

NEW YORK STATE BAR ASSOCIATION



NYSBA

Diversity Report Card

Fall 2013

Presented to and approved by the New York
State Bar Association House of Delegates

January 31, 2014





NEW YORK STATE BAR ASSOCIATION

DIVERSITY REPORT CARD

FIFTH EDITION, 2013

JANUARY 2014
COMMITTEE ON DIVERSITY AND
INCLUSION

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I. INTRODUCTION

The New York State Bar Association continues its commitment to enhancing diversity at every level of participation. The Association strives to reflect the diversity of our profession and our society within its membership, leadership, program involvement and outreach to the community at large.¹ This Fifth Edition of the Diversity Report Card reveals that the Association

¹ The objectives of the Committee on Diversity and Inclusion, supported by the New York State Bar Association, are to promote and advance the full and equal participation of attorneys of color and other diverse attorneys in the New York State Bar Association and in all sectors and at every level of the legal profession through research, education, fostering involvement and leadership development in NYSBA and other professional activities, and to promote knowledge of and respect for the profession in communities that historically have been excluded from the practice of law.

The Committee shall also foster the development of, monitor progress of and report on diversity initiatives of the Association, as well as partner with the Sections to continue to pursue enhanced diversity and inclusion in the Association, including among the leadership of the Association.

The Association's House of Delegates adopted a diversity policy on November 8, 2003, which reads:

The New York State Bar Association is committed to diversity in its membership, officers, staff, House of Delegates, Executive Committee, Sections and Committees and their respective leaders. Diversity is an inclusive concept, encompassing gender, race, color, ethnic origin, national origin, religion, sexual orientation, age and disability.

We are a richer and more effective Association because of diversity, as it increases our Association's strengths, capabilities and adaptability. Through increased diversity, our organization can more effectively address societal and member needs with the varied perspectives experiences, knowledge, information and understanding inherent in a diverse relationship.

and its Sections have made significant strides since the initial survey in 2005, but still have work to do.

As a brief background, the Committee on Diversity and Leadership Development in 2005 conducted an initial Section Diversity Survey. The survey was designed to evaluate the level of diversity in Section leadership, membership and activities, and to inform the Association of ongoing Section initiatives to enhance diversity. The Committee transposed the results of that survey into a Diversity Report Card, which the Executive Committee considered as an informational item at its June 23 and 24, 2005 meeting.

Since that first survey and report in 2005, subsequent data-gathering efforts and resulting reports have been issued every other year, with project oversight moved to the Committee on Diversity and Inclusion in 2011. With each report, more detailed data have allowed a more comprehensive analysis of how far the Association has come in raising the awareness of diversity issues within its own organization and the profession [see timeline on next page]. After publication of the 2011 report, committee leadership agreed that that year's format would serve as a benchmark for subsequent reports, with only minimal references to earlier editions of the report as needed. This agreement was made to coincide with the start of the presidential Section Diversity Challenge in 2011 - 2012, followed by a second yearlong challenge in 2012 - 2013.

The summary below provides a brief history of the Diversity Report Card's development and its expanding scope (initially covering only Sections but now including NYSBA leadership and with more detailed breakdowns). The report continues to highlight the need for raising the level of diversity awareness within the profession and to increase opportunities for attorneys to serve in leadership positions.

Diversity Report Card Timeline

Reporting Year	Reporting Results and Recommendations²
2005 (First Edition)	<p><i>Diversity data reported included gender, ethnicity/race and disability status.</i></p> <p>Nearly half of all Sections appointed a diversity chair and/or formed a diversity committee and developed a diversity plan.</p>
2007 (Second Edition)	<p><i>Report was circulated at the Section Leaders Conference to foster increased diversity awareness. Report was also posted on the Association's Web site and report narrative was published in the State Bar News.</i></p> <p>The report recommended developing a strategic plan, with the aid of the Association's Department of Bar Services, to facilitate Sections collaborating with minority bar associations to enhance Section diversity; and convening a joint conference of all Section diversity committees and/or leaders for the purpose of fostering collaboration among the Sections.</p>
2009 (Third Edition)	<p><i>Sexual orientation status was added to diversity data reporting.</i></p> <p>The report recommended collecting diversity data from Section publications editors, CLE program chairs and faculty, with plans to promote increased self-reporting from Section members. It also requested additional administrative staff support (in the form of an intern or law student).</p>
2011 (Fourth Edition)	<p><i>The report included diversity data on House of Delegates and NYSBA Executive Committee membership.</i></p>
2013 (Fifth Edition)	<p><i>The report includes member diversity data in NYSBA governance, broken down by Judicial District.</i></p>

² To date, some but not all, of the recommendations presented within the reports have been carried out (e.g., expanding coverage of diversity data to governance groups and continued self-reporting of diversity status has taken place; adding Association staff to assist with report preparation has not).

2013 Report Card Highlights³

Overall, data gathered for the current Diversity Report Card reveal that:

- Eleven women serve as Section chairs, comprising more than 44% of all Section chairs in 2012 – 2013.⁴ This reflects a significant increase from the number of female Section chairs in 2010 – 2011, which was 25%. This figure represents the highest percentage of females in one reporting category.
- During this reporting period, only three Sections had a member who is diverse based on ethnicity, race or sexual orientation serve as chair. The committee finds the lack of diversity in these areas within Section leadership ladders – culminating as chair – very disappointing.
- Twelve Section executive committees had ethnic/racial diversity equal to or greater than their Section membership, compared to five Sections in 2011.
- Twelve Section executive committees had sexual orientation diversity equal to or greater than their Section membership. This is twice as many as reported in 2011.
- The number of members who decline to report their diversity status is growing and is of increasing concern to the committee.

³ This report will provide diversity data (gender, ethnicity/race, sexual orientation and disability status)—based on voluntary self-reporting by members for NYSBA’s member census—of members in the following areas: all 25 Practice Sections, the NYSBA House of Delegates, NYSBA and Section Executive Committees.

⁴ With some exceptions (based on Section bylaws), leadership terms of office run from June 1 of one year to May 30 the following year. Data provided in the member census are reported by calendar year and grouped in two-year increments, based on the current reporting schedule for diversity data.

The Diversity Report Card continues to serve as a useful tool that allows the Association to measure its progress and bring attention to areas where diversity is lacking and additional effort required. Efforts to focus on important priorities regarding diversity awareness – such as the Diversity Challenge described below – will be reflected in future Diversity Report Cards.

NYSBA's Section Diversity Challenge Phase Two

The close of President Seymour W. James, Jr.'s term on May 30, 2013 marked the end of the second consecutive year of the Association-wide Section Diversity challenge, begun as an initiative by then President Vincent E. Doyle III in 2011. The two-year project was designed to encourage each Section to develop and implement diversity initiatives, with both short- and long-term goals. During the second phase of the Challenge, Mr. James vowed to ramp up the efforts by developing more reporting mechanisms to track diversity and to command a higher level of accountability.

The Membership Committee, the Committee on Diversity and Inclusion, and Association staff assisted the Sections during different phases of the plan. The Challenge provided a flexible framework for ongoing diversity efforts, recognizing that different Sections have different strengths, weaknesses and objectives in this area. Looking to build upon the success of its inaugural year, the State Bar's Section Diversity Challenge, Phase Two, set out to "reach for the next level" by increasing efforts to promote diversity and inclusiveness in the Association's Sections, as well as in the legal profession. Sections were judged on a range of activities, with particular emphasis given to those Sections that had instituted longer-range initiatives.

Among the initiatives⁵ to boost diversity was a plan by the Dispute Resolution Section to bring in more minority members. As a result of its Diversity Plan, the Section added 56 minority lawyers to its membership, an increase of 48 percent. The minority representation within the Section increased from 7 to 11 percent. The Section also held two programs at which it recruited minority members, bringing in 37 new minority lawyers.

