



Commission on Women in the Profession

19TH ANNUAL REPORT CARD

PENNSYLVANIA BAR ASSOCIATION

Welcome to the 2013 Pennsylvania Bar Association's Commission on Women in the Profession's 19th Annual Report Card. Originally patterned after the American Bar Association's Report Card, when this report began in 1995, most of the collected data focused on the Pennsylvania Bar Association's (PBA) membership and highlighted the positions and statistics of women members within the organization. This focus supported our endeavors to increase growth and visibility of women members holding key positions within the PBA.

The Report Card has advanced each year to include information pertinent to women lawyers and trends within the profession and Commonwealth. The 2013 Report Card provides concrete data on women judges sitting on all levels of the state and federal judiciary throughout Pennsylvania, the number of women participating on all levels of the Pennsylvania Bar Association, highlights portions of the Commission on Women in the Profession's (WIP) Diversity Survey, acknowledges organizations particularly welcoming to women in the legal profession, recognizes our award winners and profiles prominent minority women attorneys practicing in the legal field.

In June of 2012, the Commission on Women in the Profession's Diversity Committee initiated a diversity survey to members of the Commission and women members of the PBA. We learned that although there is room for improvement, the PBA is viewed significantly more positively with regard to equal opportunities for diverse lawyers than the general legal community. Findings have prompted further discussion about the presence of the Commission's role in the PBA and how we can move forward with our mission. While more detailed information about the diversity survey can be found in the 2013 Winter Edition of *Voices & Views*, Vol. 18, No. 1, some survey results are included in this report.

The Commission on Women in the Profession issues this 19th Annual Report Card to serve as a measure of the evolving participation of women in the Pennsylvania Bar Association and in the judiciary. We continue to compare our current results with those from our initial year of reporting to better understand the progress that has already been made and with the hope that it will help identify deficiencies, reveal opportunities and inspire positive changes for women attorneys.

2013 Honor Roll of Legal Organizations Welcoming to Women

Ballard Spahr LLP
Duane Morris LLP
Eckert Seamans Cherin
& Mellott, LLC
Fox Rothschild LLP
High Swartz, LLP
Lamb McErlane PC
Pepper Hamilton LLP
Reed Smith, LLP
Saul Ewing LLP
Seidel Cohen Hof & Reid, LLC
White and Williams LLP

2013 Report Card Profiles

Ellen D. Bailey, Esq.
Beverly H. Rampaul, Esq.
Lisa M. Watson, Esq.

Maria Feeley
Renee Mattei Myers
2012-2013 Report Card Committee Co-Chairs

Elisabeth S. Shuster
Jacqueline Martinez
2012-2013 WIP Diversity Committee Co-Chairs

Stacy Hawkins
PBA Diversity Team Liaison

Pamela K. Kance
Tameka L. Altadonna
The Pennsylvania Bar Association

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PENNSYLVANIA BAR ASSOCIATION

WOMEN IN THE PROFESSION MISSION STATEMENT

The mission of the Pennsylvania Bar Association (“PBA”) Commission on Women in the Profession is to assure full and equal participation of women in the PBA, the legal profession, and the justice system. In order to achieve this mission, the Commission is to:

1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities, and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession, and ways and means by which women can utilize the Bar Association as a continuing organization to help solve and resolve problems unique to women in the profession.
2. Monitor the current status of women in the legal profession, identify their career paths and goals, and promote their advancement and achievement.
3. Develop educational programs to address discrimination against women lawyers and the unique barriers they encounter in pursuing their professional careers.
4. Make recommendations to the PBA Board of Governors and House of Delegates for action on issues the Commission identifies.
5. Make recommendations to the Courts, legislature, and other groups within the justice system on issues the Commission identifies through approval of the Board of Governors and House of Delegates.

PENNSYLVANIA BAR ASSOCIATION’S COMMISSION ON WOMEN IN THE PROFESSION

DIVERSITY COMMITTEE MISSION STATEMENT

The mission of the Pennsylvania Bar Association (“PBA”) Commission on Women in the Profession (“WIP”) Diversity Committee is to explore ways to encourage women of all backgrounds to join and be active in the WIP and the PBA and to meet their unique needs in the profession. The Diversity Committee defines diversity to include, but is not limited to, race, ethnicity, religion, national origin, sexual orientation, gender identity or expression, disability, age, marital status, geography (city, small towns, rural), and work environment (large, small and mid-size firms, sole practitioners, government lawyers, in-house counsel, judiciary, part-time, full time). The Diversity Committee seeks to create a culture within the WIP and the PBA that effectively values diversity and fosters inclusion. The Diversity Committee aims to promote the full and equal participation of women of all backgrounds in the WIP, the PBA, the legal profession and the justice system in general. For the full mission statement please go to

<http://www.pabar.org/public/committees/womenprf/WIP%20-%20Diversity%20Committee%20Mission%20Statement.pdf>



Report Card Executive Summary

JUDICIARY

STATE

- In 2012, 29% of those elected to the Supreme Court were women, 71% of those elected to the Superior Court were women, and 56% of those elected to the Commonwealth Court were women.
- Statewide, 29% of Judges serving as Court of Common Pleas Judges were women. Of the 90 Court of Common Pleas Judges in Philadelphia County, women judges represented 48%.
- Twenty-eight counties had no women judges.

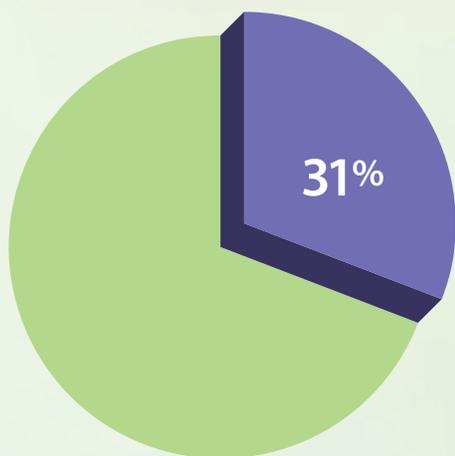
FEDERAL

In 2012, appointed women represented 20% of District Court Judges, 39% of Magistrate Judges, and 31% of Bankruptcy Judges.

- EASTERN DISTRICT: Women represented 19% of District Court Judges, 42% of US Magistrate Judges and 33% of Bankruptcy Judges.
- MIDDLE DISTRICT: Women represented 20% of District Court Judges and 33% of Bankruptcy Judges. There were no women US Magistrate Judges*
- WESTERN DISTRICT: Women represented 23% of District Court Judges, 67% of US Magistrate Judges and 25% of Bankruptcy Judges.

*Note: On December 3, 2012 Judge Susan E. Schwab assumed the role of US Magistrate Judge, succeeding the retired Honorable Andrew M. Smyser.

THE PBA IN 2012



The PBA in 2012

■ Women = 8,570

■ Men = 18,833

Total = 27,403

- Women represented 31% of the PBA membership.

- The Young Lawyers Division (YLD) represented 33% of the PBA membership. Women represented 45% of the YLD membership.

- With a total of 392 members in the PBA House of Delegates, women represented 33%.

- Women represented 46% of the PBA Board of Governors. In 1995, women represented 21% of the PBA Board of Governors.

- Women were the majority of the PBA committee membership, representing 57%.

- Of the 50 standing PBA Committees, 32%, or 16 had women solo chairs. In 1995, 32% of the 38 PBA Committees had women solo chairs.

- 55% of the members of the PBA Nominating Committee were women. In 1995, women represented 9% of the members of the PBA Nominating Committee.

- The Commission on Women in the Profession had nearly 700 members, almost twice as many members as the next largest committee.

- 50% of the 18 Sections within the PBA, or 9 sections, were chaired by women. In 1995, there was 1 section chaired by a woman.

- 17% or 3 out of 18 section representatives participating in the House of Delegates were women. In 1995, there was 1 woman out of 16 section representatives.

- Women represented 43% of the leadership in the Young Lawyers Division: the Immediate Past Chair, the ABA Representative, and the Division Delegate.

- The PBA has been led by two women presidents; Leslie Anne Miller in 1999 and Gretchen A. Mundorff in 2010.

