



**THE FLORIDA BAR**

# **Results of the 2016 Gender Equality in the Legal Profession Survey**

**October 2016**

## INTRODUCTION

A Florida Bar Special Committee was appointed by President Bill Schifino at the beginning of the 2016-17 Bar year to examine gender bias and diversity issues within the legal profession. The Special Committee is chaired by Florida Bar President-elect Michael Higer and includes both Board of Governors and non-Board members.

As part of the information gathering process, the Committee proposed that The Florida Bar conduct a survey of both male and female attorneys to determine their perceptions, experiences and opinions about gender equality in the legal profession in Florida.

A survey questionnaire was drafted and approved by the Special Committee on Gender Bias with the designation of the survey being sent to both male and female attorneys. Two random samples were drawn. The first random sample consisted of 3,000 in-state female Florida Bar members in good standing and the second random sample consisted of 3,000 in-state male Florida Bar members in good standing.

An email containing a link to the online survey was sent to both samples on August 22, 2016 and, by the survey's September 8, 2016 deadline, 1,352 responses were received. 807 surveys were completed by female attorneys for a 27% response rate and 543 surveys were completed by male surveys for an 18% response rate. Two respondents did not report their gender.

For the female attorney results, the error of estimation rate is three percent at the 95 percent level of confidence. This means that if we had interviewed all female members of The Florida Bar, we could be confident that 95 percent of the time the results would be within plus or minus three percent of what this sample found.

For the male attorney results, the error of estimation rate is four percent at the 95 percent level of confidence. This means that if we had interviewed all male members of The Florida Bar, we could be confident that 95 percent of the time the results would be within plus or minus four percent of what this sample found.

Both of these rates are excellent, especially given the length of the survey and the skepticism of many members to click on links within Florida Bar emails during a time in which several notices were sent to all members advising them to be wary of opening attachments or clicking links within emails that look like they are being generated from The Florida Bar but actually are not.

In reporting the results, all percentages are rounded to the nearest whole percent (example: 37.6% equals 38%). For this reason, totals may vary from 99% to 101%. Several measures of central tendency are mentioned in this report:

mean: the average for all values given for the total sample of each question. The mean is calculated by adding the values of all responses, then dividing by the number of responses. Example: Five responses (10, 1, 2, 2, 20) are reported. The average, or mean is calculated by adding  $10 + 1 + 2 + 2 + 20 = 35$  and then by dividing by the number of responses (5). Thus the average is  $35$  divided by  $5 = 7$ .

median: the middle value in a series, or distribution of values which is initially rank-ordered (from low to high, or vice-versa). By definition, half the numbers are greater, and half the numbers are less than the median. Example: Five responses (10, 1, 2, 2, 20) are reported

The median is the middle number of the order of distribution (1, 2, 2, 10, 20), or, 2. By comparison, the average of this same distribution, as shown above, is 7.

mode: the most frequent value listed.

range: the highest and lowest values provided by the total sample for a particular question.

**The Florida Bar  
2016 Gender Equality in the Legal Profession Survey**

**Executive Summary**

**Quality of Life**

- At least four-fifths of respondents (85% male; 80% female) are satisfied with their legal career. **(See Table 4)**
- Two-fifths (40%) of all male respondents report working more than 50 hours in an average week, compared to 29% of female respondents who report the same. Slightly more female respondents (12% female; 7% male) report working part-time. **(See Tables 7 and 8)**
- Over two-thirds (70%) of female respondents report that their work and home lives are either extremely or somewhat balanced, compared to over three-fifths (63%) of male respondents who report the same. **(See Table 11)**
- Over three-fifths (62%) of male respondents report that their work life infringes upon their home life on a daily or weekly basis, compared to slightly less than half (48%) of female respondents who report the same. **(See Table 12A)**
- Around one-third of both male (34%) and female (29%) respondents report that their home life infringes upon their work life on a daily or weekly basis. **(See Table 12B)**
- Almost three-fifths (59%) of male respondents report that they are at work before their usual work hours on a daily or weekly basis, compared to over one-third (37%) of female respondents who report the same. **(See Table 12C)**
- Around two-thirds of both male (71%) and female (67%) respondents report that they work during their lunch hour on a daily or weekly basis. **(See Table 12D)**
- Over two-thirds (71%) of male respondents report that they are at work after their usual work hours on a daily or weekly basis, compared to over one-half (55%) of female respondents who report the same. **(See Table 12E)**
- About one-fifth (19%) of male respondents report that they always/frequently miss family social occasions because of work, compared to 10% of female respondents who report the same. **(See Table 13A)**
- Almost one-third (31%) of male respondents report that they always/frequently miss meals with their family because of work, compared to 15% of female respondents who report the same. **(See Table 13B)**

- Over one-third (36%) of male respondents report that they always/frequently spend too much time on work-related activities, compared to just over one-quarter (26%) of female respondents who report the same. **(See Table 13C)**
- Approximately two-thirds of both female (66%) and male (64%) respondents report that their supervisor always/frequently supports them in managing their work and family commitments. **(See Table 13D)**
- Slightly less than one-third of female (31%) and male (30%) respondents report that there is always or frequently too much pressure to bill hours. **(See Table 13F)**
- Around three-quarters of male (78%) and female (73%) respondents believe they always or frequently have the resources they need to do their job well. **(See Table 13G)**

### **Comparable Pay**

- For male respondents, around two-thirds believe they are paid comparably to other male lawyers (68%) and to female lawyers (65%). **(See Table 14)**
- For female respondents, about three-fifths (61%) believe they are paid comparably to other female lawyers and nearly half (48%) believe they are paid comparably to male lawyers. **(See Table 14)**

### **Advancement Opportunities**

- For male respondents, over three-quarters believe they are being given the same opportunities for advancement comparably to other male lawyers (80%) and to female lawyers (76%). **(See Table 15)**
- For female respondents, over two-thirds (70%) believe they are being given the same opportunities for advancement comparably to other female lawyers and nearly three-fifths (58%) believe they are being given the same opportunities for advancement comparably to male lawyers. **(See Table 15)**

### **Agreement With Various Gender Bias Statements**

- Nearly three-fifths (59%) of female respondents believe that male lawyers tend to attain more respect/status than female lawyers, while roughly one-fifth (17%) of male respondents would agree. Fifty-seven percent of male respondents and 28% of female respondents believe there is equal treatment in this area. **(See Table 16A)**
- Almost one-third (31%) of female respondents believe female lawyers have more difficulty being hired, while about one-tenth (9%) of male respondents would agree. Thirty-nine percent of female respondents and 45% of male respondents believe there is equal treatment in this area. **(See Table 16B)**