The Labor & Employment Law Section set out to increase the diversity of the speakers at its Section CLE programs. At the 2013 NYSBA Annual Meeting, just over 60 percent of the Section's speakers or moderators were women or members of a racial or ethnic minority, compared to 40 percent the year before. The Section also added racially and ethnically diverse members to its leadership, including its Executive Committee.

The Corporate Counsel Section reported that the percentage of African-American, Hispanic, and Asian/Pacific Islander members of the Section was higher than in the State Bar as a whole, with about the same percentage of female members. The Section is now seeking to achieve the same level of success in its leadership positions.

The Elder Law Section set out to increase diversity in leadership roles and succeeded to the extent that it doubled the diversity among its program chairs and CLE speakers.

Twenty-two of the twenty-five Sections were recognized during the Section Leaders Conference in New York City on May 9, 2013. Ten Sections were recognized in the top category as Section Diversity Champions (Corporate Counsel; Dispute Resolution; Elder Law; Environmental Law; International; Labor and Employment Law; Tax; Torts, Insurance and

⁵ The Section initiatives listed here are meant to be illustrative and not comprehensive. Over the past two years of the Challenge, many Sections sponsored a variety of programs and events to boost diversity within their practice areas.

Compensation Law; Trial Lawyers, Young Lawyers), while twelve Sections were recognized in the second category as Section Diversity Leaders (Business Law; Criminal Justice; Commercial and Federal Litigation; Entertainment, Arts and Sports Law; Family Law; Health Law, General Practice; Intellectual Property Law, Judicial; Real Property; Senior Lawyers; Trusts and Estates). The Antitrust; Food, Drug and Cosmetic Law; and Municipal Lawyers Sections were not recognized during the 2012–2013 challenge.⁶

II. METHODOLOGY

Data for the 2013 Report Card were collected through three surveys:

1) The 2013 Member Profile was sent to 1,483 Section leaders, with a specific request to complete all four questions under the “Optional Info” category of the profile, which identifies a leader’s gender, ethnicity/race, sexual orientation and disability status. Out of 1,483 Section leaders:

- 1,476 provided their gender information (99%);
- 1,103 provided their ethnicity information (74%);
- 806 provided their sexual orientation status (54%); and
- 1,022 provided their disability status (69%).

Tabulated diversity data of each Section is provided in the appendix at the end of this report.

⁶ Additionally, as an offshoot of the Diversity Challenge, the Association has launched a new mentoring program that focuses on partnering younger and diverse attorneys with more veteran and diverse Section members. Fourteen Sections are expected to participate in the pilot program. The Association sponsored a webinar in July 2013 for new mentors and mentees in the program.

2) A similar four-question form was sent to Section publication editors and members / non-members who spoke at NYSBA-sponsored programs.

3) Section chairs were sent a questionnaire asking them to detail their Diversity Initiatives.

III. COMPARISON OF 2011 AND 2013 DATA

A. Gender

The overview below shows comparisons of gender composition within the Association between 2011 and 2013:

Summary
Gender Composition (Female)

	2011	2013
Within Overall Association Membership	34%	33%
Within Section Membership	31%	32%
Within Section Leadership	28%	29%

While there were only slight changes in overall gender composition during the past two years within general NYSBA and Section membership figures, it is encouraging that eleven women recently served as Section chairs during this reporting period, compared with seven women in 2011—a marked increase that speaks to the number of women entering the Association’s leadership track.⁷

⁷ On a side note, Family Law has the highest percentage of female members of any Section (48.91%), followed by Young Lawyers (47.82%). The Sections with the lowest number of female members are Torts, Insurance and Compensation Law (16.47%) and Trial Lawyers (17.76%).

1. Gender Composition of Section Executive Committee and Section Leadership

In 2013, 15 Section executive committees had gender composition equal to or greater than their respective Section membership—a 50% increase from 10 Sections in 2011. The year in parenthesis next to the Section names below indicates which Sections also had this distinction during the last reporting period:

- Antitrust (2011)
- Business Law
- Commercial and Federal Litigation (2011)
- Corporate Counsel (2011)
- Dispute Resolution (2011)
- Entertainment, Arts and Sports Law (2011)
- Elder Law (2011)
- Food, Drug and Cosmetic Law (2011)
- Intellectual Property Law (2011)
- Judicial (2011)
- Municipal Law
- Senior Lawyers (2011)
- Torts, Insurance and Compensation Law
- Trusts and Estates Law
- Young Lawyers

In 2013, 13 Sections had female leadership percentages that matched or exceeded the percentage of female membership, compared with 10 Sections in 2011.

- Antitrust (2011)
- Business Law
- Commercial and Federal Litigation (2011)
- Corporate Counsel (2011)
- Dispute Resolution (2011)
- Entertainment, Arts and Sports Law (2011)
- Elder Law (2011)
- Food, Drug and Cosmetic Law (2011)
- Intellectual Property Law (2011)
- Judicial (2011)
- Municipal Law
- Trusts and Estates Law (2011)
- Young Lawyers

Summary
Section Chairs by Gender

	2011	2013
Female	7 (28%)	11 (44%)
Male	18 (72%)	14 (56%)

Sections with a female chair 2012 – 2013
(June 1, 2012 – May 30, 2013)

Business Law	Deborah Anne Doxey
Commercial and Federal Litigation	Tracee Davis
Dispute Resolution	Rona Shamoon
Entertainment, Arts and Sports Law	Rosemarie Tully
Family Law	Pamela Sloan
Food, Drug and Cosmetic Law	Bethany Hills
Health Law	Ellen Weissman
Intellectual Property Law	Kelly Slavitt
Senior Lawyers	Susan Lindenauer
Torts, Compensation and Insurance Law	Jean Gerbini
Trusts and Estates Law	Ilene Cooper

2. Gender Composition of NYSBA Executive Committee and House of Delegates

There was a decline in the number and percentage of women participating in the Executive Committee from 2011 (12 women, 45 percent) to the present (10 women, 33 percent), although female membership on the Executive Committee is still slightly higher than in the Association as a whole (32%).⁸

⁸ In 2013, the Executive Committee grew from 27 to 30 members, with the addition of two members designated by Sections and one designated by the Young Lawyers Section.

The number of women members in the House of Delegates increased from 96 to 102 over the past two reporting periods.⁹ Currently, 34% of House membership is female.

Summary

Percentage of Section Executive Committees with Female Membership that Matches or Exceeds Overall Female Membership of the Section

	2011	2013
Number of Sections	10 (40%)	15 (60%)

Percentage of Section Leadership (Female) that Matches or Exceeds Respective Overall Female Membership of the Section

	2011	2013
Number of Sections	11 (44%)	13 (52%)

B. Ethnic and Racial Diversity

Based on voluntary individual reporting in 2013, ethnic and racial minorities comprised 11.70% of overall Association membership, compared with 11.82% in 2011.¹⁰ The percentage of members who declined to answer this question in 2013 is 1.71%, significantly higher than the

⁹ Data runs for reporting purposes were conducted on June 17, 2011 and June 14, 2013.

¹⁰ Race and ethnicity are defined by the Association as:

- Asian / Pacific Islander
- Black / African American
- Hispanic
- Other
- Multiple Race / Ethnic Group
- Native American
- White / Caucasian

0.94% of members who declined to answer in 2011.¹¹ Likewise, in 2011 and 2013, no data were available for more than half of the Association's overall membership regarding race and ethnicity (54.14% in 2011 versus 51.01% in 2013).