PBA Commission on Women in the Profession (WIP)

DIVERSITY SURVEY

- The survey was distributed electronically to approximately 5,500 PBA members; all members of the Commission and all women members of the PBA for whom the PBA had an e-mail address.
- 99% of the Respondents were women (684). Two men or 0.3% responded to the survey.
- The majority (91%) of Respondents identified themselves as White or Caucasian (not Hispanic or Latino). Of the remaining Respondents, 4% identified as African-American, 2% as Asian, 2% as Hispanic, and 1% as two or more races. The opportunity to self-identify race or ethnicity was declined by 1 Respondent.
- Of the 686 Respondents, 35% were ages 25-35; 22% ages 46-55; 21% ages 36-45; 18% ages 56-65; 4% over 65.
- 30% of Respondents work in small law firms and 15% work in a solo practice. 9% work in each of the following areas of the law: judiciary, government, private, and mid-sized firm. Of the Respondents, 19% work in a non-profit organization, large-law firms, or are not practicing law (i.e., education).

Methodology

Sources:

- 2012/2013 Resource Guide to the Pennsylvania Bar Association.
- 2012 Pennsylvania Bar Association Lawyers Directory & Product Guide.
- Pennsylvania Bar Association membership records as of December 31, 2012.
- Administrative Office of Pennsylvania Courts Judicial Data
- 2012 WIP Diversity Committee Diversity Survey Report

Factors to consider:

- Some members of the PBA have gender neutral names so some errors may exist.
- Sample sizes must be recognized in the interpretation of these statistics.
- In comparisons, women's statistics are given first.
- Some positions were changed after publications of sources, with notations where necessary
- All percentages are of women and are rounded unless reported in greater detail.



2013 Commission on Women in the Profession Report Card 2012 PENNSYLVANIA JUDICIARY

STATE

Statewide in 2012, 23% of the Judges were women.

- 29% of those elected to the Supreme Court were women, 71% of those elected to the Superior Court were women, and 56% of those elected to the Commonwealth Court were women.
- 29% of Judges serving as Court of Common Pleas Judges were women*. Philadelphia had 43 women Court of Common Pleas Judges, which represented 48% in that county.
- Eleven counties had 1 woman judge.
- Twenty-eight counties had no women judges.

PENNSYLVANIA APPELLATE

| | |
|-------------------|------------------------------------|
| PA Supreme Court | 2 of 7 Sitting Justices were women |
| PA Superior Court | 10 of 14 Sitting Judges were women |
| PA Commonwealth | 5 of 9 Sitting Judges were women |

* Cameron and Elk, Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. (We have not double counted the judges for these counties.)

FEDERAL

EASTERN DISTRICT

| | |
|-----------------------|---|
| District Court Judges | 6 of 32 sitting Judges were women, which represents 19% |
| US Magistrate Judges | 5 of 12 sitting Judges were women, which represents 42% |
| Bankruptcy Judges | 2 of 6 sitting Judges were women, which represents 33% |

MIDDLE DISTRICT

| | |
|-----------------------|---|
| District Court Judges | 2 of 10 sitting Judges were women, which represents 20% |
| US Magistrate Judges | 0 of 5 sitting Judges were women |
| Bankruptcy Judges | 1 of 3 sitting Judges was a woman, which represents 33% |

WESTERN DISTRICT

| | |
|-----------------------|---|
| District Court Judges | 3 of 13 sitting Judges were women, which represents 23% |
| US Magistrate Judges | 4 of 6 sitting Judges were women, which represents 67% |
| Bankruptcy Judges | 1 of 4 sitting Judges was a woman, which represents 25% |

Appointed women represented 20% of District Court Judges, 39% of Magistrate Judges, and 31% of Bankruptcy Judges.

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, and the U.S. Virgin Islands. There were 4 women appointed judges representing 17% of the 23 member Third Circuit Court of Appeals. All four women were from Pennsylvania.

PENNSYLVANIA SITTING JUDGES BY COUNTY

Includes Court of Common Pleas, Supreme Court, Superior Court, Commonwealth Court, and Federal Judges

| County | F | M | %F | County | F | M | %F | County | F | M | %F |
|------------|----|----|-----|-------------|----|----|-----|----------------|------------|------------|------------|
| Adams | 0 | 4 | 0% | Elk | 0 | 1 | 0% | Northumberland | 0 | 4 | 0% |
| Allegheny | 26 | 54 | 33% | Erie | 4 | 14 | 22% | Out-of-state | 1 | 4 | 20% |
| Armstrong | 0 | 2 | 0% | Fayette | 1 | 5 | 17% | Perry | 0 | 1 | 0% |
| Beaver | 1 | 8 | 11% | Franklin | 2 | 4 | 33% | Philadelphia | 49 | 92 | 35% |
| Bedford | 0 | 2 | 0% | Greene | 0 | 2 | 0% | Pike | 0 | 1 | 0% |
| Berks | 2 | 18 | 10% | Huntingdon | 0 | 1 | 0% | Potter | 0 | 1 | 0% |
| Blair | 1 | 4 | 20% | Indiana | 1 | 3 | 25% | Schuylkill | 1 | 6 | 14% |
| Bucks | 4 | 10 | 29% | Jefferson | 0 | 3 | 0% | Snyder | 0 | 1 | 0% |
| Butler | 2 | 4 | 33% | Lackawanna | 2 | 17 | 11% | Somerset | 0 | 4 | 0% |
| Cambria | 1 | 8 | 11% | Lancaster | 2 | 15 | 12% | Susquehanna | 0 | 1 | 0% |
| Carbon | 0 | 4 | 0% | Lawrence | 0 | 4 | 0% | Tioga | 1 | 1 | 50% |
| Centre | 2 | 5 | 29% | Lebanon | 0 | 5 | 0% | Union | 1 | 2 | 33% |
| Chester | 4 | 12 | 25% | Lehigh | 4 | 12 | 25% | Venango | 0 | 3 | 0% |
| Clarion | 0 | 1 | 0% | Luzerne | 1 | 16 | 6% | Warren | 1 | 3 | 25% |
| Clearfield | 0 | 2 | 0% | Lycoming | 2 | 6 | 25% | Washington | 2 | 5 | 29% |
| Clinton | 0 | 3 | 0% | McKean | 0 | 3 | 0% | Wayne | 0 | 2 | 0% |
| Columbia | 0 | 2 | 0% | Mercer | 0 | 6 | 0% | Westmoreland | 4 | 12 | 25% |
| Crawford | 0 | 3 | 0% | Mifflin | 0 | 2 | 0% | Wyoming | 0 | 2 | 0% |
| Cumberland | 2 | 7 | 22% | Monroe | 3 | 7 | 30% | York | 4 | 14 | 22% |
| Dauphin | 5 | 15 | 25% | Montgomery | 10 | 22 | 31% | Totals: | 154 | 505 | 23% |
| Delaware | 6 | 19 | 24% | Northampton | 2 | 11 | 15% | | | | |