- Over two-fifths of female respondents (42%) disagree that female lawyers receive higher entry level pay than male lawyers, saying the opposite is true. **(See Table 16C)**
- Over one-third (37%) of female respondents believe that male lawyers do not have more difficulty changing jobs within the legal profession, reporting the opposite is true. More than one-third (35%) of male respondents and over one-fifth (22%) of female respondents believe there is equal treatment for male and female lawyers when it comes to changing jobs within the profession. Over two-fifths of male (44%) and female (41%) respondents do not know if male lawyers have more difficulty changing jobs/found this question to be inapplicable to them. **(See Table 16D)**
- Almost two-fifths (38%) of female respondents believe that female lawyers do not have more favorable terms and conditions of employment, reporting the opposite is true. Nearly one-third of both male (34%) and female (29%) respondents believe there is equal treatment when it comes to favorable terms and conditions of employment. Over two-fifths of male respondents (41%) and three-tenths (30%) of female respondents do not know if female lawyers often have more favorable terms and conditions of employment/found this question to be inapplicable to them. **(See Table 16E)**
- Nearly three-tenths (29%) of female respondents disagree that male lawyers are more likely to lose their jobs than female lawyers, saying they believe the opposite to be true. Almost one-third (31%) of female respondents and about two-fifths (38%) of male respondents believe there is equal treatment in this area. **(See Table 16F)**
- Over half (54%) of all female respondents believe that female lawyers have to work harder than male lawyers to achieve the same results, while 12% of male respondents believe this to be true. **(See Table 16G)**
- Nearly half (46%) of all female respondents believe that male lawyers attain partnership status faster than female lawyers, while 12% of male respondents believe this to be true. **(See Table 16H)**
- Nearly half (47%) of female respondents believe that female lawyers are not compensated the same as male lawyers for comparable work, while 6% of male respondents believe this to be true. **(See Table 16I)**
- Two-fifths (40%) of all female respondents and 9% of all male respondents believe high level responsibilities are not more available for female lawyers. About half (49%) of male respondents and three-tenths (30%) of female respondents believe that there is equal treatment in this area. **(See Table 16J)**
- Nearly half (45%) of all female respondents believe that advancement opportunities are not more available for female lawyers and believe the opposite is true. Nearly half (46%) of male respondents and more than one-quarter (27%) of female respondents believe there is equal treatment in this area. **(See Table 16K)**
- Three-tenths (30%) of female respondents and 5% of male respondents believe that access to senior partners are more available to male lawyers. **(See Table 16L)**

- Around half of both male (53%) and female (47%) respondents believe that there is equal treatment regarding opportunities to appear in Court. **(See Table 16M)**
- Half (50%) of male respondents and over one-third (36%) of female respondents believe that there is equal treatment regarding the likeliness to be assigned choice cases. **(See Table 16N)**
- Around half of both male (48%) and female (46%) respondents believe that there is equal treatment regarding opportunities to engage in activities out of the office, such as social events. **(See Table 16O)**
- Almost three-fifths (58%) of male respondents and almost half (46%) of female respondents believe that there is equal treatment regarding expectations to work late hours and weekends. **(See Table 16P)**
- Very few respondents (8% female and 1% male) believe that their firm or legal office is a difficult place for female lawyers to work. **(See Table 16Q)**

### **Personal Experience With Gender Bias Behavior Within the Past 3 Years**

- 29% of female respondents and less than 1% of male respondents report personally experiencing being addressed by names like “honey” or “sweetie” by male lawyers. **(See Table 17F)**
- 27% of female respondents and less than 1% of male respondents report personally experiencing female lawyers being accorded less respect than male lawyers. **(See Table 17E)**
- 20% of female respondents and 3% of male respondents report personally experiencing inappropriate sexual jokes, questions, gestures or looks made by male lawyers. **(See Table 17A)**
- 19% of female respondents and 6% of male respondents report personally experiencing being consistently interrupted or cut off due to gender. **(See Table 17K)**
- 18% of female respondents and 5% of male respondents report personally experiencing being treated differently by opposing counsel in court or related proceedings than other counsel of a different gender. **(See Table 17R)**
- 17% of female respondents and 4% of male respondents report personally experiencing being asked to do lower level tasks not typically requested of other attorneys of a different gender. **(See Table 17J)**
- 14% of female respondents and 4% of male respondents report personally experiencing their work being attributed to or assumed to be that of another lawyer of the opposite gender. **(See Table 17L)**
- 12% of female respondents and 5% of male respondents report personally experiencing being treated differently by a judge in court than opposing counsel of a different gender. **(See Table 17Q)**

- 10% of female respondents and less than 1% of male respondents report personally experiencing inappropriate comments on their dress or appearance. **(See Table 17I)**
- 8% of female respondents and less than 1% of male respondents report personally experiencing verbal or physical advances. **(See Table 17D)**
- 6% of female respondents and 3% of male respondents report personally experiencing being requested to justify time out of the office not typically required by attorneys of the opposite gender. **(See Table 17O)**
- 5% of female respondents and 4% of male respondents report personally experiencing being passed over for key work because of gender. **(See Table 17P)**
- 5% of female respondents and 3% of male respondents report personally experiencing being excluded from work for a client due to gender. **(See Table 17M)**
- 5% of female respondents and 1% of male respondents report personally experiencing being addressed by names like “honey” or “sweetie” by judges. **(See Table 17H)**
- 4% of female respondents and 8% of male respondents report personally experiencing being addressed by names like “honey” or “sweetie” by female lawyers. **(See Table 17G)**
- 4% of female respondents and 6% of male respondents report personally experiencing inappropriate sexual jokes, questions, gestures or looks made by female lawyers. **(See Table 17B)**
- 4% of female respondents and 3% of male respondents report personally experiencing being excluded from a networking event due to gender preference of client. **(See Table 17N)**
- 4% of female respondents and 1% of male respondents report personally experiencing inappropriate sexual jokes, questions, gestures or looks made by judges. **(See Table 17C)**

### **Experienced Sexual Harrassment/Bullying in the Past 3 Years**

- A large majority of male (96%) and female (86%) respondents report that there has not been an occasion at their workplace or within a law related setting where they felt harassed or bullied due to their gender. **(See Table 18)**
- For those female attorneys who did experience harassment, the most frequently mentioned instances involve: Attorneys/Opposing Counsel (24 responses); Partners (17 responses); Unspecified – Details Not Fully Provided (17 responses); Female to Female (9 responses) and Judges (9 responses). **(See Table 19A)**
- For those male attorneys who did experience harassment, the most frequently mentioned instances involve: Partners (8 responses) and Attorneys/Opposing Counsel (7 responses). **(See Table 19B)**



