

How Effectively Does Your Firm Support Retention and Advancement of Women Lawyers? PAGE 1 OF 2

	YES	NO
1. Our firm has a reputation in the legal community for being a great place for women to work.	<input type="checkbox"/>	<input type="checkbox"/>
2. Twenty-five percent or more of our partners are women.	<input type="checkbox"/>	<input type="checkbox"/>
3. Women are in positions of leadership and senior management throughout the firm, including membership on the Executive, Compensation, and other key committees.	<input type="checkbox"/>	<input type="checkbox"/>
4. Women are among our most prominent firm leaders (e.g., Chair, Managing Partner, department head, practice group leader).	<input type="checkbox"/>	<input type="checkbox"/>
5. Women and men partners are proportionally represented in firm management and leadership.	<input type="checkbox"/>	<input type="checkbox"/>
6. The percentage of women in management positions approximates the percentage of partners in the firm who are women.	<input type="checkbox"/>	<input type="checkbox"/>
7. Women are among our most prominent rainmakers.	<input type="checkbox"/>	<input type="checkbox"/>
8. Women are among the most highly compensated partners in the firm.	<input type="checkbox"/>	<input type="checkbox"/>
9. Our firm has all the senior women associates it needs in the partnership pipeline.	<input type="checkbox"/>	<input type="checkbox"/>
10. Our women associates are informed about the requirements for becoming partners.	<input type="checkbox"/>	<input type="checkbox"/>
11. The retention rate for women and men is about the same.	<input type="checkbox"/>	<input type="checkbox"/>
12. Women are becoming and remaining partners at the same rate as men.	<input type="checkbox"/>	<input type="checkbox"/>
13. Some of our men and women partners work flexible or part time schedules.	<input type="checkbox"/>	<input type="checkbox"/>
14. We seek feedback from lawyers about perceived gender stereotypes and bias.	<input type="checkbox"/>	<input type="checkbox"/>
a. Women lawyers believe that the firm treats them equitably.	<input type="checkbox"/>	<input type="checkbox"/>
b. Women lawyers believe they have the same chances for advancement as men.	<input type="checkbox"/>	<input type="checkbox"/>
c. Women lawyers believe that women and men are held to the same standards.	<input type="checkbox"/>	<input type="checkbox"/>
d. Women lawyers believe they are included in informal firm networks.	<input type="checkbox"/>	<input type="checkbox"/>
15. Senior management has clear goals and established strategies for ensuring gender equality in advancement, leadership, and compensation.	<input type="checkbox"/>	<input type="checkbox"/>

How Effectively Does Your Firm Support Retention and Advancement of Women Lawyers? PAGE 2 OF 2

	REGULARLY	OCCASIONALLY	RARELY
1. Women lawyers have mentors who assist them with business development, client relations, and partnership issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The firm provides resources and activities to help women enhance their visibility, develop a strong professional reputation, and build a client base.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Firm-sponsored business development events are designed with the interests of women partners in mind.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Firm-sponsored business development events are designed with the interests of women clients in mind.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Women partners get clients and referrals from men in the firm	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Our firm grooms women partners for leadership roles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you did not respond “Yes” and “Regularly” for all of the foregoing statements, then your firm needs to re-examine and strengthen its professional development efforts for women lawyers. Every one of these components is essential for your firm to attract, retain, and advance excellent women lawyers.

Ida Abbott Consulting specializes in helping law firms develop initiatives to promote the success of women lawyers. We work with firms of all sizes to create and improve systems that enable women to progress, succeed, and remain valuable contributors and leaders. If your firm is committed to the development, retention, and advancement of women lawyers, we can help you make that commitment a reality.