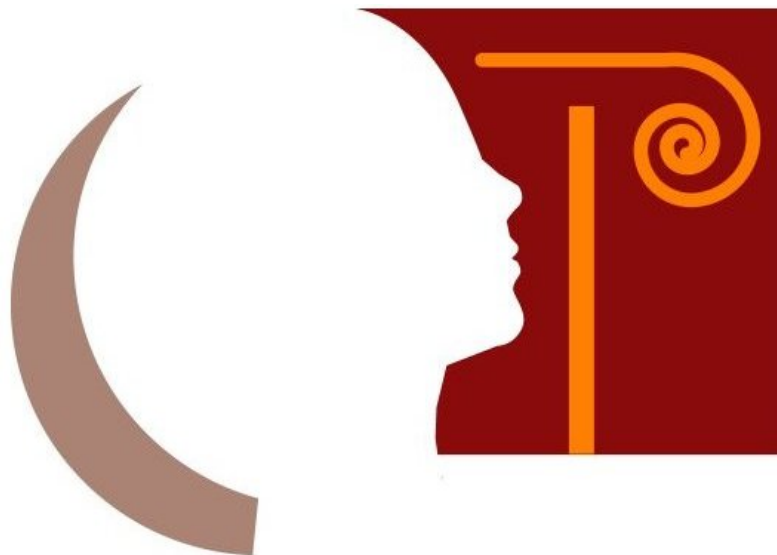


A Current Glance at Women in the Law April 2019

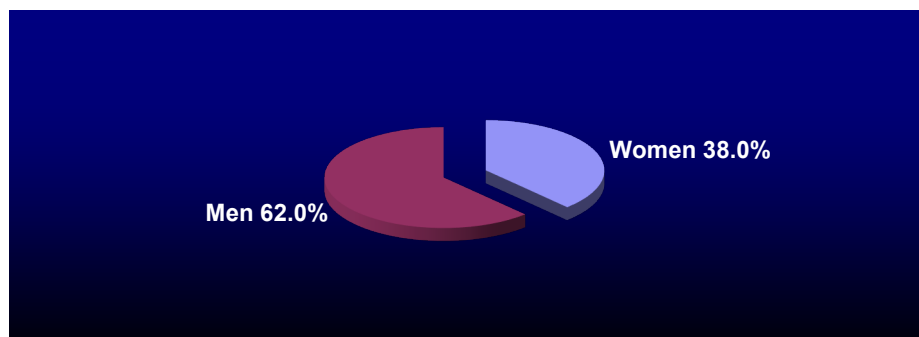


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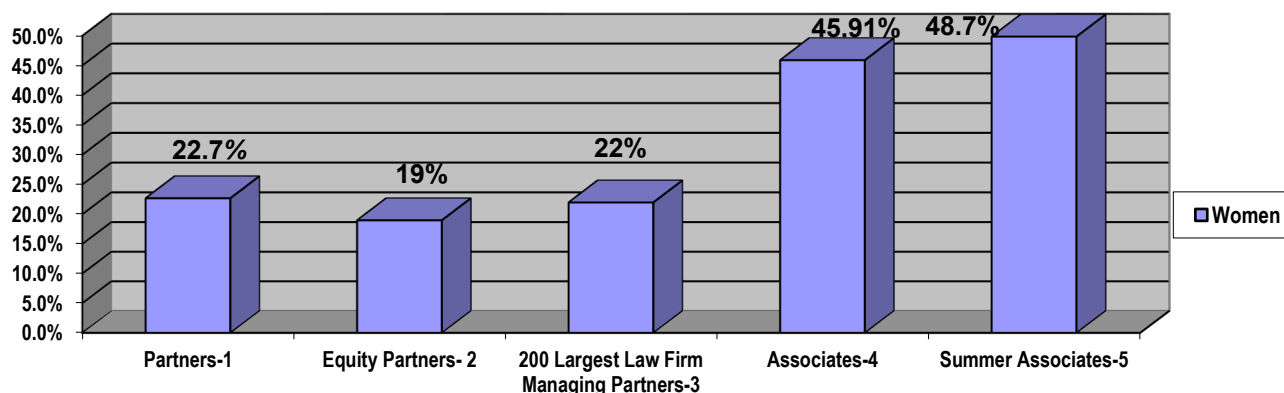
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Women in the Legal Profession



United States Census Bureau, January 18, 2019. <https://www.census.gov/library/stories/2018/05/women-lawyers.html>

