



**Minnesota Women Lawyers  
Gender Data Project:  
*First Report***

**by  
The Minnesota Women Lawyers  
Parity Committee**

**May 2015**

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# Table of Contents

## Page

3.	Letter from MWL President Pam Rochlin
4.	MWL Leadership
6.	Background
7.	Methodology
9.	Project Limitations
10.	Overview of Findings & Analysis
18.	Conclusions
19.	Recommendations
20.	Acknowledgements
21.	Appendices
	Appendix 1: Summary of Demographics Collected on State of Minnesota Attorney Registration Form (Octobers 2012, 2013 & 2014)
	Appendix 2: Table 1 - Status by Gender
	Appendix 3: Table 2 - Metro Area vs. Greater Minnesota by Gender
	Appendix 4: Table 3 - Metro Area vs. Greater Minnesota by Gender for Resident Attorneys Practicing More than Three Years Under \$25,000 Income
	Appendix 5: Table 4 - Year Admitted by Gender

## From the MWL President



Pam Rochlin

It is a great honor to present MWL's Gender Data Project, the first of its kind to count the number of women in the Minnesota legal profession by conducting a name classification analysis of the Minnesota Supreme Court's lawyer registration data.

In addressing gender inequities and working to change them, MWL has been discouraged by the lack of demographic data on exactly how many in Minnesota's legal profession are women. This obstacle moved to the forefront in 2010 when then-MWL President Judge Elizabeth Cutter initiated the MWL Parity Taskforce to examine the current position of women lawyers in Minnesota. The Parity Taskforce quickly determined that a thorough examination of the status of Minnesota's women lawyers could not be accomplished without comprehensive demographic data. In other words, how can we tell what needs to be done to achieve parity, if we do not know where we are now?

The results of this Gender Data Project are an exciting first step in MWL's objective to determine and clarify the status of women in Minnesota's legal profession. But it is just that – a first step. Comprehensive and long-term data collection is vital. We need to gather data on practice type, titles or positions, employment status (full- or part-time), compensation, as well as race, disability and LGBTQ status. It is only with complete data information that we can start answering questions like: Why is pay equity an issue? Why are some women leaving the profession or leaving certain types of jobs in the legal profession? What will it take to achieve parity?

It is MWL's mission to advance the success of women attorneys. To that end, we provide leadership and professional development, networking and mentoring opportunities for women attorneys at all levels. But equally important is our role of advocating for equality of women within the profession. We are excited by this first step to "count" the number of women in Minnesota's legal profession, but look forward to collecting more information so that we can see where change is needed most and so we can advocate for all women in Minnesota's legal profession.

We are so grateful for the hard work of our volunteers, and the support of Chief Justice Lorie Gildea, Justice Wilhelmina Wright, Margaret Corneille, and so many others who made this possible.

Sincerely,  
Pam Rochlin  
2014-2015 President  
Minnesota Women Lawyers

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## Background

In 2010-2011, then-MWL President Elizabeth Cutter established the Parity Taskforce (Taskforce) to determine the status of women lawyers in Minnesota, the barriers to parity, the most effective methods to overcome those barriers, and the time needed to overcome the barriers. In the effort to establish a baseline on the status of women lawyers in Minnesota, the Taskforce quickly learned that the number of women practicing law in Minnesota was unknown. Demographic data, including gender, was not collected for lawyers practicing in the state.

Early in its work, in an effort to better gauge the scope of attorney demographic data collection practices across the country and identify possible best practices models, the Taskforce engaged in an extensive review of such practices in all 50 states. The 50-State Report, finalized in the summer of 2012, identified a wide range of data collection practices across the country.

In spring 2011, MWL President Cutter presented remarks about the work of the Parity Taskforce at MWL's Annual Judges' Dinner. She mentioned the fact that no one knew how many women were practicing in Minnesota. Minnesota Supreme Court Chief Justice Lorie Gildea, who was in attendance at the Judges Dinner that evening, took note and took action. Within two weeks of the event, Chief Justice Gildea, with the support of other Minnesota Supreme Court members, authorized a change to the Minnesota Attorney Registration form, allowing attorneys to voluntarily indicate their gender classification, beginning in fall 2011.

As efforts continued, it became clear that the work of the Taskforce would take many years to complete. To carry on the work, the Taskforce evolved into the Parity Facilitators, and then into a permanent MWL committee in 2013, now named the MWL Parity Committee (Committee). The Committee's mission is to complete the original objectives of the Taskforce.

