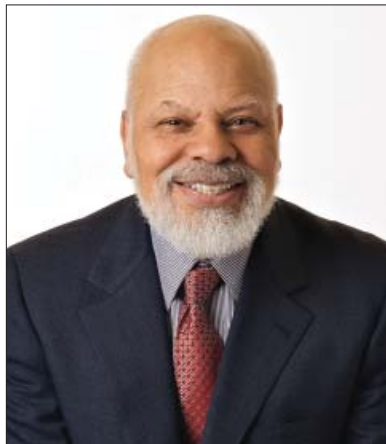


NEW YORK STATE BAR ASSOCIATION



NYSBA

Diversity Report Card

Fall 2011



2011 SECTION DIVERSITY REPORT CARD

TABLE OF CONTENTS

I.	Introduction	3
II.	Methodology	6
III.	Comparison of 2005, 2007, 2009 and 2011	9
	Gender	9
	Section Executive Committee Composition by Gender	9
	Section Leadership Composition by Gender	11
	Sexual Orientation	13
	Ethnic and Racial Diversity	14
	Disability	17
IV.	Recommendations	18
	NYSBA Governance—Breakdown by Gender	20
	NYSBA Governance—Breakdown by Race / Ethnicity	21
	NYSBA Governance—Breakdown by Sexual Orientation	22
	Committee on Diversity and Inclusion Member Roster	23

APPENDICIES

Appendix A	
Membership Profile Request Letter and Optional Information Survey	25
Appendix B	
Section Publications Editor Survey and Responses	31
Appendix C	
Section Chair Diversity Initiatives Questionnaire and Responses	35

Appendix D	
Section Meeting Program Diversity Questionnaire and Responses	89
Appendix E	
Tabulated Diversity Data by Section	171



NEW YORK STATE BAR ASSOCIATION

2011 SECTION DIVERSITY REPORT CARD

JANUARY 2012
COMMITTEE ON DIVERSITY AND
INCLUSION

2011 SECTION DIVERSITY REPORT CARD

I. INTRODUCTION

The New York State Bar Association is strongly committed to enhancing diversity at every level of participation. We believe that our Association is at its best when our work is inclusive and reflects the diversity of our profession and our society. As a part of our ongoing efforts in this area, in 2005, the Committee on Diversity and Leadership Development 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.

In general terms, the 2005 Section Diversity Report Card showed that nearly one-third of Section chairs were female, but that only 11 Sections had executive committees reflective of the gender composition of the Section membership. In addition, only nine of 23 Section executive committees had race/ethnic diversity equal to or greater than their respective Section membership. In an effort to improve Section diversity, by 2005, nearly half of the Sections had appointed a diversity chair and/or formed a diversity committee, and had developed a diversity plan.

The 2007 Section Diversity Report Card showed that only one-quarter of Section chairs were female, and that only 11 Sections had executive committees reflective of the gender composition of their respective Section membership. In 2007, 14 Section executive committees

had race/ethnic diversity equal to or greater than the Section membership. In April 2008, the House of Delegates approved the 2007 Section Diversity Report Card and recommendations, which included using the report at the Section Leaders' Conference to encourage continued progress in increasing diversity; publicizing the report on the Association's Web site and in the *State Bar News*; developing a strategic plan with the aid of the Association's Department of Bar Services to assist Sections in 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. Since that time some, but not all, of these recommendations have been carried out. The most recent Section Diversity Survey was conducted in the spring and summer of 2011, and the results of that survey are included in this report.

Among other insights, data gathered for the 2011 Section Diversity Report Card revealed:

- More than one-quarter of Section chairs were female, similar to 2009 and 2007. This year, however, 10 of the 25 Sections had executive committees reflective of the gender composition of the Section's membership, as compared to 8 Sections in 2009 and 11 Sections (out of a then total of 23 Sections) in 2007.
- Five Section executive committees had race/ethnic diversity equal to or greater than their respective Section membership, compared to six Sections in 2009 and 14 Sections in 2007.
- Six Section executive committees had sexual orientation diversity equal to or greater than their respective Section membership, down from seven Sections in 2009, the first year data were collected regarding the sexual orientation of Section members and leadership.

Improving diversity remains a top priority for our Association. At the beginning of his term, President Vincent E. Doyle announced the President's Section Diversity Challenge. The Challenge was designed to encourage each section to develop and implement diversity initiatives, with both short- and long-term goals. The Membership Committee, the Committee on Diversity and Inclusion, and Association staff are available to assist the sections as they complete the different phases of the plan. The Challenge provides a flexible framework for ongoing diversity efforts, recognizing that different sections have different strengths, weaknesses and objectives in this area.

We are also hopeful that some structural changes within the Association will facilitate section participation in diversity initiatives. We recently created a Department of Section Services, staffed by full-time, dedicated liaisons. Sections were previously assisted by Association staff members who had various other duties in addition to their section responsibilities. The structure of the new Department is intended to provide consistent, high-quality support, and to help the sections achieve their membership- and diversity-related goals.

We look forward to seeing the results of these and other ongoing initiatives related to diversity and section services. The Diversity Report Card is a useful tool that allows us to measure our progress. We hope that the focus we have placed on these important priorities will be reflected in future Report Cards, with respect to both improved participation rates and enhanced diversity among our sections' membership and leadership. The most recent Section Diversity Survey was conducted in the spring and summer of 2011, and the results of that survey are included in this report.

II. METHODOLOGY

In 2005, the 23 Section chairs were asked to complete and return a survey reporting on the ethnicity, gender and disability status of leaders of their respective Sections, as well as the ethnicity, gender and disability status of publication editors, program chairs and program faculty from 2004. They were asked also to provide information about their Section's diversity plans, including whether the Section had a diversity chair and/or committee.

In 2007, two automated surveys were used to collect this same information. The surveys were distributed by both email and regular mail, and Section leaders could respond either by using a link embedded directly in the email or by returning the information by regular mail or fax.

The first 2007 survey was a three-question census sent to 1,357 Section leaders, including officers, executive committee members, nominating committee members, committee chairs and the like, asking them to report their individual ethnicity, gender and disability status. Of the 1,357 leaders surveyed, 99% (1,343) volunteered information regarding their gender, 78% (1,056) volunteered race/ethnicity information, and 55% (743) volunteered information regarding disability status.

The second 2007 survey was a questionnaire sent to each of the 23 Section chairs, requesting a report on the ethnicity, gender and disability status of Section publication editors and program faculty from 2006, as well as the Section's diversity plan and officers, if applicable. We received responses from all 23 Section chairs.

Similarly, in 2009, two surveys were used: a four-question census sent to 1,445 Section leaders (list in group), and a questionnaire sent to each of the 25 Section Chairs. The 2009 census

and survey were essentially the same as used in 2007, the only difference being the addition of questions seeking information about members' sexual orientation. In 2009, of the 1,445 leaders surveyed, 99% (1,434) volunteered information regarding their gender, 77% (966) volunteered race/ethnicity information, 63% (904) volunteered information regarding disability status, and 37% (532) volunteered information on sexual orientation. However, of the questionnaires sent to the 25 Section Chairs – which requested a report on the ethnicity, gender and disability status of Section publication editors and program faculty from 2008, as well as the Section's diversity plan and officers – 12 provided responses:

- Business
- Commercial and Federal Litigation
- Criminal
- Dispute Resolution
- Entertainment, Arts and Sports
- Environmental
- Health
- Judicial
- Municipal
- Real Property
- Senior Lawyers
- Tax

For the 2011 Report Card, data from four surveys were used:

1) The 2011 Member Profile was sent to 1,525 Section leaders with a specific request to complete all four questions under the "Optional Info" category of the profile, which details a leader's gender, ethnicity, sexual orientation and disability status (*see* Appendix A). Out of 1,525 Section leaders:

- 1,517 provided their gender information (99%);
- 1,110 provided their ethnic information (73%); 47 declined to answer and 368 provided no data;
- 1,014 provided their disability status (67%); 125 declined to answer and 386 provided no data;

- 721 provided their sexual orientation status (47%); 70 declined to answer and 734 provided no data.

2) A similar four-question form was sent to Section publication editors (*see Appendix B*). Editors from 14 of the 24 Sections that have member newsletters replied to the form.

3) Section chairs were sent the Diversity Initiatives questionnaire (*see Appendix C*). All Sections completed the questionnaire, responses to which appear at the end of this report.

4) With the assistance of the NYSBA's Meetings Department, Sections completed programming questionnaires detailing the gender, ethnicity, sexual orientation and disability status of their program chairs and speakers (*see Appendix D*).

Summary
Section Leader Survey Response Rates

	2007	2009	2011
Gender	99%	99%	99%
Race / Ethnicity	78%	77%	73%
Disability	55%	63%	67%
Sexual Orientation	NA	37%	47%

III. COMPARISON OF 2005, 2007, 2009 AND 2011

Gender

In 2011, females comprised:

- 34% of overall Association membership,
- 31% of all Section members and
- 28% of all Section Leaders.

All of the sections reported on gender, including the Dispute Resolution and Senior Lawyers Sections, both of which were formed in 2009. Female Association membership is up 4% from 2005 and female Section membership is up 6.5% from 2005.

In 2005, eight of the 23 Section chairs were female; in 2007, six of the 23 Section chairs were female and in 2009, six of 25 Section chairs were female. In 2011, there are seven female Section chairs out of all 25 Sections (*see* Summary Table below).

Section Executive Committee Composition by Gender

In 2005, 11 Sections had an executive committee composition matching or exceeding their respective female membership:

- | | |
|-------------------------------------|------------------------------------|
| • Antitrust | • Judicial |
| • Business | • Municipal |
| • Commercial and Federal Litigation | • Torts Insurance and Compensation |
| • Corporate Counsel | • Trial Lawyers |
| • Elder | • Trusts and Estates |
| • Environmental | |

In 2007, the number of Sections with executive committee composition matching or exceeding their respective female membership remained the same, with two Sections dropped from the 2005 report and 2 new Sections added:

- Antitrust
- Business
- Commercial and Federal Litigation
- Elder
- Food Drug and Cosmetic
- General Practice
- Health
- Intellectual Property
- Judicial
- Municipal
- Torts Insurance and Compensation

In 2009, only eight of 25 Sections had an executive committee composition matching or exceeding its female membership:

- Business
- Commercial and Federal Litigation
- Entertainment Arts and Sports
- Elder
- Intellectual Property
- Judicial
- Senior Lawyers
- Torts Insurance and Compensation

In 2011, 10 Sections had matching executive committee composition:

- Antitrust
- Corporate Counsel
- Dispute Resolution
- Entertainment Arts and Sports
- Elder
- Commercial and Federal Litigation
- Food and Drug
- Intellectual Property
- Judicial
- Senior Lawyers

Section Leadership Composition by Gender

In 2005, the percentage of Section leaders (i.e., officers, executive committee members, committee chairs, subcommittee chairs and the like) in the following 10 Sections matched or exceeded their respective female membership:

- Antitrust
- Business
- Commercial and Federal Litigation
- Elder
- Environmental
- Judicial
- Municipal
- Torts Insurance and Compensation
- Trial Lawyers
- Trusts and Estates

That number increased to 14 Sections in 2007:

- Antitrust
- Business
- Commercial and Federal Litigation
- Corporate Counsel
- Elder
- Food Drug and Cosmetic
- General Practice
- Health
- Intellectual Property
- Judicial
- Municipal
- Torts Insurance and Compensation
- Trial Lawyers
- Trusts and Estates

In 2009, the number dropped, leaving only nine Sections out of 25 having the same or a greater percentage of female leaders than their female membership:

- Antitrust
- Business
- Commercial and Federal Litigation
- Entertainment Arts and Sports
- Elder
- Intellectual Property
- Judicial
- Senior Lawyers
- Torts Insurance and Compensation

In 2011, 11 Sections had leader compositions that matched or exceeded their respective female membership:

- Antitrust
- Corporate Counsel
- Dispute Resolution
- Entertainment Arts and Sports
- Elder
- Commercial and Federal Litigation
- Food and Drug
- Intellectual Property
- Judicial
- Senior Lawyers
- Trusts and Estates

Information about the gender makeup of the NYSBA's Executive Committee and House of Delegates appears at the end of this report.

Summary
Section Chairs by Gender

	2005 (23 Sections)	2007	2009 (25 Sections)	2011
Female	8 (35%)	6 (26%)	6 (24%)	7 (28%)
Male	15 (65%)	17 (74%)	19 (76%)	18 (72%)

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

	2005 (23 Sections)	2007	2009 (25 Sections)	2011
Number of Sections	11 (48%)	11 (48%)	8 (32%)	10 (40%)

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

	2005 (23 Sections)	2007	2009 (25 Sections)	2011
Number of Sections	10 (43%)	14 (61%)	9 (36%)	11 (44%)

Sexual Orientation

This is the second time the Association has surveyed our membership as well as Section leadership with regard to their sexual orientation. Among our general membership, 76% either declined to or failed to answer, compared to 83% of Association membership not responding or providing data in 2009. We continue to extrapolate that just under 3% of Association members are lesbian, gay, bisexual or transgendered (LGBT). Of the 30.5% of Section members reporting their LGBT status, 2.85% identified themselves as LGBT, which is consistent with our overall membership, with 2.76% of overall members identifying themselves as LGBT. While a far larger percentage of Section leaders (47%) disclosed their sexual orientation, only 1% of that total identified themselves as LGBT.

Three Sections tied for the best overall survey response rate from its leadership ranks at 67%: Family, Judicial and Senior Lawyers. Several other Sections had a response rate of 50% or more: Elder, Labor, Real Property, Torts Insurance and Compensation, Trial Lawyers and Trusts and Estates.

The Section reporting the highest percentage of LGBT attorneys in leadership positions was Corporate Counsel, with 8.3% of that Section's leadership reporting LGBT status. Similar to the 2009 report, one-third (1/3) of Corporate Counsel Section's executive officers are LGBT, which is the highest reported among all the Sections.

A number of Sections reported a higher percentage of LGBT members than what is reflected in the overall Association membership of approximately 3%. Those Sections include the Judicial Section with over 5% of their overall Section membership (down from 6% in 2009). Other Sections reporting higher LGBT membership include Antitrust (3.57%), Corporate Counsel (3.94%), Entertainment, Arts and Sports Law (5.93%), Food, Drug and Cosmetic (3.75%), Health Law (3.42%), International (3.03%), Intellectual Property (4.16%), Labor (3.73%), Tax (3.02%), and Young Lawyers with 5.9% of their membership reporting LGBT status. The lowest reported LGBT member rate is the Municipal Law Section at 1.11%.