Women in Private Practice



¹ 2017 Report on Diversity in U.S. Law Firms. National Association for Law Placement, January, 2017. www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf

² Report of the Tenth Annual National Survey on Promotion and Retention of Women in Law Firms. National Association of Women Lawyers and NAWL Foundation, September 2017. <http://www.nawl.org/d/do/663>

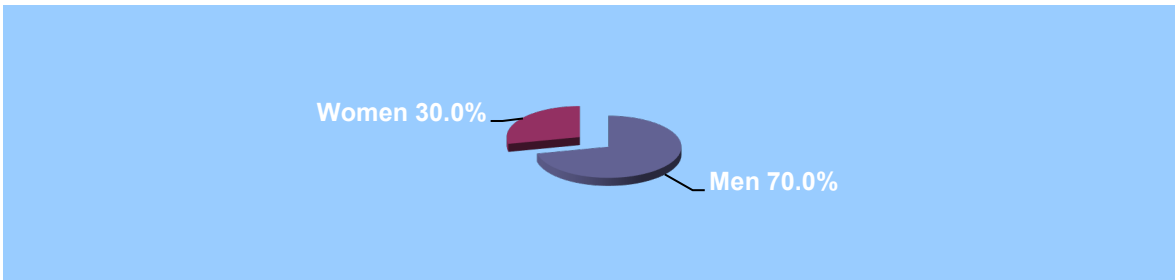
³ Report on Promotion and Retention of Women in Law Firms. National Association of Women Lawyers and NAWL Foundation, 2018. <https://www.nawl.org/page/2017>. Women are 22% of firmwide managing partners and 20% of office-level managing partners.

⁴ 2018 Report on Diversity in U.S. Law Firms. National Association for Law Placement, February 1, 2019. Quoted in *Legal Intelligencer*: <https://www.law.com/thelegalintelligencer/2019/02/01/law-firm-associates-can-play-an-important-role-in-diversity-effort/>

⁵ 2017 Report on Diversity in U.S. Law Firms. National Association for Law Placement, January, 2017. www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf

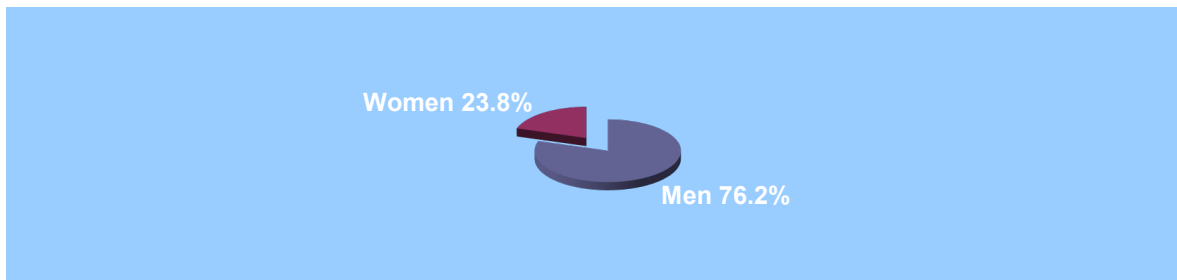
Women in Corporations

Fortune 500 General Counsel



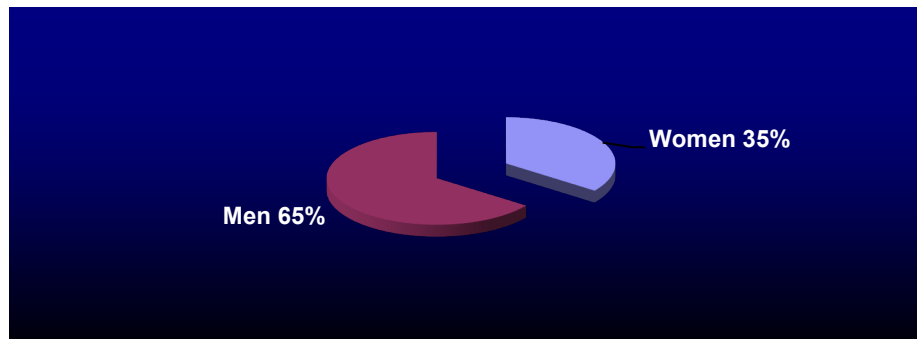
8 Stats You Need to Know about the Male-Female General Counsel Divide. Lawgeex, December 6, 2018.
<https://blog.lawgeex.com/8-stats-you-need-to-know-about-the-male-female-general-counsel-divide/>

