

Bias in the Legal Profession and the Wine Industry

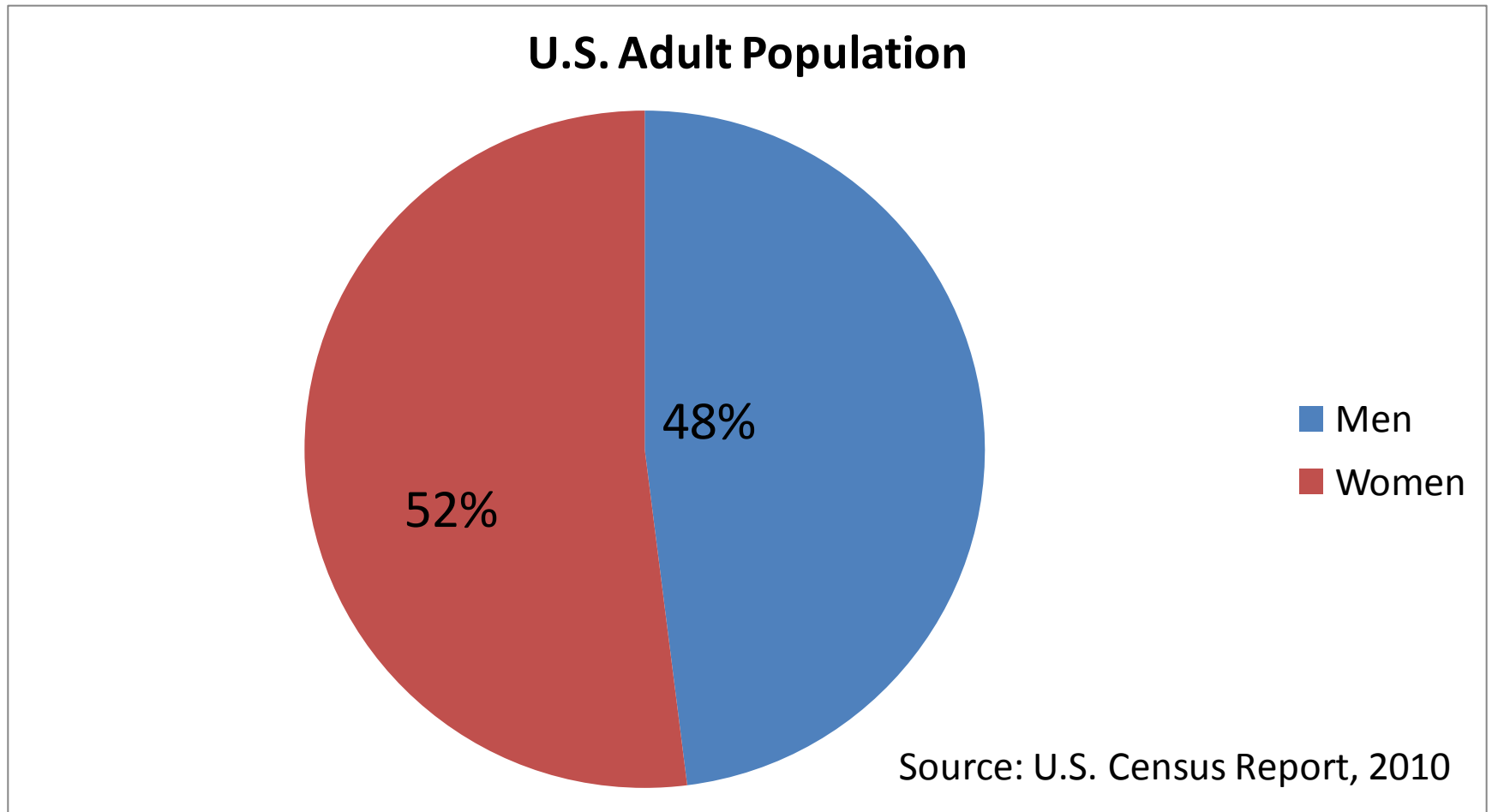
Katja Loeffelholz

Of Counsel

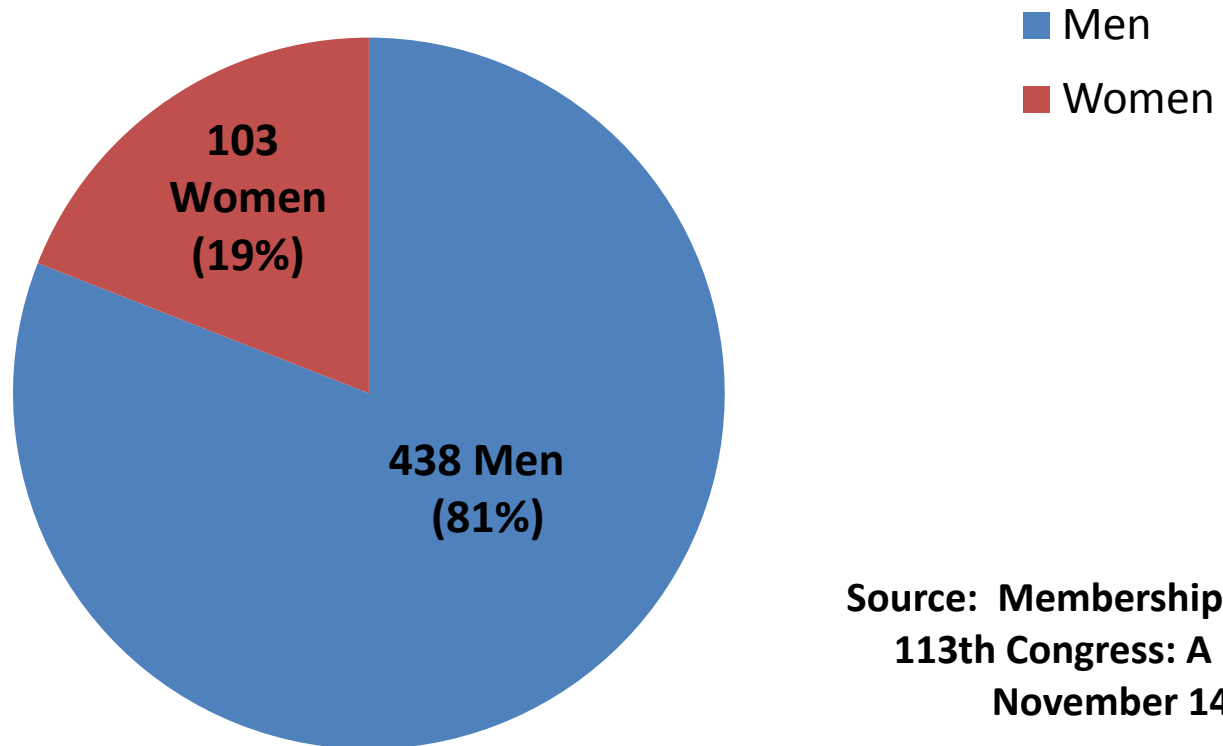
Dickenson, Peatman & Fogarty