The percentages by Section of leaders who “declined or failed to respond” ranged from 58.9% to 77.1%. However, it is worth noting that while “Decline to Answer” and “No data” results are high within all Sections, they are lower than the percentages reported in the 2009 Report Card. This improvement is the result of heightened awareness of gay rights and improved communications on this issue at national and local levels, as well as a greater public acceptance and more personal comfort level in reporting such information.

[W]hile “Decline to Answer” and “No data” results [to the question of sexual orientation] are high within all Sections, they are lower than the percentages reported in the 2009 Report Card. This improvement is the result of heightened awareness of gay rights and improved communications on this issue at national and local levels, as well as a greater public acceptance and more personal comfort level in reporting such information.

In 2011, six Section executive committees had sexual orientation diversity equal to or greater than their respective Section membership: Corporate Counsel, Environmental, Family, Health, Judicial, and Tax.

Information about the sexual orientation makeup of the NYSBA’s Executive Committee and House of Delegates appears at the end of this report.

Ethnic and Racial Diversity

In 2011, ethnic and racial minorities comprised 11.82% of the overall Association membership, up slightly from 11.38% in 2009, 10.78% in 2007 and 10.07% in 2005. The percentage of ethnic/racial minority participation in each of the Sections, however, varied greatly.

Similar to 2009, 10 out of 25 Sections had membership percentages of ethnic/racial minorities greater than the 11.82% of the Association membership. The Sections with the highest percentages were the Young Lawyers with 25.89% and International with 23.93%. Other Sections with higher percentages were Entertainment, Arts and Sports Law (19.51%),

Intellectual Property (17.25%), Corporate Counsel (16.14%), Food Drug and Cosmetic Law (14.48%), Judicial (13.60%), Antitrust Law (13.48%), Business Law (12.05%), and Dispute Resolution (11.88%). While the level of ethnic/racial minority participation in Section membership is important, the level of minority representation within Section leadership is even more important. Ethnic/racial minority participation in leadership encourages and sustains diversity in membership. Based on the data for “All Section Leaders” (which includes the executive committee members, officers, chairs of committees and the nominating committee of a Section), five Sections had a percentage of ethnic/racial minorities in leadership positions that was greater than the percentage in its membership, down from six Sections in 2009.

Similar to findings in 2009, the percentages of ethnic/racial minorities of executive committees of the Sections were mostly the same or close to the corresponding percentages for all Section leaders. Five Section executive committees had race/ethnic diversity equal to or greater than their respective membership: Criminal, Elder, Health, Judicial, and Torts Insurance and Compensation.

In 2011, one Section chair has a diverse background, compared with 2009 when there were no diverse chairs, and 2007, when two of 23 Section chairs were members of ethnic/racial minorities. However, since 2007 Section members reporting their race/ethnicity have increased steadily:

- 1,517 in 2007
- 1,781 in 2009 make as chart
- 2,001 in 2011.

The same holds true with Section leaders (84 in 2007, 88 in 2009 and 96 in 2011). Unfortunately, the number of Section members who decline to answer has increased as well—from 19 in 2007 to 405 in 2011. The same holds true for Section leaders—18 in 2007 and 2009, which then more than doubled to 47 in 2011. This increasing trend of members who decline to provide this data is not specific to the category of race and ethnicity.

In 2011, the percentage of ethnic/racial minorities in the Executive Committee of the Association was 28% (an increase from 23.08% in 2009), due to the establishment of two

diversity seats to encourage ethnic/racial minority participation and increased efforts by recent NYSBA leaders to welcome diverse attorney into bar association governance.

All members of NYSBA's current Executive Committee provided their racial / ethnic data. And of the 300 reported responses from the members of NYSBA's House of Delegates, 243 provided race / ethnicity data, 2 declined to answer and 55 provided no data. This compares with 242 providing data in 2009, 1 declining to answer and 50 providing no data for a total of 293 responses.

Information about the racial makeup of the NYSBA's Executive Committee and House of Delegates appears at the end of this report.

Summary
Ethnicity of Overall NYSBA Membership

	Asian / Pacific	African American	Hispanic	Multiple Race	Native American	Other	Caucasian
2005	3.76%	2.57%	1.95%	--	0.29%	1.51%	89.92%
2007	4.28%	2.72%	2.02%	--	0.26%	1.49%	89.23%
2009	4.53%	3.00%	2.25%	0.15%	0.28%	1.50%	88.29%
2011	4.84%	3.06%	2.37%	0.25%	0.26%	1.59%	87.63%

Summary
Ethnicity of Overall Section Membership

	Asian / Pacific	African American	Hispanic	Multiple Race	Native American	Other	Caucasian
2005	2.93%	2.19%	1.59%	--	0.23%	1.37%	91.69%
2007	3.15%	2.47%	1.71%	--	0.20%	1.39%	91.08
2009	3.23%	2.60%	2.00%	0.18%	0.25%	1.27%	90.47%
2011	3.53%	2.90%	2.09%	0.31%	0.23%	1.32%	89.62%

Disability

In terms of overall responses for the past three reports (2007, 2009 and 2011), 100% of respondents provided their disability status. The percentage of members who noted having a disability (2.56%) versus those responding they do not or declined to answer (97.44%) was consistent over the past three reporting periods.

Percent amounts for Section members was a little less, with 1.65% responding yes to having a disability and 98.24% reporting no or declining to answer.

For the past three reporting cycles, 100% of the Section chairs reported their status, all of whom in 2011 and 2007 either noted they did not have a disability or declined to answer. In 2009, 5.26% of Section chairs reported a disability, while 94.74% responded they did not have a disability. Of all Section leaders, 2.6% responded having a disability over the past three reporting periods, while 97.4% responded they did not have a disability or declined to answer.

NYSBA's Executive Committee members all responded over the past three reports, with 100% saying they did not have a disability or declined to answer in 2007 and 2011. In 2009, 4.17% of Executive Committee members reported having a disability and 95.83% reporting they did not have a disability or declined to answer.

For members of NYSBA's House of Delegates—2009 and 2011 being the only reporting periods—1.78% reported having a disability and 98.22% noted they did not have a disability or declined to answer.

As noted earlier, the percentage of members who responded yes or no to their disability status has been fairly consistent over the past three years and throughout the categories detailed above. However, there has been a significant increase in the number of members who have declined to answer this question from 2006 – 2007 through the 2010 – 2011 reporting periods.

In 2007, 3.32% of all NYSBA members neglected to answer this question. That percentage increased to 5.40% in 2009 and 7.68% in 2011. When looking at responses by Section members, the numbers are even higher—4.29% declined to answer in 2007, versus 7.21% in 2009 and 10.28% in 2011.

While all of the Section chairs did provide their disability status in 2007, the number of chairs who declined to give an answer in 2009 more than tripled to 16%, before settling back to 7.14% in 2011.

For 2009 and 2011, 7.41% of NYSBA's Executive Committee members declined to answer their disability status. In 2007, all members did report their status.

Finally, in 2009, 9.22% of the members in NYSBA's House of Delegates declined to answer their disability status, compared to 11.33% in 2011.

These numbers could indicate an increasing awareness and—more critically—a heightened sensitivity to an individual's disability status. Comparatively, the percentage of all NYSBA members who declined to answer their sexual orientation averaged 2.11% over the last two reporting periods, versus 6.54% of members who declined to answer their disability status. However, the number of members who declined to answer their sexual orientation did increase from 1.75% in 2009 to 2.47% in 2011, and similar increases of members declining to answer their sexual orientation can be found in most categories (specifically within Section membership, Section leaders, and NYSBA's House of Delegates) though the increases have not been as dramatic as with the disability question.

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 in Part I of this report, including the President's Section Diversity Challenge and the new Department of Section Services, will further our diversity efforts by helping the Sections to meet their diversity goals and facilitating their participation in projects such as this Report Card.

(1) This report should continue be published on the Association's Web site and the results be 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 after the 2012 Section Leader's Conference and the House of Delegates' June 2012 meeting.

(2) A strategic plan should be developed by the Committee on Diversity and Inclusion in collaboration with the Association's Department of Section Services and the Manager of Bar Services, building from past strategic plans insofar as they dealt with increasing diversity, to provide Section leaders with the support needed to collaborate with minority bar associations in an effort to attract new Section members. This plan should continue to include events that would 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.

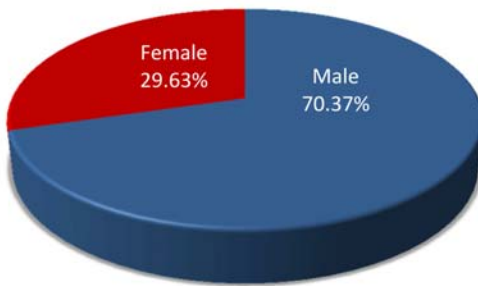
(4) The Association should promote enhanced communications and relationship building with its members, Section leaders regarding the importance of accurate self-reporting for purposes of collecting diversity data. This could include regular information sessions in the 12 months between the release of 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. This year the responsibility of the report was moved to the Department of Bar Services, which secured the participation of the Section Chairs, analyzed the raw data and prepared the 2011 Report. 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, 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 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

