

FEDERAL BAR ASSOCIATION
EASTERN DISTRICT OF MICHIGAN CHAPTER
DIVERSITY TASK FORCE
RECOMMENDED INITIATIVES AND ACTIVITIES

June 2009

FEDERAL BAR ASSOCIATION, EASTERN DISTRICT OF MICHIGAN CHAPTER
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In 2008, the Federal Bar Association, Eastern District of Michigan Chapter, institutionalized a Diversity Task Force (“Task Force”) for the purpose of recommending ways in which the Chapter could improve its diversity. The Task Force defined “diversity” as broadly as possible to encompass race, gender, religion, age, disability, sexual orientation, national origin, physical stature, type and size of practice, and all of the many other qualities that are part of our community. On the belief that improving diversity within the Chapter is largely the same as improving diversity within the entire federal bar that the Chapter serves, the Task Force included this larger community in its mission and recommendations.

The formation and conduct of the Task Force in its work over the past year alone has made progress in the effort to improve diversity. A number of individuals and organizations contributed to this important effort. Most importantly, the Task Force benefited from the strong support of the Chapter’s leadership. Immediate Past President and Oakland County Circuit Court Judge Mark A. Goldsmith formed the Task Force during his presidency and served as one of its members. Chapter President Barbara L. McQuade committed to diversity as one of the priorities of her presidency and gave the effort her full support by, among other things, attending meetings, reviewing documents, and publicizing the effort to the Chapter.

While the Task Force drew primarily on the experience of its members, each of whom brought unique experience and perspective to the effort, several outside leaders in

diversity within the Chapter's community gave of their time and experience as well. U.S. District Judge Victoria A. Roberts, Michigan Court of Appeals Judge Cynthia D. Stephens, Dennis W. Archer, Jr. and E. Christopher Johnson, Jr., each graciously and passionately contributed to the Task Force's efforts.

The Task Force also received institutional assistance. The work of the Minnesota Chapter of the FBA, which has an established and very successful diversity program, was a tremendous resource. The FBA's national organization provided support in the form of encouragement and information. The State Bar of Michigan assisted in several ways. Leaders of the State Bar met with members of the Task Force concerning the possibility of collaborating on diversity efforts. The State Bar also compiled valuable statistical data for the Task Force concerning the lawyers who practice in the Eastern District. Finally, leaders of the State Bar's Special Purpose Bar Associations met with the Task Force and openly shared the needs and concerns of their membership. The Task Force's recommended initiatives and activities reflect the assistance provided by these outstanding individuals and institutions.

The Federal Bar Association, Eastern District of Michigan Chapter
Diversity Task Force:

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June 2009

RECOMMENDED INITIATIVES AND ACTIVITIES

The Diversity Task Force recommends the following initiatives and activities to increase participation by diverse attorneys in the Chapter and in the federal bar for the Eastern District of Michigan:

I. SHORT TERM INITIATIVES

A. The Chapter Should Adopt a Diversity Statement

The Chapter should adopt a diversity statement in which it adopts the diversity initiatives and activities recommended by the Task Force. See Attachment 1 for a proposed Executive Board Resolution.

B. The Chapter Should Transition the Task Force Into A Committee

The Chapter should transition the Task Force into a committee to further institutionalize its effort in creating the Task Force, and to oversee implementation of the recommendations that are contained herein. The Committee could implement the short term recommendations in the 2009-2010 year, and introduce one to three of the long term recommendations each year. The committee could also be charged with the overall mission of increasing active participation by diverse attorneys. The Minnesota Chapter's Diversity Committee includes all members of the board and the chapter president.

Members of the committee should be assigned as liaisons to each of the Chapter's committees. In addition, consultation with the committee should be added to the Chapter's event planning checklist so that all committee chairs consult with the committee when planning an event.

C. The Chapter Should Encourage Active Judicial Participation In The Diversity Initiative

The Chapter should seek to involve the judges in the Eastern District in as many aspects of the diversity initiative as possible. Ideally, multiple judicial representatives would be on the Diversity Committee.

D. The Chapter Should Reach Out To The State Bar's Special Purpose Bar Associations

The State Bar has a number of special purpose bar associations. See Attachment 2 for a 2008 listing of the special purpose bars. Outreach to these associations is important, and may be accomplished in the following ways:

- The Chapter should continue the breakfast held this year with the presidents of the special purpose bar associations and hold it annually as a means of building and strengthening relationships, and maintaining open lines of communication.
- The Chapter should invite members of the special purpose bars to its events and programs. The special purpose bar presidents with whom the Task Force met at its breakfast were not only receptive to the idea of receiving invitations from the Chapter, but said they would appreciate the outreach. They also suggested the Chapter should specify that its purpose in extending the invitations is to attract diverse attorneys. A master list of special purpose bar presidents could be created with the assistance of the State Bar and uploaded as a contact committee in the Chapter's database.

An initial communication could be made to those on the list informing them of the Chapter's intention, and offering the opportunity to opt out. The actual communications could be made by adding the special purpose bar list to any general e-mail or mail invitation lists.

- In the longer term, the Chapter should seek to create reciprocal relationships with special purpose bar associations through the creation of Ambassador and Reciprocal Ambassador Programs. The Chapter could offer a different special purpose bar association an opportunity to make a brief, five minute, presentation at Chapter events such as the four annual lunches and educational programs; and allow that special purpose bar association to distribute its bar association literature at a table at the event. Any special purpose bar association that agrees to the relationship would also allow the Chapter to give a five minute presentation at one of its events, where the Chapter would also have an opportunity to distribute literature.

E. The Chapter Should Coordinate with Ongoing Task Forces and the State

Bar of Michigan

The Chapter should identify other bar associations that have ongoing diversity initiatives and that are interested in working with the Chapter on developing new initiatives, and invite each one to appoint a liaison to join the Chapter in working together on diversity initiatives.

Several members of the Chapter's Diversity Task Force were invited by the OCBA's Diversity Committee to join the committee at its Spring Membership Reception. The Chapter should follow up on this opportunity to partner with the OCBA. The Chapter should also encourage members of the Diversity Task Force to consider joining the State Bar Equal Access Initiative to work together with the State Bar to coordinate efforts to diversify the profession.

F. The Chapter Should Conduct an Outreach Through The New Lawyer's Seminar

The existing New Lawyer's Seminar is an excellent means through which outreach can be made to diverse new lawyers. It is designed for new lawyers and appears to have more diverse attendees than other events held by the Chapter. Attendees receive a free one-year membership in the Chapter.