Women in the Profession

19TH ANNUAL REPORT CARD

2012 PENNSYLVANIA BAR ASSOCIATION MEMBERS BY COUNTY

| County | F | M | %F | County | F | M | %F | County | F | M | %F |
|------------|------|------|-----|-------------|-----|------|-----|----------------|------------|------------|------------|
| Adams | 22 | 47 | 32% | Erie | 110 | 390 | 22% | Northumberland | 7 | 65 | 10% |
| Allegheny | 1220 | 2486 | 33% | Fayette | 42 | 90 | 32% | Out-of country | 5 | 12 | 29% |
| Armstrong | 7 | 25 | 22% | Forest | 0 | 1 | 0% | Out-of-state | 1008 | 1970 | 34% |
| Beaver | 32 | 137 | 19% | Franklin | 48 | 98 | 33% | Perry | 7 | 20 | 26% |
| Bedford | 8 | 18 | 31% | Fulton | 3 | 5 | 38% | Philadelphia | 1654 | 3054 | 35% |
| Berks | 139 | 406 | 26% | Greene | 11 | 23 | 32% | Pike | 11 | 20 | 35% |
| Blair | 31 | 92 | 25% | Huntingdon | 4 | 26 | 13% | Potter | 4 | 11 | 27% |
| Bradford | 12 | 30 | 29% | Indiana | 17 | 52 | 25% | Schuylkill | 49 | 133 | 27% |
| Bucks | 224 | 500 | 31% | Jefferson | 7 | 20 | 26% | Snyder | 1 | 14 | 7% |
| Butler | 72 | 122 | 37% | Juniata | 3 | 13 | 19% | Somerset | 23 | 59 | 28% |
| Cambria | 36 | 141 | 20% | Lackawanna | 141 | 466 | 23% | Sullivan | 1 | 4 | 20% |
| Cameron | 1 | 3 | 25% | Lancaster | 209 | 504 | 29% | Susquehanna | 9 | 23 | 28% |
| Carbon | 22 | 49 | 31% | Lawrence | 16 | 77 | 17% | Tioga | 10 | 26 | 28% |
| Centre | 113 | 160 | 41% | Lebanon | 32 | 84 | 28% | Union | 9 | 22 | 29% |
| Chester | 266 | 568 | 32% | Lehigh | 156 | 408 | 28% | Venango | 12 | 37 | 24% |
| Clarion | 4 | 25 | 14% | Luzerne | 77 | 309 | 20% | Warren | 10 | 24 | 29% |
| Clearfield | 13 | 39 | 25% | Lycoming | 66 | 153 | 30% | Washington | 112 | 268 | 29% |
| Clinton | 5 | 35 | 13% | McKean | 4 | 23 | 15% | Wayne | 14 | 36 | 28% |
| Columbia | 12 | 36 | 25% | Mercer | 35 | 117 | 23% | Westmoreland | 125 | 351 | 26% |
| Crawford | 34 | 78 | 30% | Mifflin | 6 | 31 | 16% | Wyoming | 9 | 17 | 35% |
| Cumberland | 188 | 414 | 31% | Monroe | 32 | 98 | 25% | York | 147 | 372 | 28% |
| Dauphin | 656 | 1150 | 36% | Montgomery | 729 | 1665 | 30% | Totals: | 154 | 505 | 23% |
| Delaware | 338 | 694 | 33% | Montour | 4 | 14 | 22% | | | | |
| Elk | 3 | 17 | 15% | Northampton | 133 | 356 | 27% | | | | |

In 2012, women represented 31% of the total PBA membership. With some exceptions, women members were more heavily represented in large urban counties, e.g., Philadelphia and surrounding counties in the east and Allegheny in the west.

The Diversity Survey revealed that nearly half of the Respondents practiced outside of urban/metropolitan areas:

| | | |
|---|-----|-----|
| Urban area/Metropolitan City (pop. > 200,000) | 364 | 53% |
| Suburban Town | 236 | 34% |
| Rural County | 85 | 12% |

PBA LEADERSHIP

EXECUTIVE OFFICERS

| | |
|---------------------------------|--------------------------|
| <i>President</i> | Thomas G. Wilkinson, Jr. |
| <i>President Elect</i> | Forest N. Myers |
| <i>Vice President</i> | Francis X. O'Connor |
| <i>Immediate Past President</i> | Matthew J. Creme, Jr. |

BOARD OF GOVERNORS

The PBA Board of Governors is comprised of: PBA General Officers (President, President-Elect, Vice President, Immediate Past President), Chair of the House of Delegates, Secretary, and Treasurer (2 women and 1 man); three representatives from the Young Lawyers Division (1 woman and 2 men), One Zone Governor from each of the 12 zones (6 Zones have women Governors); three Governors-at-large (2 women and 1 man) and one Unit County Governor (a woman).

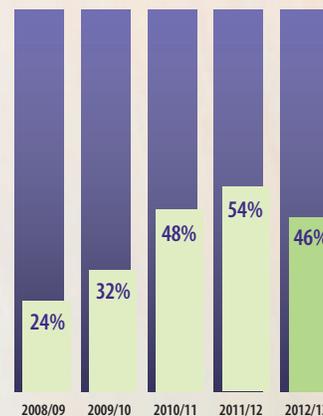
- 12 women represented 46% of the 26 members of the Board of Governors.

NOMINATING COMMITTEE

The Nominating Committee selects one candidate for each of the General Officers of the PBA to be presented to the House of Delegates. The Committee consists of all Zone Governors, the Unit County Governor, the Minority Governors, the Woman Governor, the five living immediate past presidents of the PBA, the living immediate past chair of the YLD, two committee and three section representatives, a representative from the Conference of County Bar Leaders Executive Committee, a representative selected by the Executive Council of the Commission on Women in the Profession Committee and a representative selected by the Executive Council of the Minority Bar Committee, a representative selected by the Executive Committee of the Solo and Small Firm Section, and a representative selected by the Executive Council of the Young Lawyers Division. Alternating odd and even years, beginning in 2011; a representative selected by the members of the Gay & Lesbian Rights Committee (odd year), a representative selected by the members of the Legal Services to Persons with Disabilities Committee (even year).

- 18 women represented 55% of the 33 members of the PBA Nominating Committee.

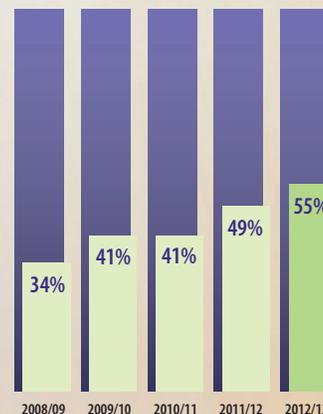
BOARD OF GOVERNORS



2012/13

Women = 12 Men = 14 Total = 26

NOMINATING COMMITTEE



2012/13

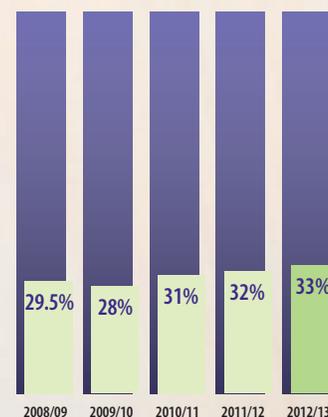
Women = 18 Men = 15 Total = 33

HOUSE OF DELEGATES

The House of Delegates sets the policy of the PBA and is comprised of the following members: PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary, and Treasurer); all other members of the Board of Governors; one member from each zone for each 100 active members*; one additional member from each unit membership zone; living former PBA presidents and chairs of the House; one representative of each county bar association; the immediate past PBA Secretary, Treasurer, and Zone Governors; representatives of sections and of the Young Lawyers Division; the Attorney General of Pennsylvania; the state delegate to the ABA House: the Court Administrator of Pennsylvania; deans of Pennsylvania law schools, Law School Division Delegate and one student member from each accredited Pennsylvania law school.

**Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone. The zone members of the House of Delegates are selected by election within each zone.*

In 2012, 130 women delegates represented 33% of the 392 members of the PBA House of Delegates.

HOUSE OF DELEGATES

2012/13

Women = 130 Men = 262 Total = 392

HOUSE OF DELEGATES BY ZONE

Zones with a 50% or greater representation of Women Delegates were 3 and 10.

Zone 10 – 57% Armstrong, Beaver, Butler, Lawrence and Mercer

Zone 3 – 50% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry and York

Zones 1 and 12 also had great representation.