Eleven out of 25 Sections had membership percentages of ethnic/racial minorities greater than the 11.70% of Association membership. The Sections with the highest percentages were International, with 24.39% and Young Lawyers, with 24.04%. The other Sections were Entertainment, Arts and Sports Law (19.32%), Intellectual Property (18.41%), Corporate Counsel (16.82%), Food Drug and Cosmetic Law (16.55%), Judicial (15.24%), Antitrust Law (14.56%), Criminal Law (12.51%), Dispute Resolution (11.94%) and Business Law (11.72%).

1. Ethnic/Racial Composition by Section Executive Committee and Section Leadership

While the level of ethnic/racial minority participation in Section membership is important, minority participation in Section leadership is even more so. The committee believes ethnic/racial minority participation in leadership encourages and sustains diversity in membership.

Unfortunately, the number of ethnic/racial members who have served as a Section chair since the first edition of the report is very small (see summary on next page), and only one Section could claim a chair with a diverse racial or ethnic background during the current report period. The committee finds this to be a significant concern and encourages all Sections to increase their attempts at directing individuals with ethnic and racial backgrounds to leadership ladders culminating as Section chair.

¹¹ Percentages represent individuals who responded to the census by providing answers regarding their race / ethnicity, ignored the question (leaving it blank) or declined to provide data.

Summary
Racially or Ethnically Diverse Section Chairs since 2005
(Based on self-reporting of diversity status)

Name	Section	Term
Oliver Armas	International	2007 - 2008
Marco Blanco	International	2008 - 2009
Valerie Cartright	Young Lawyers	2007 - 2008
Tracee Davis	Commercial and Federal Litigation	2012 - 2013
Hon. Leland G. DeGrasse	Judicial	2010 - 2011
Justina Cintron Perino	Young Lawyers	2006 - 2007
Allison Tomlinson	Corporate Counsel	2010 - 2011

Nine Sections (Corporate Counsel; Criminal Law; Dispute Resolution; Health Law; Labor & Employment Law; Municipal Law; Senior Lawyers; Torts, Insurance and Compensation Law, and Trial Lawyers) had a percentage of ethnic/racial minorities on their Executive Committees that was greater than the percentage of ethnic/racial minorities in their overall membership.

Eight Sections (Corporate Counsel; Criminal Law; Dispute Resolution; Health Law; Labor & Employment Law; Municipal Law; Torts, Compensation and Insurance Law; and Trial Lawyers) had a percentage of ethnic/racial minorities in their leadership positions that was greater than the percentage of ethnic/racial minorities in their overall membership, up from five Sections in 2011.

While only one Section chair in 2013 reported a diverse ethnic/racial background; 22 chairs identified themselves as White/Caucasian, one declined to answer and no data were available for one chair.

2. Ethnic/ Racial Composition of NYSBA Executive Committee and House of Delegates

In 2013, the percentage of ethnic/racial minorities in the Association’s Executive Committee was 35%, compared with 32% in 2011. In the House of Delegates, 14% of members self-reported as an ethnic/racial minority, compared with 15% in 2011.

In 2011 and 2013, all members of NYSBA’s Executive Committee provided their ethnic/racial data. In the House of Delegates, 2.33% of members declined to answer the question on their ethnicity/ race in 2013, compared with 0.67% in 2011.

Decline to Answer Rates

Below are overall percentage comparisons of members who declined to answer the ethnic/racial question in the census in 2011 and 2013. As in other categories, this number for the most part continues to rise:

	2011	2013
All NYSBA Members	0.94%	1.71%
All Section Members	1.20%	2.09%
All Section Chairs	7.14%	3.70%
NYSBA Executive Committee	0.00%	0.00%
All Section Leaders	3.08%	3.57%
NYSBA House of Delegates	0.67%	2.33%

Information about the ethnic/racial makeup of NYSBA’s Executive Committee and House of Delegates appears in graphic form at the end of this report.

Summary

Ethnicity of Overall NYSBA Membership

	Asian/ Pacific	African American	Hispanic	Multiple Race	Native American	Other	Caucasian
2011	4.84%	3.06%	2.37%	0.25%	0.26%	1.59%	87.63%
2013	4.75%	3.14%	2.33%	0.31%	0.27%	1.21%	87.99%

Ethnicity of Overall Section Membership

	Asian / Pacific	African American	Hispanic	Multiple Race	Native American	Other	Caucasian
2011	3.53%	2.90%	2.09%	0.31%	0.23%	1.32%	89.62%
2013	3.43%	3.06%	2.06%	0.33%	0.25%	1.01%	89.86%

C. Sexual Orientation

Data were first collected from members regarding their sexual orientation in 2009; this report marks the third time the Association has surveyed its members and leaders in this category.

For the 2013 report, 29.74% of NYSBA’s general membership provided sexual orientation status—28.90% identified themselves as heterosexual, while 0.84% members reported being lesbian, gay, bisexual or transgendered (LGBT). Nearly 3.4% declined to answer the question and no data are available for 66.90% of overall Association membership. More members are self-reporting their sexual orientation status. However, while self-reporting of LGBT status by NYSBA members is up, so is the number of members who decline to answer:

	2011	2013
<i>All NYSBA Members</i>		
Heterosexual	23.37%	28.90%
LGBT	0.66%	0.84%
Decline to Answer	2.47%	3.35%
No Data Available	73.49%	66.90%
<i>All Section Members</i>		
Heterosexual	29.63%	35.16%
LGBT	0.87%	1.00%
Decline to Answer	3.23%	4.10%
No Data Available	66.27%	59.73%

1. Sexual Orientation Composition by Section Executive Committee and Section Leadership

Twelve Section executive committees had LGBT composition equal to or greater than their Section membership, which is double the number of Sections from 2011.

- Antitrust
- Corporate Counsel (2011)
- Criminal Justice
- Entertainment, Arts and Sports Law
- Environmental Law (2011)
- Family Law (2011)
- Health Law (2011)
- International
- Labor & Employment Law
- Tax Law (2011)
- Torts, Insurance and Compensation Law
- Young Lawyers

The number of Sections with LGBT leadership percentages that matched or exceeded the percentage of LGBT members is also 12:

- Corporate Counsel
- Criminal Justice
- Entertainment, Arts and Sports Law
- Environmental Law
- Family Law
- Health Law
- International
- Labor & Employment Law
- Real Property Law
- Tax Law
- Torts, Insurance and Compensation Law
- Young Lawyers

Two Sections had chairs who self-reported as LGBT during the 2011-2012 or 2012-2013 terms.

The Section with the highest percentage of leaders who declined to answer as to LGBT status was Food, Drug and Cosmetic Law (18.18%), followed by the Health Law Section (12.20%). Both the Entertainment, Arts and Sports Law and the Judicial Sections had the lowest percentage of leaders who declined to answer (0%).

2. Sexual Orientation Composition of NYSBA Executive Committee and House of Delegates

Six members of the House of Delegates self-reported as LGBT in 2013, double the number from 2011. LGBT members currently represent 2 percent of the House of Delegates membership. The percentage of delegates who declined to answer their LGBT status is 5.33%, up from 4.67% in 2011.

No member of the NYSBA Executive Committee self-reported as LGBT in either 2011 or 2013. However, the percentage of Executive Committee members who declined to answer their LGBT status in 2013 (6.67%) is smaller than in 2011 (7.41%).

A graphic breakdown of the NYSBA’s Executive Committee and House of Delegates by LGBT status appears at the end of this report.