- Nearly half (47%) of male respondents and about two-fifths (39%) of female respondents reported the harassment/bullying incident(s) to their immediate supervisor or someone else. **(See Table 19)**
- Over three-quarters of female respondents (81%) and male respondents (77%) believe the issue was not handled or resolved to their satisfaction. **(See Table 20)**
- A total of 94 female respondents provided comments/feedback about what they think can be done to prevent future incidents like the one(s) they reported. The three most frequently mentioned responses are: Nothing Can Be Done (22 responses); Training/Education (19 responses); and Cultural/Societal Change (15 responses). **(See Table 21)**

A total of 15 male respondents provided comments/feedback about what they think can be done to prevent future incidents like the one(s) they reported. The most frequently mentioned response is: Treat Male Lawyers with Equality (6 responses). **(See Table 21A)**

### **Gender Bias Within Judicial Nominating Commissions**

- Very few (3% male; 3% female) respondents have seen or experienced biased attitudes or behaviors by JNCs based on gender. **(See Table 22)**

### **Trend Over the Past 10 years Regarding Discrimination Based on Gender**

- Three-quarters (75%) of male respondents believe that discrimination based on gender is decreasing significantly or slightly, while 1% report it is increasing significantly or slightly. **(See Table 24)**
- Nearly three-fifths (58%) of female respondents believe that discrimination based on gender is decreasing significantly or slightly, while 6% report it is increasing significantly or slightly. **(See Table 24)**

### **What The Florida Bar Can Do to Improve Gender Equality and Diversity Within the Legal Profession**

- 252 female respondents and 101 male respondents (353 total) provided suggestions or feedback about what they think The Florida Bar can do in regards to improving gender equality and diversity within the legal profession. The two categories containing the most responses are Nothing/Not Much Can Be Done (59 responses – female respondents; 55 responses – male respondents) and Awareness/Education/Training (55 responses – female respondents; 13 responses – male respondents). **(See Tables 25 and 25A)**
- Just over three-fifths (61%) of all female respondents think that gender bias is an important issue that The Florida Bar should take steps to remedy in the profession. About three-tenths (29%) of male respondents feel similarly. **(See Table 32)**

## **Key Demographics**

- Over one-quarter (29%) of male respondents are employed in managing partner or partner/shareholder positions, compared to 18% of female respondents who report the same. **(See Table 1)**
- One-fifth (20%) of female respondents are employed in government practice positions, compared to 8% of male respondents who report the same. **(See Table 1)**
- Over half (51%) of male respondents are 50 years of age or older, compared to one-third (33%) of female respondents. The median age for male respondents is 9 years more than the median age for female respondents. **(See Table 28)**
- Over half (52%) of all male respondents have been practicing law for more than 20 years, compared to over one-quarter (28%) of female respondents. **(See Table 29)**
- Just over three-quarters (76%) of male respondents and just under two-thirds (65%) of female respondents are married. **(See Table 30)**
- One third (33%) of female respondents and one-quarter (25%) of male respondents have minor children. 8% of female respondents are caretakers, compared to 4% of male respondents. **(See Table 31)**
- Over half (55%) of male respondents report that their 2015 total income before taxes, derived from the practice of law, is over \$100,000, compared to 37% of female respondents who report the same. **(See Table 33)**

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**1. What is your legal occupation or classification?**

<u>Private Practice</u>	<u>Female Percent</u>	<u>Male Percent</u>
Sole practitioner	16	26
Partner/shareholder	14	21
Associate	22	15
Managing partner	4	8
Practitioner with 1 or more associates	3	7
Other private practitioner	2	<1
<u>Government Practice</u>	<u>Female Percent</u>	<u>Male Percent</u>
State government attorney	14	5
Federal government attorney	3	1
Local government attorney	2	1
Judge	1	1
<u>Other Legal Position</u>	<u>Female Percent</u>	<u>Male Percent</u>
Corporate counsel	7	6
Legal aid/legal service	2	<1
Currently unemployed	2	1
Other	7	6

- The three most frequently mentioned responses under the Other category are “Of Counsel”, “Retired” and “Professor”.
- Over one-quarter (29%) of male respondents are employed in managing partner or partner/shareholder positions, compared to 18% of female respondents who report the same.
- One-fifth (20%) of female respondents are employed in government practice positions, compared to 8% of male respondents who report the same.

**2. What is the total number of lawyers employed in the firm or legal work place where you primarily practice?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
One lawyer	22	31
2 to 5 lawyers	26	27
6 to 10 lawyers	12	11
11 to 20 lawyers	11	10
Over 20 lawyers	29	21
Median:	6 lawyers	4 lawyers
Range:	0 to 2,000 lawyers	0 to 4,000 lawyers

- A higher percentage of female respondents (40%) are employed in firms or legal offices with 20 or more lawyers.

**3. What is your gender?**

<u>Category</u>	<u>Percent</u>
Female	60
Male	40

- Although the survey was sent to the same number of male and female attorneys, a significantly higher number of female attorneys completed the survey.

**4. How satisfied are you with your legal career?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Very satisfied	32	42
Somewhat satisfied	48	43
Neither satisfied nor dissatisfied	6	7
Somewhat dissatisfied	11	7
Very dissatisfied	3	2

- At least four-fifths of respondents (85% male; 80% female) are satisfied with their legal career. The two most frequently mentioned reasons for dissatisfaction, mentioned by both male and female respondents, are salary and number of hours worked.

5. Please indicate whether or not you are satisfied with each of the following aspects of your current legal position: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Satisfied Percent</u>	<u>Neutral Percent</u>	<u>Dissatisfied Percent</u>
Advancement opportunities (Female)	62	12	26
Advancement opportunities (Male)	67	17	16
Assistance from support staff (Female)	67	10	23
Assistance from support staff (Male)	79	12	9
Attorney to support staff ratio (Female)	66	13	21
Attorney to support staff ratio (Male)	72	17	12
Available technology (Female)	74	11	15
Available technology (Male)	80	11	9
Challenging responsibilities (Female)	84	9	7
Challenging responsibilities (Male)	84	10	6
General working conditions (Female)	84	8	8
General working conditions (Male)	87	7	6
Job security (Female)	78	10	12
Job security (Male)	73	15	12
Number of hours worked (Female)	73	11	16
Number of hours worked (Male)	68	16	16
Relations with female co-workers (Female)	86	9	5
Relations with female co-workers (Male)	89	9	2
Relations with male co-workers (Female)	81	11	8
Relations with male co-workers (Male)	88	10	2
Respect and prestige (Female)	70	13	17
Respect and prestige (Male)	74	17	9
Salary and fringe benefits (Female)	57	11	33
Salary and fringe benefits (Male)	65	13	22

- The biggest difference between male and female respondents across the satisfaction of various aspects of their legal position is found in assistance from support staff (male – 79% satisfied; female – 67% satisfied).

