

Women in Law Key Takeaways Part 2

A Quick Reference Guide

Why are we seeing these outcomes?

- Attorneys leave because of a perceived lack of opportunity vs what they are investing.
- The metrics used to measure success can be very narrow.
- Often women have a title that does not carry equivalent power or responsibility as male counterparts.

What works and what does not work?

- Token quotas can be damaging if not done well.
- Studies show that implicit bias training does not work on its own but needs to be part of holistic approach.
- Adding 'stay' interviews to 'exit' interviews to find out why people stay.

How does the Mansfield Rule help?

- Mansfield Rule certification ensures that firms have considered at least 30% of women, attorneys of color, LGBTQ and lawyers with disabilities for leadership positions in the firm.
- It can consider the wider functions in a firm such as pitch teams.
- Clients that are Mansfield certified will seek out Mansfield certified law firms.
- Provides opportunities that can be hidden by simple quotas.

Takeaways for consideration

- Look at the data and listen to understand what is behind the data.
- Remove as much discretion and subjectivity in career advancement decisions as possible.
- Hire a business development coach.
- Communicate clearly and try not to make assumptions about what you need to do to advance.
- Leverage soft skills in collaborative decision-making.