

Report of Survey Results – Survey of Members of the State Bar of California

Hertz Research, January 5, 2012

http://pdfserver.amlaw.com/ca/state_bar_survey0305.pdf

In late 2011, the State Bar of California appointed Hertz Research to conduct a survey of its members to obtain information on the State Bar's demographics and opinions on relevant issues. There were three major findings: (1) 48% of State Bar members are now at least 55 years of age—nearly double the percentage of that in 2001; (2) substantial disparities in income and partnership are related to gender and ethnicity beyond those predictable by length of practice; and (3) members face financial pressures from the economic crisis despite having stable overall average income levels since the last membership survey conducted in 2006. Other findings and details include:

- Females now comprise 40% of the State Bar membership up from 26% in 2001;
- 4.6% of respondents were LGBT attorneys up from 3% in 1991;
- Respondents self-identified as Asian or Pacific Islander comprised 8% of the State Bar membership, the largest increase among non-white attorneys over the past few years (5% in 2006, and 3% in 1991);
- The percentage of respondents self-identified as African-American and Latino or Hispanic grew only slightly since 1991 (a total of 7% in 2011 vs. 5% in 1991);
- Female attorneys (7%) are less likely than their male counterparts (23%) to make more than \$200,000 annually; and
- Non-white attorneys (15%) were less likely than their white counterparts (33%) to be partners.

The survey was completed online by 1,820 respondents out of a random sampling of 10,000 active and inactive members selected for the survey. Recommended next steps are provided in the survey along with over 100 pages of responses and comments from respondents.

Still Better on Balance? Work-Life Balance In-House

Joan C. Williams, et al, The Project for Attorney Retention (PAR), March 2012

http://www.attorneyretention.org/Publications/StillBetter_FINAL.pdf

Following up on its 2003 study, PAR conducted a series of focus groups, surveys, and interviews during the past two years to gain more insight on in-house work-life balance issues. Overall, although respondents generally agree that working in-house offers better work-life balance (with a typical work week consisting of 50 hours), findings indicate that moving in-house does not automatically lead to better work-life balance. Approximately one-third of respondents stated their legal departments have no work-life balance policies or programs. Whereas work-life programs are more common and more extensive in law firms, usage of such programs in-house are primarily limited to flexible start-and-stop times and ad hoc telecommuting. Compressed workweeks do exist unlike in law firms, but only 8% of respondents have actually adopted such a schedule. One dominant obstacle in attaining in-house work-life balance is the “flexibility stigma” — attorneys find attractive work-life program policies potentially career-damaging. For example, 21% of respondents found part-time schedules desirable, but only 12% utilized the policy because they believed that part-time work was the most career-damaging work-life program. The study concludes that removing this flexibility stigma will benefit legal departments, finding that departments with work-life programs tend to have higher attorney satisfaction and lower turnover intentions.

Who is San Francisco? Who We Are, How We Live, What We Do, How We Rank

Paragon Real Estate Group, February 2012

http://www.paragon-re.com/postings/Who_is_San_Francisco.html

According to data gathered by Paragon Real Estate Group from the U.S. 2010 Census and other third party sources, San Francisco is the thirteenth largest city by population in the U.S. and is the second most densely populated. It has the fourth largest LGBT population of U.S. cities and the highest percentage of same-sex households of major cities. Out of the approximately 805 thousand residents, 15% are LGBT; 49% are women; 42% are non-Hispanic Caucasians; 33% are Asian; 36% were born outside the U.S.; and 21.4% originated from China.

Labor Force Characteristics by Race and Ethnicity, 2010

U.S. Department of Labor; U.S Bureau of Labor Statistics, August 2011

<http://www.bls.gov/cps/cpsrace2010.pdf>

Unemployment rates for racial and ethnic groups remained high in 2010 as the economy slowly recovered from the recession (16.0% for Blacks, 12.5% for Hispanics, 8.7% for Whites, and 7.5% for Asians). Various factors contribute to these results including variations in educational levels, concentration of employment in various occupations and industries, geographic concentrations and varying levels of workplace discrimination. Not all of these factors are measurable, but this report provides detailed data to illustrate labor force characteristics by race and ethnicity including labor force participation rates, employment population ratios (the proportion of the population that is employed), education levels, occupation and industry, families and mothers, unemployment rates and earnings.

The Failure of Asian Success in the Bay Area: Asians as Corporate Executive Leaders

Buck Gee & Wes Horn, Corporate Executive Initiative, March 28, 2009

http://www.ascendleadership.org/resource/resmgr/docs/the_failure_of_asian_success.pdf

The Corporate Executive Initiative is a Joint Project of Ascend and Asia Society which evaluated the corporate success of Asians in a research study conducted in 2009. The study concluded that despite many academic and professional successes, Asians (including Asian Americans) continue to face difficulties in reaching higher levels of leadership in government, education, and corporations. This report challenges the commonly misunderstood topic of "Asian success" or "model minority" by addressing the glass ceiling barring many Asians from substantive leadership roles. Although Asians make up 23% of the San Francisco Bay Area and over 30% of San Francisco and Silicon Valley, the percentage of Asians trickles off in higher levels of leadership, particularly in business. For example, Asians in Bay Area companies surveyed represented only 16.6% of Vice Presidents, 9.3% of Corporate Officers, and 5.3% of Board Members. Referencing Jane Hyun's *Breaking the Bamboo Ceiling*, the report notes that factors such as risk aversion, cultural differences, communication skills, and limited role models may be behind the challenges Asians face in their upward mobility.