Several aspects of the New Lawyer Seminar have the potential to address diversity. An invitation to attend the New Lawyer Seminar is sent to all passers of the State Bar in the Chapter's geographic area. The invitation/promotional communications for the event could include an expression of the Chapter's desire to increase diversity. The Chapter's diversity effort could be highlighted in the event presentations and/or program materials. Following the event, and again at the end of the one-year free membership, a separate communication could be made to the attendees.

II. LONG TERM INITIATIVES

A. The Chapter Should Measure Success By Collecting and Monitoring Data

Measuring the success of the Chapter's diversity initiative is critical. Data can be collected and compared over time to measure success as to the diversity of lawyers who practice in the Eastern District and who join the Chapter. The State Bar has collected demographic data for federal court practitioners for the Eastern and Western Districts of Michigan, as well as for the entire State Bar. See Attachment 3 for the 2008 data. This data provides a means of tracking the lawyers who practice in the Eastern District. The Chapter should also work with the State Bar to bring as much meaning as possible to the data being collected.

For the more specific group of lawyers who belong to the Chapter, the Chapter could add voluntary questions to its membership application. Applicants to the Chapter could be invited to assist the Chapter's diversity initiative by providing information such as the applicant's personal diversity (here an open-ended question that may include an example response is preferred over providing particular categories from which the applicant must select), size of firm, and type of practice. It may be helpful to track the language used in the State Bar's questionnaire so that the data can be compared.

B. The Chapter Should Provide Education and Mentoring to Assist Attorneys in Establishing a Federal Court Practice

One of the possible impediments to having a broader range of federal practitioners may be the lack of familiarity with the federal judges, statutes and practice generally. In the past, the Chapter has sponsored educational programs concerning federal court

practice in the Eastern District, such as the removal and remand program that was offered in conjunction with the Sixth Circuit Judicial Conference in Detroit. A similar lecture series should be offered (perhaps 1-2 times a year) to introduce those who do not regularly practice in federal court to federal court practice. Suggestions include the following topics, some of which already exist in the Chapter's programming:

- The nuts and bolts of federal court – do's and don'ts;
- removal and remand;
- how to develop a civil commercial federal practice; and
- how to approach criminal defense strategies in federal court.

A federal court education committee should be formed for the purpose of these programs, and the State Bar special purpose bar presidents should be invited to either be on the committee or to serve as consultants to help in identifying educational topics that interest their members. Special invitations to the educational series should be extended to the special purpose bar associations and should state that a purpose for the program is to increase the diversity of attorneys who practice in federal court.

In addition, in order to help remove psychological barriers that may exist to practicing in federal court, the Chapter should offer mentors to attorneys who are conducting their first case in federal court. Oakland County has a mentor program that could be used as a model.

C. The Chapter Should Promote Diversity At Its Luncheons

The Chapter should consider ways in which diversity can be recognized at the four annual luncheons, and at all Chapter events and programming. One possibility is the Ambassador Program discussed above.

D. The Chapter Should Provide a Buddy System at Events for New Members

The Chapter should establish a “buddy system” at Chapter events wherein new members of the Chapter would be greeted upon arrival at the event and introduced to Chapter members and members of the federal bench. For events in which it is customary for Chapter members to r.s.v.p., it is suggested that a roster of new members be kept at the check-in table so that a Chapter member can be alerted when a new member arrives. This system would demonstrate an inclusive culture, and facilitate a more open and collegial environment within the Chapter membership.

E. The Chapter Should Partner With Another Organization On An Event Or Program Concerning Diversity

The Chapter should seek opportunities to partner with another organization on an event or program that promotes diversity. The Chapter may leverage these opportunities by offering co-sponsorships to Chapter legal education forums, and by seeking Chapter co-sponsorship of other organizations in their non-education programs.

Existing contacts made in the course of the Task Force’s work include the Detroit-Metropolitan Bar Association, the Women Lawyer’s Association, and the Oakland County Bar Association.

F. The Chapter Should Conduct an Outreach Through Its Law Student Programs

The Chapter has formed student chapters at each of the Michigan law schools and arranges for motion days to be held at the schools by the Eastern District Judges. This existing outreach should be strengthened by the following programs, through which the Chapter should encourage diverse students to join their student chapter, to attend Chapter programs and to view the Chapter as an important vehicle for federal practice development and networking once they join the bar:

- The Diversity Committee should extend a special invitation to members of diverse law student associations to attend the existing motion day program at the law schools. An officer of the Chapter and a member of the Diversity Committee should attend the motion day programs and take time to interact with the students.
- The Chapter should explore opportunities to partner with other bar associations to coordinate the provision of education and services to law students. An immediate opportunity exists to work in conjunction with the Wolverine Bar Association to support the participants of the WBA's summer associate program and Judge Robert's summer internship program. The Chapter has committed to conducting a mock interview program aimed at strengthening the interviewing skills.

In the longer term, The Chapter should coordinate with the Federal Defender's Office and the New Lawyers Seminar members to explore

opportunities for law students and newly admitted attorneys to appear in federal court through the establishment of a clinical program. Opportunities for federal court exposure may exist in the practice of federal misdemeanor cases, sometimes referred to as "ticket duty," and within the pro bono section.

On the first Wednesday of each month, the duty Magistrate hears ticket matters. These matters generally include misdemeanor violations of federal law such as assaults, thefts, and other offenses which occur on federal property. The ticket duty docket presents a unique opportunity for law students and newly admitted attorneys to experience federal court practice, procedure, and protocol. Moreover, because some matters are resolved by trial before the magistrate judge, the ticket docket presents an opportunity to gain federal litigation experience.

Local Rule 83.21, Law Student Practice, permits law student representation under specified circumstances. Presently, law student interns at the United States Attorney's Office are given the opportunity to represent the United States by handling the ticket duty docket. Indigent defendants on this docket are represented by the Federal Defender's Office. The Diversity Committee should explore similar opportunities with the Federal Defenders' Office and the New Lawyers Seminar members to expand the use of law students and newly admitted attorneys in this setting.

In addition, the pro bono section often handles matters including prisoner litigation, consumer litigation, truth-in-lending, lemon law, and employment discrimination. The Chapter's Diversity Committee could coordinate with the pro bono section to explore opportunities for law students and newly admitted lawyers to gain federal court experience through the representation of these clients.

