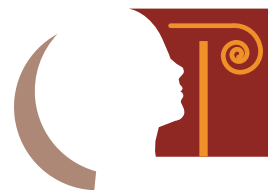




GOAL III
(FORMERLY GOAL IX)

REPORT CARD

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



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

GOAL III (FORMERLY GOAL IX) REPORT CARD

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INTRODUCTION

In 1918, Mary Florence Lathrop of Denver, Colorado became the first woman member of the American Bar Association (“ABA” or “Association”) out of a total membership of 11,000. Relevant gender statistics for the ABA are difficult to find for the next few decades, but we know that by 1951, women represented 3% of the lawyer population. Fifty-seven years later, female lawyers account for 31.6% of the profession and 31.9% of Association membership.

Sixty-eight years after Ms. Lathrop joined the ABA, the ABA adopted Goal IX as one of its association goals. That goal supported the “full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual

orientations and gender identities” and required the ABA to “develop and encourage initiatives that will ensure full and equal participation of minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities in bar activities.” In 2008, the ABA revised its goals, and Goal IX became Goal III, to eliminate bias and enhance diversity. Its objectives are to promote full and equal participation in the association, our profession, and the justice system by all persons and to eliminate bias in the legal profession and the justice system.

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

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

To ensure that the ABA would promote women’s advancement in the Association, the Commission created in 1991 the *Goal IX Report Card*, which measures the progress of women in ABA leadership positions. The report, issued annually and now the *Goal III Report Card*, analyzes women’s participa-

tion in the Association’s Board of Governors, House of Delegates, committees, sections and divisions, standing and special committees, and forum committees. A historical review of these reports reveals findings that are both encouraging and discouraging. While the overall trend from 1991 to 2009 in the percentage of women holding ABA leadership positions is upward, the rate of increase has remained the same or declined in recent years.

Women in ABA Leadership Positions
(Percentages)

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

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

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

During these past 18 years, women have reached several milestones at the top level of leadership of the ABA. In 1995, the Association invested its first woman president, Roberta Cooper Ramo. The ABA's first female chair of the House of Delegates, Martha W. Barnett, took office that same year. The past 11 years have included two more female presidents – Martha W. Barnett (2000-2001) and Karen J. Mathis (2006-2007) – and two more female chairs of the House of Delegates – Karen J. Mathis (2000-2002) and Laurel Bellows (2006-2008), and a woman (Carolyn Lamm) will be president in 2009-2010. As encouraging as that progress is, only three out of 18 presidents (16.7%) and three out of 10 chairs of the House of Delegates (30.0%) within the past 18 years have been women. The same time period has included three female secretaries out of seven (42.9%) and one female treasurer out of seven (14.3%). This year, for the first time, the treasurer is a woman.

Since the first *Goal IX Report Card* was published, the number of women in the profession has increased to presently comprise 31.6% of the more than one million lawyers in the United States. Significantly, the number of women ABA members has also increased to 31.9% of the approximately 347,000 lawyer members of the world's largest voluntary professional association. Women lawyers are joining the ABA in recent years in numbers commensurate with or higher than the percentage of women in the profession. Therefore, every effort must be taken to continue to attract and recruit women lawyers and advance them within the Association.

This report is based upon data provided by the reporting entities. The following statistics and comments provide a basis for evaluating the status of women in the ABA. They also reflect, in light of the impetus of Goal IX/Goal III on the overall number of women in the profession and ABA, the need for a

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

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

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

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

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



EXECUTIVE SUMMARY—KEY FINDINGS

American Bar Association

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

House of Delegates

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

Board of Governors

- Women constitute 28.9% of the Board of Governors, less than the ratios of women in the profession and women lawyers in the ABA. Without the women members-at-large, the percentage of women on the Board would be only 25.0%.