Zone 1 – 39% Philadelphia

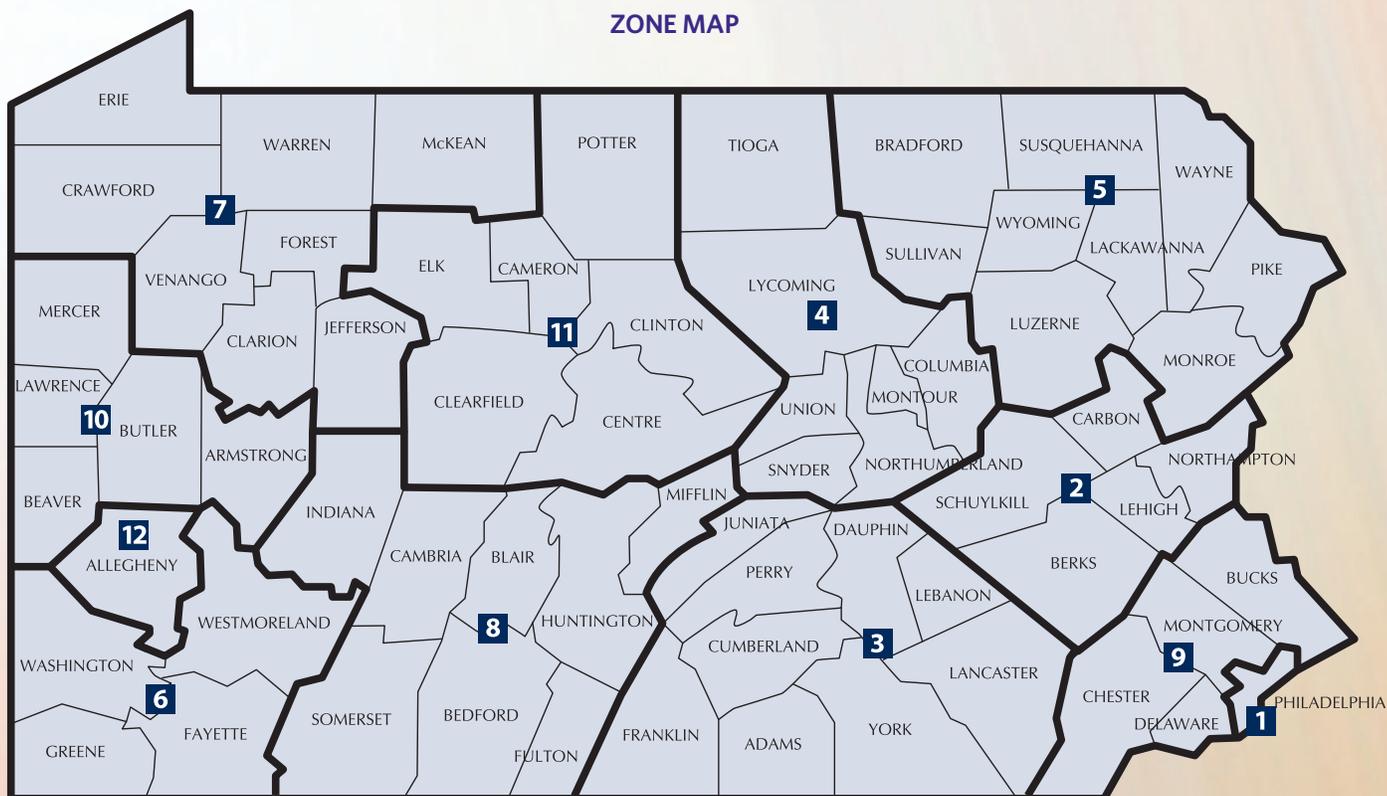
Zone 12 – 38% Allegheny

Women in the Profession

19TH ANNUAL REPORT CARD

| 2008/09 | | | 2009/10 | | | 2010/11 | | | 2011/12 | | | 2012/13 | | | |
|--------------|----|-----|---------|----|-----|---------|----|-----|---------|----|-----|-----------|------------|------------|---------|
| F | M | %F | F | M | %F | F | M | %F | F | M | %F | F | M | %F | |
| 25 | 49 | 34% | 23 | 47 | 33% | 24 | 40 | 38% | 24 | 39 | 39% | 24 | 39 | 39% | Zone 1 |
| 5 | 23 | 18% | 4 | 24 | 14% | 6 | 22 | 22% | 6 | 23 | 21% | 7 | 21 | 26% | Zone 2 |
| 25 | 39 | 40% | 22 | 31 | 42% | 28 | 36 | 44% | 31 | 32 | 50% | 32 | 32 | 50% | Zone 3 |
| 4 | 9 | 31% | 1 | 10 | 9% | 2 | 12 | 15% | 3 | 11 | 22% | 3 | 9 | 26% | Zone 4 |
| 4 | 16 | 21% | 5 | 19 | 21% | 5 | 19 | 21% | 7 | 18 | 29% | 8 | 18 | 31% | Zone 5 |
| 5 | 14 | 27% | 7 | 13 | 35% | 8 | 12 | 41% | 6 | 14 | 31% | 6 | 14 | 31% | Zone 6 |
| 3 | 11 | 22% | 4 | 11 | 27% | 4 | 14 | 23% | 4 | 13 | 24% | 3 | 14 | 18% | Zone 7 |
| 2 | 13 | 14% | 2 | 14 | 13% | 2 | 15 | 12% | 2 | 15 | 12% | 4 | 12 | 26% | Zone 8 |
| 16 | 48 | 26% | 13 | 46 | 22% | 15 | 54 | 22% | 14 | 50 | 22% | 13 | 47 | 22% | Zone 9 |
| 7 | 8 | 47% | 6 | 8 | 43% | 7 | 7 | 51% | 7 | 9 | 44% | 9 | 7 | 57% | Zone 10 |
| 3 | 7 | 31% | 4 | 8 | 33% | 3 | 9 | 26% | 3 | 9 | 26% | 4 | 9 | 31% | Zone 11 |
| 16 | 38 | 30% | 13 | 34 | 28% | 18 | 33 | 36% | 19 | 32 | 38% | 18 | 30 | 38% | Zone 12 |
| Total | | | | | | | | | | | | 68 | 160 | 34% | |

ZONE MAP



COMMITTEES

In the 2012 Bar Year, there were 50 active PBA Committees. Each committee addresses an area of concern in the practice of law. Generally, committees have chairs and vice chairs, and can have co-chairs and/or co-vice chairs. The President-Elect appoints leadership for committees. In reviewing the percentage of women participating in committees, it is important to keep in mind that in 2012 women represented 31% of the PBA membership and 57% of all committee members.

A solo chair is one who chairs a committee alone, without a co-chair; though she or he may have a vice-chair. Of the standing PBA Committees, 32%, or 16 had women solo chairs; 25 were chaired alone by a male.

The Commission on Women in the Profession was the largest committee in the Pennsylvania Bar Association, with a roster of nearly 700 members.

In the 2012 Bar Year, the following committees had women membership of less than 30%:

| Committee | % Female |
|--|----------|
| PABAR-PAC | 15% |
| Professional Liability Committee | 17% |
| Legal Ethics & Professional Responsibility Committee | 18% |
| Bar/Press Committee | 21% |
| Judicial Independence Committee | 21% |
| Amicus Curiae Brief Committee | 25% |
| Bylaws Committee | 25% |
| Senior Lawyers Committee | 26% |
| Access to Justice Committee | 29% |