Fortune 501-1000 General Counsel



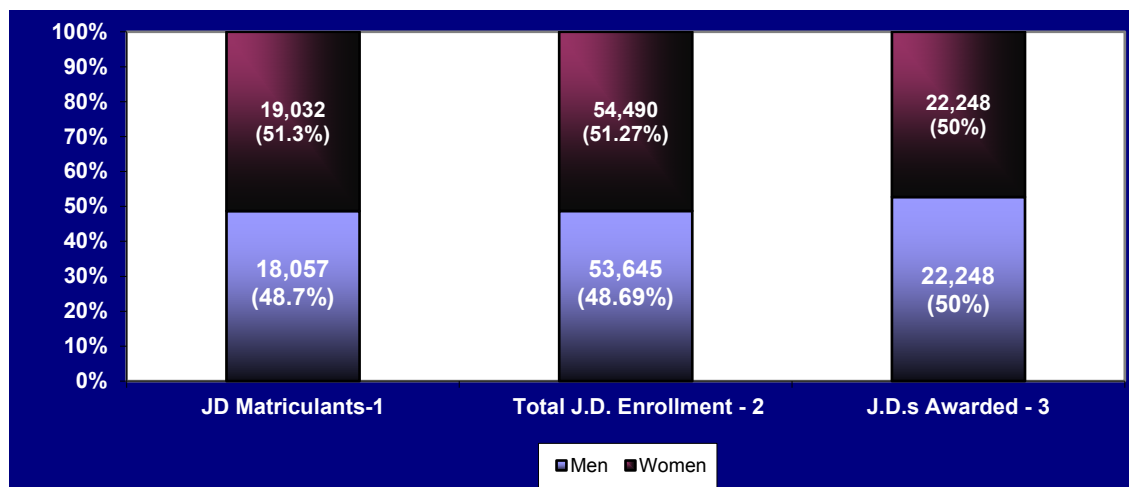
MCCA's 18th Annual General Counsel Survey: Breaking Through the Concrete Ceiling, One Woman at a Time. Minority Corporate Counsel Association, Winter 2017.
http://www.diversityandthebardigital.com/datb/winter_2017/MobilePagedReplica.action?pm=1&folio=8#pg 8

Law School Administration - Deans



National Law Journal, January 10, 2019. <https://www.law.com/nationallawjournal/2019/01/10/more-minority-women-ascend-to-law-dean-jobs/?fbclid=IwAR2-5ymSbZeehfFNK2t18G1LyXGcF5HgHqHsbmvUV9H38jV-JMbINqv1MQ>

Women in Law Schools



¹2016 JD Matriculants by Gender & Race/Ethnicity, Fall 2016. American Bar Association Section of Legal Education and Admissions to the Bar.

²ABA Required Disclosures (Standard 509 Reports), American Bar Association Section of Legal Education and Admissions to the Bar. The ABA reported a total enrollment of 110,156 students as of Dec. 15, 2017. https://www.americanbar.org/content/dam/aba/administrative/legal_education_and_admissions_to_the_bar/statistics/2017_509_enrollment_summary_report.authcheckdam.pdf

³Wisconsin Bar Association, October 17, 2018.

https://www.wisbar.org/newspublications/insidetack/pages/article.aspx?volume=10&issue=18&articleid=26639&fbclid=IwAR0BRiWqg1hww5FvxXuTLBpCuz06jqnMj_bFrfrqBLRKcURHGtIpZOHNfFec

Women on Law Reviews

“A random sample of the top 10 law reviews suggests that the number of women authors in 2017 is around 20%.”

<https://abovethelaw.com/2018/04/are-law-review-articles-a-waste-of-time/>

Women in the Judiciary

Representation of United States Federal Court Women Judges

Type of Court	Total # of Seats	Women	% of Women
United States Supreme Court	9	3	33.3%
Circuit Court of Appeals (Active) ¹	160 (active)	59	36.8% ²
Federal District Court Judges (Active) in the U.S. ³	570 (active)	194	34% ⁴

¹ U.S. Circuit and District Court Judges: Profile of Select Characteristics (R43426), McMillion, Barry J. U.S. Congressional Research Service. August 1, 2017. <https://fas.org/sgp/crs/misc/R43426.pdf>

² When considering the 19 vacancies that existed as of June 1, 2017, women were appointed to 33% of the 179 U.S. circuit court judgeships.