- The Chapter should provide support and information to law students regarding career development and, in particular, opportunities for federal practice. The Chapter could extend an invitation to diverse students by providing information to diverse student law associations. The recruitment efforts used for the Wolverine Bar Association's (WBA) summer internship program may also assist. As a follow up, the Chapter could send a congratulatory letter to diverse law students upon their graduation or Michigan bar passage.
- After obtaining the consent of the bench, the Chapter should initiate a program to recruit diverse law students to apply for U.S. District Court clerkships. Recruitment efforts could focus on informing the students of the benefits of federal judicial clerkships, and tips regarding how to enhance a clerkship application.
- The Chapter should consider a program aimed at finding opportunities in firms whose attorneys practice in federal court for diverse students who

show potential, but are not among the top of their classes and might otherwise be excluded from large law firm experiences and opportunities.

G. The Chapter Should Continue and Strengthen Its High School and Lower School Programs

The Chapter should continue and strengthen its existing outreach to high school and lower school students through two existing programs: (1) Careers in Justice and (2) Courthouse Tours. The Careers in Justice program is designed to inform high school students about careers with the federal government. The Courthouse Tour program provides student tours of the Theodore Levin U.S. Courthouse.

The Chapter could improve its recruiting efforts for these programs for high schools with a diverse population. Better contact information for these schools may be available by contacting the U.S. Attorneys Office, which has an existing school program called "Project Sentry" that it conducts in partnership with Weed and Seed, and by contacting the State Bar, which recently held a school program at Cass Technical High School that focused on juries. In addition to gaining contact information, the Chapter may be able to take part in these programs and/or find tips on how to improve its own program.

The Careers in Justice and Courthouse Tour programs could each recruit high schools for the other program. The programs could also be offered as a package.

H. The Chapter Should Host an Event Devoted to Diversity

The breakfast held this year with the leaders of the special purpose bar associations is an existing event devoted to diversity, and should be held annually. The

Chapter should also look for opportunities to host or co-host an event that showcases diversity and is open to all members and non-members. The Holiday Party may be an opportunity.

I. The Chapter Should Coordinate Meetings Between The Judiciary And Law Firms To Encourage Diversity

In an effort to promote diversity hiring and mentoring of attorneys and paralegals, the Chapter should conduct quarterly meetings between district court judges and local law firm leaders *i.e.*, senior partners, managing partners and HR managers. By meeting on a regular basis, goals can be more realistically set, progress can be more closely tracked, and novel issues can be more quickly identified. The Chapter should also encourage an annual networking/social opportunity for the judges, lawyers, paralegals and other participants in the program. Options include hosting an event limited to participants in the quarterly meetings and/or recognizing the program and participants at a diversity event hosted by the Chapter for the entire membership. The event(s) would not only provide attorneys and paralegals with an opportunity to learn and/or discuss the various facets associated with the practice of law in these two arenas, but would also provide the Chapter with an opportunity to communicate its efforts and commitment toward attaining diversity in this regard.

III. INDIVIDUAL MEMBER AND LEADER ACTIVITIES

In addition to these institutional initiatives, the Chapter's leaders and members should promote diversity on an individual basis. Specifically, leaders and members should:

- Invite at least one diverse lawyer to Chapter events and introduce that guest to other members.
- Distribute membership applications to new lawyers when they join the firm/organization.
- Circulate Monthly Luncheon invitations to lawyers at the firm/organization.
- Personally ask diverse lawyers at the firm/organization to join the Chapter.
- Promote membership with the firm's/organization's legal personnel coordinators, with an emphasis on identifying diverse lawyers.
- Ask firm/organization legal personnel coordinators to include membership applications in new lawyer orientation packets.
- Encourage the firm/organization's mentoring program to include participation in a Chapter event.

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EXHIBIT 1

**RESOLUTION OF THE EXECUTIVE BOARD OF DIRECTORS OF THE
EASTERN DISTRICT OF MICHIGAN CHAPTER OF THE FEDERAL BAR
ASSOCIATION
(DIVERSITY INITIATIVES AND ACTIVITIES)**

The Executive Board of Directors of the Eastern District of Michigan Chapter of the Federal Bar Association ("Chapter") hereby adopts the following resolution:

WHEREAS, the Chapter has created the Diversity Task Force to expand the diversity of the Chapter and the Federal bar in the Eastern District;

WHEREAS, the Chapter's Diversity Task Force believes that expanded diversity can best be achieved through the active efforts of Chapter leadership and the encouragement of similar efforts by all Chapter members;

WHEREAS, the Chapter's Diversity Task Force recommends the initiatives and activities set forth below, and more particularly described in the attached document ("Recommended Initiatives and Activities"), to expand diversity, and;

WHEREAS, the Chapter's Diversity Task Force recommends the following Initiatives and Activities to expand diversity:

EXECUTIVE BOARD INITIATIVES

SHORT TERM

- Create a Diversity Committee.
- Encourage active judicial participation in the initiative.
- Reach out to the State Bar of Michigan special purpose organizations.
- Coordinate with ongoing task forces and the State Bar of Michigan.
- Conduct an outreach through the New Lawyer's Seminar.

LONG TERM

- Measure Success by Collecting and Monitoring Data
- Provide education and mentoring to assist attorneys in establishing a federal court practice.
- Promote diversity at the annual luncheons.
- Provide a buddy system for new members at events.
- Partner with another organization on an event or program concerning diversity.
- Conduct an outreach through the law student programs.
- Continue and strengthen the high school and lower school programs.
- Host an event devoted to diversity.

- Coordinate meetings between the judiciary and law firms to encourage diversity hiring.
- Measure success by collecting and monitoring data.

INDIVIDUAL MEMBER AND LEADER ACTIVITIES

- Invite at least one diverse lawyer to Chapter events and introduce that guest to other members.
- Distribute membership applications to new lawyers when they join the firm/organization.
- Circulate quarterly luncheon invitations to lawyers at the firm/organization.
- Personally ask diverse lawyers at the firm/organization to join the Chapter.
- Promote membership with the firm's/organization's legal personnel coordinators, with an emphasis on identifying diverse lawyers.
- Ask firm/organization legal personnel coordinators to include membership applications in new lawyer orientation packets.
- Encourage the firm/organization's mentoring program to include participation in a Chapter event.

IT IS RESOLVED, that the Executive Board of Directors of the Chapter has determined that the leadership of the Chapter should take active steps to expand the diversity of the Chapter;

IT IS FURTHER RESOLVED, that the Executive Board of Directors of the Chapter adopt the diversity initiatives and activities recommended by the Chapter's Diversity Task Force.