By the Numbers

Women Comprise 52% of the Adult Population

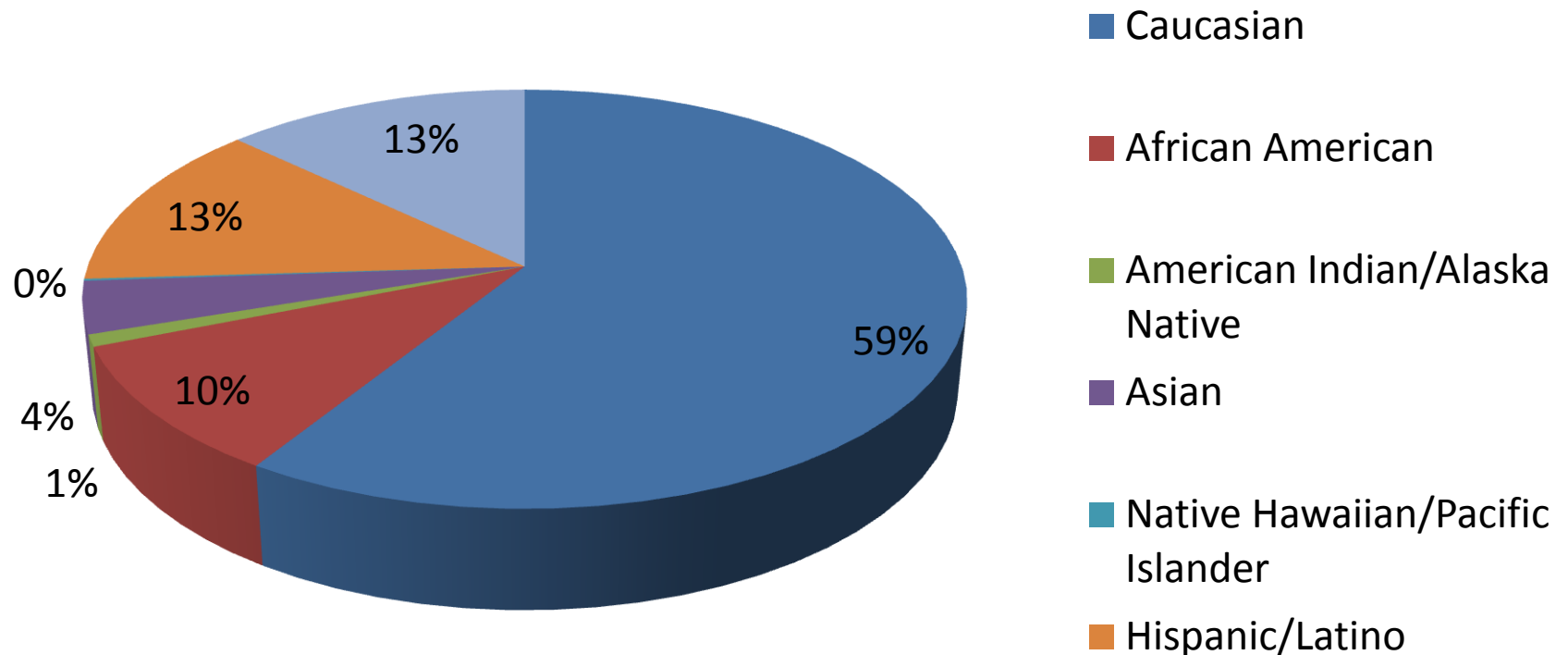


113th Congress Summary

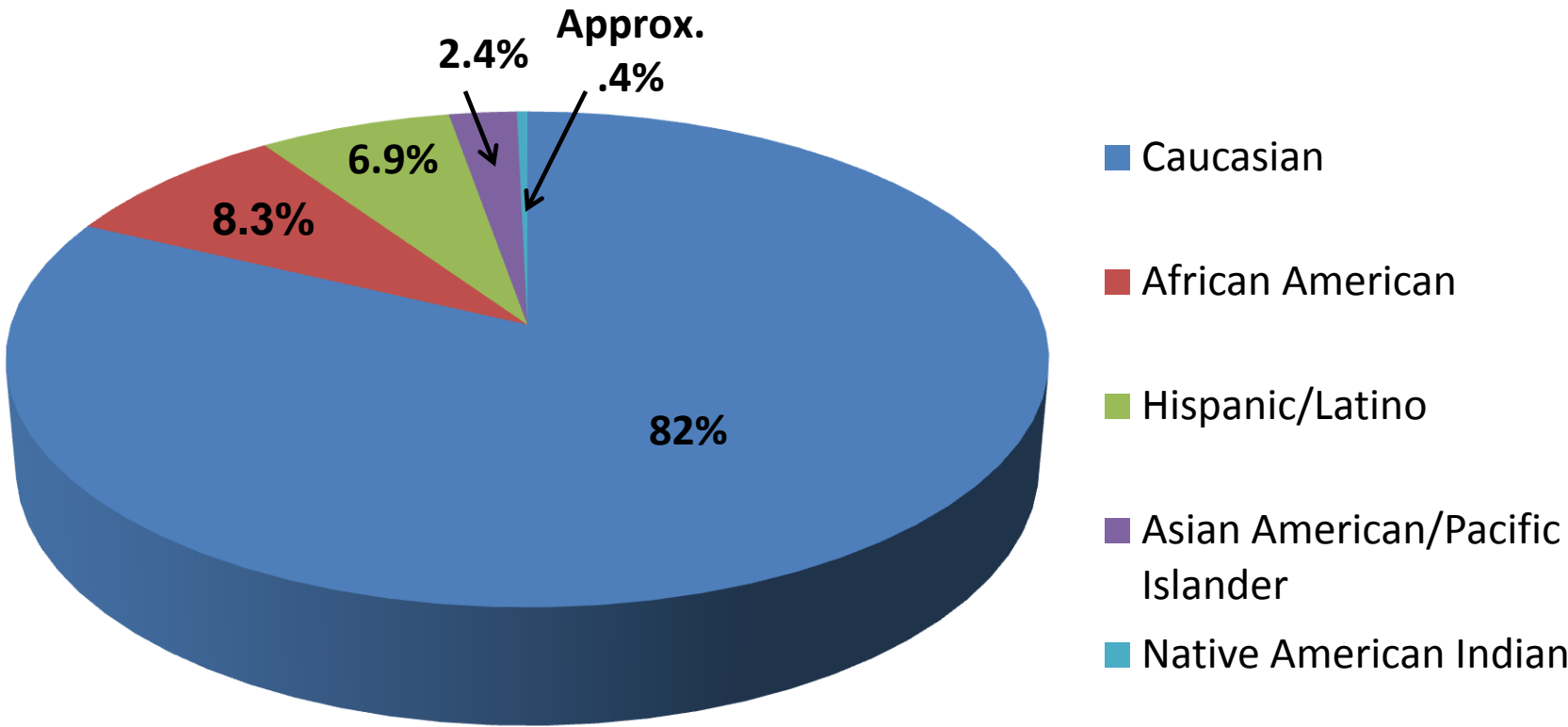


Overview of Ethnicity in the U.S.