**6. What is the primary reason for your accepting your current legal position? (There may be several reasons but please select the one that MOST applies)**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Desire to work for yourself	16	32
Feeling that this job could make a difference in others' lives	15	10
Availability of work in the geographic area/near family	12	9
Relaxed work schedule/flexibility of hours	12	5
The need for a job at the time	11	9
Reputation of firm or legal office	7	9
The people you are working with	6	5
Potential for advancement	5	4
Salary level	4	4
Your agreement with the organization's general goals/philosophy	4	3
The job security offered by the employer	2	2
The responsiveness of your employer to employees' needs	<1	0
Other	6	8

- The most frequently mentioned items under the Other category for both male and female respondents involve type of work/subject matter and enjoyable type of work.
- For both male and female respondents, the most frequently mentioned reasons for accepting their current legal position are a desire to work for yourself and the feeling that the job could make a difference in others' lives.

**7. Which best describes your employment status?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Full-time	85	90
Part-time	12	7
Retired	1	2
Unemployed	2	1

- Slightly more female respondents report working part-time.

**8. What is the total number of hours you work in an average work week?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
20 or fewer hours	5	3
21 to 30 hours	5	5
31 to 40 hours	24	16
41 to 50 hours	37	36
51 to 60 hours	19	24
More than 60 hours	10	16
Mean:	48 hours	53 hours
Median:	48 hours	50 hours
Mode:	50 hours	50 hours
Range:	1 to 80 hours	1 to 80 hours

- Two-fifths (40%) of all male respondents report working more than 50 hours in an average week, compared to 29% of female respondents who report the same.

**9. Is the number of hours you work in a typical week:**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
More than most of the other lawyers in your firm or legal office	13	20
About average	52	44
Less than most of the other lawyers in your firm or legal office	12	5
Do not know	8	7
Not applicable	15	24

- One-fifth (20%) of male respondents believe that the number of hours that they work in a typical week is more than most of the other lawyers in their firm or legal office, compared to 13% of female respondents who believe the same.

**10. Please indicate which of the following policies or practices are currently in place within your firm or legal office:**

<u>Category</u>	<u>Yes Percent</u>	<u>No Percent</u>	<u>Not sure Percent</u>	<u>Not Applicable Percent</u>
Child care assistance (Female)	4	64	7	26
Child care assistance (Male)	6	49	9	36
Criteria for partnership/advancing (Female)	19	41	10	30
Criteria for partnership/advancing (Male)	26	26	10	39
Diversity policy (Female)	33	27	19	21
Diversity policy (Male)	35	17	15	33
Family medical leave (Female)	54	16	11	20
Family medical leave (Male)	46	14	12	28
Flexible/reduced work schedules (Female)	52	25	9	14
Flexible/reduced work schedules (Male)	53	14	9	23
Maternity leave (Female)	55	15	11	19
Maternity leave (Male)	48	11	10	31
Part-time schedules (Female)	36	34	13	17
Part-time schedules (Male)	40	21	12	27
Paternity leave (Female)	27	24	27	22
Paternity leave (Male)	25	22	20	32
Performance evaluations (Female)	56	19	7	18
Performance evaluations (Male)	51	16	7	27
Sexual harassment policy (Female)	58	12	11	19
Sexual harassment policy (Male)	56	10	7	27
Telecommuting (Female)	39	35	10	17
Telecommuting (Male)	39	28	9	24

- Sexual harassment policies, performance evaluations, maternity leave, flexible/reduced work schedules and family medical leave are all reported with higher frequency by male and female respondents as policies or practices that are currently in place within their firm or legal office.



**11. Please describe your current feeling of balance between your work and home life:**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Extremely balanced	24	23
Somewhat balanced	46	40
Neither balanced nor unbalanced	6	11
Somewhat unbalanced	17	22
Extremely unbalanced	6	4

- Over two-thirds (70%) of female respondents report that their work and home lives are either extremely or somewhat balanced, compared to over three-fifths (63%) of male respondents who report the same.

**12. How often do you feel that the following statements are true?**

**a. My work life infringes upon my home life:**

<u>Category</u>	<u>Daily Percent</u>	<u>Weekly Percent</u>	<u>Monthly Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	20	28	22	23	7
Male	21	41	13	20	5

- Over three-fifths (62%) of male respondents report that their work life infringes upon their home life on a daily or weekly basis, compared to slightly less than half (48%) of female respondents who report the same.

**b. My home life infringes upon my work life:**

<u>Category</u>	<u>Daily Percent</u>	<u>Weekly Percent</u>	<u>Monthly Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	9	20	18	36	18
Male	11	23	16	30	20

- Around one-third of both male (34%) and female (29%) respondents report that their home life infringes upon their work life on a daily or weekly basis.

**c. I am at work before my usual work hours:**

<u>Category</u>	<u>Daily Percent</u>	<u>Weekly Percent</u>	<u>Monthly Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	17	20	24	24	15
Male	27	32	16	15	10

- Almost three-fifths (59%) of male respondents report that they are at work before their usual work hours on a daily or weekly basis, compared to over one-third (37%) of female respondents who report the same.

**d. I work during my lunch hour:**

<u>Category</u>	<u>Daily Percent</u>	<u>Weekly Percent</u>	<u>Monthly Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	40	27	16	14	3
Male	34	37	13	11	5

- Around two-thirds of both male (71%) and female (67%) respondents report that they work during their lunch hour on a daily or weekly basis.

**e. I am at work after my usual work hours:**

<u>Category</u>	<u>Daily Percent</u>	<u>Weekly Percent</u>	<u>Monthly Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	26	29	22	18	5
Male	32	39	14	11	4

- Over two-thirds (71%) of male respondents report that they are at work after their usual work hours on a daily or weekly basis, compared to over one-half (55%) of female respondents who report the same.

**13. How often do the following statements occur: (RESULTS DO NOT INCLUDE RESPONDENTS WHO CHECKED ‘NOT APPLICABLE’ TO THESE QUESTIONS)**

**a. I miss family social occasions because of work:**

<u>Category</u>	<u>Always Percent</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	1	9	33	38	19
Male	<1	18	35	31	16

- About one-fifth (19%) of male respondents report that they always/frequently miss family social occasions because of work, compared to 10% of female respondents who report the same.

**b. I miss meals with my family because of work:**

<u>Category</u>	<u>Always Percent</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	2	13	28	39	18
Male	3	28	30	26	13

- Almost one-third (31%) of male respondents report that they always/frequently miss meals with their family because of work, compared to 15% of female respondents who report the same.