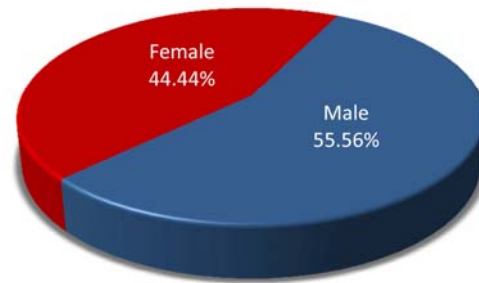
NYSBA Executive Committee

Gender 2008-2009



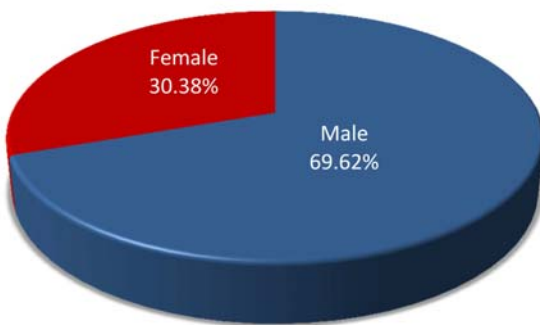
NYSBA Executive Committee

Gender 2010-2011



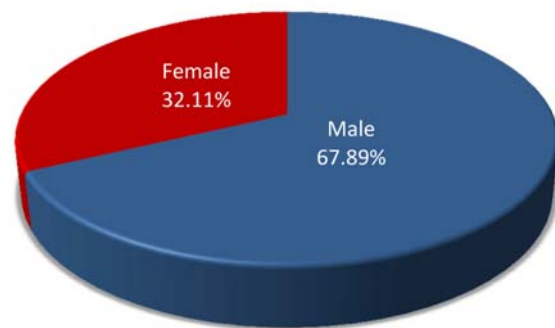
House of Delegates

Gender 2008-2009



House of Delegates

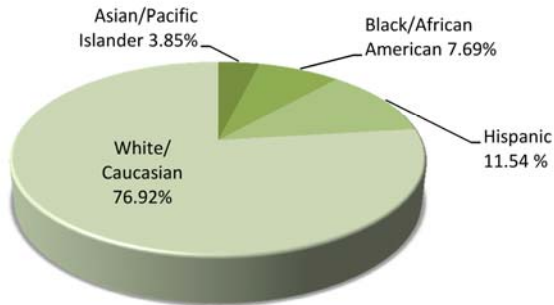
Gender 2010-2011



NYSBA Governance—Breakdown by Race / Ethnicity

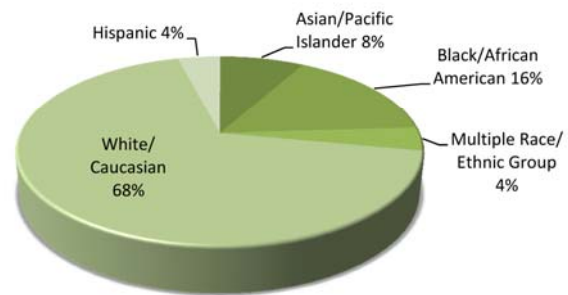
NYSBA Executive Committee

Race/Ethnic Group 2010-2011



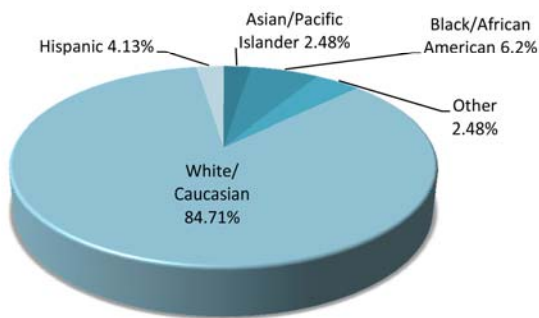
NYSBA Executive Committee

Race/Ethnic Group 2010-2011



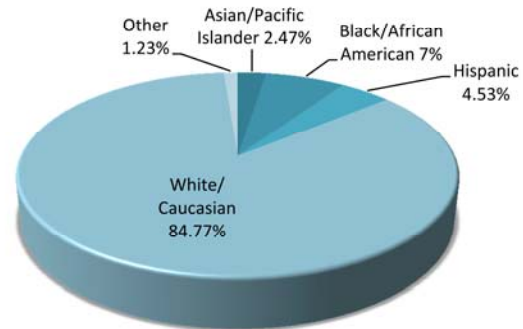
House of Delegates

Race/Ethnic Group 2008-2009



House of Delegates

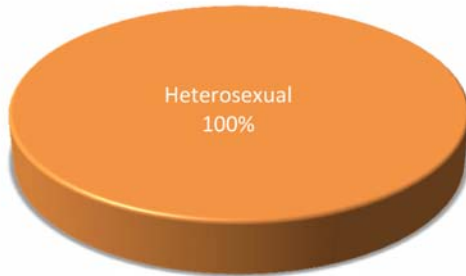
Race/Ethnic Group 2010-2011



NYSBA Governance—Breakdown by Sexual Orientation

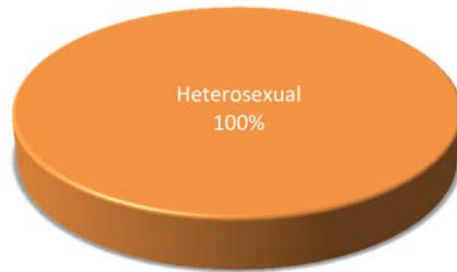
NYSBA Executive Committee

Sexual Orientation 2008-2009



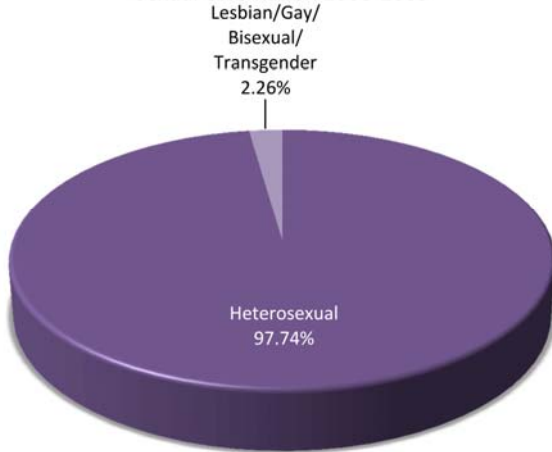
NYSBA Executive Committee

Sexual Orientation 2010-2011



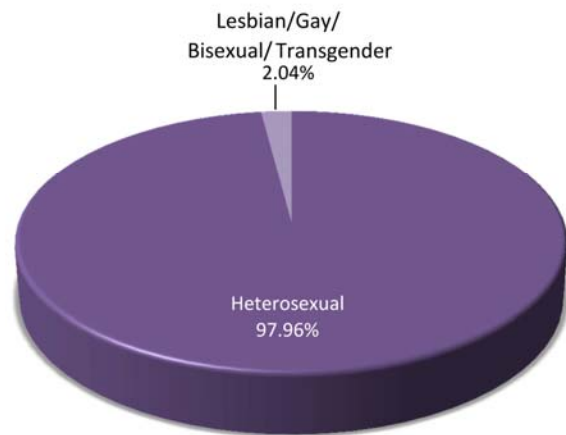
House of Delegates

Sexual Orientation 2008-2009



House of Delegates

Sexual Orientation 2010-2011



COMMITTEE ON DIVERSITY AND INCLUSION

2011-2012

BETTY LUGO, CO-CHAIR

KENNETH G. STANDARD, CO-CHAIR

SHARON STERN GERSTMAN, CHAIR, DIVERSITY REPORT CARD SUBCOMMITTEE

SAMUEL F. ABERNETHY	MICHAEL I. BERNSTEIN
TYLYN L. BOZEMAN	KEIKI-MICHAEL CABANOS
NELSON CASTILLO	PETER L. CEDENO
HON. CHERYL E. CHAMBERS	WILFRED URIAH CODRINGTON III
TRACEE E. DAVIS	PAULA TARYN EDGAR
WILLIAM EDWARDS	ANTHONY Q. FLETCHER
SHEILA A. GADDIS	GLINNES D. GAILLARD
LOREN GESINSKY	CLAIRE P. GUTEKUNST
JOSEPH MARON HANNA	HON. HELENA HEATH-ROLAND
MELANIE DYANI HENDRY	JOHN ERIC HIGGINS
ILLONKA JAVETTE HINES	FAWN M. HORVATH
SANDRA H. IRBY	ELISE B. JAFFE
ROSEVELIE MARQUEZ MORALES	TANIA MAZUMDAR
BENU MEHRA	MEDEA ANSARI MYERS
KENDRICK P. PATTERSON	HON. MARK L. POWERS
FATIMAT O. REID	MANUEL A. ROMERO
RACHEL RYAN	ASAAD KURSHEED SIDDIQI
KAREN STANISLAUS	HON. LESLIE E. STEIN
JERRY GEORGE VATTAMALA	JACK ZAREMSKI

LILLIAN M. MOY, EXECUTIVE COMMITTEE LIAISON

MARK WILSON, NYSBA STAFF LIAISON

2011 SECTION DIVERSITY REPORT CARD

APPENDIX A

MEMBERSHIP PROFILE REQUEST LETTER AND OPTIONAL INFORMATION SURVEY



NEW YORK STATE BAR ASSOCIATION

One Elk Street, Albany, New York 12207 • ph 518.463.3200 • www.nysba.org

COMMITTEE ON DIVERSITY

BETTY LUGO

Co-Chair
Pacheco & Lugo, PLLC
340 Atlantic Avenue
Brooklyn, NY 11201
718/855-3000
FAX 718/855-6565
blugo@pachecolugo.com

March

30, 2011

Dear Section Leader,

The New York State Bar Association will issue its 2011 Diversity Report Card later this year. The Report Card, prepared by the Association's Committee on Diversity, is based on data submitted by various sources within the NYSBA—including the Professional Practice Sections—in response to its biennial survey.

KENNETH G. STANDARD
Co-Chair
Epstein Becker & Green, P.C.
250 Park Avenue
New York, NY 10177
212/351-4670
FAX 212/661-0989
kstandard@ebglaw.com

To assist each Section in developing leadership that is diverse in all respects, and to see how we have improved over the past few years, I am asking all Section leaders to

complete the 2011 Membership Profile—specifically the section requesting gender, race, ethnic origin, sexual orientation and disability information (hereinafter “Optional Information”).

Note that providing your Optional Information is just that—optional. However, your participation in this effort to gather diversity information is vital; without your help, we are unable to ascertain an accurate assessment of the diversity within our Section leadership. Please take a few minutes to complete the entire Profile, including your Optional Information. The information you submit will be kept strictly confidential and only be used in the aggregate for purposes of the Diversity Report Card.

This aggregate information is indeed helpful. Of the 1,445 Section leaders surveyed in the 2009 report, 99 percent volunteered information regarding their gender, 77 percent provided their race / ethnicity backgrounds, 63 percent volunteered information regarding disability status and 37 percent volunteered information on sexual orientation. It is my hope we can improve on response rates for all these categories.

The 2011 Membership Profile is located online and is accessed through www.nysba.org. Select the LOGIN button and enter your user name and password. If you need help or forgot your password, use the links at the bottom of the Login page for "Need help logging in?" or "Forgot your password?"

After login, go to "Personal Contact Profile (My Profile)" and verify & submit your updated information on each of the four tabs. Optional Information is located under the “Attorney Info” tab.

If you experience trouble accessing the web site due to heavy traffic, we would appreciate your patience and recommend you try again at a later time. If you have any questions or comments, please contact our Membership Services Department at 800.582.2452 or send an e-mail to membership@nysba.org.

Please complete your profile no later than Friday, April 22, 2011.

On behalf of the Association and its Membership and Diversity committees, thank you for fully completing the 2011 Member Profile, for your support as a member and for your dedication and service as a Section leader.

Sincerely,

Stephen P. Younger
NYSBA President

Betty

Lugo Kenneth
Co-chairs, Committee on Diversity

G. Standard

OPTIONAL INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☐ No ☐ Decline to Answer

DO YOU CONSIDER YOURSELF:

☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☐ White/Caucasian ☐ Decline to Answer

GENDER:

☐ Male ☐ Female

SEXUAL ORIENTATION:

☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



Please return the form in the enclosed envelope or to the NYSBA address below:
New York State Bar Association, Attn: Member Profile, One Elk Street, Albany, NY 12207

2011 SECTION DIVERSITY REPORT CARD

APPENDIX B

SECTION PUBLICATION EDITOR SURVEY

PUBLICATIONS:

Publications include books, journals, newsletters, or electronic newsletters published by your section, (excluding those co-sponsored by the CLE Department/Committee).

3) Please enter the number of male editors of such publications during 2010 who may be classified into the following categories:

Asian/Pacific Islander	_____
Black/African American	_____
Hispanic	_____
Native American	_____
White/Caucasian	_____
Other	_____
Don't know the ethnicity	_____

4) Please enter the number of female editors of such publications during 2010 who may be classified into the following categories:

Asian/Pacific Islander	_____
Black/African American	_____
Hispanic	_____
Native American	_____
White/Caucasian	_____
Other	_____
Don't know the ethnicity	_____

5) Please enter the quantity of editors who are persons with disabilities* .

* Disability is defined as an impairment that prevents or severely restricts an individual from doing activities that are of central importance to most people's daily lives. The impairment's impact must also be permanent or long term.

6) Please enter the quantity of editors whom you know to be openly Lesbian/Gay/Bisexual/Transgender:

MANUAL TALLY-2011 DIVERSITY REPORT CARD-PART TWO

<u>SECTION NAME</u>	<u>WHITE MALES</u>	<u>BLACK MALES</u>	<u>ASIAN MALES</u>	<u>WHITE FEMALES</u>	<u>BLACK FEMALES</u>	<u>ASIAN FEMALES</u>	<u>DISABILITIES</u>	<u>GAY</u>
Antitrust	1			1				
Commercial and Federal Litigation	1							
Corporate Counsel				1	1			
Dispute Resolution			1	5	1			
Entertainment, Arts and Sports				1				
Environmental	2		1	1				
Family	2							
General Practice	2							
Health	1							
Intellectual Property	1							
International				1				
Municipal	2			1				
Real Property		1						1
Torts, Insurance and Compensation	3	1		2		1		
TOTALS	15	2	2	13	2	1	0	1

2011 SECTION DIVERSITY REPORT CARD

APPENDIX C

SECTION CHAIR DIVERSITY INITIATIVES QUESTIONNAIRE AND RESPONSES



NEW YORK STATE BAR ASSOCIATION

2011 Diversity Report Card - Diversity Initiatives

Conducted by the Committee on Diversity and Inclusion.

1) Section: (select from drop down menu)

2) Individual(s) completing the survey:

Name:

Telephone:

E-mail:

Diversity Initiatives:

Diversity Plans:

3) Has your section designated a

	Yes	No
Diversity Committee	<input type="radio"/>	<input type="radio"/>
Diversity Coordinator	<input type="radio"/>	<input type="radio"/>
Diversity Chair	<input type="radio"/>	<input type="radio"/>
Other position/entity for this purpose (please specify)	<input type="radio"/>	<input type="radio"/>

4) If you selected "Other position/entity for this purpose," please specify:

5) Does your section have a long-range plan to increase the participation of:

	Yes	No
Minority attorneys/judges	<input type="radio"/>	<input type="radio"/>
Minority law students	<input type="radio"/>	<input type="radio"/>
Women attorneys/judges	<input type="radio"/>	<input type="radio"/>
Women law students	<input type="radio"/>	<input type="radio"/>
Persons with disabilities	<input type="radio"/>	<input type="radio"/>
Lesbian/Gay/Bisexual/Transgender attorneys	<input type="radio"/>	<input type="radio"/>
Lesbian/Gay/Bisexual/Transgender law students	<input type="radio"/>	<input type="radio"/>

6) Please describe the plan:

Initiatives:

7) Please describe specific initiatives, programs, projects or other activities (not aspirational goals) that your section has undertaken during 2008 or began planning that demonstrate the section's commitment to increasing the participation within your section or within the profession of:

- (1) Minority attorney/judges
- (2) Women attorneys/judges
- (3) Women law students
- (4) Minority law students
- (5) Persons with disabilities
- (6) Lesbian/Gay/Bisexual/Transgender attorneys
- (7) Lesbian/Gay/Bisexual/Transgender law students

8) Please note your achievements or results of the above initiatives thus far.

Committee on Diversity and Inclusion:

9) Please note below ways in which the Committee on Diversity and Inclusion can be of assistance to your Section in advancing diversity in its membership and activities.

Thank you for participating. Please select "Submit Survey" below to complete this report.

[Submit Survey](#)

[Online Survey Software powered by Vovici.](#)

New York State Bar Association - 2011 Diversity Report Card

Antitrust Law Section | Contact: Jay L. Himes

Designated a Diversity Committee?

Designated a Diversity Coordinator?

Designated a Diversity Chair?

Designated a "Other position/entity for this purpose?" Yes

Please specify "Other position/entity for this purpose:"

Membership/Diversity generally

Plan to increase the participation of: Minority attorney/judges? No

Plan to increase the participation of: Minority law students? No

Plan to increase the participation of: Women attorneys/judges? No

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

No long range plan, but efforts are made from time to time. We participate in the state bar diversity session during the Annual Meeting. We do a "why antitrust" program every summer to encourage younger members. We run a writing competition to encourage law students. We've also co-sponsored programs with other Sections directed to women and attorneys of color.

Please describe specific initiatives, programs, projects or other activities to increase participation.

See above.

Please note your achievements or results of the above initiatives thus far.

Please note below ways in which the Committee can be of assistance.

Tell us what other Sections do.

New York State Bar Association - 2011 Diversity Report Card

Business Law Section | Contact: Paul Silverman

Designated a Diversity Committee?

Designated a Diversity Coordinator?

Yes

Designated a Diversity Chair?

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges?

Yes

Plan to increase the participation of: Minority law students?

Yes

Plan to increase the participation of: Women attorneys/judges?

Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities?

Yes

Plan to increase the participation of: L/G/B/T attorneys?

Yes

Plan to increase the participation of: L/G/B/T law students?

Yes

Please describe the plan:

In the first years of practice they are offered far-reduced rates to attend away events and CLE programs. Law students can obtain a reward for a winning published article.

Please describe specific initiatives, programs, projects or other activities to increase participation.

See above. We are also in the process of selecting a successor coordinator.

Please note your achievements or results of the above initiatives thus far.

Increase in targeted persons as members and/or becoming participating members.

Please note below ways in which the Committee can be of assistance.

New York State Bar Association - 2011 Diversity Report Card

Commercial & Federal Litigation Section | Contact: David Tennant

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator? No

Designated a Diversity Chair? No

Designated a "Other position/entity for this purpose?" Yes

Please specify "Other position/entity for this purpose:"

We have designated a "Diversity Team" in response to the President's diversity challenge to the sections.