Population, 2013 Estimate - 316,497,531



Ethnicity in the 113th Congress

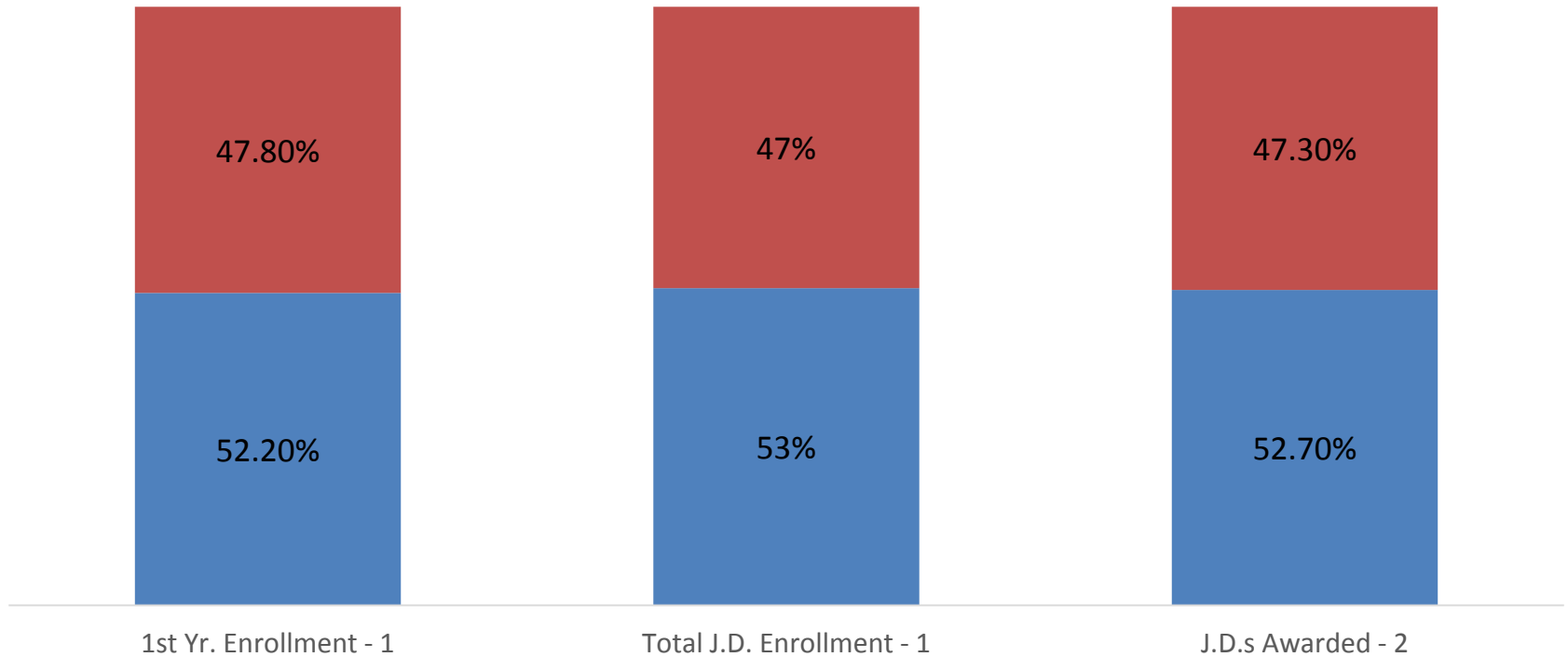


Source: Membership of the 113th Congress: A Profile November 14, 2014

Women in Law Schools

“A Current Glance at
Women in the Law” ABA
(July 2014)