Women in the Profession

19TH ANNUAL REPORT CARD

| Committee | 2008/09 | | 2009/10 | | 2010/11 | | 2011/12 | | 2012/13 | |
|---|---------|-----|---------|-----|---------|-----|---------|-----|---------|-----|
| | F | %F |
| Access to Justice | | | | | 6 | 30% | 6 | 30% | 6 | 29% |
| Agricultural Law | 16 | 31% | 20 | 39% | 15 | 39% | 16 | 41% | 19 | 40% |
| Alternative Dispute Resolution | 59 | 33% | 56 | 34% | 43 | 33% | 66 | 42% | 75 | 38% |
| Amicus Curiae Brief* | 2 | 20% | 2 | 20% | 3 | 30% | 4 | 33% | 3 | 25% |
| Animal Law | 63 | 61% | 72 | 63% | 55 | 69% | 56 | 71% | 49 | 68% |
| Appellate Advocacy | 56 | 47% | 60 | 48% | 41 | 49% | 45 | 52% | 32 | 44% |
| Bar/Press* | 1 | 11% | 1 | 11% | 1 | 11% | 3 | 25% | 3 | 21% |
| Bylaws | 4 | 25% | 4 | 24% | 5 | 33% | 4 | 31% | 4 | 25% |
| Charitable Organizations | 31 | 44% | 27 | 43% | 15 | 43% | 27 | 46% | 32 | 52% |
| Child Advocate Pro Bono | | | 17 | 81% | 16 | 76% | | | | |
| Children's Rights | 73 | 83% | 63 | 78% | 45 | 79% | 72 | 80% | 84 | 77% |
| Civil & Equal Rights | 33 | 45% | 29 | 44% | 30 | 45% | 45 | 52% | 52 | 48% |
| Collaborative Law Committee | | | | | | | 62 | 66% | 85 | 68% |
| Community & Public Relations | 16 | 47% | 14 | 50% | 12 | 55% | 13 | 68% | 12 | 50% |
| Corrections System | 13 | 38% | 9 | 28% | 12 | 43% | 14 | 35% | 14 | 42% |
| Editorial* | 5 | 28% | 5 | 25% | 6 | 30% | 6 | 32% | 7 | 33% |
| Federal Practice | 27 | 42% | 26 | 43% | 37 | 49% | 52 | 51% | 57 | 48% |
| Gaming Law | 19 | 23% | 13 | 18% | 8 | 15% | 10 | 23% | 12 | 31% |
| Gay/Lesbian Rights | 26 | 51% | 14 | 48% | 16 | 59% | 12 | 60% | 23 | 61% |
| Government Lawyers | 122 | 50% | 131 | 51% | 125 | 50% | 125 | 50% | 135 | 52% |
| Health Care Law | 48 | 40% | 49 | 42% | 23 | 31% | 39 | 48% | 35 | 45% |
| Immigration Law Committee | | | | | | | 27 | 49% | 25 | 61% |
| In-House Counsel | 31 | 36% | 32 | 40% | 24 | 44% | 25 | 47% | 37 | 46% |
| Insurance Staff Attorney | 11 | 27% | 13 | 33% | 12 | 27% | 12 | 27% | 15 | 33% |
| Judicial Administration | 22 | 29% | 20 | 32% | 17 | 39% | 19 | 41% | 14 | 32% |
| Judicial Campaign Advertising* | 6 | 38% | 6 | 35% | 6 | 33% | 5 | 31% | 5 | 31% |
| Judicial Evaluation* | 7 | 54% | 8 | 50% | 9 | 56% | 10 | 63% | 8 | 53% |
| Judicial Independence Commission* | 10 | 21% | 10 | 21% | 8 | 18% | 9 | 21% | 8 | 21% |
| Law-Related Education | 15 | 52% | 18 | 56% | 14 | 45% | 23 | 64% | 20 | 57% |
| Lawyer Advertising Task Force* | 2 | 11% | | | | | | | | |
| Lawyers Assistance | 5 | 15% | 6 | 16% | 5 | 17% | 6 | 25% | 8 | 32% |
| Legal Ethics & Professional Resp.* | 15 | 21% | 13 | 17% | 13 | 18% | 13 | 18% | 14 | 18% |
| Legal Services for Exceptional Children | 39 | 60% | 36 | 58% | 31 | 57% | 32 | 62% | 31 | 57% |
| Legal Services to Persons with Disabilities | 21 | 49% | 20 | 54% | 18 | 62% | 21 | 68% | 23 | 56% |
| Legal Services to the Public | 37 | 59% | 43 | 64% | 34 | 58% | 36 | 63% | 37 | 59% |
| Legislative Relations Task Force* | 6 | 26% | | | | | | | | |
| Loan Forgiveness Implementation* | 11 | 44% | | | | | | | | |
| Long Range Planning Strategic Goals | 9 | 43% | | | | | | | | |
| Medical and Health Related Issues | 26 | 43% | 19 | 38% | 18 | 53% | | | | |
| Member Benefits and Services | 12 | 39% | 11 | 38% | 9 | 43% | 10 | 40% | | |
| Membership Development Committee | | | | | | | | | 10 | 34% |
| Military and Veterans* | 11 | 20% | 17 | 30% | 14 | 26% | 14 | 32% | 14 | 33% |
| Minority Bar Association | 75 | 57% | 109 | 59% | 145 | 60% | 173 | 62% | 197 | 63% |
| Outreach to Children Initiative* | 8 | 40% | | | | | | | | |

CONTINUED NEXT PAGE

Women in the Profession

19TH ANNUAL REPORT CARD

CONTINUED

| Committee | 2008/09 | | 2009/10 | | 2010/11 | | 2011/12 | | 2012/13 | |
|--|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|
| | F | %F |
| PABAR-PAC* | 3 | 17% | 6 | 30% | 6 | 30% | 4 | 22% | 3 | 15% |
| PBA Constitutional Review Commission | | | | | 12 | 40% | 12 | 40% | | |
| PBA Diversity Task Force | | | | | 12 | 46% | 12 | 48% | | |
| PBA Diversity Team | | | | | | | 10 | 67% | 13 | 72% |
| PBA Leadership Recruitment & Development* | 7 | 58% | 6 | 50% | 5 | 45% | 14 | 82% | 15 | 79% |
| PBA Task Force on Code of Judicial Conduct | | | | | | | | | 6 | 40% |
| Plain English | 17 | 47% | 21 | 57% | 13 | 37% | 15 | 52% | 21 | 50% |
| Presidential Planning* | 8 | 30% | 7 | 37% | | | 9 | 56% | 7 | 39% |
| Pro Bono Award Winners | | | | | | | | | 84 | 39% |
| Professional Liability | 9 | 13% | 8 | 11% | 9 | 15% | 12 | 18% | 11 | 17% |
| Professional Practice Standards* | 2 | 15% | | | | | | | | |
| Professionalism | 22 | 42% | 18 | 35% | 11 | 30% | | | | |
| Quality of Life/Balance | 21 | 64% | 21 | 62% | 17 | 63% | 20 | 61% | 20 | 65% |
| Review & Certifying Board* | 8 | 62% | 5 | 56% | 3 | 75% | 5 | 63% | 8 | 67% |
| Senior Lawyers | 4 | 9% | 4 | 9% | 3 | 9% | 7 | 18% | 11 | 26% |
| Sports, Entertainment & Art | 17 | 32% | 17 | 37% | | | 17 | 63% | | |
| Statutory Law | 13 | 33% | 12 | 30% | 9 | 29% | 14 | 39% | 13 | 33% |
| Technology & PBA Website* | 4 | 19% | | | | | 0 | 0% | | |
| Unauthorized Practice of Law | 13 | 21% | 13 | 23% | 11 | 26% | 16 | 33% | 15 | 31% |
| Women in the Profession Commission | 674 | 98% | 720 | 98% | 568 | 98% | 677 | 99% | 684 | 99% |
| Totals | 1815 | 52% | 1851 | 54% | 1678 | 56% | 1939 | 59% | 2116 | 57% |

*Denotes committee entirely appointed by the PBA President-Elect.

71% of those who responded to the Diversity Survey were not members of the Commission. These Respondents were asked to check all reasons that applied for not joining, and the results revealed:

| | |
|---|-----|
| I am active in other PBA Sections/Committees and do not have the time | 98 |
| WIP programs do not relate to my practice and/or professional interests | 64 |
| The location of WIP programs is not convenient for me | 73 |
| I belong to my local bar association's women's committee/section | 65 |
| Cost | 113 |

In addition, another 5% stated elsewhere in the survey that they had been unaware of or had little if any knowledge about WIP.

Women in the Profession

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SECTIONS

Section membership is open to any PBA member who pays section dues. Sections elect their officers, council members, and House of Delegates representatives.

In the 2012 Bar Year, there were 9 women, representing 50% of the total number of section chairs. There were 3 women representatives selected to participate in the House of Delegates out of 18, which represented 17%.