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges? Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

Our plans to increase the participation of minority lawyers / law students include continuing two existing programs—the Smooth Moves program and funding two minority fellowships for law student interns—and implementing two new programs—taking our Section's NYSBA-leading mentoring program and developing minority-specific features to attract more minority lawyers and increasing the number of minority law students by replicating at all law schools in New York State the McKnight Moot Program for minority college students at Cornell Law School. To increase the participation of women, we shall continue to support existing programs—Lawyers in Transition and Women on the Move—among others. Members of the Commercial & Federal Litigation Section have been instrumental in developing, expanding and co-sponsoring the Women on the Move Program, which focuses on career development topics for women attorneys. It has been held both Upstate and in the City and in 2011 will be held in both venues, chaired by Section member, Linda Clark. The Section has also assisted the committee for Lawyers in Transition in adding to the diverse programs the committee has sponsored and has helped increase the diversity of Committee's membership both upstate and in the New York.

Please describe specific initiatives, programs, projects or other activities to increase participation.

(1) Smooth Moves 2007–2011 (premiere professional networking event for attorneys / judges of color, including bestowing George Bundy Smith Pioneering Award); 2008–2011 fund two minority fellowships for law students to work in chambers of Commercial Division justices.

(2) Former section chairs Lauren Wachtler and Sharon Porcellio have taken leadership roles in NYSBA to increase the participation of women lawyers (Lawyers in Transition and Women on the Move), which the Section co-sponsors. Former Section Chair Lesley Friedman Rosenthal is a highly visible proponent of women's issues within and outside the NYSBA, and our Section has a history of promoting women in section leadership roles and being sensitive to the needs of women lawyers.

(3) Some of our women-focused programs may include law students (need to explore).

(4) We plan to replicate the minority undergraduate moot court competition at Cornell Law School to all 15 law schools in NYS. Details will be provided by letter.

(5) (6) and (7) Unaware of any specific initiatives. Lawyers in Transition would be one initiative which would address the needs of disabled and LGBT attorneys.

New York State Bar Association - 2011 Diversity Report Card

Commercial & Federal Litigation Section | Contact: David Tennant

Please note your achievements or results of the above initiatives thus far.

The Smooth Moves program has been spectacularly successful in drawing large numbers of minority attorneys and judges, with record crowds in 2011. Because the program is not limited to commercial litigators, we do not expect (and have not seen) a significant increase in minority attorneys joining our section. The minority fellowships have been well received by the courts and we have some ideas to make it a better experience for both the students and the judges in 2012.

Please note below ways in which the Committee can be of assistance.

We would particularly appreciate the support of the Committee on Diversity in expanding the undergraduate minority moot court program to all 15 law schools in New York. The scale of the effort requires resources beyond our Section.

New York State Bar Association - 2011 Diversity Report Card

Corporate Counsel Section | Contact: Greg Hoffman

Designated a Diversity Committee? No

Designated a Diversity Coordinator? No

Designated a Diversity Chair? No

Designated a "Other position/entity for this purpose?" No

Please specify "Other position/entity for this purpose:"

We discussed this at our last EC meeting and will be creating a Diversity Committee within the next month

Plan to increase the participation of: Minority attorney/judges? No

Plan to increase the participation of: Minority law students? No

Plan to increase the participation of: Women attorneys/judges? No

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

Upon creation of the Diversity Committee, we will be establishing a long range plan.

Please describe specific initiatives, programs, projects or other activities to increase participation.

Our Executive Committee currently has 40% women; 16% people of color; and 4% (one person) who is openly LGBT. We offer the Kenneth G. Standard Diversity Internship Program each year. We offered a scholarship to the YLS Trial Academy and one of the application questions asked how the candidate encouraged/promoted diversity in the legal profession. Our Section is committed both in its recruitment from the EC and generally to increasing diversity. When we conduct CLEs, we always work to ensure diversity on the panels.

Please note your achievements or results of the above initiatives thus far.

Please note below ways in which the Committee can be of assistance.

New York State Bar Association - 2011 Diversity Report Card

Criminal Justice Section | Contact: Marvin E. Schechter

Designated a Diversity Committee? No

Designated a Diversity Coordinator?

Designated a Diversity Chair?

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students?

Plan to increase the participation of: Women attorneys/judges? Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities?

Plan to increase the participation of: L/G/B/T attorneys?

Plan to increase the participation of: L/G/B/T law students?

Please describe the plan:

On Thursday, June 16, 2011 the officers will meet to decide on co-chairs for this committee. The outlines of a complete plan were discussed with the Section Executive Committee in May 2011, and we hope to have this Diversity Committee operational by July 2011.

Please describe specific initiatives, programs, projects or other activities to increase participation.

We will increase the number of minority attorneys and judges. We have not addressed the other categories noted above though we have several women involved and represented on the Section EC.

Please note your achievements or results of the above initiatives thus far.

See above.

Please note below ways in which the Committee can be of assistance.

I would be interested in knowing how to identify persons with disabilities in the criminal justice system who can be on our EC.

New York State Bar Association - 2011 Diversity Report Card

Dispute Resolution Section | Contact: Charles Moxley

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator? Yes

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges?

Plan to increase the participation of: Minority law students?

Plan to increase the participation of: Women attorneys/judges?

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities?

Plan to increase the participation of: L/G/B/T attorneys?

Plan to increase the participation of: L/G/B/T law students?

Please describe the plan:

We are in the process of preparing the plan, which, up to now, has consisted of having a Diversity Committee with the mandate to advance diversity within the Section.

Please describe specific initiatives, programs, projects or other activities to increase participation.

We conducted a CLE program with a minority bar association last year and are planning further such initiatives. We will be submitting a formal plan in September.

Please note your achievements or results of the above initiatives thus far.

The CLE program attracted a substantial audience. We will be following up with similar such initiatives.

Please note below ways in which the Committee can be of assistance.

We understand the current Diversity Initiative of the State Bar. The materials circulated about the Initiative have been quite helpful to us in conceptualizing how we will devise our plan.

New York State Bar Association - 2011 Diversity Report Card

Elder Law Section | Contact: Kerry Archer

Designated a Diversity Committee?	Yes
Designated a Diversity Coordinator?	No
Designated a Diversity Chair?	Yes
Designated a "Other position/entity for this purpose?"	No
Please specify "Other position/entity for this purpose:"	

Plan to increase the participation of: Minority attorney/judges?	Yes
Plan to increase the participation of: Minority law students?	Yes
Plan to increase the participation of: Women attorneys/judges?	Yes
Plan to increase the participation of: Women law students?	
Plan to increase the participation of: Persons with disabilities?	Yes
Plan to increase the participation of: L/G/B/T attorneys?	Yes
Plan to increase the participation of: L/G/B/T law students?	Yes

Please describe the plan:

We are seeking to increase diversity in our section by participating with minority bar associations and New York law school minority student groups to provide awareness of our section and practice area by hosting events and panel discussions. We intend to have questionnaires and feedback sheets to help with the process of following up with potential members.

Please describe specific initiatives, programs, projects or other activities to increase participation.

1. Coordinate meet-and-greet events at New York law schools with the student minority groups to introduce the students to elder attorneys and the practice.
2. Panel discussion with CLE credit with diverse elder law attorneys and Surrogate and Guardianship Judges. This can be co-sponsored with minority bar associations

Please note your achievements or results of the above initiatives thus far.

Please note below ways in which the Committee can be of assistance.

Please provide us with a list of minority and women bar associations. Please let us know places where we can hold events throughout the State of New York. Please provide a list of attorneys who practice elder law but are not part of the section.

New York State Bar Association - 2011 Diversity Report Card

Entertainment, Arts and Sports Law Section | Contact: Judith B. Prowda, Chair

Designated a Diversity Committee?	Yes
Designated a Diversity Coordinator?	No
Designated a Diversity Chair?	Yes

Designated a "Other position/entity for this purpose?"
Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges?	Yes
Plan to increase the participation of: Minority law students?	Yes
Plan to increase the participation of: Women attorneys/judges?	Yes
Plan to increase the participation of: Women law students?	
Plan to increase the participation of: Persons with disabilities?	Yes
Plan to increase the participation of: L/G/B/T attorneys?	Yes
Plan to increase the participation of: L/G/B/T law students?	Yes

Please describe the plan:

We are in process of formulating our initial plan, including all of the above and veterans.

Please describe specific initiatives, programs, projects or other activities to increase participation.

We have sent representatives to and participated in the NYSBA Diversity Reception at the Annual Meeting. We have co-sponsored and sent representatives to Smooth Moves and Women on the Move. We are planning to hold at least one joint event with a Minority Bar Association. We are actively exploring the establishment of a mentorship program, membership discounts, and law student liaisons. We sent a representative to a program for veterans and will be following up.

Please note your achievements or results of the above initiatives thus far.

Our Executive Committee has become more diverse and we continue to expand our support for diversity initiatives.

Please note below ways in which the Committee can be of assistance.

We would like the Committee on Diversity and Inclusion to help us hold a program on what it is like to practice law as a diverse lawyer in the entertainment, arts and sports (EASL) fields. We would like to explore establish an internship program for academic credit for law students and would like assistance in finding corporate legal departments in the EASL fields who would like to participate. We would appreciate sharing ideas and information so that we can advance in our goals.

New York State Bar Association - 2011 Diversity Report Card

Environmental Law Section | Contact: Lisa Bataille

Designated a Diversity Committee?

Designated a Diversity Coordinator?

Designated a Diversity Chair?

Designated a "Other position/entity for this purpose?" No

Please specify "Other position/entity for this purpose:"

The Membership Committee Co-chairs are also the Diversity Chairs.

Plan to increase the participation of: Minority attorney/judges? No

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges? No

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

The Section has had a Minority Fellowship Program in place for a long time, which recruits minority law students for 10-week summer internships at environmental organizations in New York. In addition, they assign these students a mentor from the Environmental bar, and encourage participation in section activities.

Please describe specific initiatives, programs, projects or other activities to increase participation.

The program described above, which is co-sponsored by the ABA Section of Environment, Energy, and Resources.

Please note your achievements or results of the above initiatives thus far.

The program has been in place for 19 years.

Please note below ways in which the Committee can be of assistance.

It would be helpful to have specific suggestions and ideas on how the Section can improve its percentages of attorneys of color with its membership.

New York State Bar Association - 2011 Diversity Report Card

Family Law Section | Contact: Francis Affronti

Designated a Diversity Committee? No

Designated a Diversity Coordinator? No

Designated a Diversity Chair? No

Designated a "Other position/entity for this purpose?" Yes

Please specify "Other position/entity for this purpose:"

The Membership Committee is designated to include diversity initiatives. Also, the section recently instituted a meeting scholarship program which was designed in part to increase participation by younger attorneys and diverse attorneys. It is a new program, results not yet known.

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges? No

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

Law student meet and greet with the Young Lawyers Section attempts made to invite and get younger and diverse attorneys to participate in section activities. The section is trying to coordinate with other minority bar associations on some social events.

Please describe specific initiatives, programs, projects or other activities to increase participation.

The Section added a person of color as a co-chair of the membership committee, as well as someone of Hispanic origin who will assist in developing an action plan for specific initiatives. Also as noted above, there is a new scholarship program aimed at trying to encourage participation by both younger and diverse attorneys.

Please note your achievements or results of the above initiatives thus far.

Do not know; it's a new program. We'll have a better understanding after the Section's summer meeting in July.

Please note below ways in which the Committee can be of assistance.

We can use assistance to identify minority bars that have a family law section or committee that might want to partner in the development of a program or networking event.

New York State Bar Association - 2011 Diversity Report Card

Food, Drug & Cosmetic Law Section | Contact: Caryn Silverman

Designated a Diversity Committee? No

Designated a Diversity Coordinator? No

Designated a Diversity Chair? No

Designated a "Other position/entity for this purpose?" No

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? No

Plan to increase the participation of: Minority law students? No

Plan to increase the participation of: Women attorneys/judges? No

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

Please describe specific initiatives, programs, projects or other activities to increase participation.

Please note your achievements or results of the above initiatives thus far.

Please note below ways in which the Committee can be of assistance.

New York State Bar Association - 2011 Diversity Report Card

General Practice Section | Contact: Martin Kera

Designated a Diversity Committee?	No
Designated a Diversity Coordinator?	No
Designated a Diversity Chair?	No
Designated a "Other position/entity for this purpose?"	No
Please specify "Other position/entity for this purpose:"	

Plan to increase the participation of: Minority attorney/judges?	Yes
Plan to increase the participation of: Minority law students?	
Plan to increase the participation of: Women attorneys/judges?	Yes
Plan to increase the participation of: Women law students?	
Plan to increase the participation of: Persons with disabilities?	No
Plan to increase the participation of: L/G/B/T attorneys?	No
Plan to increase the participation of: L/G/B/T law students?	No

Please describe the plan:

Please describe specific initiatives, programs, projects or other activities to increase participation.

We had a table at the Diversity Reception at the start of the annual meeting. We co-sponsored a diversity event at Lincoln Center.

Please note your achievements or results of the above initiatives thus far.

Need more effort.

Please note below ways in which the Committee can be of assistance.

Help to channel minority and women attorneys starting their own practice.

New York State Bar Association - 2011 Diversity Report Card

Health Law Section | Contact: Karen Gallinari

Designated a Diversity Committee? No

Designated a Diversity Coordinator? No

Designated a Diversity Chair? No

Designated a "Other position/entity for this purpose?" Yes

Please specify "Other position/entity for this purpose:"

We are hoping that a few members—who serve on the Diversity Challenge Team we are creating for this year's initiative—will step up and continue on as a Committee, and identify a Chair.

Plan to increase the participation of: Minority attorney/judges? No

Plan to increase the participation of: Minority law students? No

Plan to increase the participation of: Women attorneys/judges? No

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

We are hoping that a few members who serve on the Diversity Challenge Team we are creating for this year's initiative will step up and continue on as a Committee, and identify a Chair.

Please describe specific initiatives, programs, projects or other activities to increase participation.

We are hoping that a few members who serve on the Diversity Challenge Team we are creating for this year's initiative will step up and continue on as a Committee, and identify a Chair to implement long term initiatives.

Please note your achievements or results of the above initiatives thus far.

We are hoping that a few members who serve on the Diversity Challenge Team we are creating for this year's initiative will step up and continue on as a Committee, and identify a Chair to implement long term initiatives.

Please note below ways in which the Committee can be of assistance.

Continue to supply data and insight into barriers to and successful diversity initiatives. Also provide a fund from which funds can be devoted to cover membership fees for out of work members.

