

Women in Law Key Takeaways Part 1

A Quick Reference Guide

What are the primary issues?

- Mid-career women are leaving the law at almost twice the rate of men.
- The career pyramid is skewed top-heavy towards male attorneys, despite almost equal law school graduation.
- Women of color have seen almost no change in their primary concerns regarding access to opportunity and stereotypes and over the last 20 years.
- The survey showed that women have significantly less opportunity for mentorship, professional development and career advancement than men.

How are firms doing?

- There are significant perception gaps between senior leadership/men and women.
- Almost half women felt their firm was successful in promoting and retaining experienced women.
- 14.5% of associates are women of color, but 3.45% of partners are women of color.
- Nearly 70% of women of color attorneys reported that they are paid less than equivalent male colleagues.

What are some of the best practices?

- Understand the business case for diversity.
- Ensure a critical mass of women partners.
- Implement written policies to ensure equitable treatment.
- Actively minimize bias.
- Increase the lateral hiring of women partners.

What are ways women in the Judiciary are supporting equity?

- Requesting that junior female attorneys have an opportunity to argue motions.
- Reaching out to attorneys and law students to increase the pipeline.
- Offering judicial EEO training that can uncover additional needs.
- Taking an extra step to mentor and foster women in the law.
- If junior female attorneys present have not had an opportunity to speak by male colleagues, inviting them to comment.