Standing and Special Committees

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

Sections and Divisions

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

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

Publication Authors

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

Programming Faculty

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

Forums

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

Section Officers Conference

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



HOUSE OF DELEGATES

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

- 52 State Delegates
- 220 State Bar Association Delegates
- 86 Local Bar Association Delegates
- 28 Affiliated Organization Delegates
- 72 Section, Division, and Conference Delegates
- 18 Delegates-at-Large

- 70 Present and Former Officers and Board Members
- 2 Ex Officio Members
- 1 Virgin Islands Bar Association
- 1 Guam/Commonwealth of the Northern Mariana Islands

Since 1991, there has been an increase in the percentage of women in the House of Delegates. In Association years 2002-2003 and 2003-2004, the percentage of women in the House equaled the percentage of women in the ABA. This year, the percentage of women in the House is 29.0% (157 women out of 542 delegates elected as of October), which is below the ratios of women lawyers in the profession (31.6%) and in the ABA (31.9%). It is critical that women actively seek election as

state delegates, state bar delegates, local bar delegates, and representatives of affiliated organizations. The Commission on Women encourages individual Association members and delegates to the House, as well as the representative entities, to actively promote women as candidates.

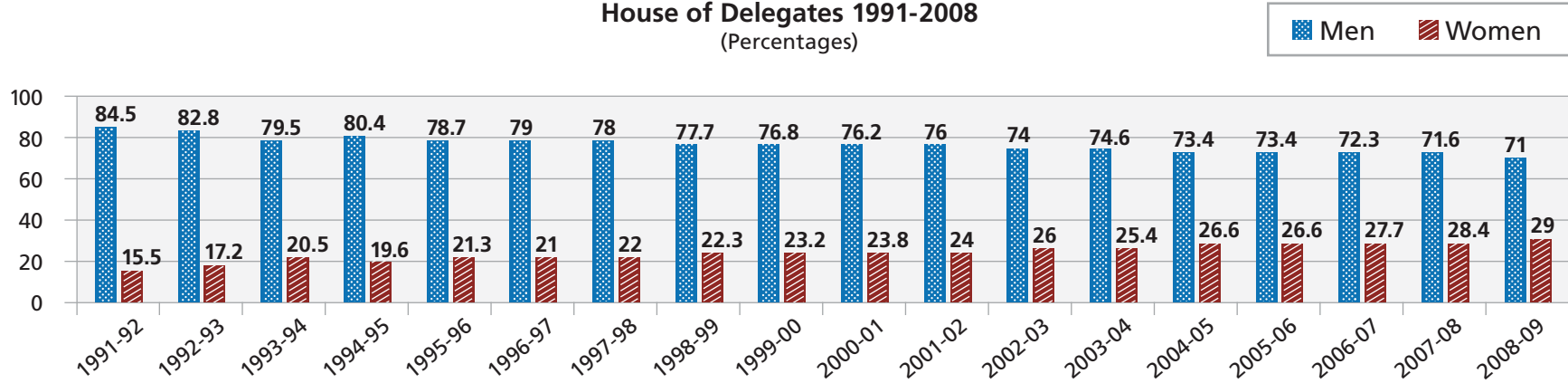
House Delegation by State

Members of the House are seated and reported by state regardless of who is their electing constituency. A House member may serve in any one of eight representative capacities: state delegate, state bar, local bar, affiliated organization, section/division, delegate-at-large, past officer/member of the Board, and current officer/member of the Board of Governors. Currently, 17 jurisdictions have no female delegates –

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

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

House of Delegates 1991-2008
(Percentages)



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

State Delegates to the House

There are 52 state delegates representing the 50 states, the District of Columbia, Guam, and Puerto Rico. The state delegate serves as the chair of the delegate group from each state and serves as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction.

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

State Bar Association Delegates to the House

A state bar association is entitled to at least one delegate in the House of Delegates. State bar associations may have up to six delegates, depending on the number of lawyers and ABA members in the state. If a state bar is entitled to five or more delegates, then at least one must be a “young lawyer.” A “young lawyer” must be younger than 35 years of age at the beginning of his/her term. Of the 214 state bar delegates elected as of October 2008, 67 are women (31.3%).

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

Local Bar Association Delegates

A local bar association that has 2,000 or more members is entitled to one delegate in the House; some associations may have more than one delegate. Twenty-nine local bar association delegates are women (35.8%). This percentage exceeds the ratio

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

Delegates-at-Large

Delegates-at-large are selected by an open election process at the ABA Annual Meeting. Association members registered for the Annual Meeting are eligible to elect members from different geographical districts. Of the 20 delegates-at-large, 12 are women (60.0%).

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

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

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

Overview of the House of Delegates – ABA Entities

(As of 11/08)

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

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

House Committees

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

House of Delegates Nominating Committee

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

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

- 1 Young Lawyers Division delegate
- 1 Judicial Division delegate

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

ing Committee is only 19.7% (down from 24.6% last year). Thus, a major goal of the ABA should be to ensure that women are being encouraged to run for state delegate and being selected by sections/divisions to serve on the nominating committee.