EXHIBIT 2

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EXHIBIT 3

Statewide Demographics

Active Members

All Active Members - Michigan Residents and Non-Michigan Residents

	Frequency	Percent
MICHIGAN	32205	85.7
OUTSTATE	5353	14.3
Total	37558	100.0

All Active Members - USA or Foreign Resident

	Frequency	Percent
USA RESIDENT	37392	99.6
FOREIGN RESIDENT	166	.4
Total	37558	100.0

All Active Michigan Residents - Gender

	Frequency	Percent
MALE	22310	69.4
FEMALE	9840	30.6
Total	32150	100.0

All Active Michigan Residents - Generation Group

	Frequency	Percent
Traditionalists pre 1944	4277	13.3
Boomers 1944-1960	14513	45.1
Gen X 1961-1980	12852	39.9
Millennial 1981-2002	561	1.7
Total	32203	100.0

All Active Michigan Residents - Generation Group by Gender

		MALE	FEMALE	TOTAL
Traditionalists pre 1944	N	3875	401	4276
	%	90.8%	9.4%	100.0%
Boomers 1944-1960	N	10817	3694	14511
	%	74.5%	25.5%	100.0%
Gen X 1961-1980	N	7366	5436	12802
	%	57.5%	42.5%	100.0%
Millennial 1981-2002	N	250	309	559
	%	44.7%	55.3%	100.0%
Total	N	22308	9840	32148
	%	69.4%	30.6%	100.0%

All Active Michigan Residents - Race/Ethnicity (excludes no answer and prefer not to answer)

	Frequency	Percent
AMERICAN INDIAN	4	0.0
ASIAN-PACIFIC ISLANDER	324	1.3
AFRICAN	543	2.3
EUROPEAN	20690	85.5
HISPANIC-LATINO	273	1.1
MULTI-RACIAL	376	1.6
ARABIC	291	1.2
OTHER ETHNIC ORIGIN	737	3.0
Total	24708	100.0

All Active Michigan Residents - Race/Ethnicity by Generation Group (excludes no answer and prefer not to answer)

		Traditionalist pre 1944	Boomers 1944-1960	Gen X 1961-1980	Millennial 1981-2002	Total
AMERICAN INDIAN	N	9	29	49	1	88
	%	3%	3%	5%	3%	4%
ASIAN-PACIFIC ISLANDER	N	3	65	239	17	324
	%	1%	6%	23%	4.7%	13%
AFRICAN	N	115	659	626	20	1420
	%	3.8%	6.3%	6.1%	5.5%	5.9%
EUROPEAN	N	2839	9242	8379	230	20690
	%	92.7%	88.3%	81.2%	63.2%	85.5%
HISPANIC-LATINO	N	4	95	179	5	283
	%	1%	9%	1.7%	1.4%	1.2%
MULTI-RACIAL	N	39	144	184	9	376
	%	1.3%	1.4%	1.8%	2.5%	1.6%
ARABIC	N	20	50	197	24	291
	%	7%	5%	1.9%	6.6%	1.2%
OTHER ETHNIC ORIGIN	N	32	186	461	58	737
	%	1.0%	1.8%	4.5%	15.9%	3.0%
Total	N	3061	10470	10314	364	24209
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Detail of Race/Ethnicity by Gender and Generation

Race/Ethnicity	Pre-1944		Boomers 1945-1960		Gen X 1961-1980		Millennials 1981-2000		TOTAL
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
AMERICAN INDIAN	N	N	N	N	N	N	N	N	N
ASIAN/PACIFIC ISLANDER	7	2	21	8	88	18	1	0	88
	3%	7%	3%	3%	4%	4%	6%	0%	4%
AFRICAN	85	30	360	299	1420	404	10	10	1420
	3.1%	9.9%	4.7%	10.4%	5.9%	9.2%	6.1%	5.0%	5.9%
EUROPEAN	2572	267	6312	2505	9067	3514	163	103	20677
	93.3%	84.1%	92.1%	65.0%	88.3%	81.5%	88.3%	88.3%	88.3%
HISPANIC-LATINO	3	1	63	52	283	89	2	3	283
	1%	3%	.8%	1.1%	1.2%	2.0%	1.2%	1.5%	1.2%
MULTIRACIAL	19	0	112	10	300	86	2	0	370
	7.1%	0%	1.5%	10.5%	1.0%	2.0%	1.2%	0%	1.6%
ARABIC	19	1	40	10	291	90	16	8	291
	.7%	.3%	.5%	3%	1.2%	2.0%	9.8%	4.0%	1.2%
OTHER ETHNIC ORIGIN	18	2	15	3	16	26	16	0	40
	1.1%	.4%	1.0%	3.5%	1.0%	3.9%	1.6%	0%	1.0%
	2758	303	7592	2878	24195	4392	164	200	24195
					100%				100%

All Active Michigan Residents - Race/Ethnicity by Year Admitted to the Bar

	AMERICAN INDIAN	ASIAN- PACIFIC ISLANDER	AFRICAN	EUROPEAN	HISPANIC LATINO	MULTI- RACIAL	ARABIC	OTHER ETHNIC ORIGIN	TOTAL
1980	1	3	39	494	3	13	4	8	565
1981	1	5	33	513	5	14	3	5	579
1982	2	0	42	482	6	5	2	10	549
1983	0	4	44	495	5	3	4	9	564
1984	1	3	30	486	7	8	5	8	548
1985	3	5	49	549	6	6	2	7	627
1986	3	2	36	513	7	6	6	11	584
1987	2	4	35	569	5	7	2	9	633
1988	3	1	39	519	10	7	8	11	598
1989	1	3	41	516	5	7	3	14	590
1990	4	3	30	558	9	6	1	10	621
1991	1	7	37	561	8	12	6	5	639
1992	2	8	41	616	9	11	3	10	700
1993	2	14	46	584	6	5	3	9	669
1994	0	5	26	560	4	6	6	7	614
1995	3	13	30	560	8	6	10	11	641
1996	1	13	58	657	13	11	5	13	771
1997	2	21	63	619	19	36	7	11	778
1998	1	13	48	542	8	11	13	14	650
1999	7	4	49	526	5	9	6	9	615
2000	6	15	54	586	9	8	16	2	696
2001	7	13	38	391	11	5	12	27	504
2002	6	27	55	436	8	15	19	26	592
2003	1	18	36	434	13	9	19	42	572
2004	3	18	36	493	15	13	19	43	640
2005	5	17	39	373	18	16	14	95	577
2006	3	36	50	474	23	20	19	114	739
2007	3	34	52	400	16	20	35	98	658
2008	1	6	11	139	5	7	4	26	199
Total	77	315	1187	14645	266	302	256	664	17712

All Active Michigan Residents - Law School Attended

	Frequency	Percent
No Response	528	1.6
Ave Maria School of Law	94	.3
MSUBCL	5699	17.6
Other Law School	6734	20.9
Thomas M. Cooley Law School	4229	13.3
University of Detroit Mercy School of Law	4547	14.1
University of Michigan Law School	6374	19.8
Wayne State University Law School	6895	21.4
Total	32205	100.0