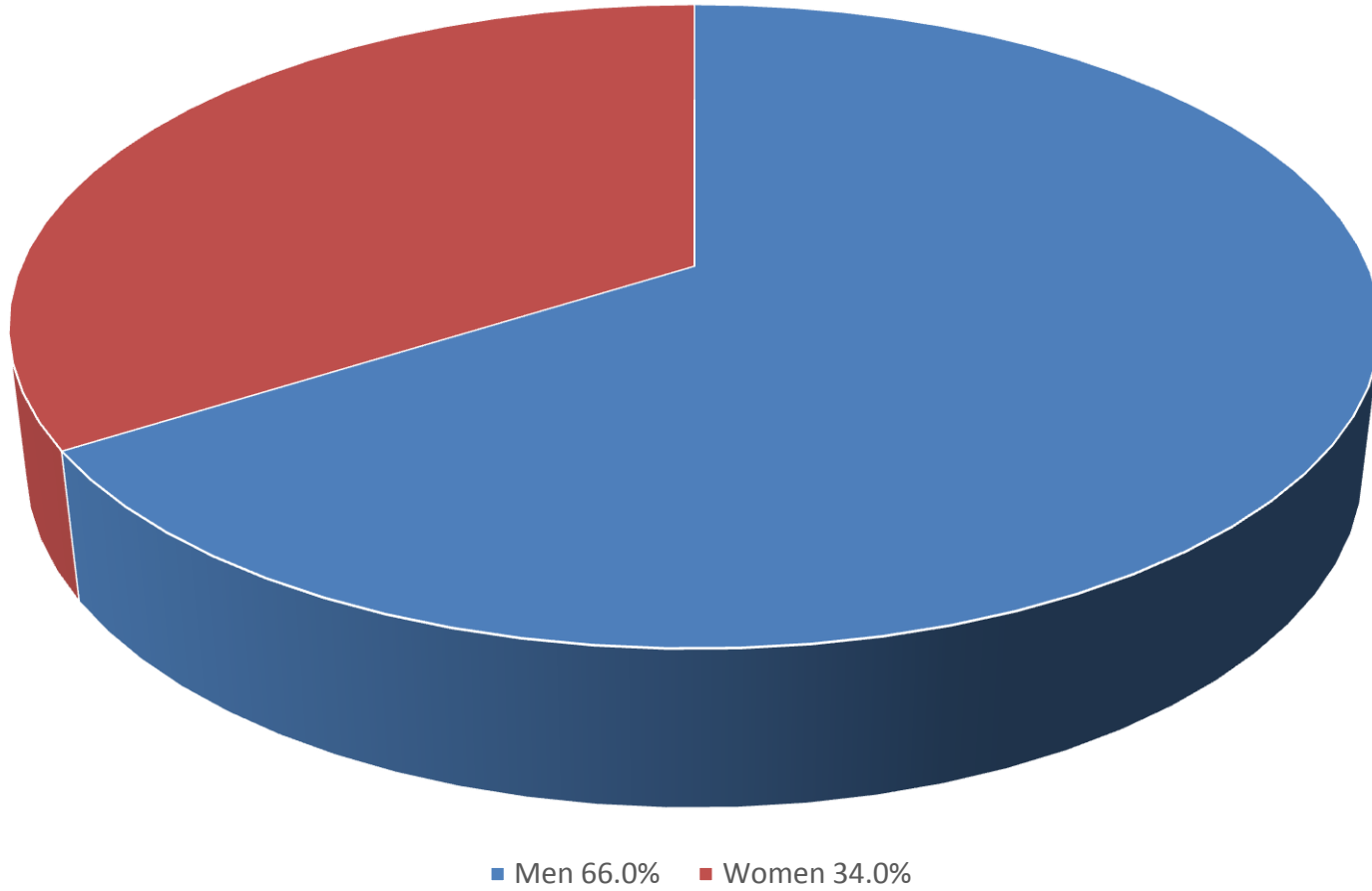
■ Men
■ Women



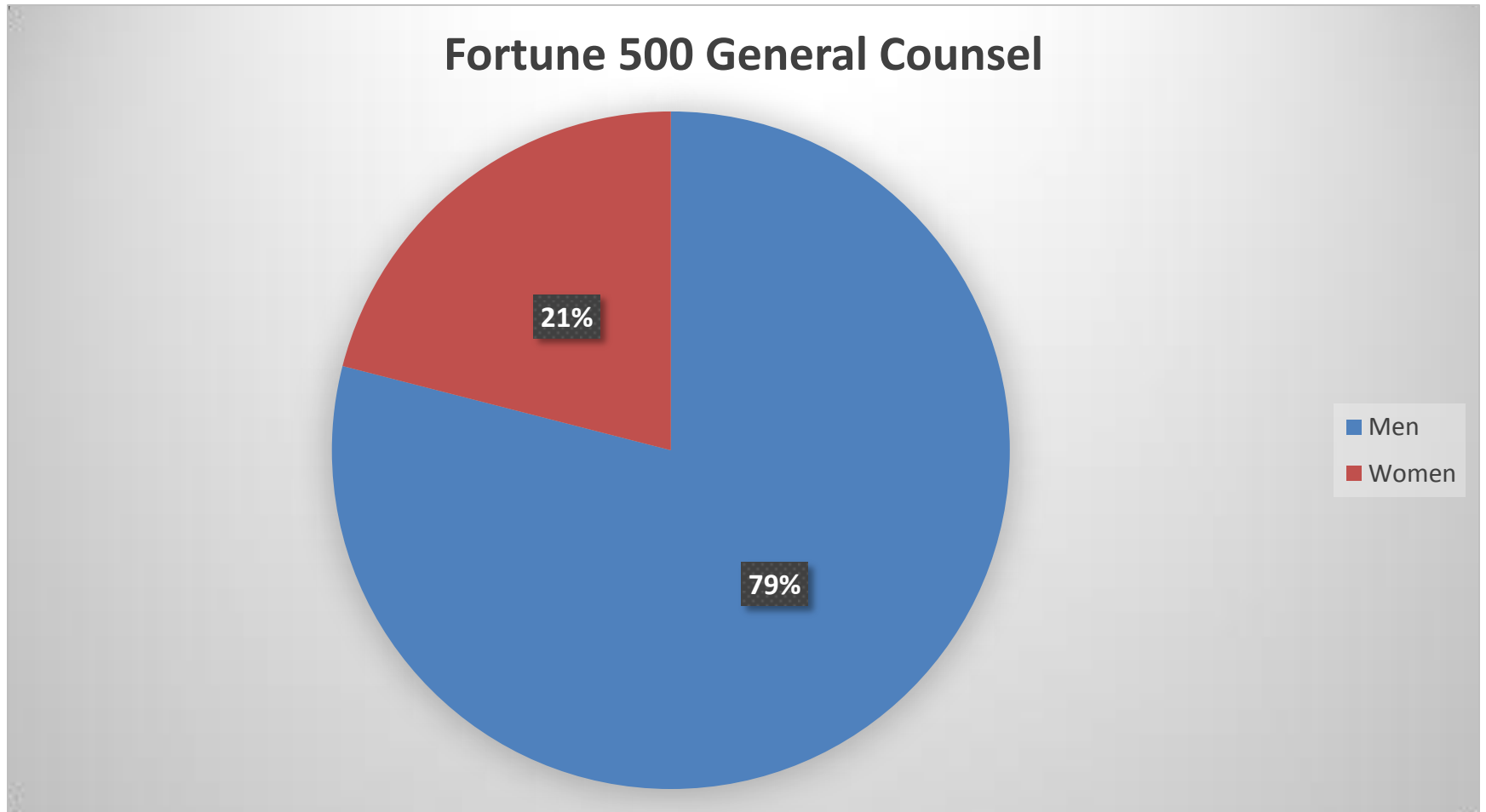
1 - Enrollment and Degrees Awarded, 2012-2013 Academic Year, ABA Section of Legal Education and Admissions to the Bar

2 – J.D. and LL.B. Degrees Awarded, 2010-2011 Academic Year, ABA Section of Legal Education and Admissions to the Bar

