

1989 SURVEY

Number of women licensed to practice in Hawaii: approx. 880
Number of responses: 261 completed questionnaires

The Survey

In 1989 The Hawaii Women Lawyers Foundation (THWLF) commissioned a similar survey to the 1980 survey to measure changes in the profile of women attorneys in Hawaii and to identify issues of priority for funding and education. The questionnaire was drafted by Ward Research and was sent to approximately 880 women attorneys in Hawaii.

Demographic Profile

Women attorneys responding to the survey were significantly older than those in the 1980 study. Previously, half were under 32 years; in 1989 the data shows only 18% under 32 years of age. Nearly half (48%) of all respondents were born in the Islands, and half (49%) were born on the Mainland. In 1980, 25% of the respondents had lived in Hawaii less than 5 years; by 1989, this figure had decreased to only 10%. In 1989, the ethnic mix of Hawaii's women attorneys was 44% Caucasian, 27% Japanese, 11% Chinese, and 6% Hawaiian/part Hawaiian. The media annual income reported for 1988 was \$45,600 with 11% reporting income over \$75,000.

Family Life

A larger proportion of the 1989 respondents are married (62%), contracted with less than half of the sample in 1980. Among married respondents and those "activities with someone," 39% said their spouse/friend is a law professional. While only approximately one-third of respondents in 1980 reported having children, that figure had increased to nearly half (45%) by 1989. Almost two out of five women responding in 1989 (38%) said they plan to have more children, approximately 36% do not, and another one-quarter (26%) were undecided. Of those who plan on having more children, almost two-thirds (64%) said they plan to return to their career full-time, within approximately two months, on average; and 12% were not sure whether they would return part or full-time.

Education/Professional Qualifications

While only 35% received their undergraduate degree from a college in Hawaii, almost half (47%) attended law school in Hawaii. Twenty-three percent reported admission to the Bar in a state other than Hawaii. Twenty-four percent respondents reportedly hold other professional licenses, with real estate and teaching mentioned most frequently.

Employment

The vast majority (97%) are employed outside of the home, and 93% work full time. The most common areas of specialty reported are in real estate, family law, litigation, criminal law and labor law. Half (51%) were practicing with private law firms (including 10% in solo practice). Another 29% were employed by government. The most common positions held by respondents in the 1989 survey were “associate” (25%), “partner” (13%), and “owner”/“self employed” (11%). The average length of time in which respondents had been in their current position was 3.0 years. In 1989, 20% reported longevity of only one year or less in their current employment, by contrast, in 1980, close to 45% reported one year or less in their respective positions. The average number of hours reportedly worked per week was 49 hours. The percentage of respondents who reported trying cases in court on behalf of clients decreased. This figure was 80% in 1980; and in 1989, only a little over half (51%) reported the same.

Professional Activities

On average, the 1989 survey respondents reported investing 9.5 hours per week in “work-related duties” performed outside of the normal business hours, including approximately three hours in civic/community functions, nine hours in leisure activities, 10.5 hours in family activities, and 10.3 hours in household activities. Fourteen of those participating in the survey currently hold offices or serve on committees with their respective legal/community organizations.

Formal Family Leave

Thirty-seven percent said that their current employer has a formal family leave policy. Of those who have a formal leave policy, 17% said the policy provides fully-paid leave, 5% said it is a partially-paid leave policy, 19% indicated that it is unpaid leave. Those whose employers offer unpaid leave reported the longest approved leave time of approximately 6-7 months. This is contrasted with approximately 2 months of approved leave offered by those who fully or partially pay for family leave. When asked if they are satisfied with the current family leave policy set forth by the employer, 41% said they are satisfied, 35% said the policy is not satisfactory.

Hawaii Women Lawyers/The Hawaii Women Lawyers Foundation

When respondents ranked a specific list of topics which they would like to see addressed at HWL “brown bag meetings,” substantive topics such as family and labor law topped the list, followed by legislative bills of interest too women, child care/two career families, alternative work schedules, self-help workshops, judicial selection process, education for children, affirmative action/comparable worth, reproductive rights, business and employment-related topics, sexual harassment, and setting up your own law practice.