New York State Bar Association - 2011 Diversity Report Card

Intellectual Property Law Section | Contact: Joyce Creidy

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator?

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges? Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? Yes

Plan to increase the participation of: L/G/B/T attorneys? Yes

Plan to increase the participation of: L/G/B/T law students? Yes

Please describe the plan:

The Diversity Committee is working on accomplishing this by conducting a Section survey. The results will be used as a benchmark against a study that is compiling data on how many of each of those categories are in the IP community.

Please describe specific initiatives, programs, projects or other activities to increase participation.

We have a yearly program that is called Women in IP; we take part in law school events including career nights and also encourage law students to enter our writing competition and attend the cocktail reception that is held after the annual meeting in NYC. We also take part in the Diversity Reception at the annual meeting in NYC

Please note your achievements or results of the above initiatives thus far.

We have gotten many members over the years as a result of programs like Women in IP, the Diversity Reception and have gotten many more law students attending committee meetings and programs as a result.

Please note below ways in which the Committee can be of assistance.

Once we have completed our survey, we will come back to you with how you can help us. Many thanks for making this a priority!

New York State Bar Association - 2011 Diversity Report Card

International Law and Practice Section | Contact: Andre R Jaglom

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator? No

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?" No

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? No

Plan to increase the participation of: Minority law students? No

Plan to increase the participation of: Women attorneys/judges? No

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

We have appointed a Vice Chair for Diversity and formed a committee including our several Vice Chairs for Membership to develop such a plan.

Please describe specific initiatives, programs, projects or other activities to increase participation.

As noted, we have appointed a committee of Section Vice Chairs to develop a plan. Section officers and our nominating committee are very conscious of the need for diversity.

Please note your achievements or results of the above initiatives thus far.

We have numerous Committee Co-Chairs and Section Officers who are women, and have identified female/minority candidates for senior officer status leading to Section Chair, although two turned us down this year because of personal and professional timing issues. We expect to turn to them again next year. Our Executive Committee includes a very ethnically diverse group, largely through our Chapter Chairs in Latin America, Asia and Africa, but we have work to do to expand our U.S.-based minority representation beyond the several current members.

Please note below ways in which the Committee can be of assistance.

Ken Standard is our Vice Chair for Diversity. I am confident he will be proactive in identifying any assistance we need.

New York State Bar Association - 2011 Diversity Report Card

Judicial (Courts of Record) Section | Contact: Patricia K. Wood

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator? No

Designated a Diversity Chair? No

Designated a "Other position/entity for this purpose?" No

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? No

Plan to increase the participation of: Women attorneys/judges? Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? No

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

In the nomination process for officers, efforts are made to ensure gender and ethnic representation. The Section also has a rotating schedule where upstate and downstate candidates are selected in alternating years, to ensure geographic representation.

Please describe specific initiatives, programs, projects or other activities to increase participation.

All officers are serving as the Diversity Challenge committee.

Please note your achievements or results of the above initiatives thus far.

The section has had leadership which represents gender diversity, racial/ethnic, disabled and LGBT members.

Please note below ways in which the Committee can be of assistance.

All ideas are welcome!

New York State Bar Association - 2011 Diversity Report Card

Labor and Employment Law Section | Contact: Alfred G. Feliu

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator? No

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?" Yes

Please specify "Other position/entity for this purpose:"
Diversity Fellowship Chair

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges? Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? Yes

Plan to increase the participation of: L/G/B/T attorneys? Yes

Plan to increase the participation of: L/G/B/T law students? Yes

Please describe the plan:

Components of the Plan: Diversity Fellowship Program; diverse speakers list; task force working on NYSBA Diversity Initiative; initiating a mentoring program with a diversity focus; law school liaisons, and; attendance at law school fairs.

Please describe specific initiatives, programs, projects or other activities to increase participation.

Same as above. The Section is also committed to making the diversity fellowships part of our overall leadership/mentoring program so that the fellows get and stay involved in our section, its leadership, its CLE and its programs and conferences.

Please note your achievements or results of the above initiatives thus far.

Graduated 6 Fellows; one Diversity Fellow is on the Executive Committee; Executive Committee approval for 3 additional fellows; half of law school writing awards given to diverse law students.

Please note below ways in which the Committee can be of assistance.

Assistance with organizing diversity receptions with other Sections; help with improving our diverse speaker list; update NYSBA literature to provide more diverse images; share information regarding contacts with minority bar associations.

New York State Bar Association - 2011 Diversity Report Card

Municipal Law Section | Contact: Howard Protter

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator? Yes

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges?

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges?

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities?

Plan to increase the participation of: L/G/B/T attorneys?

Plan to increase the participation of: L/G/B/T law students?

Please describe the plan:

Diversity Team

Section Chair—Howard Protter

Membership Chair—A. Thomas Levin

Diversity Chair—Linda Kingsley

Plan of Action

A. Develop a Diversity Budget

B. Develop the Section's Diversity Statement

C. Outreach

Outreach

I. Minority Bar Association Connections

A. Reach out to

- 1) The National Bar Association
- 2) The Puerto Rican Bar Association
- 3) The Korean American Lawyers Association of Greater New York
- 4) The South Asian Bar Association of New York
- 5) The Asian American Bar Association of New York
- 6) The Hispanic National Bar Association

B. Establish personal liaisons with additional bar associations.

C. Establish Diversity Initiative Mailing List for program information to non-bar members.

D. Attend their meetings to introduce Section and solicit interest in Section program.

E. Hold joint CLE programs.

F. Develop a census form for expressions of interest.

G. Invite their members to attend Section programs; mentor them into Section activity.

II. Municipal Law programs at New York Law Schools

A. Establish and sponsor an Annual Diversity Scholarship to third-year law students (underwrite registration costs to Section CLE programs).

B. Establish and sponsor an Annual Diversity Writing Competition open to third-year law students for publication in the Section's *Municipal Lawyer* publication.

C. Develop informational mailings to law schools.

D. Develop a Municipal Law Section mentoring program for third-year law students.

E. Enlist professors from diverse backgrounds to speak at CLE programs and ask them to invite students.

New York State Bar Association - 2011 Diversity Report Card

Municipal Law Section | Contact: Howard Protter

III. Other NYSBA Sections

- A. Mine other Sections of NYSBA for membership.
- B. Establish liaisons with other Sections.
- C. Use NYSBA resources to target audience for our programs and invitations to speak and / or write for our Section.
- D. Work with the NYSBA's Committee on Diversity and Inclusion.

IV. Engage Section members to identify minority lawyers in their law firms and other places of employment. Encourage them to:

- A. solicit memberships.
- B. attend events and programs with minority attorneys of their acquaintance.

V. Identify minority attorneys whose participation would benefit the Section

- A. Invite them to join Section committees
- B. Encourage them to join the Executive Committee

Goals

Increase diversity by 10% per year.

New York State Bar Association - 2011 Diversity Report Card

Real Property Law Section | Contact: Heather CM Rogers

Designated a Diversity Committee? No

Designated a Diversity Coordinator? No

Designated a Diversity Chair? No

Designated a "Other position/entity for this purpose?" Yes

Please specify "Other position/entity for this purpose:"

This is handled in the membership committee

Plan to increase the participation of: Minority attorney/judges?

Plan to increase the participation of: Minority law students?

Plan to increase the participation of: Women attorneys/judges?

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities?

Plan to increase the participation of: L/G/B/T attorneys?

Plan to increase the participation of: L/G/B/T law students?

Please describe the plan:

While we do not have a specific plan, we are attempting to increase our visibility through events and member contact. We recognize the sensitive nature of identifying some of these groups and do not want to try to guess the group into which someone might fit.

Please describe specific initiatives, programs, projects or other activities to increase participation.

With law students in general we have developed an internship program with an eye towards minority students.

Please note your achievements or results of the above initiatives thus far.

Please note below ways in which the Committee can be of assistance.

New York State Bar Association - 2011 Diversity Report Card

Senior Lawyers Section | Contact: Susan B. Lindenauer

Designated a Diversity Committee?	No
Designated a Diversity Coordinator?	Yes
Designated a Diversity Chair?	No
Designated a "Other position/entity for this purpose?"	No
Please specify "Other position/entity for this purpose:"	

Plan to increase the participation of: Minority attorney/judges?	No
Plan to increase the participation of: Minority law students?	No
Plan to increase the participation of: Women attorneys/judges?	No
Plan to increase the participation of: Women law students?	
Plan to increase the participation of: Persons with disabilities?	No
Plan to increase the participation of: L/G/B/T attorneys?	No
Plan to increase the participation of: L/G/B/T law students?	No

Please describe the plan:

Please describe specific initiatives, programs, projects or other activities to increase participation.

Please note your achievements or results of the above initiatives thus far.

Please note below ways in which the Committee can be of assistance.

I need to schedule a meeting with Membership to determine what the Senior Lawyer's Section goals should be and the mechanisms best to begin.

New York State Bar Association - 2011 Diversity Report Card

Tax Section | Contact: Jodi Schwartz

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator?

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? No

Plan to increase the participation of: Women attorneys/judges? Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? Yes

Plan to increase the participation of: L/G/B/T attorneys? Yes

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

We have a committee that is reaching out to young lawyers who are a more diverse population from a pipeline perspective.

Please describe specific initiatives, programs, projects or other activities to increase participation.

They have started a young lawyers tax discussion group and are planning a women in tax event.

Please note your achievements or results of the above initiatives thus far.

The first meeting was well attended, but it's too soon to tell.

Please note below ways in which the Committee can be of assistance.

N/A

New York State Bar Association - 2011 Diversity Report Card

Torts, Insurance & Compensation Law Section | Contact: Thomas J. Maroney, Chair TICL Section

Designated a Diversity Committee?	Yes
Designated a Diversity Coordinator?	Yes
Designated a Diversity Chair?	Yes
Designated a "Other position/entity for this purpose?"	
Please specify "Other position/entity for this purpose:"	

Plan to increase the participation of: Minority attorney/judges?	Yes
Plan to increase the participation of: Minority law students?	Yes
Plan to increase the participation of: Women attorneys/judges?	Yes
Plan to increase the participation of: Women law students?	
Plan to increase the participation of: Persons with disabilities?	Yes
Plan to increase the participation of: L/G/B/T attorneys?	Yes
Plan to increase the participation of: L/G/B/T law students?	Yes

Please describe the plan:

The TICL Section is in the midst of its TICL 2011 / 3000 Membership Campaign. We are extending a complimentary Section membership to all New York State Bar Association members. In addition we are hosting a number of regional events with an emphasis on outreach to minority, women, LGBT and specialty bar associations. We have had in place for a number of years an outreach to New York Law Schools with the same emphasis. We also have had in place an active and effective Diversity Committee as long as I have been associated with the TICL Section. The TICL Executive Committee's Diversity Committee, under the leadership of Mirna M. Santiago and Joanna L. Young for many years, has provided great initiative in this area, with every TICL event an opportunity to make the TICL Section more inclusive.

Please describe specific initiatives, programs, projects or other activities to increase participation.

We have undertaken the outreach to minority, women and LGBT seriously over 2010 and 2011. As Chair, I am proud of the appointments made this year that have changed the composition of the Executive Committee to reflect that effort in a very positive way that has broadened and strengthened the TICL Section. Those efforts will continue with enthusiasm.

Please note your achievements or results of the above initiatives thus far.

We have executed as reflected above with measurable results. In addition, at the 2011 TICL Summer Meeting August 14 to 17, we will lead off with a panel to discuss the worthy goals of diversity and the benefits to the mentored, as well as the strength and benefit to the mentor's practice. Our panel will be titled "Strength by Association".

Please note below ways in which the Committee can be of assistance.

We are in the midst of our TICL 2011 / 3000 membership initiative. If the Committee on Diversity would like to communicate the particulars of that campaign to its members, please contact me.

New York State Bar Association - 2011 Diversity Report Card

Trial Lawyers Section | Contact: Noreen Grimmick

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator?

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges? Yes

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities? Yes

Plan to increase the participation of: L/G/B/T attorneys? No

Plan to increase the participation of: L/G/B/T law students? No

Please describe the plan:

DIVERSITY PLAN

I. Obtain E-Mail Lists - Request e-mail list from Pat Johnson - Follow up with Pat, re: e-mail lists

II. Obtain Permissions - Offer NYSBA and Trial Lawyers Group scholarships on the spot

III. Blast E-mail and Follow Up - Draft E-mail, re: Goals of Diversity - Send E-mail to Minority Bar associations - Send E-mail to Individuals (Lawyers and Judges)

IV. Personalized follow up - Divide Phone calls - Place calls

V. In-Person Solicitation (of Attorneys and Judges and Law Students) - Approaching Individuals in Court (Judges and Lawyers) - Meet and Greet with Judges - One-page membership applications and ability to grant scholarships on the spot to join both NYSBA and the Trial Lawyers Section.

Please describe specific initiatives, programs, projects or other activities to increase participation.

Please note your achievements or results of the above initiatives thus far.

We have no results to report yet as plan is just being implemented.

Please note below ways in which the Committee can be of assistance.

We could use administrative support and financial support insofar as we would like to award scholarships to interested minority members to encourage their participation.

New York State Bar Association - 2011 Diversity Report Card

Trusts and Estates Law Section | Contact: Elizabeth A Hartnett

Designated a Diversity Committee? Yes

Designated a Diversity Coordinator?

Designated a Diversity Chair? Yes

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges? Yes

Plan to increase the participation of: Minority law students? Yes

Plan to increase the participation of: Women attorneys/judges?

Plan to increase the participation of: Women law students?

Plan to increase the participation of: Persons with disabilities?

Plan to increase the participation of: L/G/B/T attorneys?

Plan to increase the participation of: L/G/B/T law students?

Please describe the plan:

The committee's mission includes informing minority students about opportunities available as trust and estate practitioners and the rewards of the practice and advising minority practitioners on how to integrate a minority component into their practice and provide a mentoring program and advising the T&E bar at large on issues unique to minority communities and increasing the diversity of the T&E bar.

Please describe specific initiatives, programs, projects or other activities to increase participation.

On April 15, 2010, the Section held a seminar and reception geared toward minority practitioners. The event was advertised to minority law students and minority bar associations, and attended by 100 practitioners and students. For October 2011, the Section is planning a substantive 6-hour CLE program on basic estate planning and administration geared toward minority practitioners. The Section also plans to launch a mentoring program.