Women in the Legal Profession

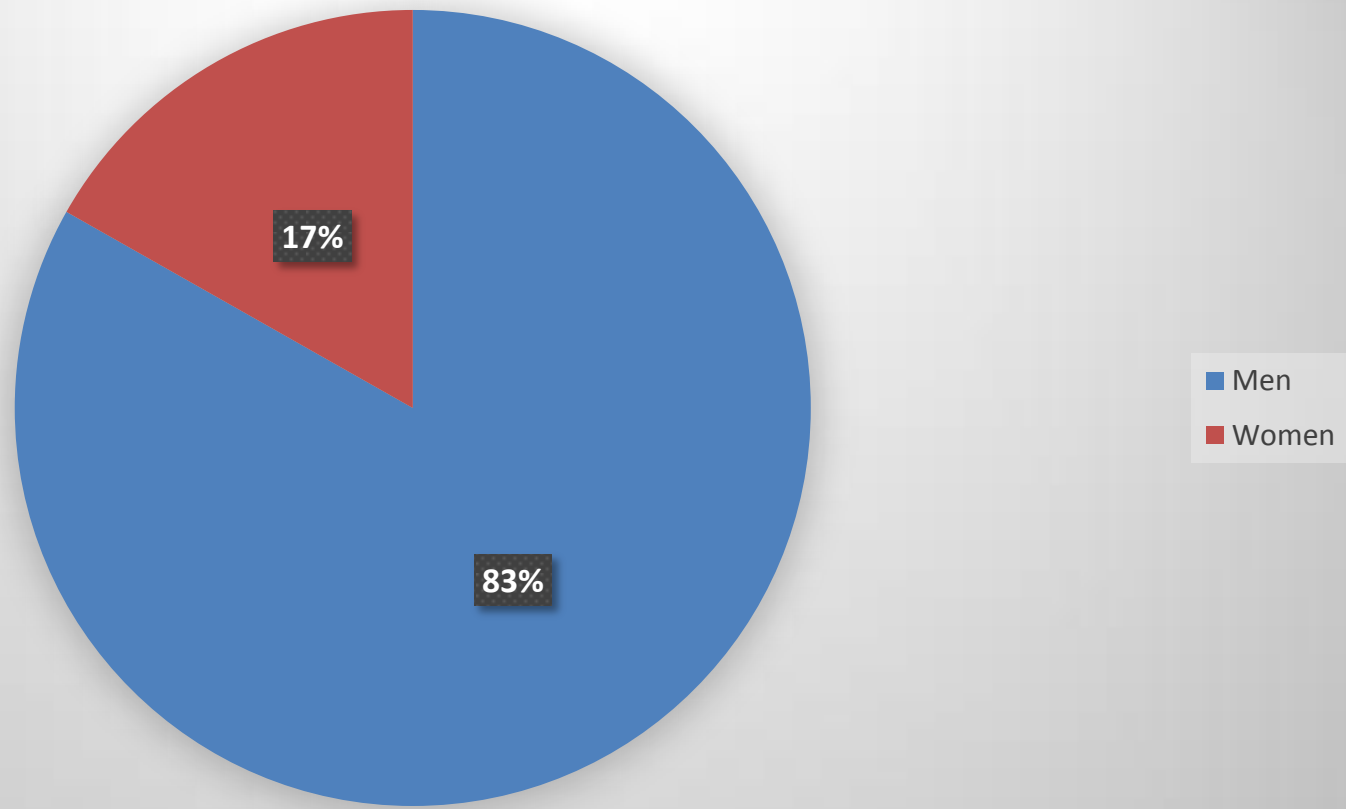


Women in Corporations

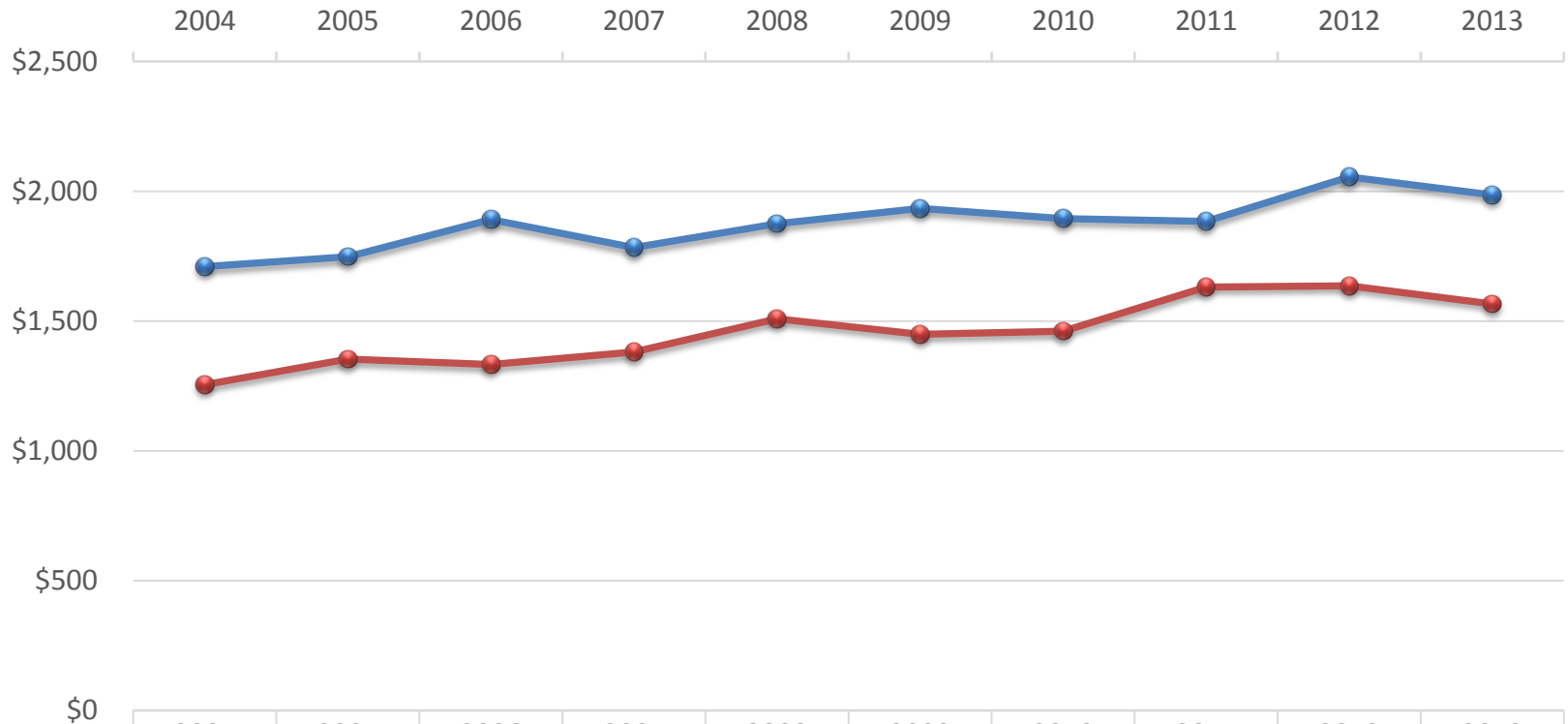


Women in Corporations

Fortune 501-1000 General Counsel



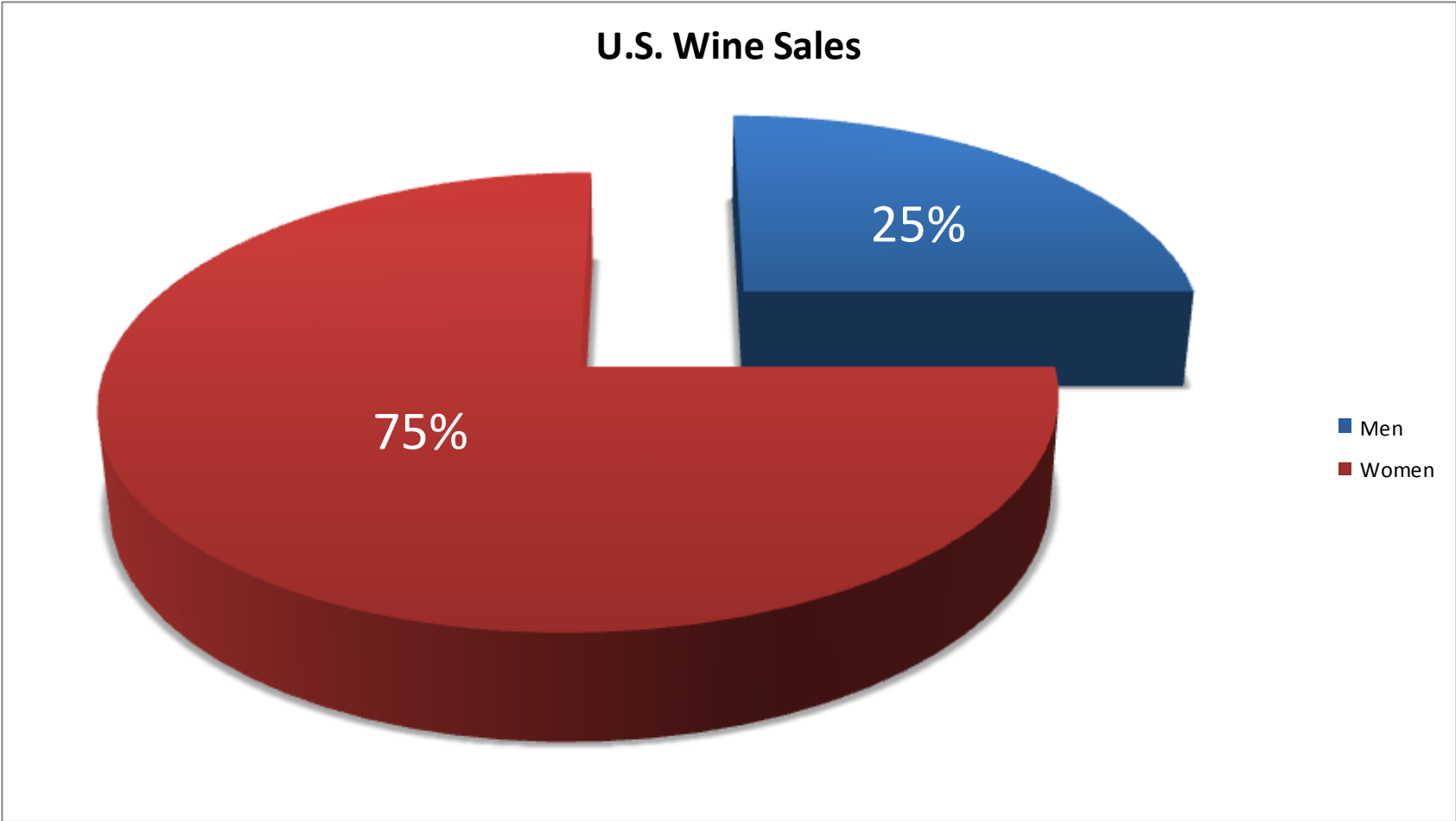
Weekly Salary



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Men	\$1,710	\$1,748	\$1,891	\$1,783	\$1,875	\$1,934	\$1,895	\$1,884	\$2,055	\$1,986
Women	\$1,255	\$1,354	\$1,333	\$1,381	\$1,509	\$1,449	\$1,461	\$1,631	\$1,636	\$1,566