**c. I spend too much time on work-related activities:**

<u>Category</u>	<u>Always Percent</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	6	20	36	27	11
Male	5	31	38	20	7

- Over one-third (36%) of male respondents report that they always/frequently spend too much time on work-related activities, compared to just over one-quarter (26%) of female respondents who report the same.

**d. My supervisor supports me in managing my work and family commitments:**

<u>Category</u>	<u>Always Percent</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	33	33	19	9	7
Male	30	34	17	13	6

- Approximately two-thirds of both female (66%) and male (64%) respondents report that their supervisor always/frequently supports them in managing their work and family commitments.

**e. Pro bono/public work is discouraged by my firm or legal office:**

<u>Category</u>	<u>Always Percent</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	4	8	8	16	64
Male	3	5	4	15	73

- A large majority of both male (88%) and female (80%) respondents report that pro bono/public work is rarely/never discouraged by their firm or legal office.

**f. There is too much pressure to bill hours:**

<u>Category</u>	<u>Always Percent</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	15	16	23	19	27
Male	10	20	21	18	31

- Slightly less than one-third of female (31%) and male (30%) respondents report that there is always or frequently too much pressure to bill hours.

**g. I have the resources I need to do my job well:**

<u>Category</u>	<u>Always Percent</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Rarely Percent</u>	<u>Never Percent</u>
Female	27	46	20	6	1
Male	33	45	18	4	<1

- Around three-quarters of male (78%) and female (73%) respondents believe they always or frequently have the resources they need to do their job well.

**14. In your current employment, do you feel that you are being paid comparably to the following types of lawyers? (RESULTS DO NOT INCLUDE RESPONDENTS WHO CHECKED ‘NOT APPLICABLE’ TO THIS QUESTION)**

<u>Category</u>	<u>Yes Percent</u>	<u>No Percent</u>	<u>Not Sure Percent</u>
Male lawyers – compared to Male lawyers	68	12	19
Male lawyers – compared to Female lawyers	65	18	17
Female lawyers – compared to Male lawyers	48	28	24
Female lawyers – compared to Female lawyers	61	10	29

- For male respondents, around two-thirds believe they are paid comparably to other male lawyers (68%) and to female lawyers (65%).
- For female respondents, about three-fifths (61%) believe they are paid comparably to other female lawyers and nearly half (48%) believe they are paid comparably to male lawyers.

**15. In your current employment, do you feel that you are being given the same opportunities for advancement comparably to the following types of lawyers? (RESULTS DO NOT INCLUDE RESPONDENTS WHO CHECKED ‘NOT APPLICABLE’ TO THIS QUESTION)**

<u>Category</u>	<u>Yes Percent</u>	<u>No Percent</u>	<u>Not Sure Percent</u>
Male lawyers – compared to Male lawyers	80	7	13
Male lawyers – compared to Female lawyers	76	11	13
Female lawyers – compared to Male lawyers	58	23	19
Female lawyers – compared to Female lawyers	70	8	22

- For male respondents, over three-quarters believe they are being given the same opportunities for advancement comparably to other male lawyers (80%) and to female lawyers (76%).
- For female respondents, over two-thirds (70%) believe they are being given the same opportunities for advancement comparably to other female lawyers and nearly three-fifths (58%) believe they are being given the same opportunities for advancement comparably to male lawyers.

**16. Please indicate whether you agree or disagree with the following statements:**

**a. Male lawyers tend to attain more respect/status than female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do Not Know/ Not Applicable Percent</u>
Female	59	28	<1	13
Male	17	57	6	20

- Nearly three-fifths (59%) of female respondents believe that male lawyers tend to attain more respect/status than female lawyers, while roughly one-fifth (17%) of male respondents would agree. Fifty-seven percent of male respondents and 28% of female respondents believe there is equal treatment in this area.

**b. Female lawyers have more difficulty initially being hired than male lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do Not Know/ Not Applicable Percent</u>
Female	31	39	3	27
Male	9	45	15	31

Almost one-third (31%) of female respondents believe female lawyers have more difficulty being hired, while about one-tenth (9%) of male respondents would agree. Thirty-nine percent of female respondents and 45% of male respondents believe there is equal treatment in this area.

**c. Female lawyers receive higher entry level pay than male lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do Not Know/ Not Applicable Percent</u>
Female	1	26	42	31
Male	4	42	7	47

- Over two-fifths of female respondents (42%) disagree that female lawyers receive higher entry level pay than male lawyers, saying the opposite is true. More than two-fifths (42%) of male respondents and roughly one-quarter (26%) of female respondents believe there is equal treatment. Nearly half of male respondents (47%) and almost one-third (31%) of female respondents do not know if female lawyers receive higher entry level pay/found this question to be inapplicable to them.

**d. Male lawyers have more difficulty changing jobs within the profession than female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do Not Know/ Not Applicable Percent</u>
Female	<1	22	37	41
Male	13	35	8	44

- Over one-third (37%) of female respondents believe that male lawyers do not have more difficulty changing jobs within the legal profession, reporting the opposite is true. More than one-third (35%) of male respondents and over one-fifth (22%) of female respondents believe there is equal treatment for male and female lawyers when it comes to changing jobs within the profession. Over two-fifths of male (44%) and female (41%) respondents do not know if male lawyers have more difficulty changing jobs/found this question to be inapplicable to them.

**e. Female lawyers often have more favorable terms and conditions of employment than male lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	3	29	38	30
Male	18	34	7	41

- Almost two-fifths (38%) of female respondents believe that female lawyers do not have more favorable terms and conditions of employment, reporting the opposite is true. Nearly one-third of both male (34%) and female (29%) respondents believe there is equal treatment when it comes to favorable terms and conditions of employment. Over two-fifths of male respondents (41%) and three-tenths (30%) of female respondents do not know if female lawyers often have more favorable terms and conditions of employment/found this question to be inapplicable to them.

**f. Male lawyers are more likely to lose their jobs than female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do Not Know/ Not Applicable Percent</u>
Female	2	31	29	38
Male	15	38	5	43

- Nearly three-tenths (29%) of female respondents disagree that male lawyers are more likely to lose their jobs than female lawyers, saying they believe the opposite to be true. Almost one-third (31%) of female respondents and about two-fifths (38%) of male respondents believe there is equal treatment in this area. Around two-fifths of male (43%) and female (38%) respondents do not know if male lawyers are more likely to lose their jobs than female lawyers/found this question to be inapplicable to them.

