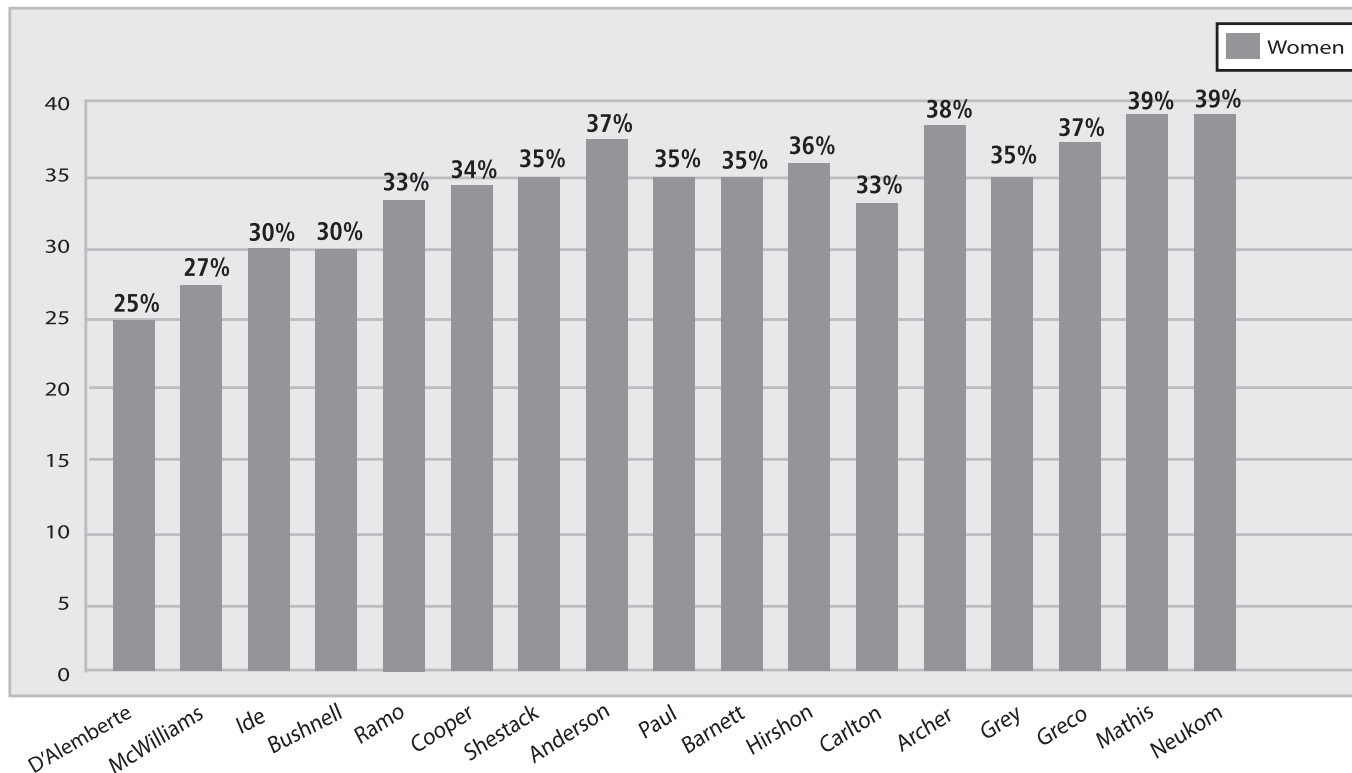
Standing committee members serve three-year terms. Members of special committees and commissions serve a one-year term, generally renewable for a total of three years. These appointments provide an opportunity for each ABA president to support Goal IX and to make the full participation of women at the

highest levels of the Association's leadership a reality. More than 1,000 ABA members serve on these committees. The number of appointments the president can make varies each year.

President William H. Neukom made 705 appointments for the 2007-2008 bar year. Approximately

39.0% of those appointments were women – virtually the same as last year. Of these, 9.7% were multicultural women, down from 10.4% the previous year. President Neukom also made 81 chair appointments, of which 25 went to women (30.9%), down from 42.7% in 2006-07.