| | | F | M | %F | Chair | Vice Chair | Secretary | Treasurer | Section Del. |
|-------------------------------------|---------|-------------|-------------|------------|------------------|------------------|------------------|-----------------|------------------|
| Administrative Law | Council | 12 | 16 | 43% | F | F | - | - | M |
| | Members | 81 | 162 | 33% | - | - | - | - | - |
| Aeronautical & Space | Council | 1 | 4 | 20% | M | - | - | - | M |
| | Members | 5 | 29 | 15% | - | - | - | - | - |
| Business Law | Council | 8 | 17 | 32% | M | F | F | M | M |
| | Members | 279 | 1072 | 21% | - | - | - | - | - |
| Civil Litigation | Council | 13 | 30 | 30% | F | M | F | F | M |
| | Members | 400 | 1593 | 20% | - | - | - | - | - |
| Criminal Justice Section | Council | 1 | 9 | 10% | F | M | M | - | M |
| | Members | 129 | 426 | 23% | - | - | - | - | - |
| Education Law | Council | 2 | 5 | 29% | M | - | - | - | M |
| | Members | 78 | 160 | 33% | - | - | - | - | - |
| Elder Law | Council | 22 | 16 | 58% | M | F | M | F | F |
| | Members | 225 | 571 | 28% | - | - | - | - | - |
| Environmental and Energy Law | Council | 2 | 13 | 13% | F | M | M | M | M |
| | Members | 113 | 405 | 22% | - | - | - | - | - |
| Family Law | Council | 27 | 38 | 42% | F | F | M | M | M |
| | Members | 685 | 622 | 52% | - | - | - | - | - |
| Intellectual Property | Council | 4 | 23 | 15% | M | F | M | M | M |
| | Members | 73 | 220 | 25% | - | - | - | - | - |
| International & Comparative Law | Council | 1 | 3 | 25% | M | - | - | - | M |
| | Members | 27 | 74 | 27% | - | - | - | - | - |
| Labor & Employment Law | Council | 9 | 14 | 39% | F | F | F | M | M |
| | Members | 228 | 469 | 33% | - | - | - | - | - |
| Municipal Law | Council | 3 | 14 | 18% | F | F | M | - | M |
| | Members | 102 | 540 | 16% | - | - | - | - | - |
| Public Utility Law | Council | 10 | 7 | 59% | F | M | - | - | F |
| | Members | 53 | 110 | 33% | - | - | - | - | - |
| Real Property, Probate, & Trust Law | Council | 12 | 13 | 48% | F | M | M | M | F |
| | Members | 477 | 1695 | 22% | - | - | - | - | - |
| Solo & Small Firm Practice | Council | 19 | 21 | 48% | M | F | F | - | M |
| | Members | 240 | 595 | 29% | - | - | - | - | - |
| Tax Law | Council | 7 | 14 | 33% | M | F | F | - | M |
| | Members | 107 | 493 | 18% | - | - | - | - | - |
| Workers Compensation Law | Council | 12 | 40 | 23% | M | M | M | M | M |
| | Members | 182 | 556 | 25% | - | - | - | - | - |
| Council Totals | | 165 | 297 | 36% | 9 of 18 F | 9 of 15 F | 5 of 13 F | 2 of 9 F | 3 of 18 F |
| Member Totals | | 3484 | 9792 | 26% | 50% | 60% | 38% | 22% | 17% |

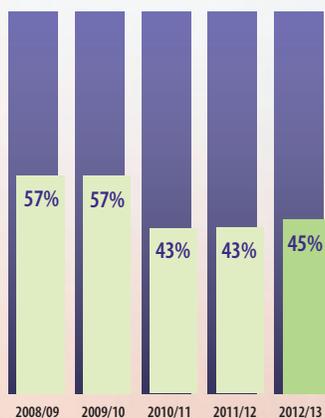
Women in the Profession

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YOUNG LAWYERS DIVISION

YOUNG LAWYERS DIVISION



2012/13

Women = 4,123 Men = 5,033

Total = 9,156

The PBA Young Lawyers Division represents 33% of the PBA's membership. YLD members are lawyers who are 38 years of age or younger or have been practicing law for five years or less, regardless of age. Membership in YLD is automatic for PBA members who fit this criterion.

In 2012, there were 9,156 members of the Young Lawyers Division; 4,123 women, or 45%, and 5,033 men, or 55%. Women held 43% of the leadership positions, 3 of 7 offices.

- The Chair, Chair – Elect, Secretary, and Treasurer, were men.
- The Immediate Past Chair, ABA/YLD District Representative, and Division Delegate were women.

Commission on Women in the Profession (WIP) DIVERSITY SURVEY

WHO WERE THE RESPONDENTS?

Gender

| | | |
|--------------------------------|-----|--------|
| Female | 684 | 99.71% |
| Male | 2 | 0.29% |
| I decline to identify a gender | 0 | 0.00% |

Racial or Ethnic Background

| | | |
|--|-----|--------|
| White (Not Hispanic or Latino/a) - A person having origins in any of the peoples of Europe, the Middle East or North Africa. | 623 | 90.82% |
| Black or African-American - A person having origins in any of the black racial groups of Africa | 26 | 3.79% |
| Hispanic or Latino/a - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. | 11 | 1.60% |
| Native Hawaiian or Other Pacific Islander - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands. | 0 | 0.00% |
| Asian - A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam | 17 | 2.48% |
| American Indian/Native American or Alaskan Native - A person having origins in any of the original peoples of North and South America (including Central America) who maintain tribal affiliations or community attachment | 0 | 0.00% |
| Two or more races All persons who identify with more than one of the above defined racial and ethnic categories | 8 | 1.17% |
| I decline to identify my racial or ethnic background | 1 | 0.15% |

Sexual orientation, Gender identity or Gender expression

| | | |
|--|-----|--------|
| Heterosexual | 655 | 95.48% |
| Lesbian | 14 | 2.04% |
| Gay | 3 | 0.44% |
| Bisexual | 3 | 0.44% |
| Transgender | 0 | 0.00% |
| I decline to identify my sexual orientation, gender identity or expression | 11 | 1.60% |

Women in the Profession

19TH ANNUAL REPORT CARD

Disability

| | | |
|------------------------------------|-----|--------|
| I do not have a disability | 649 | 94.61% |
| I do have a disability | 26 | 3.79% |
| I decline to identify a disability | 11 | 1.60% |

Age

| | | |
|----------|-----|--------|
| Under 25 | 4 | 0.58% |
| 25-35 | 241 | 35.13% |
| 36-45 | 143 | 20.85% |
| 46-55 | 148 | 21.57% |
| 56-65 | 124 | 18.08% |
| Over 65 | 26 | 3.79% |

Marital Status

| | | |
|---|-----|--------|
| Single, never married | 171 | 24.93% |
| Married, Domestic Partnership, or Civil Union | 449 | 65.45% |
| Divorced, Separated or Widowed | 66 | 9.62% |

Familial Status as a Caregiver

| | | |
|--|-----|--------|
| I have no caregiver responsibilities | 374 | 54.52% |
| I have primary caregiver responsibility for my child(ren), parent(s) and/or spouse. | 243 | 35.42% |
| I have caregiver responsibilities for my child(ren), parent(s) and/or spouse, but I am not the primary caregiver | 69 | 10.06% |

BARRIERS TO SUCCESS IN THE PBA AND THE LEGAL PROFESSION

There are equal opportunities to participate regardless of gender.

| Rating | PBA | | Legal Profession | |
|-------------------|-----|--------|------------------|--------|
| Strongly agree | 161 | 23.47% | 51 | 7.43% |
| Agree | 272 | 39.65% | 215 | 31.34% |
| No Opinion | 185 | 26.97% | 29 | 4.23% |
| Disagree | 57 | 8.31% | 323 | 47.08% |
| Strongly Disagree | 11 | 1.60% | 68 | 9.91% |

There are equal opportunities to participate regardless of race or ethnicity.

| Rating | PBA | | Legal Profession | |
|-------------------|-----|--------|------------------|--------|
| Strongly agree | 131 | 19.10% | 54 | 7.87% |
| Agree | 246 | 35.80% | 183 | 26.68% |
| No Opinion | 246 | 35.80% | 159 | 23.18% |
| Disagree | 49 | 7.14% | 241 | 35.13% |
| Strongly Disagree | 14 | 2.04% | 49 | 7.14% |

There are equal opportunities to participate regardless of sexual orientation, gender identity or expression.

| Rating | PBA | | Legal Profession | |
|-------------------|-----|--------|------------------|--------|
| Strongly agree | 101 | 14.7% | 40 | 5.83% |
| Agree | 196 | 28.50% | 169 | 24.64% |
| No Opinion | 328 | 47.8% | 232 | 33.82% |
| Disagree | 49 | 7.14% | 203 | 29.59% |
| Strongly Disagree | 12 | 1.75% | 42 | 6.12% |

There are equal opportunities to participate regardless of (dis)ability.

| Rating | PBA | | Legal Profession | |
|-------------------|-----|--------|------------------|--------|
| Strongly agree | 86 | 12.54% | 34 | 4.96% |
| Agree | 200 | 29.15% | 167 | 24.34% |
| No Opinion | 360 | 52.48% | 281 | 40.96% |
| Disagree | 34 | 4.96% | 176 | 25.66% |
| Strongly Disagree | 6 | 0.87% | 28 | 4.08% |

Women in the Profession

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There are equal opportunities to participate regardless of age.

| Rating | | PBA | | Legal Profession |
|-------------------|-----|--------|-----|------------------|
| Strongly agree | 117 | 17.06% | 58 | 8.45% |
| Agree | 312 | 45.48% | 260 | 37.90% |
| No Opinion | 182 | 26.53% | 100 | 14.58% |
| Disagree | 68 | 9.91% | 229 | 33.38% |
| Strongly Disagree | 7 | 1.02% | 39 | 5.69% |

There are equal opportunities to participate regardless of familial status/caregiver responsibilities.