Survey participants felt THLWF should be involved with legislative issues concerning reproductive rights, child care, family leave and alternative work schedules, and discrimination in private clubs, as well as community issues involving homeless women/shelters, wife abuse, child care, legal aid for the elderly, and education women on careers.

These results show significant disparities still exist among men and women attorneys, particularly in positions of leadership in both private and public sectors. In private practice overall, less than 25% of attorneys in firms with ten or more persons are women. In these firms, male partners represent almost 50% of the attorneys, whereas female partners comprise only about 6%.

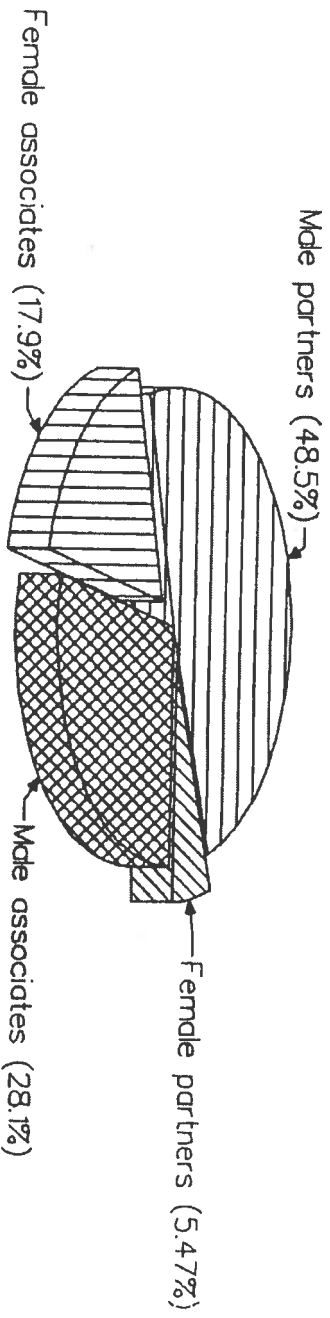
In the public sector, about 32% of the attorney work force are women, and hold only about 2% of the leadership positions. Male attorneys, however, represent 17% of the senior positions. While some of these figures have likely changed in 1990 in certain offices, it is doubtful that substantial differences exist in the overall numbers.

HWL and The Hawaii Women Lawyers Foundation are spearheading efforts to change these numbers by increasing the visibility, community recognition, and leadership opportunities for women attorneys. Joint HWL/THWLF efforts are being made to solicit and support more qualified women candidates for Hawaii's judiciary, which is sorely lacking in women judges at the circuit court, intermediate court and the supreme court levels. HWL and THWLF are also soliciting and supporting women as candidates for appointments to state boards, commissions, and private and non-profit boards. In addition, the upcoming 1991 Hawaii Women Lawyers Directory is designed to highlight women's talents, business expertise, and availability for board appointments, public speaking, media contact, and business referrals.

Please see the following detailed charts and data for additional information.

Hawaii Women Lawyers in Private Practice - 1990

(Percentages shown are of total lawyers in private firms with ten or more attorneys)



Number of Attorneys:

Female Partners	45
Male Partners	399
Female Associates	147
Male Associates	231

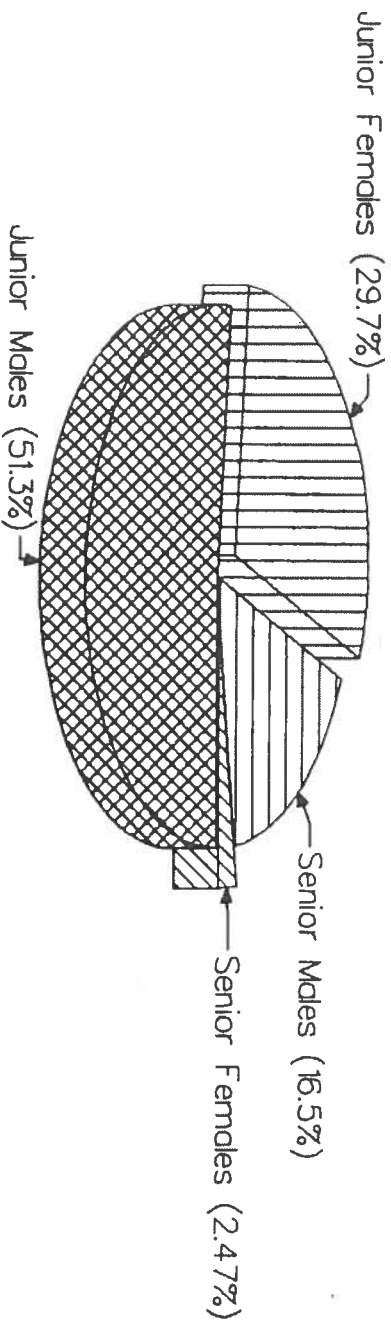
WOMEN LAWYERS IN PRIVATE LAW FIRMS IN HAWAII - 1990