House Committees

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

are appointed by the chair of the House. Women currently chair four of the eight committees. This year's percentage of women's participation in these committees (37.5%) has increased from the previous year (33.3%). This increase exceeds the percentages of women in the profession (31.6%) and women lawyers in the ABA (31.9%).



BOARD OF GOVERNORS

The Board of Governors has the authority to act and speak for the ABA, consistent with previous action of the House of Delegates, when the House is not in session. The Board oversees the general operation of the Association and develops specific plans of action.

The 2008-2009 Board is comprised of 38 members: 18 geographical district representatives; 14 members-at-large (two selected by the Young Lawyers Division, one an active member of the judiciary, six representing the sections, one selected by the Law Student Divi-

sion, two minority members-at-large, and two women members-at-large). The Board is also comprised of six officers (president, president-elect, chair of the House of Delegates, secretary, treasurer, and immediate past president). Each member of the Board serves a multi-year term, with the terms ending on a rotating basis.

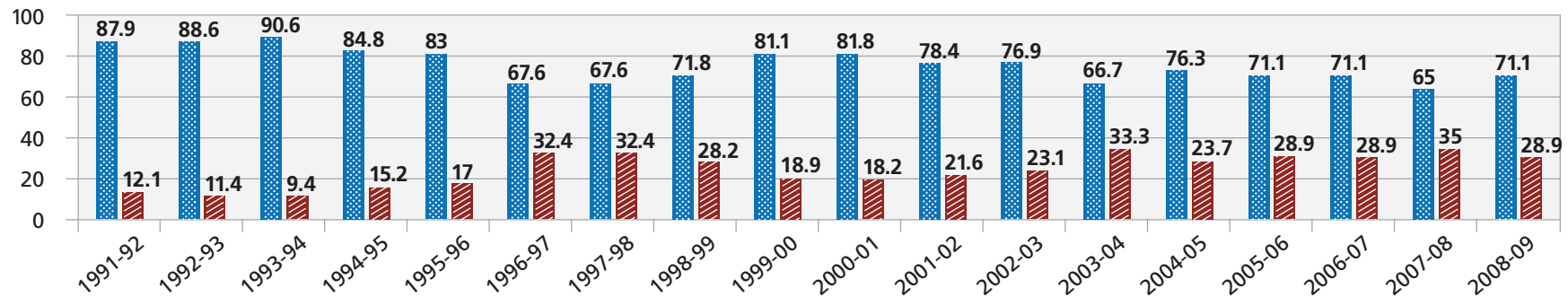
For this bar year, 11 women serve on the Board of Governors. The percentage of women governors is down from prior years, 28.9% compared to 35.0%, and only two women governors are women of color. Forty-four women have served on the

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

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

The eight-member Board of Governors Executive Committee is comprised of the Association president, president-elect, chair of the House of Delegates, secretary, treasurer, and chairs of three Board committees (Operations and Communications, Program and Planning, and Finance). For the current Association year, President H. Thomas Wells, Jr. selected a woman for one of his four appointments to chair Board committees. There are four women members on the Executive Committee (50.0%).

Board of Governors 1991-2008
(Percentages)





STANDING AND SPECIAL COMMITTEES

Association standing and special committees and other related groups such as task forces and commissions have smaller memberships, generally between three and 20. These groups focus on specific assignments or particular issues. Committee members are appointed annually by the ABA president. Standing committee members (e.g., Federal Judiciary, Membership, and Pro Bono and Public Service) serve three-year terms. Members of special committees and

commissions (e.g., Coordinating Council for the Center for Professional Responsibility, Center for Human Rights, and Commission on Women in the Profession) serve a one-year term, generally renewable for a total of three years. These appointments provide an opportunity for each ABA president to support Goal IX/Goal III and to make the full participation of women at the highest levels of the Association's leadership a reality. More than