As MWL continued to evaluate the gender data that the State began collecting in fall 2011, the Committee realized that the number of people checking the box to indicate their gender was far from enough to conduct a statistically significant analysis of the data. Therefore, in the spring of 2013, MWL launched its "I Want To Be Counted" campaign to encourage attorneys to complete the gender demographic question on their attorney registration form. In creating this initiative, MWL continues to reach out across the legal community, asking the legal community to complete the gender question on the attorney registration form. Over the years, the number of people checking the box has continued to increase. However, the annual results still do not provide enough of a response to conduct a statistically significant analysis. (See *Appendix 1*).

Therefore, in the fall of 2014, with Cy Pres funding made possible by Dan Gustafson of Gustafson Gluek PLLC, MWL contracted with the University of Minnesota to conduct a gender classification project, utilizing census data to decide whether a name was gendered male or female to determine a baseline number of women attorneys practicing in the State of Minnesota. MWL intends to continue to conduct this analysis every 3-5 years, not only to establish a long-term baseline, but also to gauge trends within the Minnesota legal profession.

## Methodology

In October 2014, Minnesota Women Lawyers (MWL) contracted with the University of Minnesota Office of Measurement Services (OMS) to conduct a gender classification project, based on information provided by all licensed attorneys on the Minnesota Lawyer Registration form.

(Rule 7C of the Minnesota Supreme Court Rules on Lawyer Registration authorized the Minnesota Lawyer Registration Office to provide this data to MWL, as a bona fide continuing legal education provider.)

As the basis for the gender classification, an OMS programmer collected a U.S. Census database and two other publicly available databases, all of which had both first name and gender assigned to them. He then removed all duplicate listings of names and wrote a script to compare each first name in the Minnesota Lawyer Registration file and assign gender (female, male, or unknown) to each Minnesota registered attorney. In analyzing the data provided to MWL from the Minnesota Lawyer Registration Office on October 14, 2014, 27,979 out of the 29,091 attorneys licensed in the State of Minnesota (96%) were assigned a gender classification using this method.

Most of the attorneys not initially assigned a gender classification using the method described above were a result of a non-gender specific or unknown first name. The following methods were subsequently utilized in an attempt to determine gender for those still unclassified. Once a gender classification had been assigned based on a single method, no further searches occurred for that attorney.

- a) An OMS staff member reviewed the list for J. David or M. Susan in the first name field, or for a middle name that was clearly male or female, and recorded gender based on those names that seemed obvious. This resulted in an additional 420 individuals being assigned a gender classification.
- b) A select group of Parity Committee members reviewed the list of remaining attorney names to indicate a gender classification for any attorney who was personally known to them. If a gender classification was uncertain, nothing was recorded. This resulted in an additional 74 individuals being assigned a gender classification.
- c) An OMS staff member with a LinkedIn account looked up each attorney whose gender was unknown and recorded a gender classification based on a picture or other information available on the account. If a gender classification was uncertain, nothing was recorded. This resulted in an additional 371 individuals being assigned a gender classification.
- d) An OMS staff member with a Facebook account looked up each attorney whose gender was unknown and recorded a gender classification based on a picture or other information available on the account. If a gender classification was

uncertain, nothing was recorded. This resulted in an additional 136 individuals being assigned a gender classification.

- e) An OMS staff member reviewed all those that remained unassigned and recorded gender using the same criteria listed in item a (above). This resulted in an additional 20 individuals being assigned a gender classification.

In the end, 29,000 of the 29,091 attorneys licensed to practice in the State of Minnesota (99.7%) were classified on the basis of gender using the procedures described above. This gender classification, along with the other data from the Minnesota Lawyer Registration form, was the information source for all subsequent data analysis on gender disparities.



## Research Limitations

The scope of this research project was limited to an analysis of the data available to MWL as a bona fide continuing legal education provider from the Minnesota Lawyer Registration Office.

Data provided included:

*First Name*

*Last Name*

*Address*

*Date Admitted*

*Current Status*

*Represents Private Clients*

Given the limits of Rule 7C of the Minnesota Supreme Court Rules on Lawyer Registration, data related to State-collected gender classification was not provided to MWL.