**g. Female lawyers have to work harder than male lawyers to achieve the same results:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do Not Know/ Not Applicable Percent</u>
Female	54	27	1	18
Male	12	49	9	30

- Over half (54%) of all female respondents believe that female lawyers have to work harder than male lawyers to achieve the same results, while 12% of male respondents believe this to be true. Approximately half (49%) of all male respondents and just over one-quarter (27%) of female respondents believe there is equal treatment in this area.

**h. Male lawyers attain partnership status faster than female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do Not Know/ Not Applicable Percent</u>
Female	46	18	<1	36
Male	12	37	5	46

- Nearly half (46%) of all female respondents believe that male lawyers attain partnership status faster than female lawyers, while 12% of male respondents believe this to be true. More than one-third (37%) of male respondents and 18% of female respondents believe there is equal treatment in this area. Over two-fifths (46%) of male respondents and over one-third (36%) of female respondents do



not know if male lawyers attain partnership status faster than female lawyers/found this question to be inapplicable to them.

**i. Female lawyers are not compensated the same as male lawyers for comparable work:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	47	25	1	27
Male	6	50	5	39

- Nearly half (47%) of female respondents believe that female lawyers are not compensated the same as male lawyers for comparable work, while 6% of male respondents believe this to be true. Half (50%) of all male respondents and one-quarter (25%) of female respondents believe that there is equal treatment in this area. Nearly two-fifths (39%) of male respondents and over one-quarter (27%) of female respondents do not know if female lawyers are not compensated the same as male lawyers for comparable work/found this question to be inapplicable to them.

**j. High level responsibilities are more available for female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	1	30	40	29
Male	6	49	9	37

- Two-fifths (40%) of all female respondents and 9% of all male respondents believe high level responsibilities are not more available for female lawyers. About half (49%) of male respondents and three-tenths (30%) of female respondents believe that there is equal treatment in this area. Over one-third (37%) of male respondents and over one-quarter (29%) of female respondents do not know if high level responsibilities are more available for female lawyers/found this question to be inapplicable to them.

**k. Advancement opportunities are more available for female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	2	27	45	26
Male	10	46	8	36

Nearly half (45%) of all female respondents believe that advancement opportunities are not more available for female lawyers and believe the opposite is true. Nearly half (46%) of male respondents and more than one-quarter (27%) of female respondents believe there is equal treatment in this area. Over one-third (36%) of male respondents and over one-quarter (26%) of female respondents do not know if advancement opportunities are more available for female lawyers/found this question to be inapplicable to them.

**l. Access to senior partners are more available to male lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	30	29	5	36
Male	5	45	7	43

- Three-tenths (30%) of female respondents and 5% of male respondents believe that access to senior partners are more available to male lawyers. Over two-fifths (45%) of male respondents and about three-tenths (29%) of female respondents believe there is equal treatment in this area. Over two-fifths (43%) of male respondents and over one-third (36%) of female respondents do not know if access to senior partners are more available to male lawyers/found this question to be inapplicable to them.

**m. Opportunities to appear in Court are more available to male lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	16	47	2	35
Male	5	53	5	38

- Around half of both male (53%) and female (47%) respondents believe that there is equal treatment regarding opportunities to appear in Court. Over one-third of male (38%) and female (35%)

respondents do not know if opportunities to appear in Court are more available to male lawyers/found this question to be inapplicable to them.

**n. Male lawyers are more likely to be assigned choice cases than female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	26	36	2	36
Male	5	50	5	40

- Half (50%) of male respondents and over one-third (36%) of female respondents believe that there is equal treatment regarding the likeliness to be assigned choice cases. Two-fifths (40%) of male respondents and over one-third (36%) of female respondents do not know if male lawyers are more likely to be assigned choice cases than female lawyers/found this question to be inapplicable to them.

**o. Opportunities to engage in activities out of the office, such as social events, are more available to female lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	5	46	23	26
Male	13	48	4	36

- Around half of both male (48%) and female (46%) respondents believe that there is equal treatment regarding opportunities to engage in activities out of the office, such as social events. Over one-third of male (36%) and over one-quarter (26%) of female respondents do not know if opportunities to engage in activities out of the office, such as social events are more available to male lawyers/found this question to be inapplicable to them.

**p. Expectations to work late hours and weekends are more applicable to male lawyers:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	8	58	9	25
Male	23	46	1	30

- Almost three-fifths (58%) of male respondents and almost half (46%) of female respondents believe that there is equal treatment regarding expectations to work late hours and weekends. Three-tenths

(30%) of male respondents and one-quarter (25%) of female respondents do not know if expectations to work late hours and weekends are more applicable to male lawyers/found this question to be inapplicable to them.

**q. My firm or legal office is a difficult place for female lawyers to work:**

<u>Category</u>	<u>Agree Percent</u>	<u>Disagree- Equal Treatment Percent</u>	<u>Disagree- Opposite is True Percent</u>	<u>Do not know/ Not applicable Percent</u>
Female	8	42	21	29
Male	1	46	19	34

- Very few respondents (8% female and 1% male) believe that their firm or legal office is a difficult place for female lawyers to work. Around one-third of male (34%) and female (29%) respondents do not know if their firm or legal office is a difficult place for female lawyers to work/found this question to be inapplicable to them.

**17. In the past three years, have you personally experienced or witnessed any of the following behaviors: (MULTIPLE RESPONSE QUESTION) (CHECK ALL THAT APPLY):**

**a. Inappropriate sexual jokes, questions, gestures or looks by male lawyers:**

<u>Category</u>	<u>Witnessed in the Past Three Years Percent</u>	<u>Personally Experienced in the Past Three Years Percent</u>
Female	30	20
Male	17	3

- Within the last three years, 20% of female respondents and 3% of male respondents report personally experiencing inappropriate sexual jokes, questions, gestures or looks made by male lawyers.

**b. Inappropriate sexual jokes, questions, gestures or looks by female lawyers:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	10	4
Male	12	6

- Within the last three years, 4% of female respondents and 6% of male respondents report personally experiencing inappropriate sexual jokes, questions, gestures or looks made by female lawyers.

**c. Inappropriate sexual jokes, questions, gestures or looks by judges:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	7	4
Male	4	1

- Within the last three years, 4% of female respondents and 1% of male respondents report personally experiencing inappropriate sexual jokes, questions, gestures or looks made by judges.

**d. Verbal or physical advances made toward female lawyers:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	12	8
Male	4	<1

- Within the last three years, 8% of female respondents and less than 1% of male respondents report personally experiencing verbal or physical advances.

**e. Female lawyers accorded less respect than male lawyers:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	33	27
Male	9	<1

- Within the last three years, 27% of female respondents and less than 1% of male respondents report personally experiencing female lawyers being accorded less respect than male lawyers.