All Active Michigan Residents - Occupational Area

	Frequency	Percent
ACADEMIA	846	2.6
CORPORATE COUNSEL	2974	9.2
GOVERNMENT	3851	11.9
JUDICIARY	1128	3.5
LEGAL SERVICES	963	3.0
LAW SCHOOL	105	.3
MISCELLANEOUS	27	.1
NONLAW RELATED	1499	4.7
PRIVATE PRACTICE	16497	51.2
RETIRED	1149	3.6
NOT REPORTED	3503	10.9
Total	32205	100.0

All Active Michigan Residents – Private Practice Firm Size

	Frequency	Percent
LARGE	3462	21.0
MEDIUM	1052	6.4
SMALL	5324	32.3
SOLO PRACTICE FULL TIME	5230	31.7
SOLO PRACTICE PART TIME	1271	7.7
NOT REPORTED	152	.9
Total	16491	100.0

All Members Joining the Bar by Gender and Year (not just active members)

		MALE	FEMALE	TOTAL
1980	N	920	338	1258
	%	73.1%	26.9%	100.0%
1981	N	900	402	1302
	%	69.1%	30.9%	100.0%
1982	N	840	369	1209
	%	69.5%	30.5%	100.0%
1983	N	791	389	1180
	%	67.0%	33.0%	100.0%
1984	N	751	387	1138
	%	66.0%	34.0%	100.0%
1985	N	868	433	1301
	%	66.7%	33.3%	100.0%
1986	N	739	388	1127
	%	65.6%	34.4%	100.0%
1987	N	762	421	1183
	%	64.4%	35.6%	100.0%
1988	N	690	401	1091
	%	63.2%	36.8%	100.0%
1989	N	609	411	1020

**All Members Joining the Bar by Gender and Year
(not just active members)**

		MALE	FEMALE	TOTAL
	%	59.7%	40.3%	100.0%
1990	N	638	413	1051
	%	60.7%	39.3%	100.0%
1991	N	593	429	1022
	%	58.0%	42.0%	100.0%
1992	N	711	474	1185
	%	60.0%	40.0%	100.0%
1993	N	699	467	1166
	%	59.9%	40.1%	100.0%
1994	N	654	450	1104
	%	59.2%	40.8%	100.0%
1995	N	609	499	1108
	%	55.0%	45.0%	100.0%
1996	N	723	516	1239
	%	58.4%	41.6%	100.0%
1997	N	722	516	1238
	%	58.3%	41.7%	100.0%
1998	N	620	482	1102
	%	56.3%	43.7%	100.0%
1999	N	526	444	970
	%	54.2%	45.8%	100.0%
2000	N	535	451	986
	%	54.3%	45.7%	100.0%
2001	N	503	419	922
	%	54.6%	45.4%	100.0%
2002	N	543	482	1025
	%	53.0%	47.0%	100.0%
2003	N	525	412	937
	%	56.0%	44.0%	100.0%
2004	N	518	489	1007

**All Members Joining the Bar by Gender and Year
(not just active members)**

		MALE	FEMALE	TOTAL
	%	51.4%	48.6%	100.0%
2005	N	574	427	1001
	%	57.3%	42.7%	100.0%
2006	N	657	574	1231
	%	53.4%	46.6%	100.0%
2007	N	550	515	1065
	%	51.6%	48.4%	100.0%
2008	N	232	206	438
	%	53.0%	47.0%	100.0%
Total	N	19002	12604	31606
	%	60.1%	39.9%	100.0%

All Active Michigan Residents - Number of Section Memberships by Occupational Area

		0	1	2	3	4	5	6 Or More	Total
ACADEMIA	N	289	121	76	29	15	6	5	541
	%	53.4%	22.4%	14.0%	5.4%	2.8%	1.1%	.9%	100.0%
CORPORATE COUNSEL	N	1201	932	508	212	80	22	19	2974
	%	40.4%	31.3%	17.1%	7.1%	2.7%	.7%	.6%	100.0%
GOVERNMENT	N	1724	666	258	101	46	15	14	2824
	%	61.0%	23.6%	9.1%	3.6%	1.6%	.5%	.5%	100.0%
JUDICIARY	N	679	250	112	57	19	6	5	1128
	%	60.3%	22.2%	9.9%	5.1%	1.7%	.5%	.4%	100.0%
LEGAL SERVICES	N	751	579	351	150	84	21	26	1962
	%	38.3%	29.5%	17.9%	7.6%	4.3%	1.1%	1.3%	100.0%
LAW SCHOOL	N	48	28	20	5	2	0	2	105
	%	45.7%	26.7%	19.0%	4.8%	1.9%	0%	1.9%	100.0%
MILITARY	N	21	6	1	0	0	0	0	28
	%	75.0%	21.4%	3.6%	0%	0%	0%	0%	100.0%
NONLAW RELATED	N	1031	301	106	39	14	4	4	1499
	%	68.8%	20.1%	7.1%	2.6%	.9%	.3%	.3%	100.0%
PRIVATE PRACTICE	N	5386	4497	3677	1676	786	281	188	16491
	%	32.7%	27.3%	22.3%	10.2%	4.8%	1.7%	1.2%	100.0%
RETIRED	N	914	169	47	9	6	3	1	1149
	%	79.5%	14.7%	4.1%	.8%	.5%	.3%	.1%	100.0%
NOT REPORTED	N	1392	618	352	161	882	44	55	3504
	%	39.7%	17.6%	10.0%	4.6%	25.2%	1.3%	1.6%	100.0%
TOTAL	N	13436	8167	5508	2439	1934	402	319	32205
	%	41.7%	25.4%	17.3%	7.6%	6.0%	1.2%	1.0%	100.0%

All Active Michigan Residents in Private Practice by Firm Size										
	0	1	2	3	4	5	6 Or More	Total		
LARGE	N	352	967	1293	544	223	53	30	3462	100.0%
	%	10.2%	27.9%	37.3%	15.7%	6.4%	1.5%	.9%		
MEDIUM	N	218	369	252	122	55	24	12	1052	100.0%
	%	20.7%	35.1%	24.0%	11.6%	5.2%	2.3%	1.1%		
SMALL	N	1718	1599	1095	519	260	81	52	5324	100.0%
	%	32.3%	30.0%	20.6%	9.7%	4.9%	1.5%	1.0%		
SOLO PRACTICE FULL TIME	N	2314	1231	862	418	216	108	81	5230	100.0%
	%	44.2%	23.5%	16.5%	8.0%	4.1%	2.1%	1.5%		
SOLO PRACTICE PART TIME	N	705	295	159	65	27	13	7	1271	100.0%
	%	55.5%	23.2%	12.5%	5.1%	2.1%	1.0%	.6%		
NOT REPORTED	N	79	36	16	8	5	2	6	152	100.0%
	%	52.0%	23.7%	10.5%	5.3%	3.3%	1.3%	.9%		
TOTAL	N	5386	4497	3677	1676	786	281	188	16491	100.0%
	%	32.7%	27.3%	22.3%	10.2%	4.8%	1.7%	1.1%		