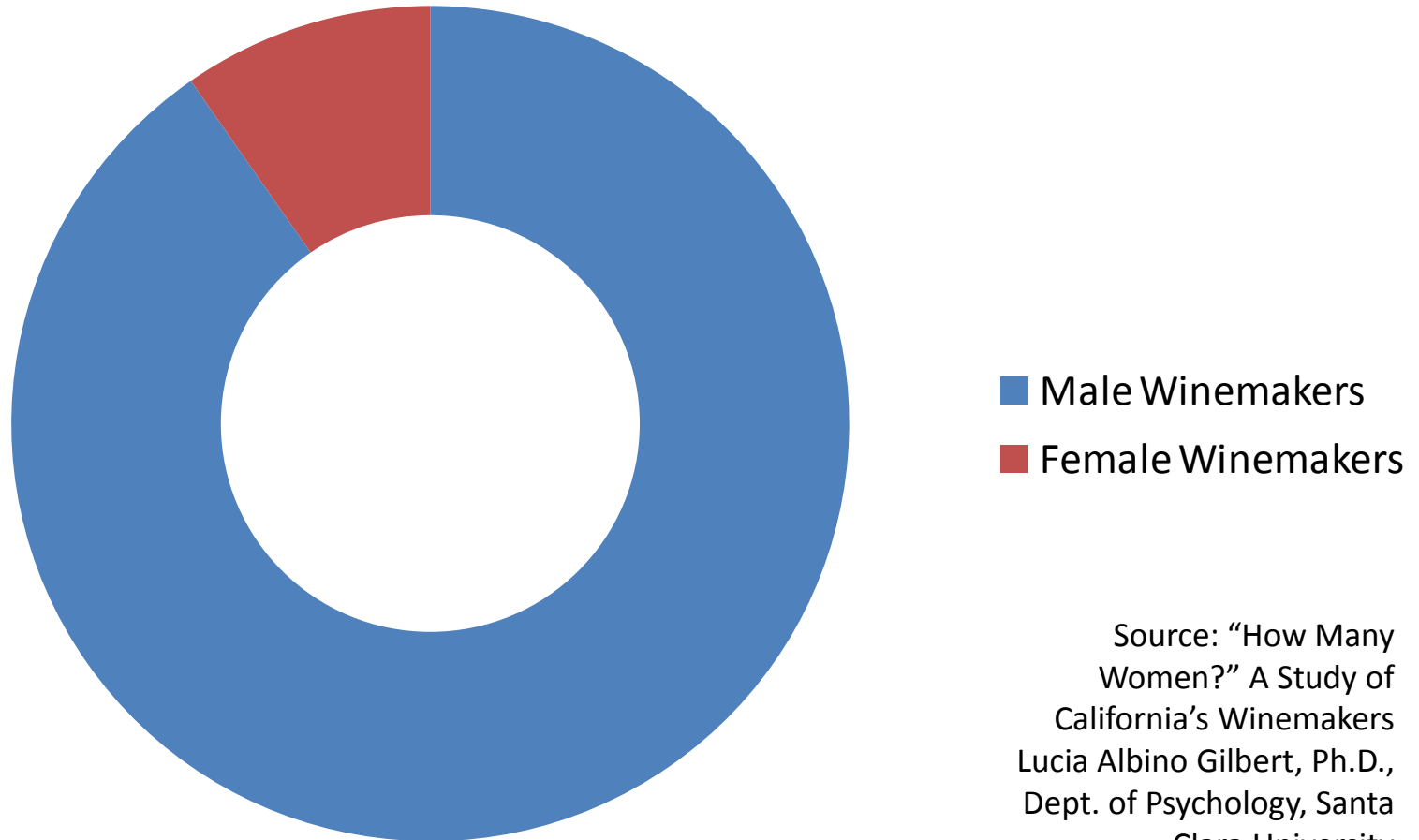
Men Women

Women Purchase 75% of the Wine in the United States



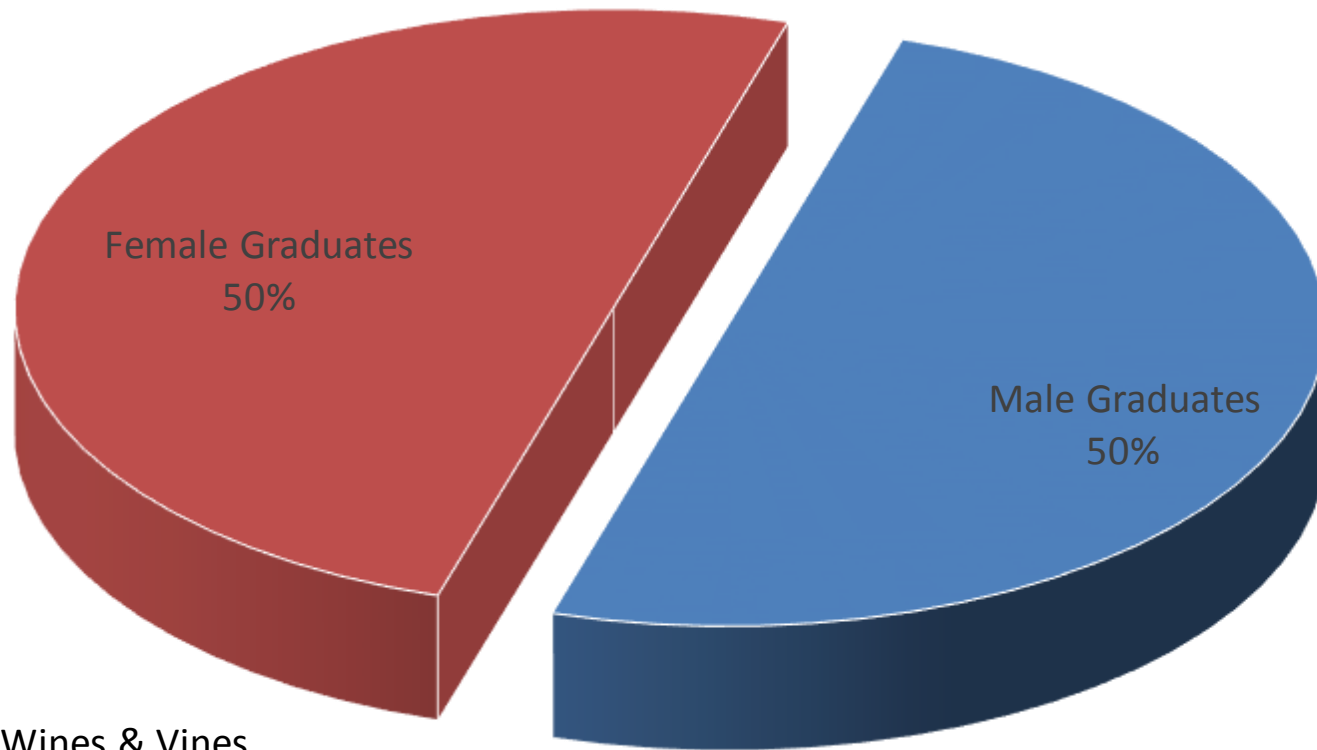
Source: "Women in Wine Tell it Like It Is"
September 2012

“9.8% of California’s Wineries Have Women as the Main or Lead Winemakers”



Source: “How Many Women?” A Study of California’s Winemakers
Lucia Albino Gilbert, Ph.D.,
Dept. of Psychology, Santa Clara University

