

# Diverse Women: Success Strategies in Law Firms

2011 NALP Annual Education Conference  
April 28, 2011

## Panelists:

Claudette Christian, Partner and Co-Chair of the Board, Hogan Lovells LLP

Nicole Dogwill, Partner, Winston & Strawn LLP

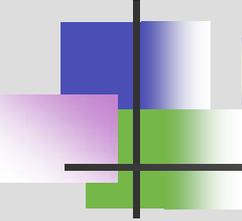
Jennifer Hernandez, Partner, Holland and Knight

## Moderator:

Kisha Nunez, Manager of Recruiting and Diversity

Wachtell, Lipton, Rosen and Katz

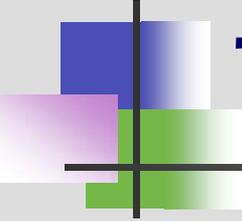




# Program Overview

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- Introduction
- Status of Diverse Women in Law Firms
- Panel Discussion
  - Challenges
  - Success Strategies
- Q&A

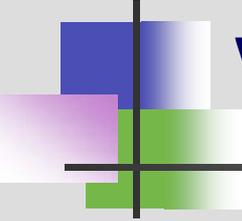


# The Pipeline

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- **According to the American Bar Association since 2000**
  - The percentage of **women law school graduates** ranged from **46%-49%**
  - The percentage of **minority law school graduates** ranged from **20%-23%**
- **During the summer of 2010**
  - **Women** comprised **47.35%** of summer associates
  - **Diverse students** comprised **26.99%** of summer associates
  - **Diverse women** comprised **14.92%** of summer associates

Source: *Law Firm Diversity Among Associates Erodes in 2010*, NALP, November 4, 2010

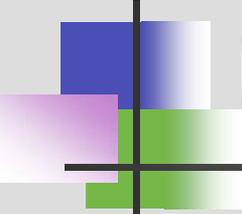


# What Do Firms Look Like?

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- **Women attorneys** make up **32.69%** of attorneys at law firms nationwide
- **Diverse attorneys** make up **12.40%** of attorneys at law firms nationwide
- **Diverse women attorneys** make up **6.20%** of attorneys at law firms nationwide
- **Diverse women partners** make up **1.95%** of partners at law firms nationwide

Source: *Law Firm Diversity Among Associates Erodes in 2010*, NALP, November 4, 2010

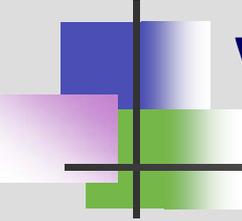


# Realities of Diverse Women In Law Firms

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- **49% of diverse women** reported having been subjected to demeaning comments or other types of harassment
- **62% of diverse women** report being excluded from both informal and formal networking opportunities
- **49% of diverse women** reported being informally mentored by white men
- **44% of diverse women** reported being passed over for desirable work assignments
- **31% of diverse women** reported getting a least one unfair performance evaluation

Source: *From Visible Invisibility to Visibly Successful*, ABA Commission on Women in the Profession, 2008

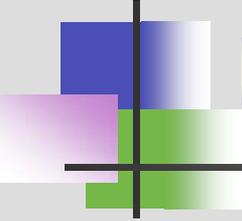


# What Does This All Mean?

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- **81% of diverse women left their law firms within five years of being hired**

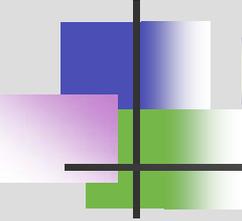




# Panel Discussion

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- **Challenges Encountered**
- **Success Strategies**



# Resources

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- ABA Commission on Women in the Profession, 2006. *Visible Invisibility: Women of Color in Law Firms*.
- ABA Commission on Women in the Profession, 2008. *From Visible Invisibility to Visibly Successful*.
- Bagati, Deepali, 2009. *Women of Color in U.S. Law Firms*. Catalyst.
- Clanton, Karen (ed.), 2000. *Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That*. Chicago: American Bar Association.
- Frazier, C. Elisia (ed.), 2009. *Dear Sisters, Dear Daughters: Strategies for Success from Multicultural Women Attorneys*. Chicago: American Bar Association.
- NALP, 2010. *Law Firm Diversity Among Associates Erodes in 2010*. Washington, DC: NALP.