D. Disability

Below is a snapshot of members reporting their disability status. Overall and in all categories, the number of members who identified themselves as disabled increased, as did the number of members who answered they had no disability and those who declined to answer:

	2011	2013
<i>All NYSBA Members</i>		
Disabled	0.81%	0.94%
Not Disabled	34.03%	38.94%
Decline to Answer	7.68%	8.48%
No Data Available	57.47%	51.64%
<i>All Section Members</i>		
Disabled	0.79%	0.89%
Not Disabled	42.71%	46.84%
Decline to Answer	10.28%	10.70%
No Data Available	46.21%	41.57%

1. Disability Composition by Section Executive Committee and Section Leadership

	2011	2013
<i>All Section Chairs</i>		
Disabled	00.00%	3.70%
Not Disabled	82.14%	74.07%
Decline to Answer	7.14%	7.41%
No Data Available	10.71%	14.81%
<i>All Section Leaders</i>		
Disabled	1.57%	1.62%
Not Disabled	64.92%	67.30%
Decline to Answer	8.20%	9.78%
No Data Available	25.31%	21.31%

2. Disability Composition of NYSBA Executive Committee and House of Delegates

	2011	2013
<i>NYSBA Executive Committee</i>		
Disabled	00.00%	00.00%
Not Disabled	77.78%	83.33%
Decline to Answer	7.41%	10.00%
No Data Available	14.81%	6.67%
<i>NYSBA House of Delegates</i>		
Disabled	0.67%	0.67%
Not Disabled	64.00%	68.67%
Decline to Answer	11.33%	12.67%
No Data Available	24.00%	18.00%

Decline to Answer Rates

Regarding members who decline to answer their disability status, the percentage of all NYSBA members over the past two reporting years who declined to answer in the following categories is shown below:

	2011	2013
Gender	0.00%	0.00%
Ethnicity / Race	0.94%	1.71%
Sexual Orientation	2.47%	3.35%
Disability	7.68%	8.48%

The overall percentage of members who decline to answer their disability status is 2½ times greater than those who decline to report their sexual orientation, which itself is slightly less than two times greater than those who declined to report their ethnicity or race.

E. Diversity Breakdowns in Other Areas

1. Section Publication Editors

Section publication editors are volunteer and paid personnel¹² who supervise the editorial content of their Section’s member journals and newsletters. It does not include editors and authors of reference books published by NYSBA’s publications division, even though some titles are sponsored by Sections. Some Sections have multiple publications and many have co- and student editors.¹³ The diversity breakdown for all 42 editors is shown below:

GENDER

Male	Female
27 (64.5%)	15 (35.5%)

ETHNICITY/RACE

White/Caucasian	Black/African American	Decline to Answer	No Data
24 (57%)	3 (7%)	2 (5%)	13 (31%)

¹² Some editors may not be members of the New York State Bar Association.

¹³ The Food, Cosmetic and Drug Law; Judicial and Tax Law Sections do not have member publications. The Committee on Attorneys in Public Service, while not a practice Section, does have active member communications in the form of a journal, and as such diversity information for its editorial staff is included.

SEXUAL ORIENTATION			
Heterosexual	LGBT	Decline to Answer	No Data
19 (45%)	1 (2.5%)	5 (12%)	17 (40.5%)

DISABILITY STATUS			
Yes	No	Decline to Answer	No Data
0 (0%)	28 (67%)	5 (12%)	9 (21%)

2. Program Speakers

The Association has had an ongoing initiative not only to report on diverse speakers at Association-sponsored programs (many of which offer CLE credit), but also to provide a working list that can be shared with other groups (e.g., local, minority and women’s bar associations) as a resource. This information concerning diverse speakers and potential speakers is provided by:

1) Association members who self-report through the member census, and

2) non-member attorneys and other professionals who are asked to speak at programs because of their backgrounds and experiences. In this second group, speakers are asked to complete a brief online questionnaire similar to the NYSBA member census; answers are manually input into the Association’s member database.

Because of the hybrid of member/non-member speakers, diversity information continues to be incomplete. Often, non-member attorneys do not complete the online questionnaire and Association staff does not have the time to conduct a follow up. Below is a summary of speakers at NYSBA-sponsored programs since January 1, 2012 who self-reported their diversity information.

GENDER

Male	Female
779	378

ETHNICITY/RACE

Caucasian	Multiple Race	African American	Asian / Pacific Islander	Hispanic
681	3	11	9	6

SEXUAL ORIENTATION

LGBT

8

DISABILITY STATUS

Yes

7

3. By Judicial District

For the first time, diversity breakdown within New York State’s 13 Judicial Districts is provided in this report. The intent is to showcase districts that promote diversity by encouraging diverse members to take on leadership responsibilities within NYSBA’s governing bodies—its Executive Committee and House of Delegates. The breakdown is provided at the end of the report.

IV. RECOMMENDATIONS

The New York State Bar Association has made a strong commitment to enhancing diversity in all areas of participation, from leadership to membership. In addition to the following recommendations, it is our hope that the initiatives discussed earlier in this report, including the President's Section Diversity Challenge, and creation of the Department of Section Services within the Association, will further our diversity efforts by helping the Sections to meet their diversity goals and facilitating their participation in projects such as the Diversity Report Card.

(1) This report should continue to be published on the Association's Web site and the results reported in the *State Bar News*. To provide Section leaders and the House of Delegates with adequate time to review and comment on the report and recommendations, the Committee recommends that publication occur by the 2014 Section Leader's Conference and the House of Delegates' June 2014 meeting.

(2) The Committee on Diversity and Inclusion, in collaboration with the Association's Department of Section Services and the Manager of Bar Services, will provide Section leaders the needed support to collaborate with minority bar associations in an effort to attract new Section members. This plan should continue to include events to bring together Section leaders with minority bar association leaders.

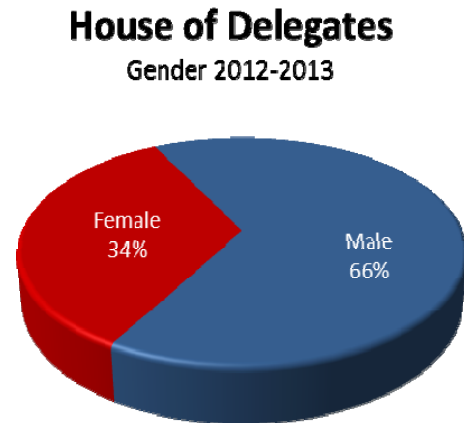
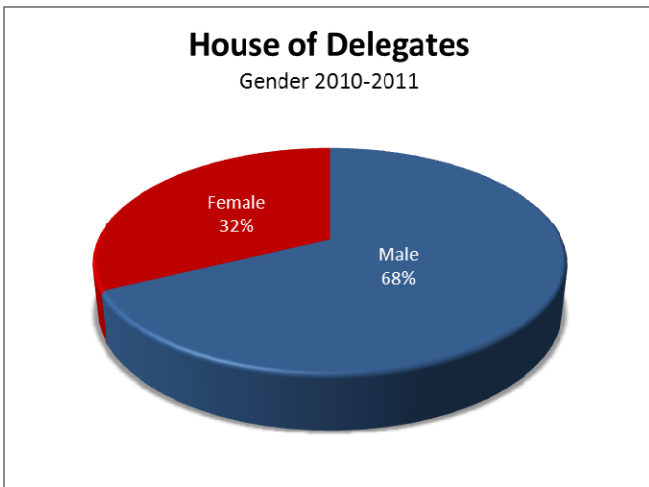
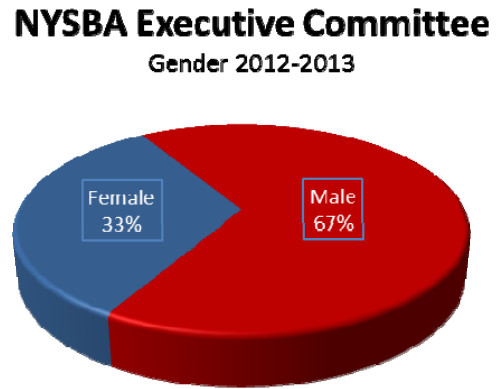
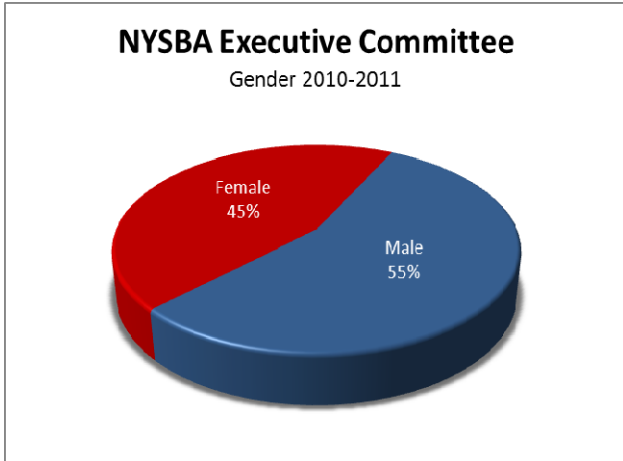
(3) The Committee on Diversity and Inclusion conducted a program at the 2009 Annual meeting which brought together minority bar association leaders from throughout the state. This was an informative and effective program. NYSBA leadership has since met annually with leaders of minority bar associations from across the state. We suggest that efforts like this be