All Active Michigan Residents – Members by County

	Number
Alcona	15
Alger	9
Allegan	99
Alpena	56
Antrim	47
Arenac	13
Baraga	5
Barry	54
Bay	176
Benzie	23
Berrien	284
Branch	40
Calhoun	216
Cass	51
Charlevoix	44
Cheboygan	48
Chippewa	55
Clare	33
Clinton	80
Crawford	17
Delta	59
Dickinson	44
Eaton	271
Emmet	114
Genesee	774
Gladwin	21
Gogebic	30
Grand Traverse	397
Graftot	36
Hillsdale	34
Houghton	34

All Active Michigan Residents – Members by County

	Number
Huron	41
Ingham	2394
Ionia	50
Iosco	39
Iron	19
Isabella	102
Jackson	261
Kalamazoo	684
Kalkaska	5
Kent	2291
Keweenaw	4
Lake	5
Lapeer	114
Leelanau	60
Lenawee	116
Livingston	360
Luce	9
Mackinac	19
Macomb	1825
Manistee	36
Marquette	128
Mason	35
Mecosta	54
Menominee	22
Midland	223
Missaukee	6
Monroe	217
Montcalm	45
Montmorency	9
Muskegon	245
Newaygo	37

All Active Michigan Residents—Members by County

	Number
Oakland	10077
Oceana	23
Ogemaw	23
Ontonagon	3
Osceola	14
Oscoda	5
Otsego	62
Ottawa	314
Presque Isle	10
Roscommon	25
Saginaw	456
Saint Clair	228
Saint Joseph	58
Sanilac	39
Schoolcraft	5
Shiawassee	88
Tuscola	41
Van Buren	78
Washtenaw	1563
Wayne	6412
Wexford	52

All Active Members - State of Residency

	Frequency	Percent
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All Active Members - State of Residency

	Frequency	Percent
AK	10	.0
AL	18	.0
AR	13	.0
AZ	171	.5
CA	432	1.2
CO	104	.3
CT	54	.1
DC	330	.9
DE	14	.0
FL	671	1.6
GA	123	.3
HI	17	.0
IA	24	.1
ID	12	.0
IL	561	1.5
IN	224	.6
KS	23	.1
KY	39	.1
LA	19	.1
MA	85	.2
MD	110	.3
ME	6	.0
MI	32205	86.1
MN	68	.2
MO	46	.1
MS	10	.0
MT	9	.0
NC	153	.4
ND	1	.0
NE	12	.0
NH	12	.0

All Active Members - State of Residency		
	Frequency	Percent
NJ	65	.2
NM	20	.1
NV	44	.1
NY	179	.5
OH	546	1.5
OK	14	.0
OR	33	.1
PA	110	.3
RI	8	.0
SC	46	.1
SD	4	.0
TN	67	.2
TX	247	.7
UT	16	.0
VA	255	.7
VT	5	.0
WA	70	.2
WI	129	.3
WY	9	.0
WY	9	.0
Total	37392	100.0

All Active Members – Total Number in Each Section	
	Number
ADMINISTRATIVE LAW	422
ALTERNATIVE DISPUTE RESOLUTION	739
ANTRITRUST, FRANCHISING AND TRADE REG.	285
ARTS, COMM. ENT. & SPORTS	330
BUSINESS LAW	3452
COMPUTER LAW	407
CRIMINAL LAW	2239
ENVIRONMENTAL LAW	64
FAMILY LAW	2540
GENERAL PRACTICE	1275
INTELLECTUAL PROPERTY LAW	1023
INTERNATIONAL LAW	446
CHILDREN'S LAW	423
LABOR & EMPLOYMENT LAW	2179
LATIN AMERICAN BAR ACTIVITIES	69
LAW PRACTICE MANAGEMENT	1773
NEGLIGENCE LAW	2274
PROBATE & ESTATE PLANNING	3192
PUBLIC CORPORATION LAW	709
REAL PROPERTY LAW	3351
TAXATION	1403
WORKERS COMPENSATION LAW	636
AVIATION LAW	149
LEGAL ADMINISTRATORS	34
LEGAL ASSISTANTS	45
ELDER LAW	2108
SENIOR LAWYERS	206
HEALTH CARE LAW	823
LITIGATION LAW	2134
APPELLATE PRACTICE	666
AMERICAN INDIAN LAW	188
ANIMAL LAW	161

4466

4466

All Active Members – Total Number in Each Section

	Number
CONSUMER LAW	1713
SOCIAL SECURITY LAW	376
PRISONS & CORRECTIONS	134

Litigation Law Section

Residency – All Active Members Litigation Law Section

	Frequency	Percent
MICHIGAN RESIDENT	2038	95.5
NON RESIDENT	96	4.5
Total	2134	100.0

US or Non US Residency – All Active Members Litigation Law Section

	Frequency	Percent
US	2130	99.8
NON US	4	.2
Total	2134	100.0

Gender – Active Michigan Resident Members Litigation Law Section

	Frequency	Percent
MALE	1511	74.3
FEMALE	523	25.7
Total	2034	100.0

Generation – Active Michigan Resident Members Litigation Law Section

	Frequency	Percent
Traditionalists pre 1944	94	4.6
Boomers 1944-1960	774	38.0
Gen X 1961-1980	1146	56.2
Millennial	24	1.2
Total	2038	100.0

**Race/Ethnicity – Active Michigan Resident Members
Litigation Law Section
(excludes no response and prefer not to answer)**

AMERICAN INDIAN	2	.1
ASIAN-PACIFIC ISLANDER	16	1.0
AFRICAN	88	5.7
EUROPEAN	1354	87.1
HISPANIC-LATINO	17	1.1
MULTI-RACIAL	17	1.1
ARABIC	19	1.2
OTHER ETHNIC ORIGIN	42	2.7
Total	1555	100.0