Law Office Name	Partners		Total	Associates		Total	Totals		Total	Percent Female	
	Female	Male		Female	Male		Female	Male		Partners	Assoc.
Alcantara & Frano	0	2	2	0	2	10	0	4	12	0%	60%
Ashford & Watson	2	13	15	5	6	11	7	19	26	13%	48%
Boye, Deever, Niess	1	6	7	0	7	7	1	13	14	14%	0%
Burke, Sakoi, McPeters	1	13	14	3	4	7	4	17	21	7%	43%
Cadden, Schutte, Fleming	3	39	42	15	18	33	18	57	75	7%	45%
Carlsmith, Wickham, Case	9	42	51	12	29	41	21	91	112	13%	29%
Case & Lynch	2	23	25	10	13	23	12	36	48	8%	43%
Ch' Hamilton, Campbell	0	4	4	2	5	7	3	9	12	0%	29%
Ch'lin, Fried, Sek'ym	1	9	10	2	2	4	2	11	13	0%	50%
Daman, Key, Soeten	1	9	10	4	6	10	5	15	20	0%	40%
Davis, Reid, Richards	0	4	4	2	13	15	2	17	19	0%	13%
Diman, Nakama	1	3	4	3	3	6	4	6	10	0%	50%
Dwyer, Imanaka & Schreff	0	5	5	0	6	6	0	11	11	0%	0%
Foley, Kuehner, Judge	0	7	7	4	2	6	4	6	10	0%	67%
Fujiyama, Duffy, Fujiyama	0	10	10	4	6	10	4	16	20	0%	40%
Galbraith, Collier, Ingersoll	0	7	7	1	6	7	1	8	9	0%	50%
Goodall, Anderson, Quinn	4	34	38	19	19	38	23	53	76	11%	50%
Grealey, Walker & Koen	2	5	7	5	1	6	7	6	13	29%	83%
Itazaki, Devens, Lo	1	9	10	1	3	4	2	12	14	10%	25%
Kesner, Pucc & Haki	1	5	6	2	3	5	3	8	11	17%	40%
Kiefer, Ohlms & Chun	2	4	6	2	3	5	5	6	11	33%	60%
Kobayashi, Hatanaka	2	16	18	5	11	16	7	27	34	11%	31%
Lee, Henderson	0	6	6	1	6	7	1	12	13	0%	14%
Liberman, Ventura, Ayuba	0	8	8	7	9	16	7	17	24	0%	44%
Lynn, Brandt, Cook	1	5	6	2	5	7	3	10	13	17%	29%
McCormick, Nho & Miller	2	12	14	1	7	8	4	19	22	14%	13%
Ngom, O'Connor, Tam	2	9	11	2	10	12	4	19	23	18%	17%
Ohama, Takahashi, Funaki	0	10	10	0	2	2	0	11	11	0%	0%
O'Leary, Lee, Lashin	0	6	6	2	2	4	2	8	10	0%	0%
Paul, Johnson, Alston	2	6	8	3	3	6	8	9	17	50%	20%
Reinwald, O'Connor, Harreck	0	13	13	7	7	14	5	20	25	0%	47%
Rush, Moore, Craven	5	17	22	5	10	15	10	27	37	33%	27%
Stallman, Katz, Joensen	0	18	18	6	9	15	6	27	33	0%	40%
TOTALS	45	399	444	167	231	378	192	430	622	10%	39%

Sources: 1990 Edition of Martindale-Hubbell. Only firms having ten or more attorneys are included; figures include Honolulu and neighbor island attorneys for each such firm.