maintained by all areas of the Association to continue to express and promote the Association's focus and dedication to increasing diversity in its leadership and membership.

(4) The Association should promote enhanced communications and relationship building with its members and Section leaders and governance leaders regarding the importance of accurate self-reporting for purposes of collecting diversity data. This could include regular information sessions in the 12 months between the release of the current report and the commencement of collecting data for the next report.

(5) The administration of the survey and analysis thereof requires significant staff support. We believe that the administration of the survey should be primarily staff-driven and that adequate staff or alternative resources, such as an intern or law student, should be provided for that purpose in the future. Given our deep commitment to diversity at every level of the Association, we believe that this vital project should remain an Association priority and that we should continue to evaluate and report to the membership on a biennial basis the success of ongoing efforts within our leadership, membership and activities to enhance diversity.

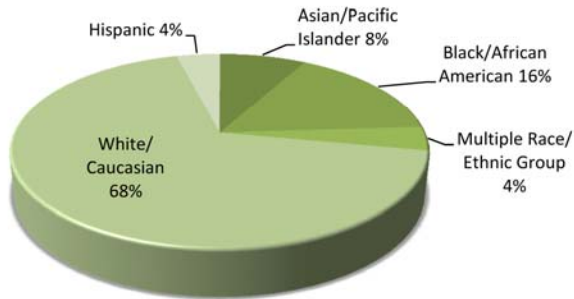
NYSBA Governance—Breakdown by Gender



NYSBA Governance—Breakdown by Race / Ethnicity

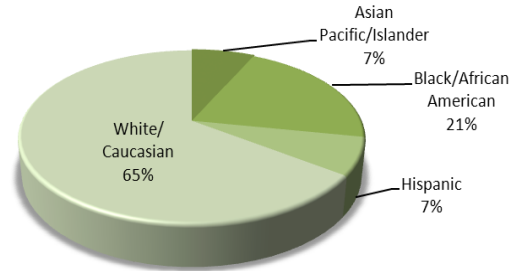
NYSBA Executive Committee

Race/Ethnic Group 2010-2011



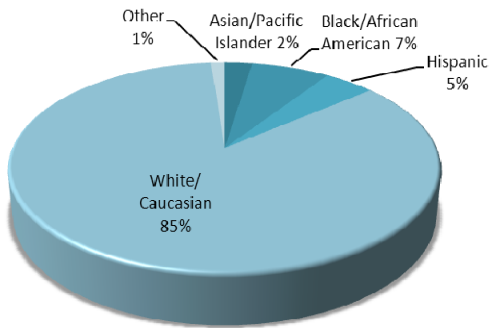
NYSBA Executive Committee

Race/Ethnicity 2012-2013



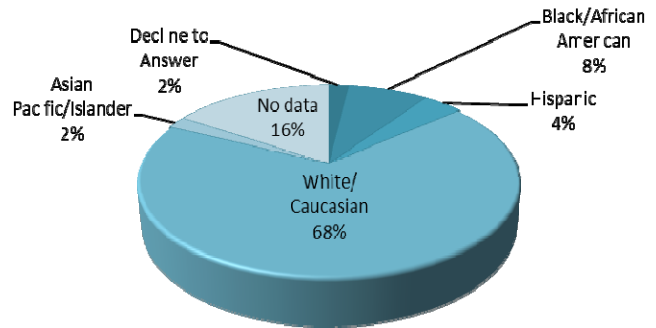
House of Delegates

Race/Ethnic Group 2010-2011



House of Delegates

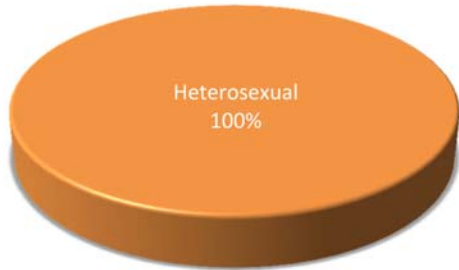
Race/Ethnicity 2012-2013



NYSBA Governance—Breakdown by Sexual Orientation

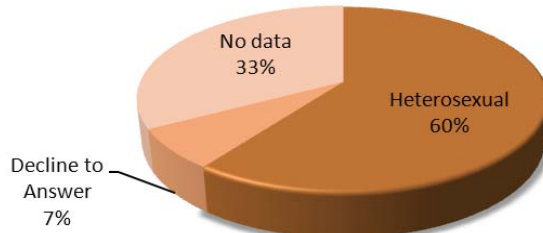
NYSBA Executive Committee

Sexual Orientation 2010-2011



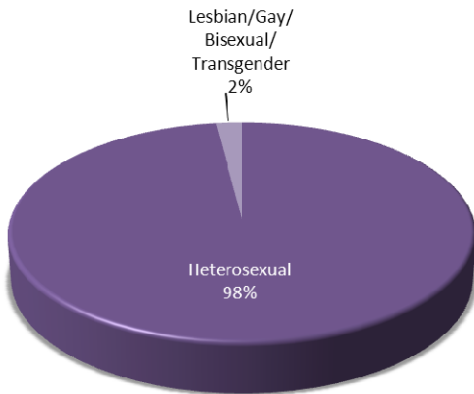
NYSBA Executive Committee

Sexual Orientation 2012-2013



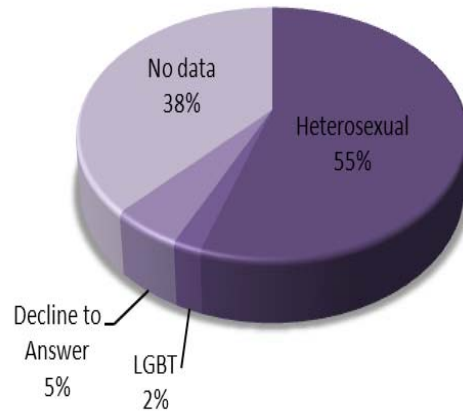
House of Delegates

Sexual Orientation 2010-2011



House of Delegates

Sexual Orientation 2012-2013



2013 Diversity Report Card

Section Leaders

(Report run: July 18, 2013)