The Minnesota Lawyer Registration Office does not collect further demographic data. Nor does it collect data on attorney practice type, county, attorney title/position, part-time or full-time employment status, or attorney salary/compensation levels. Also, addresses collected as part of an attorney's registration are not designated as either work or home residence addresses.

For purposes of this report, gender classification was primarily assigned by comparing commonly held first names to the U.S. Census database and two other publicly available databases. Therefore, the study's findings and analyses are limited to these database name-assignment generalizations. MWL recognizes that this method did not provide for an individual to specify his or her own gender classification, and subsequently could not take into account an individual's self-selected gender identity.

## Overview of Findings and Analysis

The data obtained by MWL from the Minnesota Attorney's Registration Office establishes the baseline for tracking the numbers of female and male lawyers admitted in Minnesota in the future. The tables below show the overall data obtained in October 2014, as well as comparisons with data obtained from other sources.

As discussed in the Methodology Section of this Report, there were lawyers for whom a gender was not determined. While that number is very small (91 out of 29,091 lawyers), those lawyers were not included in the final data analysis and percentages reported below. Further, the data was not tested for statistical significance as it is meant to be a baseline for future data comparisons, which are intended to be tested for significance.

Table 1 shows the total numbers of male and female lawyers admitted in Minnesota by status, as defined by the Minnesota Attorney Registration Office for purposes of the attorney registration form. These include, generally, those reporting a disability, membership in the military, residency, income below \$25,000 and retirement status.

**Overall, the data shows that as of October 2014, 63% (18,331) of the lawyers registered in Minnesota are male and 37% (10,669) are female. (See Appendix 2 for complete Table 1).**

<b>TABLE 1: STATUS BY GENDER</b>						
<b>CURRENT STATUS</b>	<b>NUMBER BLANK</b>	<b>NUMBER MALE</b>	<b>% MALE</b>	<b>NUMBER FEMALE</b>	<b>% FEMALE</b>	<b>TOTAL NUMBER</b>
Disabled	1	115	58%	82	42%	198
Military	2	125	76%	40	24%	167
Nonresident	13	1216	59%	834	41%	2063
Nonresident under \$25,000 income	4	66	31%	147	69%	217
Resident 3 years or less	3	1528	55%	1239	45%	2770
Resident 3 years or less, under \$25,000 income	1	84	49%	88	51%	173
Resident more than 3 years	43	12970	64%	7244	36%	20257
Resident more than 3 years, under \$25,000 income	3	455	45%	565	55%	1023
Retired - fee exempt	21	1772	80%	430	20%	2223
<b>TOTALS</b>	<b>91</b>	<b>18331</b>	<b>63%</b>	<b>10669</b>	<b>37%</b>	<b>29091</b>

**Status: Male Lawyers**

In the status categories, male lawyers were reported in disproportionately higher numbers in the Military (76%) and Retired (80%) categories. Male lawyers were slightly higher in the Resident More than 3 Years category (64%) comparatively.

Male lawyers were reported in disproportionately lower numbers in all three categories of lawyers registered as making less than \$25,000 in income (Resident 3 Years or Less- 49%, More than 3 Years - 45%, and Nonresident Under \$25,000 Income - 31%).

Male lawyers were reported in slightly lower numbers in comparison with their total numbers in the following categories: Disabled (58%), Nonresident (60%), Resident 3 Years or Less (55%), and Resident More than 3 Years, Under \$25,000 Income (45%).

**Status: Female Lawyers**

In the status categories, female lawyers were reported in disproportionately higher numbers in all three categories making less than \$25,000 in income (Nonresident Under \$25,000 Income - 69%, Resident 3 Years or Less, Under \$25,000 Income - 51%, and Resident More than 3 Years, Under \$25,000 Income - 55%).

Female lawyers were reported as being slightly higher, in comparison to their overall population, in the following categories: Disabled (42%), Nonresident (41%), Resident 3 Years or less (45%).

Female lawyers were also disproportionately lower than their overall numbers in the Retired-Fee Exempt category (20%).

Male and female lawyers in the Resident More than 3 Years category were reported in the same general numbers as in the overall population of lawyers in Minnesota (Male: 64% / 63%; Female: 36% / 37%).

## Metro Area vs. Greater Minnesota by Gender- General<sup>1</sup>

Table 2 shows that overall male and female lawyers are located in the Minneapolis St. Paul Metropolitan area and in a foreign address in approximately the same proportion as in the population of lawyers as a whole: 63% male and 37% female. There was a slightly higher proportion of male lawyers in Greater Minnesota (68%) as compared to female lawyers (32%).