Hawaii Women Lawyers in Public Service – 1990

(Percentages shown are of total lawyers in listed positions)



Number of Attorneys:

Senior Female	13
Senior Male	87
Junior Female	156
Junior Male	270

WOMEN LAWYERS IN PUBLIC SERVICE IN HAWAII - 1990

Organization Name	Senior		Total	Junior		Total	Totals		Total	Percent Female		
	Female	Male		Female	Male		Female	Male		Senior	Junior	Total
Supreme Court	0	5	5	0	0	0	0	5	0%	0%	0%	
Intermediate Court of Appeals	0	3	3	0	0	0	0	3	0%	0%	0%	
Circuit Courts	1	23	24	0	0	0	0	23	4%	4%	4%	
District Court (not per diem)	3	20	23	0	0	0	0	23	13%	13%	13%	
Family Court	5	4	9	0	0	0	0	9	54%	54%	56%	
Attorney General's Office	0	1	1	44	74	118	44	75	37%	37%	37%	
State Public Defender's	0	2	2	22	48	70	22	50	0%	31%	31%	
Honolulu Corporation Counsel	1	1	2	12	22	34	13	23	50%	35%	36%	
Maui Corporation Counsel	0	2	2	1	6	7	1	8	0%	0%	0%	
Kauai County Attorney	0	2	2	1	3	4	1	5	0%	25%	17%	
Big Island Corp. Counsel	0	2	2	4	8	12	4	10	0%	33%	29%	
Julia Prosecuting Attorney	1	1	2	38	47	85	39	48	50%	45%	45%	
Prosecuting Attorney	0	1	1	5	14	19	5	15	0%	26%	25%	
Kauai Prosecuting Attorney	0	2	2	1	3	4	1	5	0%	25%	17%	
Big Island Prosecuting Atty	0	2	2	6	7	13	6	9	0%	46%	40%	
Federal Judges	0	6	6	0	0	0	0	6	0%	0%	0%	
Federal Magistrates	0	4	4	0	0	0	0	4	0%	0%	0%	
Federal Public Defenders	0	2	2	1	4	5	1	6	0%	20%	14%	
U.S. Attorney's Office	0	2	2	4	14	18	4	16	0%	22%	20%	
U.N. School of Law	1	2	3	5	12	17	6	14	33%	29%	30%	
Legal Aid Society	1	0	1	12	8	20	13	8	0%	60%	62%	
TOTALS	13	87	100	156	270	426	169	357	526	13%	37%	32%

Source:

1990 NSBA Annual Directory, pp. 3-12 (listing of Governmental Offices, Courts, and Legal Services Organizations).
 "Senior" designations consist of judges, magistrates, clerks, and listed heads of departments or other persons.
 "Junior" designations consist of deputy and assistant counsel, specifically described as holding junior positions. "Senior" designations consist of deputy and assistant counsel, specifically described as holding senior positions in the Bar Directory.
 staff attorneys, faculty, and other persons not specifically listed as holding senior positions in the Bar Directory.

NOTE:

In 1986 HWL was approached by a number of concerned community leaders concerning the issue of gender bias in the courts. As a result, HWL submitted a resolution to the Second Annual State Judicial Conference (which was a bench-bar conference) calling for the creation of a committee to study the issue of gender bias in Hawaii. The resolution was adopted during the November 5-8, 1986 conference.

Chief Justice Herman Lum then appointed an ad hoc committee which was co-chaired by Leslie A. Hayashi and Judge Linda Luke. The committee developed a survey of women attorneys. The Hawaii Women Lawyers Foundation awarded a grant to assist in the collation and publishing of the survey results.

The response rate was quite high and generally confirmed what other states had discovered - women believed gender bias to exist on various levels. Women attorneys, especially those in litigation, experienced offensive behavior by male colleagues. Women litigants expressed bias by judges. And the number of women on the bench was extremely small.

Based on the work of the ad hoc committee, another resolution was introduced at the 1989 Judicial Conference and a permanent committee was established. The committee was originally called the Supreme Court Committee on Gender Fairness. Chief Justice Lum expanded it to include other issues and it was renamed the Supreme Court Committee on Gender and Other Fairness. Eventually it became known as the Supreme Court Committee on Equality and Access to the Courts. Today that Committee focuses on access issues for all groups.