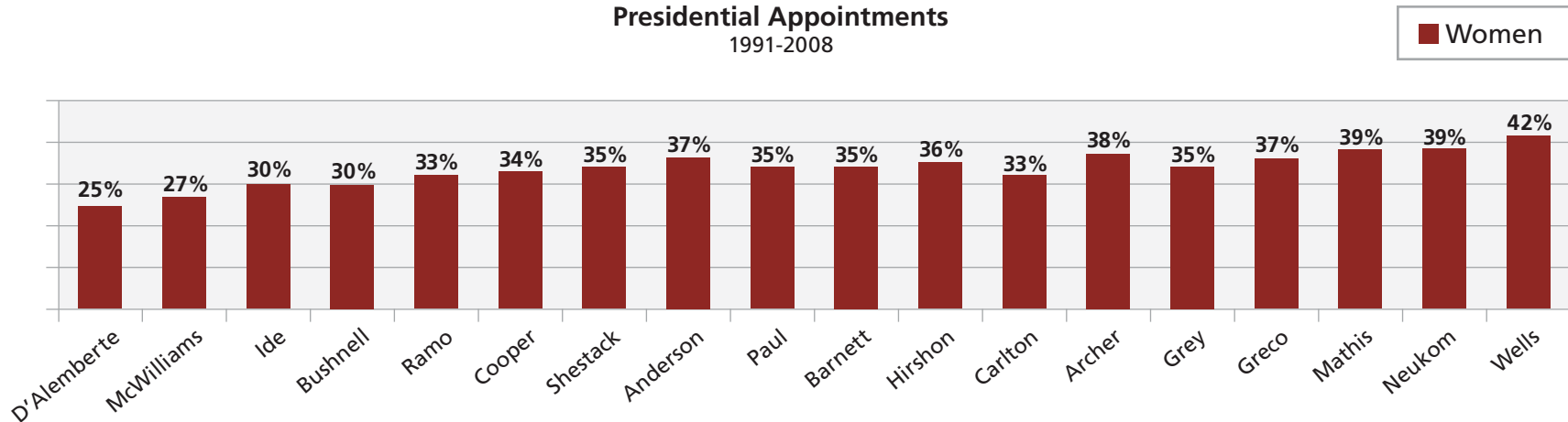
1,000 ABA members serve on these committees. The number of appointments the president can make varies each year.

All Association members are eligible for a presidential appointment, and nominees may nominate themselves or be recommended by others. Nominations may be made online starting late in the year, with submissions typically due by early March of the following year. A link to the presidential appointments

application will appear on the ABA home page at www.abanet.org.

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

Presidential Appointments
1991-2008





SECTIONS AND DIVISIONS*

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

Sections and forums* range in size from about 1,000 members to almost 75,000. Each entity draws its membership from lawyers, judges, or academicians and law students with common professional interests. Each entity operates with its own officers, programs, publications, and committees. Divisions also produce programs and publications but differ from sections in internal structure and membership. Sections contribute to policy-making, both in their subject areas and association-wide, by authoring many of the recom-

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

Section and division leadership has a direct impact on the status of women within the Association. Sections and divisions are the most visible Association entities, and the work of each section and division shapes the views of many Association members. An entity's commitment, or lack thereof, to diversity has far-reaching effects on the future of the section and the Association. Women,

particularly women of color, will be unlikely to attempt to become actively involved in the ABA or its sections or divisions in increasing numbers if pathways to leadership are limited or blocked. To attract women as members and leaders, many sections and divisions must continue to make a concerted effort to improve opportunities and support for women at all levels of leadership.

The number of women participating in sections and serving as leaders has increased; however, progress has been slow. Increased participation by women in section leadership represents significant efforts by certain sections that have not been replicated by other sections. Thirteen entities continue to have greater than 40% women membership. Given those numbers, it can be expected that, over time, leadership of these sections and divisions will reflect their high numbers of women members. However, this is far from consistently the case.

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

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

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

* Forums are analyzed separately at page 28.

