

Diagnostic

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

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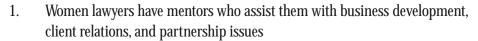
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		ILS	NO
1.	Our firm has a reputation in the legal community for being a great place for women to work.		
2.	Twenty-five percent or more of our partners are women.		
3.	Women are in positions of leadership and senior management throughout the firm,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

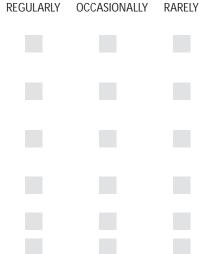


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- 2. The firm provides resources and activities to help women enhance their visibility, develop a strong professional reputation, and build a client base.
- 3. Firm-sponsored business development events are designed with the interests of women partners in mind.
- 4. Firm-sponsored business development events are designed with the interests of women clients in mind.
- 5. Women partners get clients and referrals from men in the firm
- 6. Our firm grooms women partners for leadership roles.



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.