³ U.S. Circuit and District Court Judges: Profile of Select Characteristics (R43426), McMillion, Barry J. U.S. Congressional Research Service. August 1, 2017. <https://fas.org/sgp/crs/misc/R43426.pdf>

⁴ When considering the 103 vacancies that existed as of June 1, 2017, women were appointed to 29% of the 673 federal district court judgeships.

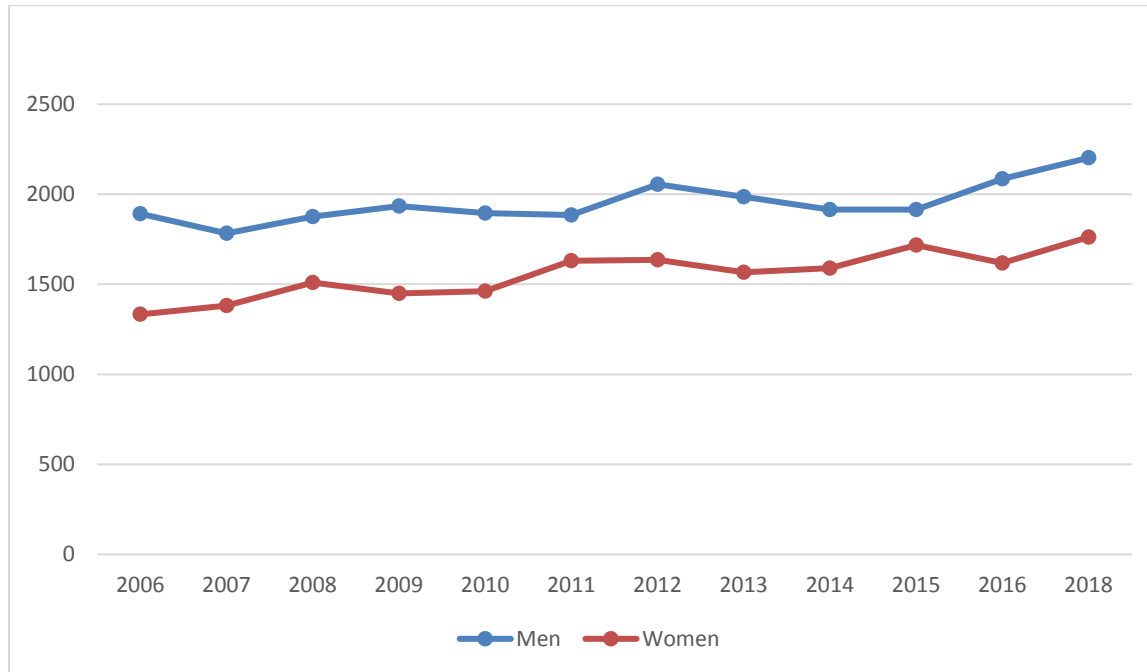
2016 Representation of United States State Court Women Judges

% White Women	% Women of Color
22	8

Gavel Gap (www.gavelgap.org)

Compensation

Weekly Salary Men vs. Women Lawyers



Women lawyers' weekly salary as a percentage of male lawyers' salary:

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2018
70.5%	77.5%	80.5%	74.9%	77.1%	86.6%	79.6%	78.9%	83.0%	89.7%	77.6%	80%

2018 Bureau of Labor Statistics, *Median weekly earnings of full-time wage and salary workers by detailed occupation and sex*. <https://www.bls.gov/cps/cpsaat39.htm>

Women Equity Partners Compensation

Globally, male partners are paid 27% more than female.

Acritas Research, 2018. <https://www.youtube.com/watch?v=2l1rOLnA8h0&feature=youtu.be>

Women in the ABA through 2018

	Total	Women	% Women
ABA Lawyer Members	295,678	96,786	34.8%
Board of Governors	44	18	41.1%
Section/Division Chairs, 2017-2018 Bar Year	28	9	32.1%
Total Presidential Appointments, 2017-2018	750	385	51.3%
Committee Chair Appointments, 2017-2018	99	37	37.3%

Women Presidents of the ABA:

- Judy Perry Martinez, President-Elect (2019-2020)
- Hilarie Bass (2017-2018)
- Linda A. Klein (2016-2017)
- Paulette Brown (2015-2016)
- Laurel Bellows (2012-2013)
- Carolyn B. Lamm (2009-2010)
- Karen J. Mathis (2006-2007)
- Martha W. Barnett (2000-2001)
- Roberta Cooper Ramo (1995-1996)

Women Chairs of the House of Delegates:

- Deborah Enix- Ross (2016-)
- Patricia Lee Refo (2014-2016)
- Linda A. Klein (2010-2012)
- Laurel G. Bellows (2006-2008)
- Karen J. Mathis (2000-2002)
- Martha W. Barnett (1994-1996)

Secretaries

- Mary L. Smith (2017-)
- Mary T. Torres (2014-2017)
- Cara Lee T. Neville (2011-2014)
- Bernice B. Donald (2008-2011)
- Ellen F. Rosenblum (2002-2005)
- Donna C. Willard-Jones (1996-1999)

Treasurer

- Michelle A. Behnke (2017-)
- Alice E. Richmond (2008-2011)

First Women Members of the ABA:

- Mary B. Grossman; Cleveland, OH (1918)
- Mary Florence Lathrop; Denver, CO (1918)

For more information on women's advancement into leadership positions in the ABA, see the ABA Center for Diversity and Inclusion's *Goal III Report* at <https://www.americanbar.org/groups/diversity/resources/goal3-reports/>

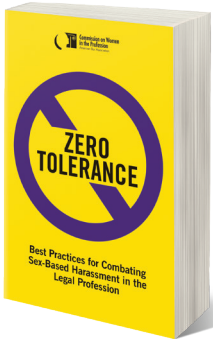
Women in Congress

23.4% of the U.S. House of Representatives and **25%** of the U.S. Senate are now female.

Catalyst. February 1, 2019. <https://www.catalyst.org/knowledge/women-government>

Want to improve these statistics for women lawyers? The Commission on Women in the Profession has resources for systemic change and personal empowerment. Turn the page to learn more!

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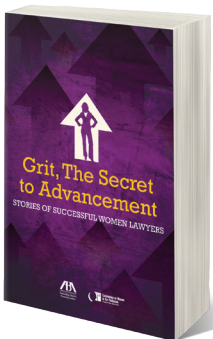


Zero Tolerance

Best Practices for Combating Sex-Based Harassment in the Legal Profession

A comprehensive update to the ABA Commission on Women in the Profession's previous sexual harassment material. The primary goal of this manual is to provide all too necessary tools to legal organizations and victims of harassment and bullying. It strives to enhance the common understanding of workplace abuse and expand it to include non-sexual abusive behavior, while introducing protections for individuals with a range of sexual orientations, genders, and racial and ethnic identities.

PRICE: \$49.95; ABA Members \$39.97 | PRODUCT CODE: 4920050

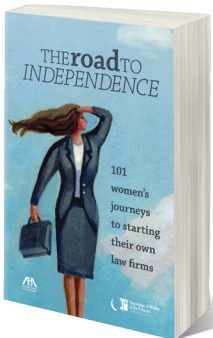


Grit, the Secret to Advancement

Stories of Successful Women Lawyers

This unique volume contains new research by the Commission on grit and growth mindset, two traits that have been shown to impact the success of women lawyers. The Commission's expanded research covered all legal work environments: solo practice; small, medium, and large firms; corporations; government; and nonprofits. The book also is a collection of 47 letters from a group of diverse women who have used these principles to advance in their careers, who share their advice, insight, and experience as female attorneys who have achieved success in the practice of law. You will learn from these women how to use grit and growth mindset to blaze your own trail to success.

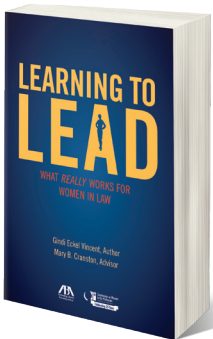
PRICE: \$34.95; ABA Members \$27.95 | PRODUCT CODE: 4920049



The Road to Independence

The Road to Independence is a collection of 101 letters from women who have taken the courageous and difficult step of creating a law firm of their own, either as a solo or with others. Focusing on the experiences of women-owned law firms, these women, in their personal voices, reiterate key themes: choosing a practice area true to their passion and high character and of controlling their destinies. Throughout this inspirational book, the reader will find business-savvy tidbits and practical tips for starting and growing a successful law practice in the words of the founders themselves. The letters compiled in this book reflect the voices of women who are happy with their practices, proud of their entrepreneurial spirit and business development skills, and eager to share their advice with others who may be emboldened to follow in their footsteps.

PRICE: \$39.95; ABA Members \$35.95 | PRODUCT CODE: 4920046



Learning to Lead

What *Really* Works for Women in Law

One of the Commission on Women in the Profession's highest priorities throughout the years has been to provide women lawyers with the information and tools they need to advance into leadership positions in all areas within the law. *Learning to Lead* provides a concise road map of the latest collective wisdom on leadership and applies those principles to women lawyers. It also features interviews with 11 women legal leaders who share their lessons learned and tips for success. Read this book, take action, and chart your course to leadership and success.