**f. Inappropriate use of names like “honey” or “sweetie” by male lawyers to female lawyers:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	29	29
Male	10	<1

- Within the last three years, 29% of female respondents and less than 1% of male respondents report personally experiencing being addressed by names like “honey” or “sweetie” by male lawyers.

**g. Inappropriate use of names like “honey” or “sweetie” by female lawyers to male lawyers:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	8	4
Male	10	8

- Within the last three years, 4% of female respondents and 8% of male respondents report personally experiencing being addressed by names like “honey” or “sweetie” by female lawyers.

**h. Inappropriate use of names like “honey” or “sweetie” by judges:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	8	5
Male	4	1

- Within the last three years, 5% of female respondents and 1% of male respondents report personally experiencing being addressed by names like “honey” or “sweetie” by judges.

**i. Inappropriate comments on the dress or appearance of female lawyers:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	22	10
Male	8	<1

- Within the last three years, 10% of female respondents and less than 1% of male respondents report personally experiencing inappropriate comments on their dress or appearance.

**j. Being asked to do lower level tasks not typically requested of other attorneys of a different gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	16	17
Male	4	4

- Within the last three years, 17% of female respondents and 4% of male respondents report personally experiencing being asked to do lower level tasks not typically requested of other attorneys of a different gender.

**k. Being consistently interrupted or cut off due to gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	17	19
Male	6	6

- Within the last three years, 19% of female respondents and 6% of male respondents report personally experiencing being consistently interrupted or cut off due to gender.

**l. Having work you did attributed to or assumed to be that of another lawyer of the opposite gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	11	14
Male	3	4

- Within the last three years, 14% of female respondents and 4% of male respondents report personally experiencing their work being attributed to or assumed to be that of another lawyer of the opposite gender.

**m. Excluded work for a client due to gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	5	5
Male	4	3

- Within the last three years, 5% of female respondents and 3% of male respondents report personally experiencing being excluded from work for a client due to gender.



**n. Excluded from a networking event due to gender preference of client:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	5	4
Male	3	3

- Within the last three years, 4% of female respondents and 3% of male respondents report personally experiencing being excluded from a networking event due to gender preference of client.

**o. Requested to justify time out of the office not typically required by attorneys of the opposite gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	5	6
Male	4	3

- Within the last three years, 6% of female respondents and 3% of male respondents report personally experiencing being requested to justify time out of the office not typically required by attorneys of the opposite gender.

**p. Passed over for key work because of gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	6	5
Male	5	4

- Within the last three years, 5% of female respondents and 4% of male respondents report personally experiencing being passed over for key work because of gender.

**q. Treated differently by a judge in court than opposing counsel of a different gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	11	12
Male	7	5

- Within the last three years, 12% of female respondents and 5% of male respondents report personally experiencing being treated differently by a judge in court than opposing counsel of a different gender.

**r. Treated differently by opposing counsel in court or related proceedings than other counsel of a different gender:**

<u>Category</u>	Witnessed in the Past Three Years <u>Percent</u>	Personally Experienced in the Past Three Years <u>Percent</u>
Female	16	18
Male	7	5

- Within the last three years, 18% of female respondents and 5% of male respondents report personally experiencing being treated differently by opposing counsel in court or related proceedings than other counsel of a different gender.

**18. Within the past three years, has there been an occasion at your workplace or within a law related setting where you feel you were harassed or bullied due to your gender?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	14	4
No	86	96

- Within the last three years, a large majority of male (96%) and female (86%) respondents report that there has not been an occasion at their workplace or within a law related setting where they felt harassed or bullied due to their gender. For those who did experience harassment, their description of the instance(s) can be found in the results to Tables 19A and 19B.

**19. Did you report the incident(s) to your immediate supervisor or someone else?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	39	47
No	61	53

- Nearly half (47%) of male respondents and about two-fifths (39%) of female respondents reported the harassment/bullying incident(s) to their immediate supervisor or someone else.

**19A. Please indicate what happened, who you reported the incident(s) to (no personal names) and, if you did not report it to anyone, why not? Please also indicate why the issue was or was not resolved to your satisfaction: (FEMALE RESPONDENTS ONLY)**

A total of 104 female respondents provided incidents/made comments about an occasion at their workplace or within a law related setting where they felt they were harassed or bullied due to their gender. Each response was reviewed and categorized. The table below lists the five most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Incidents Involving Attorneys/Opposing Counsel	24
Incidents Involving Partners	17
Unspecified Incidents (Details Not Fully Provided)	17
Female to Female Incidents	9
Incidents Involving Judges	9

**19B. Please indicate what happened, who you reported the incident(s) to (no personal names) and, if you did not report it to anyone, why not? Please also indicate why the issue was or was not resolved to your satisfaction: (MALE RESPONDENTS ONLY)**

A total of 18 male respondents provided incidents/made comments about an occasion at their workplace or within a law related setting where they felt they were harassed or bullied due to their gender. Each response was reviewed and categorized. The table below lists the three categories and their number of responses.

<u>Category</u>	<u>Number of Responses</u>
Incidents Involving Partners	8
Incidents Involving Attorneys/Opposing Counsel	7
Incidents Involving Judges	3

**20. Was the issue handled or resolved to your satisfaction?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	23	19
No	77	81

**21. What do you think can be done in the future to prevent future incidents like the one(s) you reported above? (FEMALE RESPONDENTS ONLY)**

A total of 98 female respondents provided comments/feedback about what they think can be done to prevent future incidents like the one(s) they reported in Table 19A. Each response was reviewed and categorized. The table below lists the six most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Nothing Can Be Done	22
Training/Education	19
Cultural/Societal Change	15
Law Firms/Judges Better Handling Matters	11
Placement of Women in More Leadership/Judicial Positions	6
Create Rules/Policies	5

**21A. What do you think can be done in the future to prevent future incidents like the one(s) you reported above? (MALE RESPONDENTS ONLY)**

A total of 15 male respondents provided comments or feedback about what they think can be done to prevent future incidents like the one(s) they reported in Table 19B. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Treat Male Lawyers With Equality	6
Societal Issue	2

**22. Have you seen or experienced biased attitudes or behaviors by judicial nominating commissions (JNCs) based on gender?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	3	3
No	97	97

- Very few (3% male; 3% female) respondents have seen or experienced biased attitudes or behaviors by JNCs based on gender.