<b>TABLE 2: METRO VS GREATER MN BY GENDER</b>						
<b>CURRENT STATUS</b>	<b>NUMBER BLANK</b>	<b>NUMBER MALE</b>	<b>% MALE</b>	<b>NUMBER FEMALE</b>	<b>% FEMALE</b>	<b>TOTAL NUMBER</b>
Metro City Name	49	11859	62%	7251	38%	19159
Greater MN City Name	13	2796	68%	1306	32%	4115
Some Other State	22	3604	64%	2067	36%	5693
Foreign Address = Yes	7	72	62%	45	38%	124
<b>TOTALS</b>	<b>91</b>	<b>18331</b>	<b>63%</b>	<b>10669</b>	<b>37%</b>	<b>29091</b>

*(See Appendix 3 for complete Table 2).*

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<sup>1</sup> For purposes of this study, the Minneapolis St. Paul Metropolitan area is defined as the cities within the 7-county area of Anoka, Carver, Dakota, Hennepin, Ramsey, Scott and Washington counties.

**Metro Area vs Greater Minnesota by Gender for Resident Attorneys Practicing More than Three Years Under \$25,000 Income.**

Table 3 shows that the numbers of female lawyers with income of less than \$25,000 is the same in the Metropolitan area as reported in the overall population (45% female and 55% male). There are slightly fewer female lawyers earning less than \$25,000 (51%) reporting in Greater Minnesota than in the state as a whole. The numbers show that a much higher number of women report income of less than \$25,000 when their address is listed as in a different state (63%) or a foreign address (71%).

<b>TABLE 3: METRO VS GREATER MN BY GENDER FOR RESIDENT ATTORNEYS PRACTICING MORE THAN THREE YEARS, UNDER \$25,000 INCOME</b>						
<b>CURRENT STATUS</b>	<b>NUMBER BLANK</b>	<b>NUMBER MALE</b>	<b>% MALE</b>	<b>NUMBER FEMALE</b>	<b>% FEMALE</b>	<b>TOTAL NUMBER</b>
Metro City Name	2	333	45%	406	55%	741
Greater MN City Name	0	83	48%	90	52%	173
Some Other State	0	37	37%	64	63%	101
Foreign Address = Yes	1	2	29%	5	71%	8
<b>TOTALS</b>	<b>3</b>	<b>455</b>	<b>45%</b>	<b>565</b>	<b>55%</b>	<b>1023</b>

*(See Appendix 4 for complete Table 3).*

## Years Admitted by Gender<sup>2</sup>

The data listing the years for admission by gender is contained in Table 4. This data shows that there was a continuing increase in the proportion of female lawyers admitted to the bar in Minnesota (approximately 50%) until 2005 when the proportion began to decrease. This mirrors the numbers reported by the local law schools to the ABA (Hamline University School of Law, University of Minnesota Law School, University of St. Thomas Law School of Law and William Mitchell College of Law).

<b>TABLE 4: YEAR ADMITTED BY GENDER</b>						
<b>YEAR ADMITTED</b>	<b>NUMBER BLANK</b>	<b>NUMBER MALE</b>	<b>% MALE</b>	<b>NUMBER FEMALE</b>	<b>% FEMALE</b>	<b>TOTAL NUMBER</b>
Prior to 1965	11	899	96%	35	4%	945
1965-1969	4	692	97%	24	3%	720
1970-1974	6	1122	93%	79	7%	1207
1975-1979	9	1878	80%	456	20%	2343
1980-1984	8	1844	69%	840	31%	2692
1985-1989	11	1772	64%	994	36%	2777
1990-1994	7	1841	61%	1194	39%	3042
1995-1999	12	1772	56%	1392	44%	3176
2000-2004	3	1784	52%	1636	48%	3423
2005	0	381	50%	375	50%	756
2006	3	478	54%	403	46%	884
2007	6	539	53%	474	47%	1019
2008	4	494	53%	438	47%	936
2009	0	492	54%	417	46%	909
2010	0	509	54%	442	46%	951

<sup>2</sup> The data obtained in this study was compared with information reported to the ABA on males and females admitted to law school from 1947-2013. The numbers of those admitted were adjusted three years to correspond with the year that those admittees would be likely to be admitted to practice law in Minnesota. Part time students were not included because of the difficulty in determining when those students would be admitted.