PRICE: \$24.95; ABA Members \$19.95 | PRODUCT CODE: 4920048

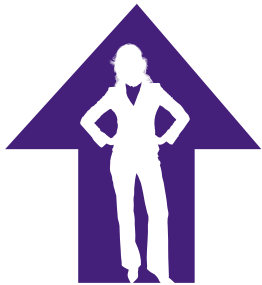


Women of Color Research Initiative—Strategies & Toolkit

The Women of Color Research Initiative

Following three cutting-edge research studies that analyzed the career trajectories and experiences of women of color and the prevalence of factors that support or undermine their retention and advancement, the Commission on Women in the Profession has developed the Women of Color Research Initiative Program Toolkit. This Toolkit—**available free of charge**

at ambar.org/WomenOfColor—guides you every step of the way and provides you with all the necessary tools to conduct a conference to inform on the research and strategies that will ensure the success of women of color. The Toolkit includes program agendas, customizable PowerPoint slides, video and written scenarios for discussion, program handouts, and a bibliography.



The Grit Project Program Toolkit

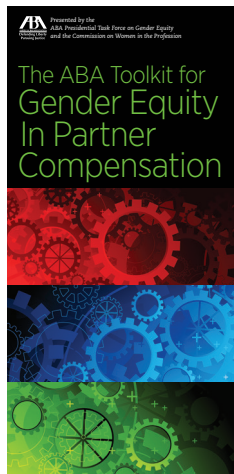
Using Grit and Growth Mindset to Advance Women in the Law

GRIT—perseverance and passion for long-term goals

GROWTH MINDSET—the view that one's abilities can be developed

The Grit Project educates about the science behind grit and growth mindset and, through its online Toolkit, provides bar associations, law firms, corporate legal departments, and women attorneys with the resources to assess, teach, and learn these traits. Ultimately, these traits can be taught and leveraged to enhance

the quality and effectiveness of women lawyers and ensure competence, better communication between attorney and client, and zealous advocacy on behalf of the client. The Toolkit—**available free of charge at ambar.org/grit**—provides all the materials needed to present a successful program on grit, including program agendas, customizable PowerPoint slides, concept guides for presenters, a library of relevant scenarios for group exercises including several digital vignettes, program handouts, and a bibliography.



Gender Equity in Partner Compensation Toolkit

Working towards Fair Pay for Women Lawyers

June 10, 2018 marks the 55th anniversary of the passage of the Equal Pay Act, which prohibits wage discrimination on the basis of sex. Yet despite the Act, equally educated women and men in the same occupations with similar work experiences bring home very different paychecks. Women lawyers are not immune from income inequality. Women partners in law firms earn substantially less than their male colleagues even when they perform exactly the same work, have similar books of business, and make similar (or even greater) contributions to firm administration. Unequal compensation diminishes women's prospects for success, and

unfairly undervalues the material contributions of women to their firms. Plus, pay inequities have a profound effect on a firm's performance and profits. The Toolkit, **available free of charge at americanbar.org/groups/diversity/women/gender_equity_task_force/toolkit_for_lawyer_compensation_achieving_gender_equality/** gives you all the materials you need to present a successful program, including: a program outline, customizable PowerPoint slides, questions for panelists, program handouts, and a bibliography. The Toolkit also provides text for use in your promotional efforts and suggested dates so that your program can coincide with national events to maximize publicity.



Zero Tolerance Program Toolkit

Combating Sex-Based Harassment in the Legal Profession

Thirty percent or more lawyers have experienced some form of sexual harassment and bullying in the workplace, and at law firms that number is likely higher. The persistence of sex-based harassment in the legal profession has profound effects on the physical and emotion well-being of female lawyers resulting in lowered job satisfaction and disillusion with the institution of law. As victims of sexual harassment come forward to the legal profession for support, what do the #MeToo and TIMES UP movements mean for lawyers who are themselves

the victims? The Toolkit, **available free of charge at ambar.org/zerotolerance**, examines the effects of sex-based harassment on associates and partners when they are attacked, sexualized and in other ways victimized on the job. The program also discusses how bullying can lead to prolonged cases of discrimination against victims. It explores the new *Zero Tolerance: Combating Sex-Based Harassment in the Legal Profession* manual so participants can learn how to build and enforce a successful anti-harassment policy statement.