**Law School – Active Michigan Resident Members
Litigation Law Section**

	Frequency	Percent
Ave Maria School of Law	5	.2
MSU/DCL	281	13.8
No Response	11	.5
Other Law School	547	26.8
Thomas M. Cooley Law School	138	6.8
University of Detroit Mercy School of Law	303	14.9
University of Michigan Law School	288	14.1
Wayne State University Law School	465	22.8
Total	2038	100.0

Occupational Area Litigation Law Section

	Frequency	Percent
NO RESPONSE	143	7.0
ACADEMIA	14	.7
CORPORATE COUNSEL	140	6.9
GOVERNMENT	52	2.6
JUDICIARY	16	.8
LEGAL SERVICES	115	5.6
LAW SCHOOL	9	.4
MILITARY	1	.0
NONLAW RELATED	10	.5
PRIVATE PRACTICE	1534	75.3
RETIRED	4	.2
Total	2038	100.0

Private Practice Firm Size – Active Michigan Resident Members Litigation Law Section

	Frequency	Percent
NO RESPONSE	9	.6
LARGE	864	56.3
MEDIUM	140	9.1
SMALL	364	23.7
SOLO PRACTICE FULL TIME	152	9.9
SOLO PRACTICE PART TIME	5	.3
Total	1534	100.0

County – Active Michigan Resident Members Litigation Law Section

	Frequency	Percent
Allegan	3	.1
Alpena	2	.1
Barry	2	.1
Bay	3	.1
Benzie	1	.0
Berrien	11	.5
Calhoun	6	.3
Charlevoix	1	.0
Cheboygan	1	.0
Chippewa	1	.0
Delta	2	.1
Dickinson	1	.0
Eaton	1	.0
Emmet	2	.1
Genesee	24	1.2
Grand Traverse	20	1.0
Ingham	118	5.8
Iosco	1	.0
Isabella	2	.1
Jackson	10	.5
Kalamazoo	50	2.5
Kent	294	14.4
Lapeer	4	.2
Lenawee	1	.0
Livingston	8	.4
Macomb	48	2.4
Manistee	1	.0
Marquette	3	.1
Mecosta	1	.0
Midland	12	.6
Monroe	5	.2
Muskegon	10	.5

County – Active Michigan Resident Members Litigation Law Section

	Frequency	Percent
Newaygo	1	.0
Oakland	735	36.1
Oceana	1	.0
Otsego	4	.2
Ottawa	21	1.0
Saginaw	15	.7
Saint Clair	4	.2
Saint Joseph	2	.1
Sanilac	1	.0
Shiawassee	1	.0
Van Buren	1	.0
Washtenaw	110	5.4
Wayne	492	24.1
Wexford	1	.0
Total	2038	100.0

State Residency – All Active Members Litigation Law Section

	Frequency	Percent
AK	1	.0
AZ	1	.0
CA	4	.2
CT	1	.0
DC	9	.4
DE	1	.0
FL	2	.1
GA	4	.2
IA	1	.0
IL	8	.4
IN	8	.4
KS	1	.0
MA	2	.1
MD	1	.0
MI	2038	95.7
MN	3	.1
MO	2	.1
NC	1	.0
NE	1	.0
NH	1	.0
NV	2	.1
NY	2	.1
OH	16	.8
OR	2	.1
PA	2	.1
SC	1	.0
TN	2	.1
TX	2	.1
VA	4	.2
WA	3	.1
WI	3	.1
WV	1	.0

Litigation Law Section Members in Other Sections**Sum**

ADMINISTRATIVE LAW	63
ALTERNATIVE DISPUTE RESOLUTION	154
ANTITRUST, FRANCHISING AND TRADE REG.	71
ARTS, COMM., ENT. & SPORTS	49
BUSINESS LAW	453
COMPUTER LAW	59
CRIMINAL LAW	142
ENVIRONMENTAL LAW	81
FAMILY LAW	133
GENERAL PRACTICE	203
INTELLECTUAL PROPERTY LAW	111
INTERNATIONAL LAW	34
CHILDREN'S LAW	15
LABOR & EMPLOYMENT LAW	368
LATIN AMERICAN BAR ACTIVITIES	17
LAW PRACTICE MANAGEMENT	121
NEGLIGENCE LAW	488
PROBATE & ESTATE PLANNING	200
PUBLIC CORPORATION LAW	73
REAL PROPERTY LAW	317
TAXATION	47
WORKERS COMPENSATION LAW	44
AVIATION LAW	17
LEGAL ADMINISTRATORS	5
LEGAL ASSISTANTS	9
ELDER LAW	54
SENIOR LAWYERS	9
HEALTH CARE LAW	92
LITIGATION LAW	2134
APPELLATE PRACTICE	201
AMERICAN INDIAN LAW	18
ANIMAL LAW	15
CONSUMER LAW	131

SOCIAL SECURITY LAW

9

PRISONS & CORRECTIONS

12

Michigan Residency – Federal District East

	Frequency	Percent
NON RESIDENT	278	7.1

US Residency – Federal District East

	Frequency	Percent
NON US RESIDENT	8	.2

Gender – Federal District East

	Frequency	Percent
FEMALE	1065	27.3

Generation – Federal District East

	Frequency	Percent
BOOMERS 1944-1960	1725	44.1
MILLENNIALS 1981-2002	84	2.1

Race/Ethnicity – Federal District East

	Frequency	Percent
ASIAN-PACIFIC ISLANDER	33	1.1
EUROPEAN	2572	86.0
MULTI-RACIAL	48	1.6
OTHER ETHNIC ORIGIN	99	3.3

Law School – Federal District East

	Frequency	Percent
Ave Maria School of Law	28	.7
MSUDCL	678	17.3
Thomas M. Cooley Law School	424	10.8
University of Michigan Law School	430	11.0
Total	3915	100.0

Occupational Area – Federal District East

	Frequency	Percent
ACADEMIA	62	1.6
GOVERNMENT	377	9.6
JUDICIARY	123	3.1
LAW SCHOOL	12	.3
NON-LAW RELATED	65	1.7
NOT EMPLOYED - SEEKING EMP.	18	.5
OTHER	28	.7
RETIRED	91	2.3

Private Practitioners Firm Size Eastern District

	Frequency	Percent
MEDIUM 11-20	226	9.3
SMALL 2-10	771	31.8
SOLO PRACTICE PART TIME	107	4.4
Total	2421	100.0