Please note your achievements or results of the above initiatives thus far.

The 2010 seminar was well attended and well received. Follow up was minimal after the program. The Diversity committee plans to have better follow up after the fall program.

Please note below ways in which the Committee can be of assistance.

Not sure. We will ask our committee to consider this and contact you. Specific suggestions and ideas for increasing attorneys of color within the T/E Law Section.

New York State Bar Association - 2011 Diversity Report Card

Young Lawyers Section | Contact: James R. Barnes

Designated a Diversity Committee?	Yes
Designated a Diversity Coordinator?	Yes
Designated a Diversity Chair?	Yes

Designated a "Other position/entity for this purpose?"

Please specify "Other position/entity for this purpose:"

Plan to increase the participation of: Minority attorney/judges?	Yes
Plan to increase the participation of: Minority law students?	Yes
Plan to increase the participation of: Women attorneys/judges?	Yes
Plan to increase the participation of: Women law students?	
Plan to increase the participation of: Persons with disabilities?	No
Plan to increase the participation of: L/G/B/T attorneys?	No
Plan to increase the participation of: L/G/B/T law students?	No

Please describe the plan:

For many years, the Young Lawyers Section has made diversity and inclusiveness a priority in its mission. We actively seek a diverse executive committee, which in turn, yields diversity in programs, opportunities, etc. The YLS is committed to all facets of diversity, whether in practice setting, type of practice, geographic location, gender, race, ethnicity, etc. We would certainly be open to any initiatives to help facilitate the greater participation of disabled and LGBT individuals. While not having specific planning for these groups, our diversity initiatives certainly would encourage participation amongst them in general.

Please describe specific initiatives, programs, projects or other activities to increase participation.

Increase section membership and representation through the diversity reception at annual meeting. Hold networking / professional development events with minority / specialty / female bar associations. Sponsor law student mentoring programs.

Please note your achievements or results of the above initiatives thus far.

We have seen our programs (CLE, professional development, community service) reach a diverse population, which is enhancing our membership and the programs themselves.

Please note below ways in which the Committee can be of assistance.

The President's Diversity Challenge is a priority to the YLS mission for 2011–2012, and our Section will be pleased to work in concert with the Committee on Diversity and Inclusion to help implement our goals as expressed in our diversity plan.

2011 SECTION DIVERSITY REPORT CARD

APPENDIX D

SECTION MEETING PROGRAM DIVERSITY QUESTIONNAIRE AND RESPONSES

3

Part 3

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Commercial & Federal Litigation 2010 Spring Meeting

Event Code: 4311K # of Speakers: 27 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#4

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Commercial & Federal Litigation 2010 Spring Meeting

Event Code: 4311K # of Speakers: 27 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: **Commercial & Federal Litigation 2010 Spring Meeting**

Event Code: **4311K** # of Speakers: **27** # of Program Chairs: **1**

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: **Commercial & Federal Litigation 2010 Spring Meeting**

Event Code: **4311K** # of Speakers: **27** # of Program Chairs: **1**

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#17

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Comm on Public Utility Law Summer Mtg (Business Law)
 Event Code: BUS 2200A # of Speakers: 6 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

#8

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event:

Comm on Public Utility Law Summer Mtg. (Business Law)

Event Code:

BUS2200A

of Speakers:

6

of Program Chairs:

1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#9

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Comm on Public Utility Law Summer Mtg (Business Law)
Event Code: BUS2200A # of Speakers: 6 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#10

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Comm on Public Utility Law Summer Mtg. (Business Law)
Event Code: BUS2200A # of Speakers: 6 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#11

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event:

Common Public Utility Law Summer Mtg (Business Law)

Event Code:

BUS200A

of Speakers:

6

of Program Chairs:

1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☒ Male

☐ Female

☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual

☐ Lesbian/Gay/Bisexual/Transgender

☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#12

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

No envelope was enclosed.

Section Event: DR and EASL Joint Fall Meeting

Event Code: FALLDRS # of Speakers: 9 # of Program Chairs: 3

PLEASE IDENTIFY YOUR ROLE IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- | | | | |
|--|--|--|---|
| <input type="radio"/> Asian/Pacific Islander | <input type="radio"/> Hispanic | <input type="radio"/> Native American | <input type="radio"/> Other |
| <input type="radio"/> Black/African American | <input type="radio"/> Multiple Race/Ethnic Group | <input checked="" type="radio"/> White/Caucasian | <input type="radio"/> Decline to Answer |

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#13

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: DR and EASL Joint Fall MeetingEvent Code: FALLDRS # of Speakers: 9 # of Program Chairs: 3

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- | | | | |
|--|--|--|---|
| <input type="radio"/> Asian/Pacific Islander | <input type="radio"/> Hispanic | <input type="radio"/> Native American | <input type="radio"/> Other |
| <input type="radio"/> Black/African American | <input type="radio"/> Multiple Race/Ethnic Group | <input checked="" type="radio"/> White/Caucasian | <input type="radio"/> Decline to Answer |

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#14

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: DR and EASL Joint Fall MeetingEvent Code: FALLDRS# of Speakers: 9# of Program Chairs: 3

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander☐ Hispanic☐ Native American☐ Other☐ Black/African American☐ Multiple Race/Ethnic Group☒ White/Caucasian☐ Decline to Answer

GENDER:

☒ Male☐ Female☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual☐ Lesbian/Gay/Bisexual/Transgender☐ Decline to Answer

NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#15

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law Section Summer Meeting

Event Code: 43221 # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#16

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law Section Summer Meeting

Event Code: 43221 # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- | | | | |
|--|--|--|---|
| <input type="radio"/> Asian/Pacific Islander | <input type="radio"/> Hispanic | <input type="radio"/> Native American | <input type="radio"/> Other |
| <input type="radio"/> Black/African American | <input type="radio"/> Multiple Race/Ethnic Group | <input checked="" type="radio"/> White/Caucasian | <input type="radio"/> Decline to Answer |

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#17

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law Section Summer Meeting

Event Code: 43221 # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#18

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law Section Summer Meeting

Event Code: 43221 # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#19

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken** circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law Section Summer Meeting

Event Code: 43221 # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#20

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law and Senior Lawyers 2010 Fall Meeting

Event Code: 4323IK # of Speakers: 40 # of Program Chairs: 7

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#21

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law and Senior Lawyers 2010 Fall Meeting

Event Code: 4323IK # of Speakers: 40 # of Program Chairs: 7

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- | | | | |
|--|--|--|---|
| <input type="radio"/> Asian/Pacific Islander | <input type="radio"/> Hispanic | <input type="radio"/> Native American | <input type="radio"/> Other |
| <input type="radio"/> Black/African American | <input type="radio"/> Multiple Race/Ethnic Group | <input checked="" type="radio"/> White/Caucasian | <input type="radio"/> Decline to Answer |

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#22

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Elder Law and Senior Lawyers 2010 Fall Meeting

Event Code: 4323IK

of Speakers: 40

of Program Chairs: 7

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☒ Program Chair

☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☒ Male

☐ Female

☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual

☐ Lesbian/Gay/Bisexual/Transgender

☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#23

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Family Law Section Summer Meeting

Event Code: 4252J # of Speakers: 7 # of Program Chairs: 4

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#24

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Family Law Section Summer Meeting

Event Code: 4252J # of Speakers: 7 # of Program Chairs: 4

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#25

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Family Law Section Summer Meeting

Section Event:

Event Code: **4252J**

of Speakers: **7**

of Program Chairs: **4**

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☐ No ☒ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☐ White/Caucasian

☒ Decline to Answer

GENDER:

☒ Male

☐ Female

☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual

☐ Lesbian/Gay/Bisexual/Transgender

☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#26

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Family Law Section Summer Meeting

Section Event:

Event Code: 4252J

of Speakers: 7

of Program Chairs: 4

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☐ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander
☐ Black/African American

☐ Hispanic
☐ Multiple Race/Ethnic Group

☐ Native American
☒ White/Caucasian

☐ Other
☐ Decline to Answer

GENDER:

☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

#27

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Family Law Section Summer Meeting

Section Event:

Event Code: **4252J**

of Speakers: **7**

of Program Chairs: **4**

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander
☐ Black/African American

☐ Hispanic
☐ Multiple Race/Ethnic Group

☐ Native American
☒ White/Caucasian

☐ Other
☐ Decline to Answer

GENDER:

☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

28

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: General Practice Law Section 2010 Fall Meeting

Event Code: 4273A # of Speakers: 12 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#29

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: General Practice Law Section 2010 Fall Meeting

Event Code: 4273A # of Speakers: 12 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#30

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: General Practice Law Section 2010 Fall MeetingEvent Code: 4273A # of Speakers: 12 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#31

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Health Law Section 2010 Fall Meeting

Event Code: 4333J # of Speakers: 7 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#32

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☒ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☐ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#33

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☒ Black/African American ☐ Multiple Race/Ethnic Group ☐ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#34

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 MeetingEvent Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☒ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#35

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: **Intellectual Property Law Section Fall 2010 Meeting**

Event Code: **4343J** # of Speakers: **20** # of Program Chairs: **2**

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#36

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ⊗

Section Event: Intellectual Property Law Section Fall 2010 MeetingEvent Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#37

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are **anonymous**, and respondents **will not be identified in any way**. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide **corrections and fill in the missing data**. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 MeetingEvent Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#38

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#39

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#40

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are **anonymous**, and respondents **will not be identified in any way**. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide **corrections and fill in the missing data**. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 MeetingEvent Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☒ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☐ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☒ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#41

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☒ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☐ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☒ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#42

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 MeetingEvent Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☒ Black/African American ☐ Multiple Race/Ethnic Group ☐ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#43

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ⊗

Section Event: Intellectual Property Law Section Fall 2010 MeetingEvent Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#44

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#45

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☒ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#46

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Intellectual Property Law Section Fall 2010 Meeting

Event Code: 4343J # of Speakers: 20 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#47

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Real Property Law Section Summer Meeting + CLE

Event Code: _____ # of Speakers: _____ # of Program Chairs: _____

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☒ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#48

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Real Property Law Section Summer Meeting

Event Code: _____ # of Speakers: _____ # of Program Chairs: _____

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

49

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Real Property Law Section - 2010 Summer Meeting

Event Code: _____ # of Speakers: 10 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☐ Program Speaker/Panelist
☒ Program Moderator

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#150

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event:

NYSBA Summer Meeting

Event Code:

of Speakers:

7

of Program Chairs:

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☐ Male

☒ Female

☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual

☐ Lesbian/Gay/Bisexual/Transgender

☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#51

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: RPLS Summer meeting (2010)
Event Code: _____ # of Speakers: _____ # of Program Chairs: _____

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#52

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: NYSBA Real Property Section Summer Mtg
Event Code: 43821 # of Speakers: 15 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#53

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Real Property Section Summer Meeting

Event Code: _____ # of Speakers: _____ # of Program Chairs: _____

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

#59

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Tax Section Summer Meeting
Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☒ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☐ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
 Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
 Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
 Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

#58

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are **anonymous**, and respondents **will not be identified in any way**. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide **corrections and fill in the missing data**. Correct Mark ● Incorrect Mark ✗

Section Event: Tax Section Summer Meeting
Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#59

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken** circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
 Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Tax Section Summer Meeting
 Event Code: 43922 # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

#02

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☒ Yes ☐ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Tax Section Summer Meeting
 Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☒ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

#164

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting

Event Code: 4392L

of Speakers: 17

of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
 Event Code: 4392L # of Speakers: 17 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☐ Female ☒ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☒ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
 One Elk Street, Albany, NY 12207
 518.463.3200

#66

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Tax Section Summer Meeting
Event Code: 4392 L # of Speakers: 14 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☒ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#67

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Torts, Insurance & Compensation Law Section 2010 Fall Meeting

Event Code: 4283K # of Speakers: 21 # of Program Chairs: 3

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☐ Heterosexual ☒ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#108

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Trial Lawyers Section Meeting-Summer
Event Code: 4402J # of Speakers: 5 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#69

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Trial Lawyers Section Meeting
Event Code: 4402J # of Speakers: 5 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#170

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Trial Lawyers Section Meeting
Event Code: 4402T # of Speakers: 5 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☒ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#71

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Trial Lawyers Section Meeting - Summer
Event Code: 4402J # of Speakers: 5 # of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☒ Program Chair
☐ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#172

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event:

Trial Lawyers Section Meeting-Summer

Event Code:

4402J

of Speakers:

5

of Program Chairs:

1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☒ Male

☐ Female

☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual

☐ Lesbian/Gay/Bisexual/Transgender

☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#73

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event:

Trial Lawyers Section Meeting-Summer

Event Code:

4402J

of Speakers:

5

of Program Chairs:

1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander☐ Hispanic☐ Native American☐ Other☐ Black/African American☐ Multiple Race/Ethnic Group☒ White/Caucasian☐ Decline to Answer

GENDER:

☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer

NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#74

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and **darken circles** where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event:

T & E Section Fall Mtg. in Rochester

Event Code:

of Speakers:

of Program Chairs:

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☐ Male

☒ Female

☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual

☐ Lesbian/Gay/Bisexual/Transgender

☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#175

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Trusts and Estates Law Section Spring Meeting
Event Code: 4411 FF # of Speakers: 13 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#76

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: TRE Section Spring Meeting
Event Code: 4411FF # of Speakers: 10+ # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#77

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Trusts and Estates Law Section Spring Meeting
Event Code: 4411FF # of Speakers: 13 # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
x ☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#78

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ⊗

Section Event: Trusts & Estates Section Spring Meeting
Event Code: 4411 FF # of Speakers: 10 + # of Program Chairs: 2

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☐ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☐ Male ☒ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#79
NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Young Lawyers Section Fall Meeting

Event Code: 4423J

of Speakers: 11

of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

- ☐ Program Chair
☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

- ☐ Yes ☒ No ☐ Decline to Answer

RACE:

- ☐ Asian/Pacific Islander ☐ Hispanic ☐ Native American ☐ Other
☐ Black/African American ☐ Multiple Race/Ethnic Group ☒ White/Caucasian ☐ Decline to Answer

GENDER:

- ☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

- ☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

#180

NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ✗

Section Event: Young Lawyers Section Fall Meeting

Event Code: 4423J

of Speakers: 11

of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☒ Male ☐ Female ☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual ☐ Lesbian/Gay/Bisexual/Transgender ☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

181
NEW YORK STATE BAR ASSOCIATION

2010 DIVERSITY CENSUS

Please complete this form in **DARK INK**, print clearly and darken circles where appropriate. Responses are anonymous, and respondents will not be identified in any way. Please return it to the NYSBA in the enclosed envelope. Thank you for your cooperation. Please provide corrections and fill in the missing data. Correct Mark ● Incorrect Mark ☒

Section Event: Young Lawyers Section Fall Meeting

Event Code: 4423J

of Speakers: 11

of Program Chairs: 1

PLEASE IDENTIFY YOUR ROLL IN THE ABOVE PROGRAM:

☐ Program Chair

☒ Program Speaker/Panelist

CENSUS INFO

The New York State Bar Association's Committee on Minorities in the Profession has issued a report entitled "Miles to Go: Measuring Racial and Ethnic Diversity among New York Lawyers" to analyze existing data on New York lawyers, and to identify strategies for improved data collection. The Committee concluded that existing data are insufficient to measure the representation of minorities in the profession in New York. In November of 2007, the Association's House of Delegates adopted a resolution to take steps to implement the Committee's recommendations, including expanded collection of demographic data encompassing gender, race, color, ethnic origin, national origin, sexual orientation, age and disability.