Half the Graduates of California's Top Enology Programs are Women

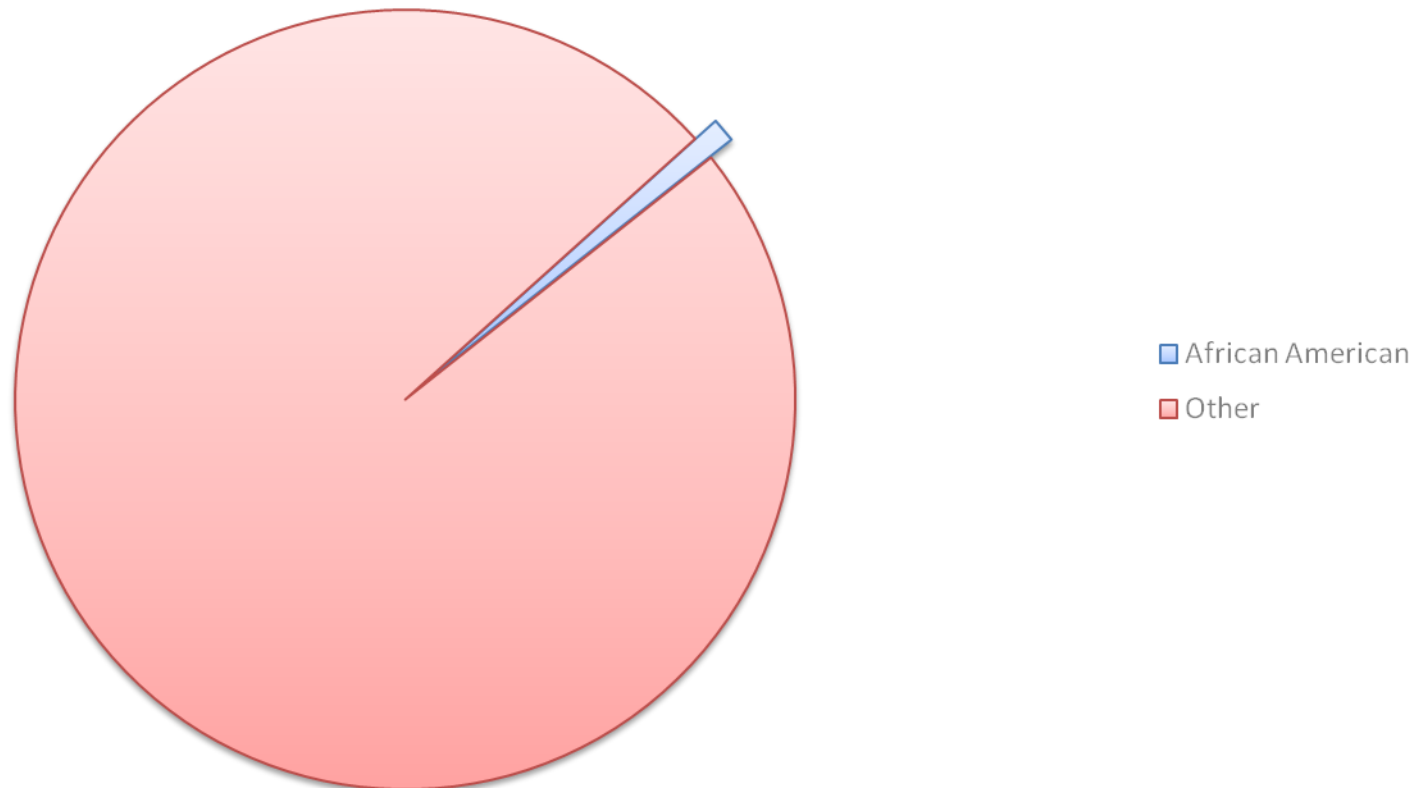


Source: Wines & Vines

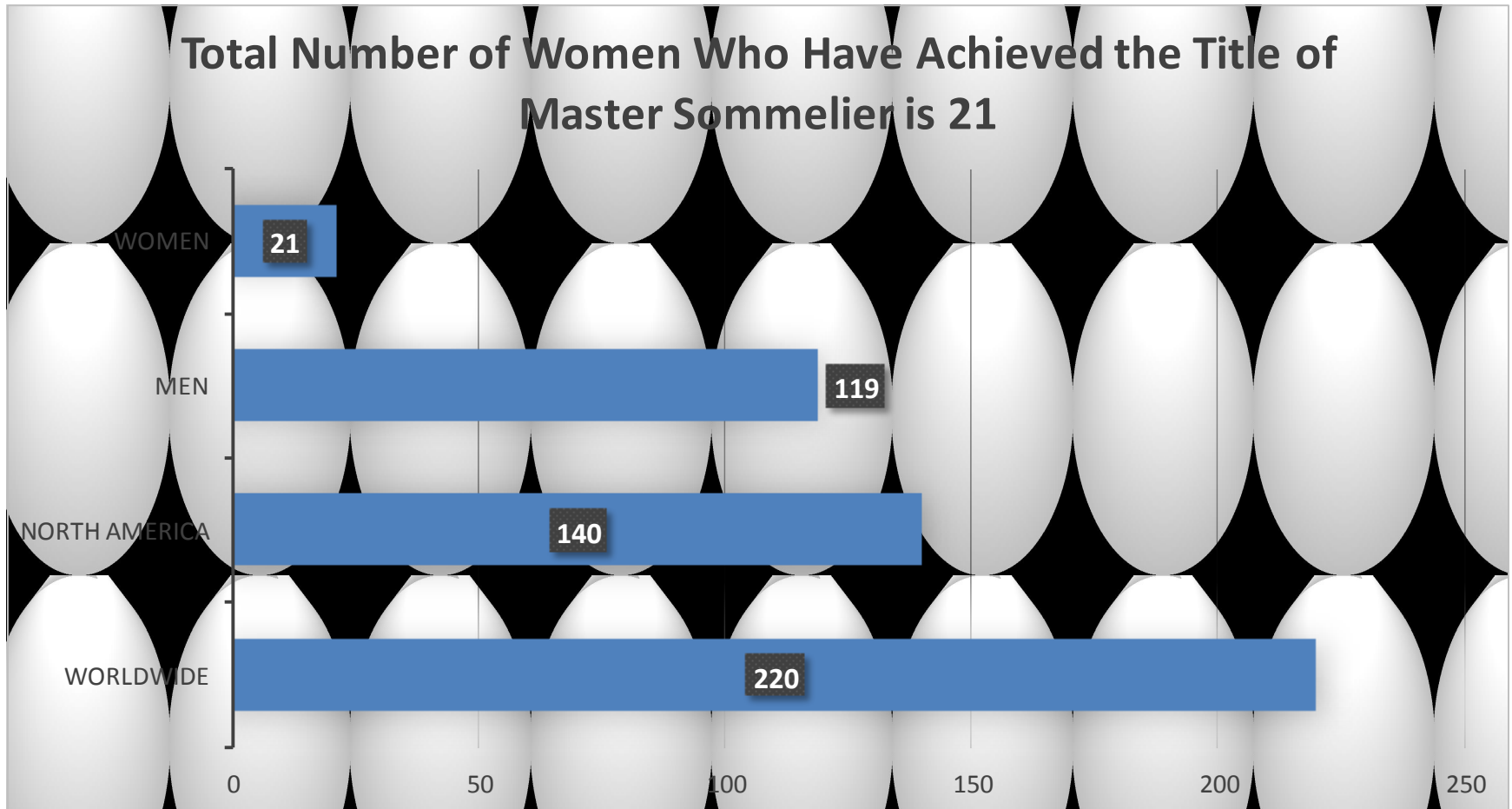
"More Women at Acclaimed Wineries" by Kate Lavin

If You Are an American Winery Owner, There is a 99.9% Chance You Are Not Black

African American winery owners represent roughly 1/100th of the total number of wineries in the U.S.