County - Federal District East

County	Frequency	Percent
Alcona		
Alger	1	.0
Alcona		
Alpena	2	.1
Alcona		
Arenac	1	.0
Bay		
Bay	30	.8
Benoni		
Berrien	6	.2
Berrien		
Cass	2	.1
Cass		
Cheboygan	3	.1
Cheboygan		
Clare	2	.1
Clare		
Crawford	1	.0
Crawford		
Dickinson	4	.1
Dickinson		
Emmet	9	.2
Emmet		
Gladwin	1	.0
Gladwin		
Grand Traverse	30	.8
Grand Traverse		
Hillsdale	2	.1
Hillsdale		
Huron	5	.1
Huron		

County	Frequency	Percent
Alcona	1	.0
Alcona		
Isabella	14	.4
Isabella		
Kalamazoo	42	1.2
Kalamazoo		
Kent	158	4.3
Kent		
Leelanau	4	.1
Leelanau		
Livingston	38	1.0
Livingston		
Manistee	5	.1
Manistee		
Mason	2	.1
Mason		
Menominee	2	.1
Menominee		
Missaukee	2	.1
Missaukee		
Montcalm	2	.1
Montcalm		
Oakland	1316	36.2
Oakland		
Otsego	5	.1
Otsego		
Presque Isle	2	.1
Presque Isle		
Saginaw	50	1.4
Saginaw		
Saint Joseph	1	.0
Saint Joseph		
Shiawassee	5	.1

County	Frequency	Percent
Alcona		
Van Buren	2	.1
Charlevoix		
Wayne	848	23.3
Washtenaw		
Total	3637	100.0

State/ Province - Michigan
District Eastern

	Frequency	Percent
None	5	.1
AL	1	.0
AZ	4	.1
CO	6	.2
FL	28	.7
HI	1	.0
IL	32	.8
KS	1	.0
MA	7	.2
MI	3637	92.9
MO	6	.2

**State/ Province - Michigan
District Eastern**

NC	7	2
NJ	2	1
OH	35	9
OR	1	0
SC	4	1
TX	11	3
WA	2	1
WY	1	0

Section Members Federal District East

SECTION MEMBERS	NUMBER
	81
ALTERNATIVE DISPUTE RESOLUTION	102
ARTS, COMM., ENT & SPORTS	52
COMPUTER LAW	60
ENVIRONMENTAL LAW	81
GENERAL PRACTICE	158

SECTION MEMBERS	NUMBER
INTERNATIONAL LAW	53
LABOR & EMPLOYMENT LAW	345
LAW PRACTICE MANAGEMENT	110
PROBATE & ESTATE PLANNING	266
REAL PROPERTY LAW	320
WORKERS COMPENSATION LAW	92
LEGAL ADMINISTRATORS	4
ELDER & ADVOCACY LAW	77
HEALTH CARE LAW	94
APPELLATE PRACTICE	196
ANIMAL LAW	22
SOCIAL SECURITY LAW	52
INSURANCE LAW	82

Michigan Residency – Federal District West

	Frequency	Percent
	144	6.6
NON RESIDENT	144	6.6

US Residency – Federal District West

	Frequency	Percent
	2	.1
NON US RESIDENT	2	.1

Gender – Federal District West

	Frequency	Percent
	538	24.6
FEMALE	538	24.6

Generation – Federal District West

	Frequency	Percent
	983	45.0
BOOMERS 1944-1960	983	45.0
	37	1.7
MILLENNIALS 1981-2002	37	1.7

Race/Ethnicity – Federal District West

	Frequency	Percent
ASIAN-PACIFIC ISLANDER	20	1.2
EUROPEAN	1491	88.8
MULTI-RACIAL	33	2.0
OTHER ETHNIC ORIGIN	54	3.2

Law School – Federal District West

	Frequency	Percent
Ave Maria School of Law	10	.5
MSUDCL	304	13.9
Thomas M. Cooley Law School	363	16.6
University of Michigan Law School	277	12.7
Total	2185	100.0

Occupational Area - Federal District West

	Frequency	Percentage
NO RESPONSE	79	3.6
CORPORATE COUNSEL	118	5.4
GOVERNMENT RELATIONS	2	.1
LEGAL SERVICES	143	6.5
MILITARY	4	.2
NOT EMPLOYED - NOT SEEKING EMP.	11	.5
NON PROFIT ORGANIZATION	3	.1
PRIVATE PRACTICE	1434	65.6
Total	2185	100.0

Private Practice Firm Size – Federal District West

	Frequency	Percent
MEDIUM 11-20	141	9.8
SMALL 2-10	475	33.1
SOLO PRACTICE PART TIME	39	2.7
Total	1434	100.0

County – Federal District West

County	Frequency	Percent
Alger	2	.1
Antrim	1	.0
Barry	12	.6
Benzle	2	.1
Branch	4	.2
Cass	4	.2
Cheboygan	3	.1
Clinton	9	.4

County	Population	Percentage
Dickinson	4	.2
Emmet	7	.3
Gogebic	4	.2
Gratiot	3	.1
Houghton	4	.2
Ingham	289	14.2
Iosco	2	.1
Isabella	12	.6
Kalamazoo	89	4.4
Lapeer	5	.2
Lenawee	3	.1
Luce	2	.1
Macomb	59	2.9
Marquette	27	1.3
Mecosta	6	.3
Midland	9	.4

County	Population	Percentage
Monroe	7	.3
Montmorency	1	.0
Newaygo	2	.1
Ontonagon	1	.0
Otsego	5	.2
Saginaw	14	.7
Saint Joseph	7	.3
Shiawassee	2	.1
Van Buren	7	.3
Wayne	252	12.3
Total	204	100.0

State Province Federal District West

	1970-1979	1980-1989
NO REPORT	2	.1
AR	3	.1
CA	10	.5
CT	1	.0
FL	11	.5
IA	2	.1
IN	15	.7
LA	1	.0
MD	3	.1
MN	3	.1
MT	2	.1
NH	1	.0
NY	2	.1
OK	2	.1
PA	1	.0

TN	2	.1
UT	1	.0
WA	3	.1
WY	1	.0
	212	100

Number in Each Section – Federal District West

Section	Number
ADMINISTRATIVE LAW	45
ANTITRUST, FRANCHISING AND TRADE REG.	31
BUSINESS LAW	213
CRIMINAL LAW	187
FAMILY LAW	157
INTELLECTUAL PROPERTY LAW	73
CHILDRENS LAW	27
LATIN AMERICAN BAR ACTIVITIES	5
NEGLIGENCE LAW	232
PUBLIC CORPORATION LAW	50
TAXATION	45

AVIATION LAW	16
LEGAL ASSISTANTS	18
SENIOR LAWYERS	34
LITIGATION LAW	84
AMERICAN INDIAN LAW	17
CONSUMER LAW	17
PRISONS & CORRECTIONS	17