Section	Leadership Groups	Male	Female	Caucasian	Ethnic/Racial	Disability	LGBT
Antitrust Law	Officers	5	2	7	0	1	0
	Chair	1	0	1	0	0	0
	Executive Committee	39	22	35	1	0	5
Business Law	Officers	5	1	3	0	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	25	14	25	3	0	0
Commercial & Federal Litigation	Officers	5	2	4	1	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	68	33	69	5	1	0
Corporate Counsel	Officers	4	5	7	2	0	1
	Chair	1	0	1	0	0	0
	Executive Committee	10	9	9	4	0	0
Criminal Justice	Officers	3	1	3	0	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	42	16	35	7	0	1
Dispute Resolution	Officers	5	5	6	0	1	0
	Chair	1	0	0	0	0	0
	Executive Committee	21	18	20	4	1	0
Elder Law	Officers	7	2	9	0	2	0
	Chair	0	1	1	0	0	0
	Executive Committee	39	40	66	3	0	0
Entertainment, Arts & Sports Law	Officers	5	3	7	1	0	0
	Chair	0	1	1	0	0	0
	Executive Committee	30	23	28	3	0	2

Section	Leadership Groups	Male	Female	Caucasian	Ethnic/Racial	Disability	LGBT
Environmental Law	Officers	4	2	4	0	0	0
	Chair	1	0	0	0	0	0
	Executive Committee	81	25	74	3	0	1
Family Law	Officers	4	1	3	0	0	0
	Chair	0	1	0	0	0	0
	Executive Committee	59	29	75	4	3	2
Food, Drug & Cosmetic Law	Officers	2	0	1	0	0	0
	Chair	0	1	1	0	0	0
	Executive Committee	4	4	4	1	0	0
General Practice	Officers	5	0	3	0	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	25	6	22	3	0	0
Health Law	Officers	6	2	4	1	0	0
	Chair	0	1	0	0	0	0
	Executive Committee	21	11	21	3	0	1
Intellectual Property Law	Officers	2	3	3	2	0	0
	Chair	0	1	1	0	0	0
	Executive Committee	27	12	23	0	0	0
International	Officers	7	2	7	1	0	1
	Chair	1	0	1	0	0	0
	Executive Committee	118	29	78	21	2	1
Judicial (Courts of Record)	Officers	2	2	3	0	0	1
	Chair	0	1	1	0	0	0
	Executive Committee	1	0	1	0	0	0
Labor & Employment Law	Officers	5	3	7	0	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	47	21	46	8	4	1
Municipal Law	Officers	2	2	4	0	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	24	8	22	2	1	0

Section	Leadership Groups	Male	Female	Caucasian	Ethnic/Racial	Disability	LGBT
Real Property Law	Officers	5	3	7	0	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	64	13	59	4	0	1
Senior Lawyers	Officers	6	3	8	0	0	0
	Chair	0	1	1	0	0	0
	Executive Committee	21	3	21	1	0	0
Tax	Officers	5	2	7	0	0	0
	Chair	0	1	1	0	0	0
	Executive Committee	63	16	49	1	0	2
Torts, Insurance & Compensation Law	Officers	4	4	6	1	0	0
	Chair	1	0	1	0	1	0
	Executive Committee	51	8	36	7	1	1
Trial Lawyers	Officers	8	0	5	1	0	0
	Chair	0	1	1	0	0	0
	Executive Committee	34	5	26	3	3	0
Trusts and Estates Law	Officers	3	4	6	0	0	0
	Chair	1	0	1	0	0	0
	Executive Committee	32	16	45	1	2	0
Young Lawyers	Officers	3	2	3	0	0	0
	Chair	0	1	1	0	0	0
	Executive Committee	18	25	21	6	0	2

2013 Diversity Report Card
House of Delegates by Judicial District
 (Report run: July 18, 2013)

Judicial District	Leadership Groups	Male	Female	Caucasian	Ethnic/Racial	Disability	LGBT
1	Elected House Delegates	2	1	2	1	0	0
	Executive Committee Vice-Presidents	1	1	0	1	0	0
	Other Executive Committee Members	4	1	3	2	0	0
	Other House Delegates	51	26	50	10	1	5
2	Elected House Delegates	2	1	0	0	0	0
	Executive Committee Vice-Presidents	1	0	0	1	0	0
	Other House Delegates	6	6	4	4	0	0
3	Elected House Delegates	1	2	2	0	0	0
	Executive Committee Vice-Presidents	0	1	0	1	0	0
	Other Executive Committee Members	3	2	4	0	0	0
	Other House Delegates	12	6	12	2	0	0
4	Elected House Delegates	1	2	2	1	0	0
	Executive Committee Vice-Presidents	0	1	1	0	0	0
	Other House Delegates	4	2	4	0	0	0
5	Elected House Delegates	2	1	2	1	0	0
	Executive Committee Vice-Presidents	1	0	1	0	0	0
	Other House Delegates	8	5	9	1	0	1
6	Elected House Delegates	2	1	3	0	0	0
	Executive Committee Vice-Presidents	1	0	1	0	0	0
	Other House Delegates	3	2	4	0	0	0
7	Elected House Delegates	2	1	2	0	0	0
	Executive Committee Vice-Presidents	0	1	1	0	0	0
	Other Executive Committee Members	2	0	1	1	0	0
	Other House Delegates	12	6	14	1	0	0

Judicial District	Leadership Groups	Male	Female	Caucasian	Ethnic/Racial	Disability	LGBT
8	Elected House Delegates	3	0	1	1	0	0
	Executive Committee Vice-Presidents	0	1	1	0	0	0
	Other Executive Committee Members	1	1	1	1	0	0
	Other House Delegates	8	3	7	2	0	0
9	Elected House Delegates	1	2	2	1	0	0
	Executive Committee Vice-Presidents	0	1	0	1	0	0
	Other Executive Committee Members	1	1	2	0	0	0
	Other House Delegates	16	9	21	1	0	0
10	Elected House Delegates	2	1	3	0	0	0
	Executive Committee Vice-Presidents	1	0	1	0	0	0
	Other House Delegates	18	7	21	0	1	0
11	Elected House Delegates	2	1	1	1	0	0
	Executive Committee Vice-Presidents	1	0	0	1	0	0
	Other Executive Committee Members	1	0	1	0	0	0
	Other House Delegates	3	2	3	2	0	0
12	Elected House Delegates	3	0	1	1		
	Executive Committee Vice-Presidents	1	0	1	0	0	0
	Other House Delegates	2	1	2	1	0	0
13	Elected House Delegates	3	0	2	0	0	0
	Executive Committee Vice-Presidents	1	0	0	0	0	0
	Other Executive Committee Members	0	1	0	1	0	0
	Other House Delegates	1	1	1	0	0	0
	Other House Delegates	7	2	8	0	0	0

2013 DIVERSITY REPORT CARD

APPENDIX

TABULATED DIVERSITY DATA BY SECTION

Antitrust Law Section GENDER

All NYSBA Members		All SECTION Members		All ANTI Members		All ANTI Leaders	
Male	Female	Male	Female	Male	Female	Male	Female
2010-2011							
65.45%	34.55	68.63	31.37	74.11	25.89	72.22	27.78
2012-2013							
65.38%	34.62	67.39	32.61	72.99	27.01	65.22	34.78

RACE

All NYSBA Members							All SECTION Members							All ANTI Members						All ANTI Leaders				
Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian				
2010-2011																								
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	8.61	2.25	1.87	.37	.75	86.14					100.00
2012-2013																								
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	9.33	2.24	2.24		.75	85.45				2.27	97.73

SEXUAL ORIENTATION

All NYSBA Members		All SECTION Members		All ANTI Members		All ANTI Leaders	
Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
2010-2011							
97.24%	2.76	97.15	2.85	96.43	3.57	96.55	3.45
2012-2013							
97.16%	2.84	97.22	2.78	93.06	6.94	85.71	14.29

Business Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All BUS Members		All BUS Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	77.66	22.34	80.43	19.57
2012-2013							
65.38%	34.62	67.39	32.61	76.79	23.21	69.57	30.43