**22A. If yes, please describe any incidents: (FEMALE RESPONDENTS ONLY)**

A total of 15 female respondents provided comments or feedback about seeing or experiencing biased attitudes or behaviors by judicial nominating commissions (JNCs) based on gender. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Improper Questioning	5
Outcome	5

**22B. If yes, please describe any incidents: (MALE RESPONDENTS ONLY)**

A total of 7 male respondents provided comments or feedback about seeing or experiencing biased attitudes or behaviors by judicial nominating commissions (JNCs) based on gender. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Preference for Female Judges/Applicants	3
Outcome	2

**23. What is the ratio of male/female lawyers in your workplace?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
1:1	26	20
2:1 male	13	18
3:1 male	8	9
4:1 male	4	3
5:1 or more male/all male	3	9
2:1 female	10	5
3:1 female	5	2
4:1 female	3	<1
5:1 or more female/all female	7	1
Not applicable/sole practitioner	21	33

- The same amount of respondents (47% female; 47% male) report being employed in law firms or legal offices with either a 1:1, 2:1 male to female or 3:1 male to female ratio of lawyers.

**24. What would you say is the trend over the past 10 years regarding discrimination based on gender?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
It is increasing significantly	2	<1
It is increasing slightly	4	1
It is remaining the same	24	7
It is decreasing slightly	35	28
It is decreasing significantly	23	47
Not sure	12	16

- Three-quarters (75%) of male respondents believe that discrimination based on gender is decreasing significantly or slightly, while 1% report it is increasing significantly or slightly.
- Nearly three-fifths (58%) of female respondents believe that discrimination based on gender is decreasing significantly or slightly, while 6% report it is increasing significantly or slightly.

**25. What can The Florida Bar do in regards to improving gender equality and diversity within the legal profession? (Any suggestions or general feedback is appreciated) (FEMALE RESPONDENTS ONLY)**

A total of 252 female respondents provided suggestions or feedback about what they think The Florida Bar can do in regards to improving gender equality and diversity within the legal profession. Each response was reviewed and categorized. The table below lists the eight most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Nothing/Not Much Can Be Done	59
Awareness/Education/Training	55
Support/Promote Women in Leadership Positions/Judgeships	15
Create Rules/Policies/Penalties	14
Child Care/Nursing Mother Provisions	13
Encourage Law Firm Awareness/Incentives	13
Maternity/Paternity Leave Improvements	13
Reporting of Firm Data - Hiring/Advancement/Salary	12

**25A. What can The Florida Bar do in regards to improving gender equality and diversity within the legal profession? (Any suggestions or general feedback is appreciated) (MALE RESPONDENTS ONLY)**

A total of 101 male respondents provided suggestions or feedback about what they think The Florida Bar can do in regards to improving gender equality and diversity within the legal profession. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Nothing/Not Much Can Be Done	55
Awareness/Education/Training	13
Prevent Discrimination Against Males/Reverse Discrimination	10
Focus on Equal Treatment for Everyone	6

26. In what Florida County is your primary law practice?

<u>County</u>	<u>Female Percent</u>	<u>Male Percent</u>
Alachua	1	2
Baker	0	0
Bay	1	<1
Bradford	0	0
Brevard	0	1
Broward	9	13
Calhoun	0	0
Charlotte	<1	0
Citrus	<1	<1
Clay	<1	<1
Collier	2	2
Columbia	<1	0
DeSoto	0	0
Dixie	<1	0
Duval	6	6
Escambia	1	1
Flagler	<1	0
Franklin	0	<1
Gadsden	0	<1
Gilchrist	0	0
Glades	0	0
Gulf	0	0
Hamilton	0	0
Hardee	0	0
Hendry	0	0
Hernando	<1	<1
Highlands	<1	0
Hillsborough	10	9
Holmes	0	0
Indian River	1	<1
Jackson	0	0
Jefferson	0	0
Lafayette	0	0
Lake	<1	<1
Lee	3	1
Leon	6	5
Levy	0	<1
Liberty	0	0

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<u>County</u>	<u>Female Percent</u>	<u>Male Percent</u>
Madison	0	0
Manatee	<1	1
Marion	<1	1
Martin	1	<1
Miami-Dade	17	18
Monroe	<1	<1
Nassau	0	<1
Okaloosa	1	<1
Okeechobee	0	<1
Orange	9	9
Osceola	<1	<1
Palm Beach	10	9
Pasco	<1	<1
Pinellas	5	4
Polk	1	1
Putnam	0	0
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	<1	<1
Sarasota	1	3
Seminole	1	<1
Sumter	<1	<1
Suwannee	0	0
Taylor	0	0
Union	0	0
Volusia	2	2
Wakulla	0	0
Walton	<1	0
Washington	0	0

**27. What is your race or ethnic origin?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
White/Caucasian	78	81
Hispanic	13	9
African/American/Black	6	4
Asian/Pacific Islander	1	1
American Indian/Alaska Native	0	<1
Other	2	4

**28. What is your age?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
35 years of age or under	31	20
36 to 49 years of age	36	29
50 to 65 years of age	29	36
Over 65 years of age	4	15
Median:	41 yrs. of age	50 yrs. of age
Range:	25 to 75 years of age	25 to 92 years of age

- Over half (51%) of male respondents are 50 years of age or older, compared to one-third (33%) of female respondents. The median age for male respondents is 9 years more than the median age for female respondents.

**29. How many years have you been practicing law?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Fewer than 3 years	11	10
3 to 5 years	12	8
6 to 10 years	20	11
11 to 20 years	29	19
Over 20 years	28	52

- Over half (52%) of all male respondents have been practicing law for more than 20 years, compared to over one-quarter (28%) of female respondents who report the same.

**30. Which of the following best describes your current status?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Married	65	76
Single	22	14
Divorced	10	7
Widowed	1	1
Separated	<1	<1
Other	1	1

- Just over three-quarters (76%) of male respondents and just under two-thirds (65%) of female respondents are married.

**31. Do you have minor children or are you a caretaker in your personal life? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes - minor children	33	25
Yes - caretaker	8	4

- One third (33%) of female respondents and one-quarter (25%) of male respondents have minor children. 8% of female respondents are caretakers, compared to 4% of male respondents.

**32. Do you think gender bias is an important issue that The Florida Bar should take steps to remedy in the profession?**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	61	29
No, it is not a priority because there are more pressing issues facing the Bar	13	19
No, it is only a problem for a minority of lawyers	8	8
No, it is not a problem	7	23
Not sure	11	21

- Just over three-fifths (61%) of all female respondents think that gender bias is an important issue that The Florida Bar should take steps to remedy in the profession. About three-tenths (29%) of male respondents feel similarly.

**33. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2015:**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Under \$50,000	17	11
\$50,000- \$100,000	46	34
Over \$100,000	37	55

Median:	\$88,000	\$116,000
Range:	\$0 to \$700,000	\$0 to \$700,000

- Over half (55%) of male respondents report that their 2015 total income, before taxes and derived from the practice of law, is over \$100,000, compared to 37% of female respondents who report the same.