**TABLE 4: YEAR ADMITTED BY GENDER,  
Continued**

<b>YEAR ADMITTED</b>	<b>NUMBER BLANK</b>	<b>NUMBER MALE</b>	<b>% MALE</b>	<b>NUMBER FEMALE</b>	<b>% FEMALE</b>	<b>TOTAL NUMBER</b>
2011	1	492	54%	421	46%	914
2012	1	567	55%	458	45%	1026
2013	3	557	56%	429	44%	989
2014	2	218	57%	162	43%	382
<b>TOTALS</b>	<b>91</b>	<b>18331</b>	<b>63%</b>	<b>10669</b>	<b>37%</b>	<b>29091</b>

*(See Appendix 5 for complete Table 4).*

**Years Admitted by Gender: ABA Data Compared to Minnesota Data**

There has been a change in the trend of women being admitted to the bar in Minnesota. While the percentages show a continuing increase of female lawyers being admitted to the bar since 1965 (the earliest time reported in the MWL statistics), the percentages of female lawyers began to decrease after 2005. The percentage of female lawyers is decreasing faster in Minnesota than those reported by the ABA. In 2005, the number of male/female lawyers in Minnesota reached 50/50%. Since 2005, the ratio of males to female lawyers in Minnesota has dropped to 57/43% in 2014. In contrast, the ABA percentages reached approximately 50/50 between 2000-2006 (51/49% male/female) and has remained at 53% or 54% since 2008.

<b>TABLE 5: YEAR ADMITTED BY GENDER: ABA Data Compared to Minnesota Data<sup>3</sup></b>				
<b>YEAR ADMITTED</b>	<b>% ABA MALE</b>	<b>% MN MALE</b>	<b>% ABA FEMALE</b>	<b>% MN FEMALE</b>
Prior to 1965	96	96	4	4
1965-1969	96	97	4	3
1970-1974	93	93	7	7
1975-1979	80	80	20	20
1980-1984	67	69	33	31
1985-1989	61	64	39	36
1990-1994	57	61	43	39
1995-1999	56	56	44	44
2000-2004	51	52	49	48
2005	51	50	49	50
2006	51	54	49	46
2007	52	53	48	47
2008	53	53	47	47
2009	53	54	47	46
2010	54	54	46	46
2011	53	54	47	46

<sup>3</sup> Source: American Bar Association. "First Year and Total J.D. Enrollment by Gender 1947-2012"



**TABLE 5: YEAR ADMITTED BY GENDER:  
ABA Data Compared to Minnesota Data,  
Continued**

<b>YEAR ADMITTED</b>	<b>% ABA MALE</b>	<b>% MN MALE</b>	<b>% ABA FEMALE</b>	<b>% MN FEMALE</b>
2012	53	55	47	45
2013	53	56	47	44
2014	54	57	46	43

## Conclusion

MWL, in collaboration with the University of Minnesota's OMS, conducted a gender classification study based on information provided by all licensed attorneys on the Minnesota Lawyer Registration form. Of the 29,091 attorneys licensed to practice in the State of Minnesota, 99.7% were classified on the basis of gender in this study. Of that 99.7%, 63% of the lawyers registered in Minnesota are male and 37% are female.

The data was broken down further by examining the following: (i) status by gender; (ii) metro area vs. greater Minnesota by gender – general; (iii) metro area vs. greater Minnesota by gender for resident attorneys practicing more than three years under \$25,000 income; and (iv) year admitted by gender. When examining status as a percentage of the entire population by gender, specifically, it is apparent that for attorneys that have been residents of Minnesota for more than three years, making under \$25,000 in income, and are not retired, 5% are women and 3% are men.

Despite the study excluding those lawyers for whom a gender was not determined and not accounting for certain analyses based on lack of data availability (e.g., attorney practice type, county presence, attorney title/position, part-time or full-time employment status, attorney salary/compensation levels, work vs. home residence, and individual's self-selected gender identity), the baseline data collected for this study will enable MWL to follow trends and determine what, if any, steps to take to establish parity for all women lawyers in Minnesota.