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All BUS Members							All BUS Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	5.75	2.81	2.04	.34	.13	1.32	87.61		3.70	3.70		3.70		88.89
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	5.12	3.07	2.02	.63	.25	1.26	87.65		6.25				3.13	90.63

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All BUS Members		All BUS Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.89	2.11	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	97.57	2.43	100.00	

Corporate Counsel Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All CORP Members		All CORP Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	65.57	34.43	62.96	37.04
2012-2013							
65.38%	34.62	67.39	32.61	64.52	35.48	51.72	48.28

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	
All NYSBA Members							All SECTION Members							All CORP Members							All CORP Leaders							
2010-2011																												
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	7.85	4.58	1.96	.65	.33	1.42	83.21	5.00	5.00					90.00	
2012-2013																												
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	8.35	5.15	1.72	.80	.46	1.14	82.38	8.70	17.39					73.91	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All CORP Members		All CORP Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	96.06	3.94	91.67	8.33
2012-2013							
97.16%	2.84	97.22	2.78	96.91	3.09	93.75	6.25

Criminal Justice Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All CRIM Members		All CRIM Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	76.79	23.21	80.52	19.48
2012-2013							
65.38%	34.62	67.39	32.61	75.00	25.00	77.03	22.97

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All CRIM Members							All CRIM Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	1.47	4.65	3.06	.61	.49	1.47	88.25		9.62		1.92	1.92	86.54	
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.86	5.70	2.97	.62	.74	1.24	86.86		11.54		1.92		86.54	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All CRIM Members		All CRIM Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.62	2.38	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	97.92	2.08	97.37	2.63

Dispute Resolution Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All DRS Members		All DRS Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	73.01	26.99	56.14	43.86
2012-2013							
65.38%	34.62	67.39	32.61	69.38	30.62	55.77	44.23

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/ Ethnic Group	Native American	Other	White/ Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/ Ethnic Group	Native American	Other	White/ Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/ Ethnic Group	Native American	Other	White/ Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/ Ethnic Group	Native American	Other	White/ Caucasian
All NYSBA Members							All SECTION Members							All DRS Members							All DRS Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	4.53	3.24	2.62	.46	.26	1.13	87.75		5.41					94.59
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	3.92	4.10	2.52	.28	.19	1.21	87.78		12.12				3.03	84.85

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All DRS Members		All DRS Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.74	2.26	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	97.84	2.16	100.00	

Entertainment. Arts and Sports Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All EASL Members		All EASL Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	60.03	39.97	52.38	47.62
2012-2013							
65.38%	34.62	67.39	32.61	58.21	41.79	56.25	43.75

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	
All NYSBA Members							All SECTION Members							All EASL Members							All EASL Leaders							
2010-2011																												
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	4.65	8.86	3.15	1.65	.30	2.55	78.83	2.44	7.32		2.44				87.80
2012-2013																												
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	4.60	9.20	3.22	1.23	.31	1.99	79.45	2.44	7.32						90.24

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All EASL Members		All EASL Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	94.07	5.93	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	93.64	6.36	93.94	6.06

Elder Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All ELD Members		All ELD Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	64.73	35.27	52.33	47.67
2012-2013							
65.38%	34.62	67.39	32.61	61.94	38.06	53.41	46.59

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All ELD Members							All ELD Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	1.25	1.87	1.25	.31	.26	.78	94.27	2.70	4.05		1.35			91.89
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.09	1.98	1.46	.26	.31	.99	93.91	2.50	1.25		1.25			95.00

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All ELD Members		All ELD Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	98.27	1.73	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	97.83	2.17	100.00	

Environmental Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All ENVI Members		All ENVI Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	69.37	30.63	72.73	27.27
2012-2013							
65.38%	34.62	67.39	32.61	68.85	31.15	76.32	23.68

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	
All NYSBA Members							All SECTION Members							All ENVI Members							All ENVI Leaders							
2010-2011																												
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	2.20	1.10	1.10	.31	.47	1.57	93.24			1.27	1.27		2.53	94.94	
2012-2013																												
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	2.35	1.10	1.57	.78	.16	1.10	92.94			1.19	1.19	1.19		2.38	94.05

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All ENVI Members		All ENVI Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.85	2.15	97.67	2.33
2012-2013							
97.16%	2.84	97.22	2.78	97.92	2.08	98.08	1.92

Family Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All FAM Members		All FAM Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	51.81	48.19	67.02	32.98
2012-2013							
65.38%	34.62	67.39	32.61	50.39	49.61	66.67	33.33

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian							
All NYSBA Members							All SECTION Members							All FAM Members							All FAM Leaders													
2010-2011																																		
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	1.48	3.24	1.93	.51	.28	1.19	91.36								3.57	1.19					95.24
2012-2013																																		
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.27	3.24	2.02	.40	.23	1.04	91.80								3.70	1.23					95.06

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All FAM Members		All FAM Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.20	2.80	96.83	3.17
2012-2013							
97.16%	2.84	97.22	2.78	97.19	2.81	96.88	3.13

Commercial & Federal Litigation Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All FED Members		All FED Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	77.36	22.64	71.17	28.83
2012-2013							
65.38%	34.62	67.39	32.61	76.88	23.12	68.22	31.78

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian			
All NYSBA Members							All SECTION Members							All FED Members							All FED Leaders									
2010-2011																														
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	2.07	3.98	1.99	.16		.95	90.85						6.17			1.23	92.59
2012-2013																														
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.71	3.98	1.79	.16		.73	91.63	1.30					6.49				92.21

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All FED Members		All FED Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.36	2.64	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	98.34	1.66	100.00	

Food, Drug & Cosmetic Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members				All SECTION Members			
2010-2011				2010-2011			
65.45%	34.55	68.63	31.37	61.17	38.83	60.00	40.00
2012-2013				2012-2013			
65.38%	34.62	67.39	32.61	60.42	39.58	54.55	45.45

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	
All NYSBA Members							All SECTION Members							All FOOD Members							All FOOD Leaders							
2010-2011																												
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	6.58	3.29	2.63	1.32	.66	1.32	84.21								100.00
2012-2013																												
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	5.04	7.19	2.88			1.44	83.45					14.29			85.71

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members				All SECTION Members			
2010-2011							
97.24%	2.76	97.15	2.85	96.25	3.75	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	96.30	3.70	100.00	

General Practice Section

GENDER

All NYSBA Members		All SECTION Members		All GEN Members		All GEN Leaders	
Male	Female	Male	Female	Male	Female	Male	Female
2010-2011							
65.45%	34.55	68.63	31.37	77.91	22.09	85.71	14.29
2012-2013							
65.38%	34.62	67.39	32.61	74.09	25.91	84.62	15.38

RACE

All NYSBA Members							All SECTION Members							All GEN Members							All GEN Leaders												
Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian						
2010-2011																																	
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	2.47	3.71	1.55	.54	.31	1.00	90.42							4.17						95.83
2012-2013																																	
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	3.37	4.30	2.58	.86	.36	.57	87.95							6.67		3.33			90.00	

SEXUAL ORIENTATION

All NYSBA Members		All SECTION Members		All GEN Members		All GEN Leaders	
Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
2010-2011							
97.24%	2.76	97.15	2.85	97.45	2.55	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	97.69	2.31	100.00	

Health Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All HLS Members		All HLS Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	56.46	43.54	60.61	39.39
2012-2013							
65.38%	34.62	67.39	32.61	55.02	44.98	65.85	34.15

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian											
All NYSBA Members							All SECTION Members							All HLS Members							All HLS Leaders																	
2010-2011																																						
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	2.25	2.81	1.69	.14	.28	.70	92.13								8.33	4.17									87.50
2012-2013																																						
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	2.19	2.74	1.92	.41	.27	.69	91.77								6.90	6.90									86.21

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All HLS Members		All HLS Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	96.58	3.42	92.31	7.69
2012-2013							
97.16%	2.84	97.22	2.78	96.29	3.71	93.75	6.25

International Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All ILP Members		All ILP Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	67.61	32.39	81.50	18.50
2012-2013							
65.38%	34.62	67.39	32.61	65.83	34.17	80.25	19.75

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All ILP Members							All ILP Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	11.10	2.69	7.76	.97	.22	2.16	75.11	6.25	4.46	8.93		0.89	1.79	77.68
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	10.08	4.23	7.15	1.30	.33	2.60	74.32	7.02	4.39	6.14	1.75	0.88	3.51	76.32

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All ILP Members		All ILP Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	96.97	3.03	97.18	2.82
2012-2013							
97.16%	2.84	97.22	2.78	97.64	2.36	97.62	2.38

Intellectual Property Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All IPS Members		All IPS Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	66.33	33.67	59.09	40.91
2012-2013							
65.38%	34.62	67.39	32.61	64.67	35.33	63.64	36.36

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All IPS Members							All IPS Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	10.04	3.56	1.67	.94	.10	1.88	81.80	3.13	3.13	3.13			3.13	87.50
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	10.56	3.82	2.52	1.11		1.51	80.48	3.33		3.33			3.33	90.00

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All IPS Members		All IPS Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	95.84	4.16	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	96.17	3.83	100.00	

Labor and Employment Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All LABR Members		All LABR Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	64.78	35.22	68.97	31.03
2012-2013							
65.38%	34.62	67.39	32.61	64.67	35.33	68.83	31.17

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All LABR Members							All LABR Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	2.86	4.71	2.00	.71	.14	1.14	88.44		2.78	2.78		1.39	93.06	
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	2.58	4.81	2.37	.43	.14	.93	88.74	1.64	4.92	4.92		1.64	86.89	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All LABR Members		All LABR Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	96.27	3.73	98.08	1.92
2012-2013							
97.16%	2.84	97.22	2.78	97.00	3.00	97.92	2.08

Municipal Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All MUNI Members		All MUNI Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	78.13	21.87	78.38	21.62
2012-2013							
65.38%	34.62	67.39	32.61	79.13	20.87	72.97	27.03

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	
All NYSBA Members							All SECTION Members							All MUNI Members							All MUNI Leaders							
2010-2011																												
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	.98	1.54	.56	.56	.14	.14	96.09						3.33		96.67
2012-2013																												
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	.86	1.44	.72	.29	.14	.29	96.25						6.90		93.10

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All MUNI Members		All MUNI Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	98.89	1.11	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	98.81	1.19	100.00	

NYSBA Executive Committee GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All NYSBA-EC Members		All NYSBA-EC Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	55.56	44.44		
2012-2013							
65.38%	34.62	67.39	32.61	66.67	33.33		

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian							
All NYSBA Members							All SECTION Members							All NYSBA-EC Members							All NYSBA-EC Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	8.00	16.00	4.00	4.00				68.00						
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	7.14	21.43	7.14					64.29						

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All NYSBA-EC Members		All NYSBA-EC Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	100.00			
2012-2013							
97.16%	2.84	97.22	2.78	100.00			

Real Property Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All REAL Members		All REAL Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	76.21	23.79	77.42	22.58
2012-2013							
65.38%	34.62	67.39	32.61	75.60	24.40	81.40	18.60

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All REAL Members							All REAL Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	2.74	1.91	1.26	.32	.36	.68	92.73	1.35	2.70		1.35			94.59
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	2.61	1.98	1.27	.41	.26	.67	92.80	1.41	2.82		1.41			94.37

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All REAL Members		All REAL Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.71	2.29	97.87	2.13
2012-2013							
97.16%	2.84	97.22	2.78	97.27	2.73	98.11	1.89

Senior Lawyers Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All SLS Members		All SLS Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	79.67	20.33	67.74	32.26
2012-2013							
65.38%	34.62	67.39	32.61	77.25	22.75	79.41	20.59

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All SLS Members							All SLS Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	1.44	1.34	.57		.38	.86	95.41							100.00
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.12	1.75	.70	.21	.49	.35	95.39				3.23			96.77

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All SLS Members		All SLS Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	98.25	1.75	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	98.16	1.84	100.00	

Tax Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All TAX Members		All TAX Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	75.94	24.06	81.11	18.89
2012-2013							
65.38%	34.62	67.39	32.61	75.40	24.60	78.16	21.84

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	
All NYSBA Members							All SECTION Members							All TAX Members							All TAX Leaders							
2010-2011																												
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	3.55	1.16	1.23	.27	.07	1.30	92.41							1.64	98.36
2012-2013																												
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	3.57	1.57	1.36	.50	.07	1.07	91.86							1.72	98.28

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All TAX Members		All TAX Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	96.98	3.02	90.91	9.09
2012-2013							
97.16%	2.84	97.22	2.78	96.63	3.37	93.55	6.45

Torts. Insurance & Compensation Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All TICL Members		All TICL Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	81.23	18.77	83.08	16.92
2012-2013							
65.38%	34.62	67.39	32.61	82.00	18.00	82.35	17.65

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	
All NYSBA Members							All SECTION Members							All TICL Members							All TICL Leaders							
2010-2011																												
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	1.94	2.11	1.94	.22	.16	.59	93.03	4.26	6.38	2.13				87.23	
2012-2013																												
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.16	1.59	1.90	.24	.12	.37	94.61	4.00	4.00	6.00				86.00	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All TICL Members		All TICL Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	98.43	1.57	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	98.88	1.12	97.37	2.63

Trial Lawyers Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All TRIA Members		All TRIA Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	84.00	16.00	92.59	7.41
2012-2013							
65.38%	34.62	67.39	32.61	83.29	16.71	87.50	12.50

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All TRIA Members							All TRIA Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	1.56	2.91	1.83	.27	.20	1.08	92.15		4.65	2.33				93.02
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.45	2.54	1.67	.44	.36	.73	92.82		5.56	5.56				88.89

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All TRIA Members		All TRIA Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	99.24	.76	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	98.49	1.51	100.00	

Trusts and Estates Law Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All TRUS Members		All TRUS Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	67.69	32.31	66.07	33.93
2012-2013							
65.38%	34.62	67.39	32.61	65.96	34.04	64.29	35.71

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All TRUS Members							All TRUS Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	1.62	1.44	.87	.24	.30	.96	94.56						2.04	97.96
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	1.31	1.81	1.09	.44	.31	.87	94.17						1.89	98.11

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All TRUS Members		All TRUS Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	97.43	2.57	100.00	
2012-2013							
97.16%	2.84	97.22	2.78	97.34	2.66	100.00	

Young Lawyers Section GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All YOUN Members		All YOUN Leaders	
2010-2011							
65.45%	34.55	68.63	31.37	47.78	52.22	48.08	51.92
2012-2013							
65.38%	34.62	67.39	32.61	48.19	51.81	50.82	49.18

RACE

Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian	Asian/Pacific Islander	Black/African American	Hispanic	Multi-Race/Ethnic Group	Native American	Other	White/Caucasian
All NYSBA Members							All SECTION Members							All YOUN Members							All YOUN Leaders						
2010-2011																											
4.84%	3.06	2.37	0.55	0.26	1.29	87.63	3.53	2.90	2.09	.53	.23	1.10	39.62	9.33	8.74	5.80	2.52		2.02	71.60	3.57	14.29					82.14
2012-2013																											
4.75%	3.14	2.33	0.65	0.27	1.21	87.63	3.43	3.06	2.06	.59	.25	1.01	39.60	9.11	7.92	5.00	2.39	.37	1.64	73.56	5.26	10.53	5.26				78.95

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All YOUN Members		All YOUN Leaders	
2010-2011							
97.24%	2.76	97.15	2.85	94.81	5.19	95.65	4.35
2012-2013							
97.16%	2.84	97.22	2.78	94.69	5.31	90.00	10.00

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2013-2014

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