Presidential Appointments 1991-2008





CONCLUSION

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

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

purpose of Goal IX and doing the work needed to establish the necessary opportunities and pathways so that the progress of women in the Association will continue. We are ready to discuss how we can help and how we can work together to achieve these objectives. We will attend your entity's council

meeting during Midyear to report in person – or if there is any other way that we can support your efforts, just ask.

ABA Commission on Women in the Profession

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APPENDIX: BEST PRACTICES TO ADVANCE WOMEN INTO LEADERSHIP

Administrative Law & Regulatory Practice – The section holds a Women in Administrative Law breakfast gathering at its four seasonal meetings.

Affordable Housing and Community Development Law Forum – The chair stresses the importance of including women and minorities in programs and key leadership roles.

Air & Space Law Forum – The chair stresses the importance of including women and minorities in programs and key leadership roles.

Antitrust Law – Have at least one woman serve on the section's nominating committee because it ensures that women candidates are considered for council and officer positions.

Business Law – The policy that has had the strongest effect on the

section is the mandate that all CLE panels must include at least one diverse member (woman, lawyer of color, lawyer with disability, or LGBT lawyer).

Communications Law Forum – The forum created a Women in Communications Law Committee, which sponsors programs and has a comprehensive web site to provide support and networking among women practicing in communication law.

Construction Industry Forum – Start early to encourage women to get involved in the development and management of programs and initiatives and to select them for these tasks without overburdening them.

Criminal Justice – Ask the diversity committee to work to keep the issue in the forefront and to identify good candidates for leadership.

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

Entertainment & Sports Industries Forum – Have leadership be more sensitive to appointing women as division chairs.

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

Family Law – Nominating committee, CLE committee, publication boards, and incoming chairs keep

track of gender representation to promote equity. Use a self-nomination form for committee leadership that includes minority status.

Franchising Forum – Make outreach efforts personal, repeated, and continuous and aimed at creating mentoring relationships.

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

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

Health Law – Monitor and report on the number of women involved in section activities.

Individual Rights & Responsibilities – Mentor women on the ways to gain access to leadership ranks. The section also created two council positions reserved for identified under-represented groups and/or representatives of minority bar associations.

Intellectual Property Law – The chair-elect bears gender in mind while selecting the slate of committee chairs for the coming year so the section can grow the leadership from the bottom up.

International Law – The section created the Women Interest Network Committee to help support and advance women in the profession.

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

Labor & Employment Law – Committee members are selected for leadership positions based on their affiliation (employer/

management, employee, union, neutral) and how active they have been as a committee member in the past. The section is fortunate that more than 40% of its section members are female, which in itself helps move women into committee and section positions of leadership.

Law Practice Management – In addition to the section's Women Rainmakers programs and the leadership development opportunities offered there, LPM leadership and the nominating and leadership development committees pay close attention to providing ample opportunities for women lawyers among the section's leadership.

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

Legal Education & Admissions to the Bar – No response

Litigation – The section encourages participation of women in the section beginning with appointing women in committee and sub-committee chair positions and through its Young Lawyer Leadership Program. Through their everyday work on committee projects, authoring of articles in various section publications, and serving as panelists on programs, women are recognized by current and incoming chairs and appointed to leadership positions.

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

Public Utility, Communications and Transportation Law – No response

Real Property, Trust & Estate Law – No specific best practice. A large percentage of its council and leadership are women.

Science & Technology – The nominating committee is conscientious to appoint diverse members to section leadership positions to promote diversity on every level based on that example.

Senior Lawyers Division – The division actively searches for women to serve on committees and

in other leadership roles. It has no specific recommendation as it continues to struggle to find a "best practice."

State & Local Government Law – Appoint women to substantive committees and leadership positions.

Taxation – The section has increased the number of women on its nominating committee, which has helped to increase the number of women appointed to council.

Tort Trial & Insurance Practice – TIPS sought out diverse women attorneys and voted to elevate them by placing them on council immediately in order to get their ideas and opinions on the best ways to find diverse attorneys to seek leadership positions within TIPS.

Young Lawyers Division – Offer structured networking opportunities for all lawyers (example: Speed-networking) and roundtable discussion opportunities for women lawyers covering issues challenging the advancement of women in the legal profession, if and how those challenges have changed, and how to overcome them.

2007-2008 COMMISSION ON WOMEN IN THE PROFESSION

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