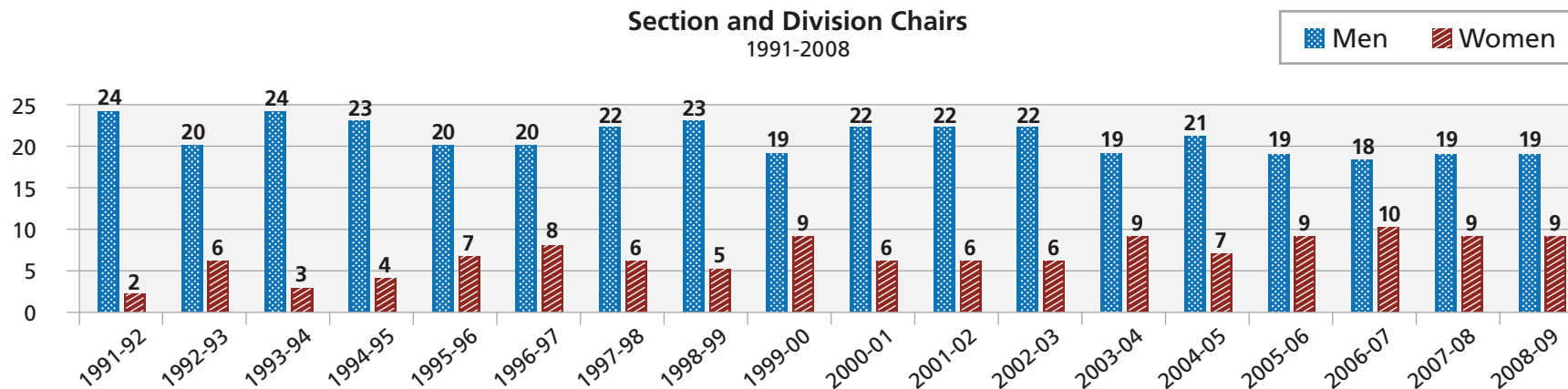
ABA Section and Division Membership
(As of 11/6/08)

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

* Represents lawyer, associate, and student members.

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

Section and Division Chairs
1991-2008



Section and Division Chairs

The section or division chair serves as the spokesperson for the entity. By the time he/she serves as chair, the chair has had some significant responsibility for the composition of the entity's leadership. Women chair nine of the 28 sections and divisions. This is the same number as 2007-2008. The following entities have a woman serving as chair for the 2008-2009 Association year: Dispute

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

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

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

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

Section and Division Chairs

| Section/Division | 05-06 | 06-07 | 07-08 | 08-09 Chair | 08-09 Chair-Elect |
|--------------------------------------|----------------------|-----------------------|----------------------|----------------------|----------------------|
| Administrative Law | ● | ○ | ○ | ○ | ○ |
| Antitrust Law | ○ | ○ | ● | ○ | ● |
| Business Law | ○ | ● | ○ | ○ | ○ |
| Criminal Justice | ○ | ○ | ○ | ○ | ○ |
| Dispute Resolution | ● * | ● | ○ | ● | ○ |
| Environment, Energy & Resources | ● | ○ | ○ | ● | ○ |
| Family Law | ● | ○ | ○ | ● * | ○ |
| General Practice | ○ | ○ | ○ | ○ | ○ |
| Government & Public Sector | ● | ● | ● | ○ | ● |
| Health Law | ○ | ○ | ○ | ● | ○ |
| Individual Rights & Responsibilities | ○ | ○ | ● | ○ | ○ |
| Intellectual Property Law | ○ | ● | ● | ○ | ○ |
| International Law | ○ | ● * | ○ | ○ | ○ |
| Judicial Division | ● | ● | ○ | ● | ○ |
| Labor & Employment Law | ○ | ● | ○ | ● | ● |
| Law Practice Management | ○ | ○ | ● * | ○ | ○ |
| Law Student Division | ● | ○ | ○ | ○ | n/a ✓ |
| Legal Education | ○ | ○ | ● | ○ | ○ |
| Litigation | ○ | ● * | ● | ○ | ● |
| Public Contract Law | ○ | ○ | ● | ○ | ● |
| Public Utility, Comm. & Trans. Law | ○ | ○ | ○ | ○ | ○ |
| Real Property, Trust & Estate Law | ○ | ● | ● | ○ | ○ |
| Science & Technology | ○ | ○ | ○ | ● | ● |
| Senior Lawyers Division | ○ | ○ | ○ | ○ | ○ |
| State & Local Government Law | ○ | ○ | ○ | ● * | ● |
| Taxation | ○ | ● | ○ | ○ | ● |
| Tort Trial & Insurance Practice | ● | ○ | ○ | ○ | ○ |
| Young Lawyers Division | ● | ○ | ○ | ● | ● * |
| TOTAL WOMEN CHAIRS | 9/28 (32.14%) | 10/28 (35.71%) | 9/28 (32.14%) | 9/28 (32.14%) | 9/27 (33.33%) |

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