## Recommendations

MWL's study is just a first step in needed research, not only to count the number of women in Minnesota's legal profession, but also to better understand how to advance towards parity. More research (and in particular, more data) is needed to truly understand the status of women attorneys in Minnesota. Such data would ideally account for attorney practice type, county presence, attorney title/position, part-time or full-time employment status, and attorney salary/compensation levels. Also, when attorneys in Minnesota indicate an address on the Minnesota Lawyer Registration form, those addresses are not designated with respect to whether they are work, as opposed to home residence addresses. The Minnesota Supreme Court could clarify the address demographic in this regard, thereby allowing a better understanding of the distribution of attorneys throughout the state, and how that relates to gender and other demographics.

Moreover, the Minnesota Supreme Court will soon add a race/ethnicity question on the lawyer registration form, as well as make a response to that question mandatory (including a "prefer not to respond" option). These steps will also enable a better understanding of race, ethnicity and gender in the Minnesota legal community.

Moving forward, MWL respectfully advocates that the Minnesota Supreme Court consider including additional demographic data on the attorney registration form, including sexual orientation and disability. The Minnesota Lawyer Registration Office is in a unique position to collect and provide the most comprehensive data on the status of all attorneys registered in Minnesota. Should additional demographic data become available, future research will provide an important opportunity to examine the current demographic position of Minnesota attorneys, and identify trends towards parity for all women lawyers, regardless of race, ethnicity, disability status, sexual orientation or gender identification.

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# Appendix 1

## State of Minnesota: Summary of Gender Demographics Data on the Attorney Registration Form Collected October 2012, October 2013 & October 2014

### Data Fields Provided to MWL:

Date Admitted  
 Practice Authority (active license)  
 State  
 Zip Code  
 Represents Private Clients  
 Liability Insurance Coverage  
 Exempt from IOLTA

### Parameters of Analysis\*

Practice Authority is "Authorized."

Note: Attorney "Status" was not included in the data provided to MWL. Therefore, the data below is not directly comparable to the data and analysis outlined in the MWL Gender Data Project highlighted elsewhere in this report.

<b>Summary of Gender Demographics Data on the Attorney Registration Form Collected October 2012, October 2013 &amp; October 2014</b>										
<b>Data Collection Month/Year</b>	<b>Male #</b>	<b>Male %</b>	<b>Female #</b>	<b>Female %</b>	<b>Prefer Not to Respond #</b>	<b>Prefer Not to Respond %</b>	<b>Blank Field #</b>	<b>Blank Field %</b>	<b>Total #</b>	<b>Total %</b>
<b>October 2012</b>	6,677	29%	4,583	19%	N/A	N/A	12,323	52%	23,583	<b>48%</b>
<b>October 2013</b>	7,574	31%	5,303	22%	480	2%	10,928	45%	24,385	<b>55%</b>
<b>October 2014</b>	8,275	35%	5,823	24%	548	2%	9,336	39%	23,982	<b>61%</b>

## Appendix 2

**Table 1**

**TABLE 1:  
STATUS BY GENDER**

CURRENT STATUS	# BLANK	# MALE	# FEMALE	TOTAL #	% BLANK	% INCLUDING BLANKS		TOTAL %	% EXCLUDING BLANKS		TOTAL %
						MALE	FEMALE		MALE	FEMALE	
Disabled	1	115	82	198	1%	58%	41%	100%	58%	42%	100%
Military	2	125	40	167	1%	75%	24%	100%	76%	24%	100%
Nonresident	13	1216	834	2063	1%	59%	40%	100%	59%	41%	100%
Nonresident under \$25,000 income	4	66	147	217	2%	30%	68%	100%	31%	69%	100%
Resident 3 years or less	3	1528	1239	2770	0%	55%	45%	100%	55%	45%	100%
Resident 3 years or less, under \$25,000 income	1	84	88	173	1%	49%	51%	100%	49%	51%	100%
Resident more than 3 years	43	12970	7244	20257	0%	64%	36%	100%	64%	36%	100%
Resident more than 3 years, under \$25,000 income	3	455	565	1023	0%	44%	55%	100%	45%	55%	100%
Retired - fee exempt	21	1772	430	2223	1%	80%	19%	100%	80%	20%	100%
<b>TOTALS</b>	<b>91</b>	<b>18331</b>	<b>10669</b>	<b>29091</b>	<b>0%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>