While the questions below are optional, we ask that you provide the information requested as it will help the Association to better understand the needs of its diverse membership, and to better serve the legal profession in New York State. This information will be kept strictly confidential and will only be used in the aggregate. Thank you for your assistance and support.

DO YOU CONSIDER YOURSELF TO BE A PERSON WITH A DISABILITY?

☐ Yes ☒ No ☐ Decline to Answer

RACE:

☐ Asian/Pacific Islander

☐ Hispanic

☐ Native American

☐ Other

☐ Black/African American

☐ Multiple Race/Ethnic Group

☒ White/Caucasian

☐ Decline to Answer

GENDER:

☒ Male

☐ Female

☐ Decline to Answer

SEXUAL ORIENTATION:

☒ Heterosexual

☐ Lesbian/Gay/Bisexual/Transgender

☐ Decline to Answer



NEW YORK STATE BAR ASSOCIATION
One Elk Street, Albany, NY 12207
518.463.3200

2011 SECTION DIVERSITY REPORT CARD

APPENDIX E

TABULATED DIVERSITY DATA BY SECTION

Antitrust Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All ANTI Members		All ANTI Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	84.22	15.78	74.47	25.53
2006-2007							
67.27%	32.73	70.42	29.58	74.48	25.52	72.73	27.27
2008-2009							
66.16%	33.84	69.37	30.63	73.59	26.41	76.56	23.44
2010-2011							
65.45%	34.55	68.63	31.37	74.11	25.89	72.22	27.78

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 ANTI Members							All ANTI Leaders						
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	5.36	1.92	1.15			1.92	89.66				3.13			96.88
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	5.36	1.92	1.53			1.92	89.27	2.00	4.00	2.00				92.00
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	9.06	3.69	1.68	.34		.67	84.56		2.13	2.13				95.74
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	89.62	8.61	2.25	1.87	.37		.75	86.14							100.00

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All ANTI Members		All ANTI Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	95.24	4.76	93.33	6.67
2010-2011							
97.24%	2.76	97.15	2.85	96.43	3.57	96.55	3.45

Business Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All BUS Members		All BUS Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	80.88	19.12	73.08	26.92
2006-2007							
67.27%	32.73	70.42	29.58	79.16	20.84	78.00	22.00
2008-2009							
66.16%	33.84	69.37	30.63	77.48	22.52	73.91	26.09
2010-2011							
65.45%	34.55	68.63	31.37	77.66	22.34	80.43	19.57

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	5.01	2.13	1.30		.16	1.78	89.62	2.78	2.78				94.44	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	5.50	2.88	1.42		.09	1.68	88.44	2.70	2.70	2.70		2.70	89.19	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	5.77	2.57	2.03	.37	.17	1.62	87.46		6.06	3.03			90.91	
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	89.62	5.75	2.81	2.04	.34	.13	1.32	87.61		3.70	3.70		3.70	88.89	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All BUS Members		All BUS Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	98.36	1.64	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	97.89	2.11	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	
2004-2005							
70.03%	29.97	72.84	27.16	70.85	29.15	79.17	20.83
2006-2007							
67.27%	32.73	70.42	29.58	68.42	31.58	68.97	31.03
2008-2009							
66.16%	33.84	69.37	30.63	67.00	33.00	69.23	30.77
2010-2011							
65.45%	34.55	68.63	31.37	65.57	34.43	62.96	37.04

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						
2004-2005	3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	6.62	3.16	1.50		.30	2.26	86.17		4.76				95.24
2006-2007	4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	8.40	3.53	1.83			1.71	84.53		8.33				91.67
2008-2009	4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	7.51	4.12	2.33	.74	.11	1.48	83.72		9.09				90.91
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	89.62	7.85	4.58	1.96	.65	.33	1.42	83.21	5.00	5.00				90.00

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All CORP Members		All CORP Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	96.63	3.37	92.31	7.69
2010-2011							
97.24%	2.76	97.15	2.85	96.06	3.94	91.67	8.33

Criminal Justice Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All CRIM Members		All CRIM Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	78.62	21.38	84.13	15.87
2006-2007							
67.27%	32.73	70.42	29.58	78.68	21.32	83.61	16.39
2008-2009							
66.16%	33.84	69.37	30.63	78.13	21.87	85.00	15.00
2010-2011							
65.45%	34.55	68.63	31.37	76.79	23.21	80.52	19.48

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	.86	2.35	2.59		.37	1.85	91.98						100.00	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	.64	4.19	2.41		.51	1.40	90.85		4.08			2.04	93.88	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	.84	4.19	3.59	.48	.48	1.56	88.86		7.81		1.56	1.56	89.06	
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	89.62	1.47	4.65	3.06	.61	.49	1.47	88.25		9.62		1.92	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	

2008-2009							
97.23%	2.77	97.24	2.76	98.26	1.74	95.24	4.76
2010-2011							
97.24%	2.76	97.15	2.85	97.62	2.38	100.00	

Dispute Resolution Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All DRS Members		All DRS Leaders	
2008-2009							
66.16%	33.84	69.37	30.63	59.97	40.03	66.00	34.00
2010-2011							
65.45%	34.55	68.63	31.37	73.01	26.99	56.14	43.86

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						
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	2.91	5.08	2.18	.24	.48	2.18	86.92					5.88	94.12	
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	89.62	4.53	3.24	2.62	.46	.26	1.13	87.75		5.41				94.59	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All DRS Members		All DRS Leaders	
2008-2009							
97.23%	2.77	97.24	2.76	95.07	4.93	95.00	5.00
2010-2011							
97.24%	2.76	97.15	2.85	97.74	2.26	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		
2004-2005											
70.03%	29.97		72.84	27.16		63.19	36.81		73.47	26.53	
2006-2007											
67.27%	32.73		70.42	29.58		64.21	35.79		70.83	29.17	
2008-2009											
66.16%	33.84		69.37	30.63		62.16	37.84		59.68	40.32	
2010-2011											
65.45%	34.55		68.63	31.37		60.03	39.97		52.38	47.62	

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	4.53	8.75	3.59			2.50	80.63			6.45			3.23	90.32
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	5.55	8.84	3.29			2.08	80.24			3.03			3.03	93.94
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	4.80	7.74	2.94	.46	.15	1.70	82.20	2.13	4.26	2.13		2.13		89.36
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	89.62	4.65	8.86	3.15	1.65	.30	2.55	78.83	2.44	7.32		2.44			87.80

SEXUAL ORIENTATION

Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT	
All NYSBA Members			All SECTION Members			All EASL Members			All EASL Leaders		

2008-2009							
97.23%	2.77	97.24	2.76	95.11	4.89	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	94.07	5.93	100.00	

Elder Law Section

GENDER

Male	Female		Male	Female		Male	Female		Male	Female	
All NYSBA Members			All SECTION Members			All ELD Members			All ELD Leaders		
2004-2005											
70.03%	29.97		72.84	27.16		69.30	30.70		61.04	38.96	
2006-2007											
67.27%	32.73		70.42	29.58		68.16	31.84		52.94	47.06	
2008-2009											
66.16%	33.84		69.37	30.63		67.47	32.53		51.02	48.98	
2010-2011											
65.45%	34.55		68.63	31.37		64.73	35.27		52.33	47.67	

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	1.08	.82	.77		.26	1.03	96.05		1.56	1.56			96.88	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	.95	1.37	.95		.26	1.16	95.32	1.69	1.69			96.61		
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.14	1.09	1.09	.21	.41	.83	95.24	2.33	1.16			96.51		
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	89.62	1.25	1.87	1.25	.31	.26	.78	94.27	2.70	4.05		1.35	91.89		

SEXUAL ORIENTATION

Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT	
All NYSBA Members			All SECTION Members			All ELD Members			All ELD Leaders		

2008-2009						
97.23%	2.77	97.24	2.76	98.51	1.49	100.00
2010-2011						
97.24%	2.76	97.15	2.85	98.27	1.73	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	
2004-2005							
70.03%	29.97	72.84	27.16	73.50	26.50	72.55	27.45
2006-2007							
67.27%	32.73	70.42	29.58	70.44	29.56	73.45	26.55
2008-2009							
66.16%	33.84	69.37	30.63	69.87	30.13	71.07	28.93
2010-2011							
65.45%	34.55	68.63	31.37	69.37	30.63	72.73	27.27

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	2.25	1.05	1.35		.45	1.20	93.71		1.35			1.35	97.30	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.94	.81	.97		.32	1.29	94.66		1.20	1.20		2.41	95.18	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.51	.91	1.51	.45	.60	1.36	93.66		2.17	1.09		1.09	95.65	
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	89.62	2.20	1.10	1.10	.31	.47	1.57	93.24		1.27	1.27		2.53	94.94	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All ENVI Members		All ENVI Leaders	

2008-2009									
97.23%	2.77	97.24	2.76	98.37	1.63	97.30	2.70		
2010-2011									
97.24%	2.76	97.15	2.85	97.85	2.15	97.67	2.33		

Familv Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All FAM Members		All FAM Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	57.91	42.09	64.47	35.53
2006-2007							
67.27%	32.73	70.42	29.58	55.93	44.07	66.67	33.33
2008-2009							
66.16%	33.84	69.37	30.63	53.79	46.21	69.81	30.19
2010-2011							
65.45%	34.55	68.63	31.37	51.81	48.19	67.02	32.98

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	1.36	2.20	1.68		.42	1.21	93.12					1.52		98.48
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.58	2.75	1.88		.18	1.11	92.50		3.03	1.52		1.52		93.94
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.23	2.74	1.62	.17	.28	.95	93.02		4.21	3.16		1.05		91.58
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	89.62	1.48	3.24	1.93	.51	.28	1.19	91.36		3.57	1.19				95.24

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All FAM Members		All FAM Leaders	

2008-2009								
97.23%	2.77	97.24	2.76	97.35	2.65	100.00		
2010-2011								
97.24%	2.76	97.15	2.85	97.20	2.80	96.83	3.17	

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		
2004-2005											
70.03%	29.97		72.84	27.16		80.20	19.80		74.44	25.56	
2006-2007											
67.27%	32.73		70.42	29.58		77.49	22.51		72.22	27.78	
2008-2009											
66.16%	33.84		69.37	30.63		76.63	23.37		72.36	27.64	
2010-2011											
65.45%	34.55		68.63	31.37		77.36	22.64		71.17	28.83	

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	1.96	1.56	1.56		.10	1.37	93.45		4.29			2.86	92.86	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	3.21	4.19	1.78		.09	1.16	89.57	1.18	5.88			2.35	90.59	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	3.44	3.91	1.64	.31	.16	1.02	89.52		4.17		1.04	1.04	93.75	
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	89.62	2.07	3.98	1.99	.16		.95	90.85		6.17			1.23	92.59	

SEXUAL ORIENTATION

Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT	
All NYSBA Members			All SECTION Members			All FED Members			All FED Leaders		

2008-2009							
97.23%	2.77	97.24	2.76	96.59	3.41	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	97.36	2.64	100.00	

Food. Drua & Cosmetic Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All FOOD Members		All FOOD Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	66.67	33.33	70.59	29.41
2006-2007							
67.27%	32.73	70.42	29.58	59.64	40.36	60.00	40.00
2008-2009							
66.16%	33.84	69.37	30.63	63.36	36.64	70.00	30.00
2010-2011							
65.45%	34.55	68.63	31.37	61.17	38.83	60.00	40.00

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	5.56	1.59	2.38			.79	89.68	11.11					88.89	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	4.96	.71	3.55			4.26	86.52	10.00					90.00	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	5.41	2.70	4.05	1.35		1.35	85.14	8.33					91.67	
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	89.62	6.58	3.29	2.63	1.32	.66	1.32	84.21						100.00	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All FOOD Members		All FOOD Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	94.34	5.66	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	96.25	3.75	100.00	

General Practice Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All GEN Members		All GEN Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	77.50	22.50	82.86	17.14
2006-2007							
67.27%	32.73	70.42	29.58	81.34	18.66	77.78	22.22
2008-2009							
66.16%	33.84	69.37	30.63	79.88	20.12	80.39	19.61
2010-2011							
65.45%	34.55	68.63	31.37	77.91	22.09	85.71	14.29

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 GEN Members						All GEN Leaders									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	2.88	3.52	1.76		.32	1.33	90.19			4.00		4.00	92.00	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.83	2.75	1.38		.23	1.45	92.36				4.00	96.00		
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	2.59	3.38	1.49	.39	.39	1.02	90.74		2.56			97.44		
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	89.62	2.47	3.71	1.55	.54	.31	1.00	90.42		4.17			95.83		

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All GEN Members		All GEN Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	98.82	1.18	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	97.45	2.55	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	
2004-2005							
70.03%	29.97	72.84	27.16	58.40	41.60	64.52	35.48
2006-2007							
67.27%	32.73	70.42	29.58	57.25	42.75	57.58	42.42
2008-2009							
66.16%	33.84	69.37	30.63	58.05	41.95	71.11	28.89
2010-2011							
65.45%	34.55	68.63	31.37	56.46	43.54	60.61	39.39