Master Sommeliers Women v. Men

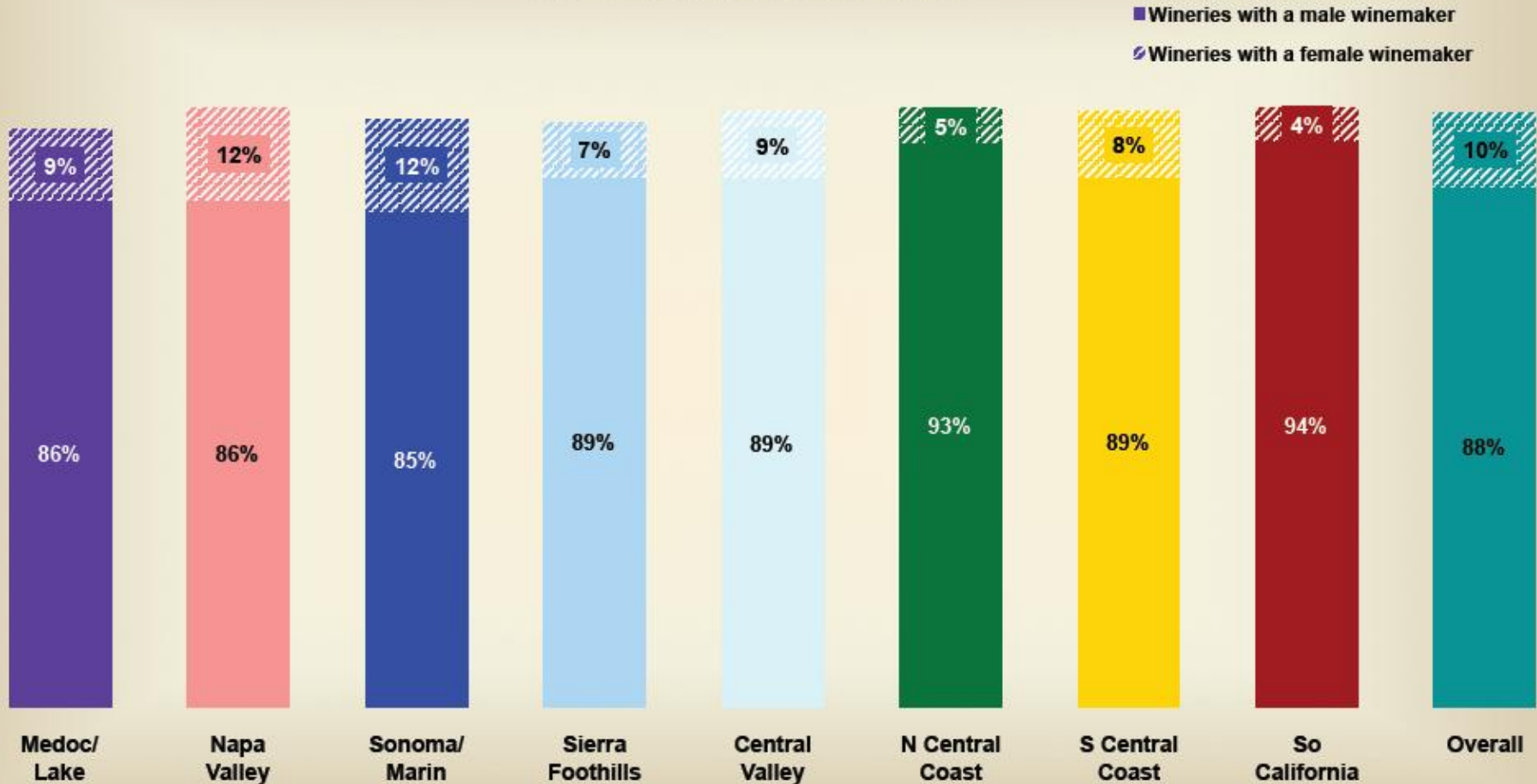


Source: The Court of Master Sommeliers, <http://www.mastersommeliers.org>

Wineries in *Opus Vino*

...Research found that, of the California wineries with female lead winemakers, 23% were listed in “Opus Vino” compared to 14% of the state’s wineries with men holding the equivalent position.

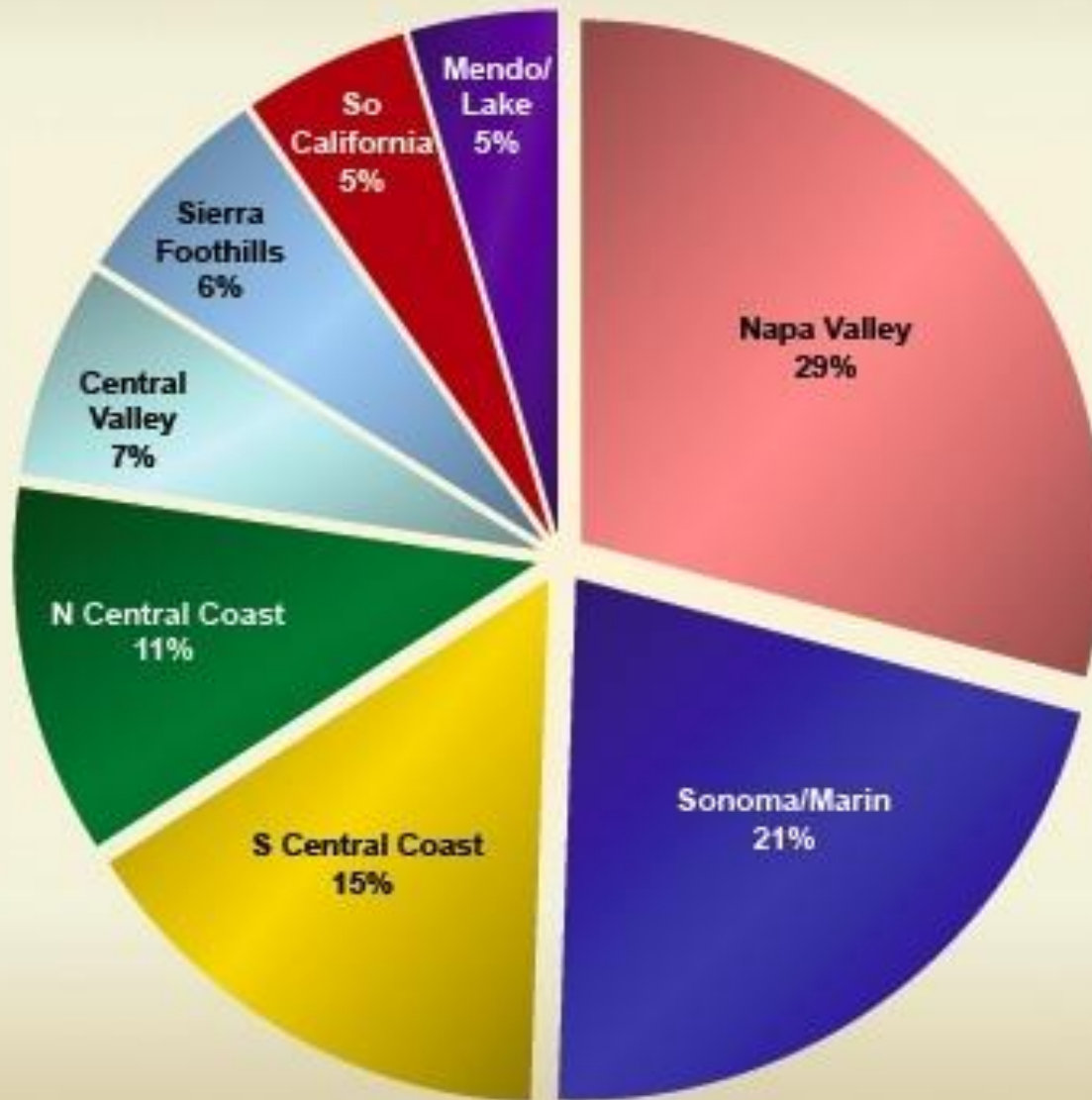
Percentage of California Wineries by Winemaker Sex and Region*



* Based on data available as of July 1, 2011. The few wineries (2.7% overall) with a female and male winemaker not shown.

Source: Wines and Vines, "More Women at Acclaimed Wineries"
Complete Study at www.womenwinemakers.com

Proportion of California Wineries by Region



Source: Wines and Vines, "More Women at Acclaimed Wineries"
Complete Study at www.womenwinemakers.com