| Rating | | PBA | | Legal Profession |
|-------------------|-----|--------|-----|------------------|
| Strongly agree | 73 | 10.64% | 20 | 2.92% |
| Agree | 228 | 33.24% | 118 | 17.20% |
| No Opinion | 255 | 37.17% | 106 | 15.45% |
| Disagree | 115 | 16.76% | 306 | 44.61% |
| Strongly Disagree | 15 | 2.19% | 136 | 19.83% |

There are equal opportunities to participate in the Pennsylvania Bar Association regardless of geographic region.

| | | |
|-------------------|-----|--------|
| Strongly agree | 48 | 7.00% |
| Agree | 205 | 29.88% |
| No Opinion | 241 | 35.13% |
| Disagree | 156 | 22.74% |
| Strongly Disagree | 36 | 5.25% |

There are equal opportunities to participate in the Pennsylvania Bar Association regardless of work status (unemployed, part-time, full-time).

| | | |
|-------------------|-----|--------|
| Strongly agree | 58 | 8.45% |
| Agree | 220 | 32.07% |
| No Opinion | 290 | 42.27% |
| Disagree | 105 | 15.31% |
| Strongly Disagree | 13 | 1.90% |

Women in the Profession

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There are equal opportunities to participate in the Pennsylvania Bar Association regardless of employment sector (public, private, not-for-profit).

| | | |
|-------------------|-----|--------|
| Strongly agree | 92 | 13.41% |
| Agree | 278 | 40.52% |
| No Opinion | 238 | 34.69% |
| Disagree | 67 | 9.77% |
| Strongly Disagree | 11 | 1.60% |

RECOMMENDATIONS FOR IMPROVEMENT IN SEEKING TO EXPAND OPPORTUNITIES FOR DIVERSITY WITHIN THE PBA

In suggesting ways to expand opportunities for diversity within the Pennsylvania Bar Association and/or within the legal profession, Respondents were asked to rank in order of priority, the types of activities on which WIP should focus. A scale of 1 – 5 was used, with 1 being most important and 5 being least important. The results revealed that out of the categories, Mentoring, Networking, Advocacy, Programming/Education, the Respondents more heavily ranked Mentoring at 47%, followed closely by Networking at 45%.

| Mentoring | | | Network | | |
|-----------|-----|--------|---------|-----|--------|
| 1 | 325 | 47.38% | 1 | 307 | 44.75% |
| 2 | 157 | 22.89% | 2 | 197 | 28.72% |
| 3 | 111 | 16.18% | 3 | 93 | 13.56% |
| 4 | 58 | 8.45% | 4 | 61 | 8.89% |
| 5 | 35 | 5.10% | 5 | 28 | 4.08% |

To read more information about the Diversity Survey go to the 2013 Winter Edition of Voices & Views, Vol. 18, No. 1 at <http://www.pabar.org/pdf/vvwinter2013.pdf>

2013 AWARDS

The Commission on Women in the Profession annually recognizes Pennsylvania law firms and legal organizations for their commitment to the advancement of women. In 2009 the Commission established its Honor Roll of Legal Organizations Welcoming to Women Professionals, which honors Pennsylvania firms, corporate law departments or other organizations providing legal services, either public or private, that have instituted programs or initiatives that help women lawyers continue and advance in their careers while maintaining a work/life balance. Since its inception 23 firms, legal organizations and in-house legal departments have been named to this prestigious list.

The Commission is pleased to recognize the following law firms and legal organizations that have been selected to receive this designation for their efforts to welcome women.

Honor Roll of Legal Organizations Welcoming Women Professionals

- 2013** Ballard Spahr LLP / Duane Morris LLP / Eckert Seamans Cherin & Mellott, LLC / Fox Rothschild LLP / High Swartz, LLP / Lamb McErlane PC / Pepper Hamilton LLP / Reed Smith, LLP / Saul Ewing LLP / Seidel Cohen Hof & Reid, LLC / White and Williams LLP
- 2012** Ballard Spahr LLP / Duane Morris, LLP / Eckert, Seamans, Cherin, & Mellott, LLC / White and Williams, LLP / Willig, Williams & Davidson.
- 2011** Duane Morris LLP / Exelon Corporation Legal Department / High Swartz LLP / McNeese Wallace & Nurick LLC / Saul Ewing LLP
- 2010** Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Lavin, O'Neil, Riccit, Cedrone & DiSipio / Littler Mendelson P.C. / Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C. / White and Williams LLP / Willig, Williams & Davidson
- 2009** Buckler, Bebenek & Eck, P.L.L.C. / Cozen O'Connor / Hanglely Aronchick Segal & Pudlin, P.C / K&L Gates / Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C. / Oliver, Price & Rhodes / Raynes McCarty

Women in the Profession

19TH ANNUAL REPORT CARD

The Women in the Profession's Award for the Promotion of Women to Leadership Positions Within the Firm chosen from the 100 Largest Firms.

- 2008 Willig, Williams & Davidson
- 2007 No Firm Award
- 2006 Lavin, O'Neil, Ricci, Cedrone & DiSipio
- 2005 Houston Harbaugh
- 2004 Woodcock Washburn
- 2003 Ballard Spahr Andrews & Ingersoll
- 2002 Willig, Williams & Davidson

The Anne X. Alpern Award is given to a Pennsylvania woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, and who has participated in mentoring activities. **The recipient of the award for 2013 is Gretchen Adele Mundorff.**

- 2012 Hon. Susan Peikes Gantman
- 2011 Roberta Jacobs-Meadway
- 2010 Hon. Linda K.M. Ludgate
- 2009 Hon. Cynthia A. Baldwin
- 2008 Kathleen D. Wilkinson
- 2007 Ann L. Begler
- 2006 Hon. Maureen Lally-Green
- 2005 Hon. Sandra Schultz Newman
- 2004 Hon. Donetta W. Ambrose
- 2003 Charisse R. Lillie
- 2002 Lila G. Roomberg
- 2001 Nora Barry Fischer
- 2000 Hon. Carolyn E. Temin
- 1999 Leslie Anne Miller
- 1998 Professor Marina Angel
- 1997 Hon. Phyllis Beck
- 1996 Professor Esther Clark
- 1995 Joy Flowers Conti
- 1994 Judge Genevieve Blatt

The Lynette Norton Award is given to an outstanding woman litigator who has demonstrated leadership in mentoring other women attorneys and who is devoted to assisting other women who follow in the profession. **The recipient of the award for 2013 is Candy Barr Heimbach.**

- 2012 Mary Cushing Doherty
- 2011 Ann Thornton Field
- 2010 Lynn E. Rzonca
- 2009 Mary Sue Ramsden
- 2008 Kimberly A. Brown
- 2007 Carolyn P. Short
- 2006 Elizabeth Maguschak
- 2005 Melinda C. Ghilardi
- 2004 Kerry A. Kearney
- 2003 Roberta Liebenberg

2013 ATTORNEY PROFILES



Ellen D. Bailey, Esq.

Where did you go to Law School? Rutgers University Law School – Camden

What did you do before you became a lawyer? Administrative Assistant; Youth Worker, Department of Corrections Manager and Assistant Manager of the Bookstore where I went to college.

How long have you been practicing law? 9 years

How did quality of life figure into your decision to pursue your current position? My current firm has a relaxed atmosphere, which meant that it would be a good personality fit. As with all professions, there are some hectic periods, but it balances out.

How has Diversity (or lack of diversity) in the profession affected you personally in your legal career? Gender diversity tends to be less of an issue for me. I work with and learn from some phenomenal women and they provide guidance and support, e.g., Bobbi Jacobs-Meadway, Leslie Hayes, Deborah Baird, and Ann Cairns. There is both power and safety in numbers, so there is a larger forum within which to discuss issues that have a gender component. Because there is significantly less diversity along racial and ethnic lines, there tend to be few opportunities to discuss issues that come up that have an ethnic or racial component.

Who have been your mentors? How did he or she assist you in professional development? I have been extremely fortunate in the mentor department. I have quite a few mentors and role models, and they each mentor me in different aspects of my legal career and practice – everything from business development and building my practice to ethics and quality of life pointers. Among them are Justice John E. Wallace, Jr., Mitchell Bach, Al Bixler, Bobbi Jacobs-Meadway, and Sheryl Axelrod. My

colleagues and friends mentor me as well – Olu Abiona, Esq., Wendy Lewis, Linda Shashoua, and many others – all assist in my professional development by being role models for responsible, passionate advocacy.