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	1.29	2.01	1.15			1.00	94.55			4.00				96.00
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.50	1.95	.90		.30	1.65	93.70			7.41				92.59
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.68	2.37	1.96	.28	.42	1.26	92.04			15.15				84.85
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	89.62	2.25	2.81	1.69	.14	.28	.70	92.13			8.33	4.17			87.50

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All HLS Members		All HLS Leaders	

2008-2009									
97.23%	2.77	97.24	2.76	96.02	3.98	93.75	6.25		
2010-2011									
97.24%	2.76	97.15	2.85	96.58	3.42	92.31	7.69		

House of Delegates Members

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All HOD-MBRS Members		All HOD-MBRS Leaders	
2008-2009							
66.16%	33.84	69.37	30.63	69.62	30.38		
2010-2011							
65.45%	34.55	68.63	31.37	67.89	32.11		

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 HOD-MBRS Members							All HOD-MBRS Leaders						
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	2.48	6.20	4.13	1.24		1.24	84.71							
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	89.62	2.47	7.00	4.53	.82		.41	84.77							

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All HOD-MBRS Members		All HOD-MBRS Leaders	
2008-2009							
97.23%	2.77	97.24	2.76	97.74	2.26		
2010-2011							
97.24%	2.76	97.15	2.85	97.96	2.04		

International Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All ILP Members		All ILP Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	70.24	29.76	85.22	14.78
2006-2007							
67.27%	32.73	70.42	29.58	67.57	32.43	82.58	17.42
2008-2009							
66.16%	33.84	69.37	30.63	65.96	34.04	81.29	18.71
2010-2011							
65.45%	34.55	68.63	31.37	67.61	32.39	81.50	18.50

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 ILP Members						All ILP Leaders									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	12.10	1.80	3.93		.42	2.97	78.77	4.71	1.18	3.53		1.18	2.35	87.06
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	10.85	2.33	5.72		.35	2.68	78.06	4.17	2.08	7.29		1.04	1.04	84.38
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	10.63	3.24	7.39	1.21	.30	1.52	75.71	4.51	3.01	6.02		3.01	83.46	
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	89.62	11.10	2.69	7.76	.97	.22	2.16	75.11	6.25	4.46	8.93		0.89	1.79	77.68

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All ILP Members		All ILP Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	95.48	4.52	98.44	1.56
2010-2011							
97.24%	2.76	97.15	2.85	96.97	3.03	97.18	2.82

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	
2004-2005							
70.03%	29.97	72.84	27.16	68.74	31.26	74.36	25.64
2006-2007							
67.27%	32.73	70.42	29.58	68.73	31.27	68.63	31.37
2008-2009							
66.16%	33.84	69.37	30.63	67.57	32.43	64.52	35.48
2010-2011							
65.45%	34.55	68.63	31.37	66.33	33.67	59.09	40.91

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						
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	9.31	2.68	2.79		.23	2.44	82.54	3.33		3.33		3.33	3.33	86.67
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	10.22	2.50	2.50		.11	2.27	82.41	2.78		2.78		2.78	5.56	86.11
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	10.21	3.64	2.02	.40	.10	1.82	81.80	1.85	1.85	1.85		1.85	3.70	88.89
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	89.62	10.04	3.56	1.67	.94	.10	1.88	81.80	3.13	3.13	3.13			3.13	87.50

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All IPS Members		All IPS Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	95.15	4.85	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	95.84	4.16	100.00	

Judicial (Courts of Record) Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All JUD Members		All JUD Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	75.32	24.68	55.56	44.44
2006-2007							
67.27%	32.73	70.42	29.58	71.43	28.57	50.00	50.00
2008-2009							
66.16%	33.84	69.37	30.63	68.39	31.61	66.67	33.33
2010-2011							
65.45%	34.55	68.63	31.37	65.75	34.25	50.00	50.00

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 JUD Members						All JUD Leaders									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69		4.93	.45			2.24	92.38							100.00
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.04	5.18	.52			2.07	91.19							100.00
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	.99	8.87	.49	.49	.49	2.46	86.21		16.67					83.33
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	89.62	.52	8.90	1.57		.52	2.09	86.39		20.00					80.00

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All JUD Members		All JUD Leaders	

2008-2009									
97.23%	2.77	97.24	2.76		93.75	6.25		75.00	25.00
2010-2011									
97.24%	2.76	97.15	2.85		94.95	5.05		75.00	25.00

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	
2004-2005							
70.03%	29.97	72.84	27.16	66.95	33.05	70.83	29.17
2006-2007							
67.27%	32.73	70.42	29.58	66.72	33.28	70.42	29.58
2008-2009							
66.16%	33.84	69.37	30.63	64.68	35.32	70.97	29.03
2010-2011							
65.45%	34.55	68.63	31.37	64.78	35.22	68.97	31.03

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 LABR Members						All LABR Leaders									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	1.97	3.78	2.04		.23	1.13	90.85		3.39				96.61	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.86	3.72	1.30		.08	1.38	91.66		3.23				96.77	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	2.47	4.16	2.12	.28	.14	1.27	89.56		4.65	1.16		1.16	93.02	
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	89.62	2.86	4.71	2.00	.71	.14	1.14	88.44		2.78	2.78		1.39	93.06	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All LABR Members		All LABR Leaders	

2008-2009									
97.23%	2.77	97.24	2.76	96.70	3.30	97.73	2.27		
2010-2011									
97.24%	2.76	97.15	2.85	96.27	3.73	98.08	1.92		

Municipal Law Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All MUNI Members		All MUNI Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	83.13	16.87	67.57	32.43
2006-2007							
67.27%	32.73	70.42	29.58	80.51	19.49	75.00	25.00
2008-2009							
66.16%	33.84	69.37	30.63	80.22	19.78	81.08	18.92
2010-2011							
65.45%	34.55	68.63	31.37	78.13	21.87	78.38	21.62

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						
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	.70	1.12	.42		.28	1.12	96.37				3.23			96.77
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	.91	1.21	.76		.45	1.21	95.45				3.23			96.77
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.38	1.38	1.24	.28	.28	.83	94.61				3.23			96.77
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	89.62	.98	1.54	.56	.56	.14	.14	96.09					3.33		96.67

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All MUNI Members		All MUNI Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	98.50	1.50	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	98.89	1.11	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	
2004-2005							
70.03%	29.97	72.84	27.16	69.70	30.30		
2006-2007							
67.27%	32.73	70.42	29.58	67.86	32.14		
2008-2009							
66.16%	33.84	69.37	30.63	70.37	29.63		
2010-2011							
65.45%	34.55	68.63	31.37	55.56	44.44		

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 NYSBA-EC Members						All NYSBA-EC Leaders									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	3.70	11.11											85.19	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09		7.41	7.41										85.19	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	3.85	7.69	11.54										76.92	
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	89.62	8.00	16.00	4.00	4.00									68.00	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All NYSBA-EC Members		All NYSBA-EC Leaders	

2008-2009					
97.23%	2.77	97.24	2.76	94.12	5.88
2010-2011					
97.24%	2.76	97.15	2.85	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	
2004-2005							
70.03%	29.97	72.84	27.16	78.25	21.75	80.77	19.23
2006-2007							
67.27%	32.73	70.42	29.58	76.00	24.00	79.79	20.21
2008-2009							
66.16%	33.84	69.37	30.63	75.54	24.46	81.65	18.35
2010-2011							
65.45%	34.55	68.63	31.37	76.21	23.79	77.42	22.58

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	2.50	1.66	1.03		.33	.77	93.71					1.52	98.48	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	2.57	2.16	1.52		.26	1.12	92.38		3.75	1.25		1.25	93.75	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	2.50	1.87	1.41	.18	.25	.88	92.92	1.10	2.20				96.70	
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	89.62	2.74	1.91	1.26	.32	.36	.68	92.73	1.35	2.70		1.35		94.59	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All REAL Members		All REAL Leaders	

2008-2009									
97.23%	2.77	97.24	2.76		98.14	1.86		97.30	2.70
2010-2011									
97.24%	2.76	97.15	2.85		97.71	2.29		97.87	2.13

Senior Lawvers Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All SLS Members		All SLS Leaders	
2008-2009							
66.16%	33.84	69.37	30.63	79.87	20.13	75.00	25.00
2010-2011							
65.45%	34.55	68.63	31.37	79.67	20.33	67.74	32.26

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						
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	.90	.90	.60		.60	.80	96.20						100.00	
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	89.62	1.44	1.34	.57		.38	.86	95.41						100.00	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All SLS Members		All SLS Leaders	
2008-2009							
97.23%	2.77	97.24	2.76	98.55	1.45	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	98.25	1.75	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	
2004-2005							
70.03%	29.97	72.84	27.16	79.76	20.24	81.91	18.09
2006-2007							
67.27%	32.73	70.42	29.58	78.66	21.34	80.68	19.32
2008-2009							
66.16%	33.84	69.37	30.63	77.59	22.41	81.32	18.68
2010-2011							
65.45%	34.55	68.63	31.37	75.94	24.06	81.11	18.89

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	2.49	.47	1.01		.13	1.28	94.61					1.67	98.33	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	2.72	1.32	.96		.15	1.40	93.45	1.67				1.67	96.67	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	3.08	1.68	1.21	.27	.13	1.14	92.49					1.64	98.36	
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	89.62	3.55	1.16	1.23	.27	.07	1.30	92.41				1.64		98.36	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All TAX Members		All TAX Leaders	

2008-2009									
97.23%	2.77	97.24	2.76	97.21	2.79	85.71	14.29		
2010-2011									
97.24%	2.76	97.15	2.85	96.98	3.02	90.91	9.09		

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		
2004-2005											
70.03%	29.97		72.84	27.16		82.96	17.04		79.03	20.97	
2006-2007											
67.27%	32.73		70.42	29.58		83.84	16.16		81.36	18.64	
2008-2009											
66.16%	33.84		69.37	30.63		82.13	17.87		77.94	22.06	
2010-2011											
65.45%	34.55		68.63	31.37		81.23	18.77		83.08	16.92	

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	1.05	1.27	1.93		.26	1.01	94.48		4.88	2.44			92.68	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.04	1.37	1.26		.22	.99	95.12	5.00	5.00	2.50			87.50	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.06	1.39	1.56	.11	.28	.95	94.66	2.00	4.00	2.00			92.00	
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	89.62	1.94	2.11	1.94	.22	.16	.59	93.03	4.26	6.38	2.13			87.23	

SEXUAL ORIENTATION

Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT		Heterosexual	LGBT	
All NYSBA Members			All SECTION Members			All TICL Members			All TICL Leaders		

2008-2009						
97.23%	2.77	97.24	2.76	98.44	1.56	100.00
2010-2011						
97.24%	2.76	97.15	2.85	98.43	1.57	100.00

Trial Lawvrs Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All TRIA Members		All TRIA Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	85.74	14.26	85.71	14.29
2006-2007							
67.27%	32.73	70.42	29.58	83.37	16.63	81.54	18.46
2008-2009							
66.16%	33.84	69.37	30.63	83.75	16.25	91.23	8.77
2010-2011							
65.45%	34.55	68.63	31.37	84.00	16.00	92.59	7.41

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	.93	1.62	1.37		.54	1.08	94.46		2.38			2.38		95.24
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.50	2.25	1.44		.31	1.00	93.49	2.08	2.08	2.08			93.75	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.63	2.90	1.87	.36	.24	.97	92.03		4.17	2.08			93.75	
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	89.62	1.56	2.91	1.83	.27	.20	1.08	92.15		4.65	2.33			93.02	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All TRIA Members		All TRIA Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	99.38	.62	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	99.24	.76	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	
2004-2005							
70.03%	29.97	72.84	27.16	72.11	27.89	66.97	33.03
2006-2007							
67.27%	32.73	70.42	29.58	70.41	29.59	66.39	33.61
2008-2009							
66.16%	33.84	69.37	30.63	68.67	31.33	74.55	25.45
2010-2011							
65.45%	34.55	68.63	31.37	67.69	32.31	66.07	33.93

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									
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	1.43	.73	.82		.29	.86	95.88					1.09	98.91	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	1.17	1.21	.60		.23	1.07	95.71	.99	1.98			0.99	96.04	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	1.44	1.21	.93	.13	.29	.86	95.14	2.08				2.08	95.83	
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	89.62	1.62	1.44	.87	.24	.30	.96	94.56				2.04		97.96	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All TRUS Members		All TRUS Leaders	

2008-2009							
97.23%	2.77	97.24	2.76	97.50	2.50	100.00	
2010-2011							
97.24%	2.76	97.15	2.85	97.43	2.57	100.00	

Younga Lawvers Section

GENDER

Male	Female	Male	Female	Male	Female	Male	Female
All NYSBA Members		All SECTION Members		All YOUN Members		All YOUN Leaders	
2004-2005							
70.03%	29.97	72.84	27.16	51.48	48.52	65.79	34.21
2006-2007							
67.27%	32.73	70.42	29.58	47.12	52.88	58.33	41.67
2008-2009							
66.16%	33.84	69.37	30.63	46.70	53.30	58.90	41.10
2010-2011							
65.45%	34.55	68.63	31.37	47.78	52.22	48.08	51.92

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						
2004-2005																											
3.76%	2.57	1.95		0.28	1.51	89.92	2.93	2.19	1.59		.23	1.36	91.69	10.19	7.34	5.25		.08	2.01	75.14		11.54	7.69			80.77	
2006-2007																											
4.28%	2.72	2.02		0.27	1.49	89.23	3.15	2.47	1.71		.20	1.39	91.09	9.67	8.70	4.70		.14	1.93	74.86	2.08	18.75	6.25		6.25	66.67	
2008-2009																											
4.53%	3.00	2.25	0.34	0.28	1.32	88.29	3.23	2.60	2.00	.33	.25	1.13	90.47	9.92	7.61	5.18	.88	.22	1.98	74.20	3.64	10.91	1.82			83.64	
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	89.62	9.33	8.74	5.80	2.52		2.02	71.60	3.57	14.29				82.14	

SEXUAL ORIENTATION

Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT	Heterosexual	LGBT
All NYSBA Members		All SECTION Members		All YOUN Members		All YOUN Leaders	

2008-2009								
97.23%	2.77	97.24	2.76	95.89	4.11	100.00		
2010-2011								
97.24%	2.76	97.15	2.85	94.81	5.19	95.65	4.35	