# Appendix 3

Table 2

TABLE 2: METRO VS GREATER MN BY GENDER

CURRENT STATUS	# BLANK	# MALE	# FEMALE	TOTAL #	% BLANK	% MALE INCLUDING BLANKS	% FEMALE	TOTAL %	% MALE EXCLUDING BLANKS	% FEMALE	TOTAL %
Metro City Name	49	11859	7251	19159	0%	62%	38%	100%	62%	38%	100%
Greater MN City Name	13	2796	1306	4115	0%	68%	32%	100%	68%	32%	100%
Some Other State	22	3604	2067	5693	0%	63%	36%	100%	64%	36%	100%
Foreign Address = Yes	7	72	45	124	6%	58%	36%	100%	62%	38%	100%
<b>TOTALS</b>	<b>91</b>	<b>18331</b>	<b>10669</b>	<b>29091</b>	<b>0%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>

## Appendix 4

**Table 3**

**TABLE 3: METRO VS GREATER MN BY GENDER FOR RESIDENT ATTORNEYS PRACTICING MORE THAN THREE YEARS, UNDER \$25,000 INCOME**

CURRENT STATUS	# BLANK	# MALE	# FEMAL E	TOTAL #	% BLANK	% MALE FEMALE		TOTAL %	% MALE FEMALE		TOTAL %
						INCLUDING BLANKS			EXCLUDING BLANKS		
Metro City Name	2	333	406	741	0%	45%	55%	100%	45%	55%	100%
Greater MN City Name	0	83	90	173	0%	48%	52%	100%	48%	52%	100%
Some Other State Foreign Address = Yes	0	37	64	101	0%	37%	63%	100%	37%	63%	100%
<b>TOTALS</b>	<b>3</b>	<b>455</b>	<b>565</b>	<b>1023</b>	<b>0%</b>	<b>44%</b>	<b>55%</b>	<b>100%</b>	<b>45%</b>	<b>55%</b>	<b>100%</b>



## Appendix 5

**Table 4**

**TABLE 4: YEAR ADMITTED BY GENDER**

YEAR ADMITTED	# BLANK	# MALE	# FEMALE	TOTAL #	% BLANK	% MALE INCLUDING BLANKS	% FEMALE INCLUDING BLANKS	TOTAL %	% MALE EXCLUDING BLANKS	% FEMALE EXCLUDING BLANKS	TOTAL %
Prior to 1965	11	899	35	945	1%	95%	4%	100%	96%	4%	100%
1965-1969	4	692	24	720	1%	96%	3%	100%	97%	3%	100%
1970-1974	6	1122	79	1207	0%	93%	7%	100%	93%	7%	100%
1975-1979	9	1878	456	2343	0%	80%	19%	100%	80%	20%	100%
1980-1984	8	1844	840	2692	0%	68%	31%	100%	69%	31%	100%
1985-1989	11	1772	994	2777	0%	64%	36%	100%	64%	36%	100%
1990-1994	7	1841	1194	3042	0%	61%	39%	100%	61%	39%	100%
1995-1999	12	1772	1392	3176	0%	56%	44%	100%	56%	44%	100%
2000-2004	3	1784	1636	3423	0%	52%	48%	100%	52%	48%	100%
2005	0	381	375	756	0%	50%	50%	100%	50%	50%	100%
2006	3	478	403	884	0%	54%	46%	100%	54%	46%	100%
2007	6	539	474	1019	1%	53%	47%	100%	53%	47%	100%
2008	4	494	438	936	0%	53%	47%	100%	53%	47%	100%

**TABLE 4: YEAR ADMITTED BY GENDER, Continued**

YEAR ADMITTED	# BLANK	# MALE	# FEMALE	TOTAL #	% BLANK	% MALE FEMALE		TOTAL %	% MALE FEMALE		TOTAL %
						INCLUDING BLANKS			EXCLUDING BLANKS		
2009	0	492	417	909	0%	54%	46%	100%	54%	46%	100%
2010	0	509	442	951	0%	54%	46%	100%	54%	46%	100%
2011	1	492	421	914	0%	54%	46%	100%	54%	46%	100%
2012	1	567	458	1026	0%	55%	45%	100%	55%	45%	100%
2013	3	557	429	989	0%	56%	43%	100%	56%	44%	100%
2014	2	218	162	382	1%	57%	42%	100%	57%	43%	100%
<b>TOTALS</b>	<b>91</b>	<b>18331</b>	<b>10669</b>	<b>29091</b>	<b>0%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>