Describe your current involvement in the PBA and how you became involved. I am currently Treasurer of WIP, and Co-Chair of the WIP Quality of Life Committee. I also serve on the PBA Quality of Life/Balance Committee.

Why did you become involved in the PBA and how has your involvement assisted you in your professional development? Mitchell and Al, as well as Bernie Munley and Bobbi encouraged me to get involved in PBA. Bernie was Chair of the PBA Commission on Women in the Profession (WIP) when I started at Eckert, and she got me involved in WIP.

What can the PBA do to increase diversity in the profession? As I noted earlier, there is power in numbers, so by increasing its number of diverse attorneys, the PBA makes its membership, advocacy, and presence stronger. Appointing Janis M. Leftridge as the PBA Diversity Officer was great first step, and she is doing a fantastic job with outreach to increase PBA's diverse membership. Additional efforts such as reaching out to minority organizations in the area law schools, as well as collaborating with minority bar organizations for events can help to increase the PBA's membership diversity.

Any "Words of Advice" you would like to share? Getting involved in PBA is a fantastic self-improvement tool. It not only increases your professional network exponentially, but it also expands your personal network as well. It is important to maintain a wide support base in these changing and often unpredictable times, and for me, the PBA has proven to be a constant source of information, solidarity and reliability.

Women in the Profession

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Beverly H. Rampaul, Esq.

Where did you go to Law School? I attended The Dickinson School of Law of the Pennsylvania State University.

What did you do before you became a lawyer? I went to law school right out of college.

How long have you been practicing law? I have been practicing since graduating in 2000.

How did quality of life figure into your decision to pursue your current position? I really didn't think about quality of life when deciding to become a Public Defender. All I knew was that I wanted to help those who are less fortunate.

How has Diversity (or lack of diversity) in the profession affected you personally in your legal career? Since there are very few diverse attorneys practicing in Lancaster County, I felt I needed to do something about that. As Chair of the Lancaster Bar Association's (LBA) Diversity Committee, I was instrumental in creating the Diversity Hiring Initiative. This program sought to increase the number of minority attorneys in Lancaster County. Because of this, I was recognized by the LBA with the Lancaster Bar Association Achievement Award for outstanding service to the Bar. Although this was one step forward, many more steps are needed.

Lack of diversity provides many hurdles for diverse attorneys. Because of this, I'm always striving to assist in changing this culture. I'm constantly mindful of how the lack of diverse lawyers impacts how legal services are provided to minority communities.

Who have been your mentors? How did he or she assist you in professional development? Judge Norma L. Shapiro and Shelley R. Goldner have been and continue to be wonderful mentors. Anyone that knows them knows they are very frank and to the point, which is an important attribute in any mentor. Judge Shapiro and Shelley encourage me to always do better and move forward despite any setbacks I may have. They give me confidence to continue to strive for what I believe in and think is right, even though it may not be the popular opinion at the time.

Describe your current involvement in the PBA and how you became involved. When I first started practicing law, I wanted to become involved in the PBA since it is our state bar association. I went to one meeting and then another, and so on. I became involved with numerous PBA committees, but quickly found out I could not fully participate in them all.

I am a Past Chair of the Minority Bar Committee (2009-2011) and remain a very active member. I'm also a member of the Women in the Profession, Leadership Recruitment and Development Committee, and a Diversity Ambassador (coming from the Leadership Recruitment and Development Committee) to the Diversity Team. I'm also seeking new leadership positions within the PBA.

Why did you become involved in the PBA and how has your involvement assisted you in your professional development? Being a lawyer for me is not just about lawyering but about giving back. I wanted to become involved with the PBA to give back to the legal community that I belonged to. Being a PBA member has given me the opportunity to participate as a speaker at several PBA conferences and network with lawyers across the Commonwealth. The PBA affords me the chance to become involved with leadership training.

What can the PBA do to increase diversity in the profession? I believe the PBA should be more conscious of the lack of diversity in the profession and how that affects communities across the Commonwealth. The PBA should strive to increase the number of diverse attorneys by community involvement as well as outreach to minority groups. By having more structured mentoring programs and appointing more diverse attorneys into leadership positions, I think the PBA will achieve this goal.

Any "Words of Advice" you would like to share? I think getting involved in the organization is very rewarding – both personally and professionally. I would encourage every lawyer to join at least one PBA committee and stick with it. Although we are all busy, we all should promote and support the work of the PBA.

Women in the Profession

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Lisa M. Watson, Esq.

Where did you go to Law School? I attended Temple University Law School.

What did you do before you became a lawyer? Prior to becoming a lawyer I spent time working for non-profit organizations and health insurance companies. I began my professional career as a Medicare auditor performing compliance audits at hospitals, skilled nursing facilities and home health agencies.

How long have you been practicing law? I've been practicing law for 8 ½ years.

How did quality of life figure into your decision to pursue your current position? I knew I wanted to pursue a legal career that would allow me to capitalize on the business attributes I attained. After performing some preliminary research I was able to eliminate specific practice areas and organization types and it quickly became apparent to me that quality of life was a key factor in my decision making process. I was gravitating toward "feel good" jobs where I felt like I was making a difference without spending an excessive amount of hours working and sacrificing my personal life.

How has Diversity (or lack of diversity) in the profession affected you personally in your legal career? Lack of racial diversity has not significantly impacted me directly in my career thus far and I attribute that to the types of positions I have taken and the specific industries in which I've worked. Typically there are a higher number of racial minorities working in non-profit and/or government settings which generally equates to more opportunities for minorities to advance within their professions. That being said, there is still room for improvement in both sectors as it relates to racial diversity because although you will find a large number of minorities in these areas, as you look at the higher level positions there are fewer minorities. Interestingly enough because I have had many opportunities to advance in a relatively short period of time and much of the adversity I have experienced has been as a result of my age.

Who have been your mentors? How did he or she assist you in professional development? I have multiple mentors who I look to for professional development because no one person has the right answer and there is a great value to having people with varying backgrounds and perspectives providing guidance. Currently I have approximately four mentors, three of which are attorneys and the other being my Pastor. They each have a unique perspective and help me in different ways. All of them, in their own way, have assisted me in identifying my true desires as they relate to a career path, they motivate and encourage me to participate in various activities to enhance my skills and/or gain exposure to new areas, they offer advice on career transitions, they share their experiences as a point of reference to me, they introduce me to others with similar goals they have achieved and what I am seeking and they are generally available to discuss the stresses and pressure of working.

Describe your current involvement in the PBA and how you became involved. I was not introduced to the Pennsylvania Bar Association (PBA), specifically the Minority Bar Committee (MBC), until I graduated. I subsequently joined the PBA and became active with the MBC and it wasn't until I met Shelley Goldner at a MBC meeting that I decided to join the Commission on Women in the Profession.

Over the course of the years I've held multiple leadership positions within each committee and I still remain very active. I am currently the Co-Chair for the Public Service Committee of WIP and on multiple subcommittees within the WIP and MBC. Previously I've held the following positions: WIP: Co-Vice Chair, Co-Chair for the Mid-Year Meeting, Secretary, Co-Chair for the Promotion of Women Committee, Co-Chair of the Diversity Task Force as well as Assistant Secretary; MBC: Co-Chair Welcoming Subcommittee, Co-Chair Minority Law Day and Co-Chair Professional Advancement Committee. I am also a graduate of the PBA's Bar Leadership Institute.

Women in the Profession

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Why did you become involved in the PBA/and how has your involvement assisted you in your professional development? Initially I become involved in the PBA because I thought it was something I was supposed to do; however, eight years later I am still very active. PBA adds value to my professional career and development. Through PBA, I've lead committees, further developed my project management, leadership and communication skills which translates directly into career benefits. PBA also provides me with an opportunity to network with key legal professionals thus creating a network of individuals I can reach out to for assistance and guidance as necessary.

What can the PBA do to increase diversity in the profession? The PBA has to first acknowledge that there are still significant diversity issues that need to be addressed and take steps to make changes within the organization before it attempts to impact the profession at large.

Any "Words of Advice" you would like to share? Change takes time because it requires people to shift into uncomfortable spaces but slow and steady wins the race.