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# Maximizing Your **Potential**

## **A Closer Look: NAWL's 2007 Survey of the Status of Women in Law Firms**

**February 19, 2008**

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Today's Moderator:

## **E. Lynn Grayson**

- Partner, Jenner & Block LLP
- Chair, Jenner & Block Women's Forum
- Board Member, NCWBA



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Today's Panelist:

## **Nicole Nehama Auerbach**

- Partner, Katten Muchin Rosenman LLP
- Commercial Litigation
  - Federal and State Courts
- Founder and Co-Chair of the Women's Leadership Forum



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Today's Panelist:

## **Barbara M. Flom**

- Partner, Jenner & Block LLP
- Member of the Tax Group
- Member NAWL Survey Committee
- Past President of The University of Chicago Women's Business Group
- Lecturer in Law, The University of Chicago Law School, 1991-2000



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Today's Panelist:

## **Karen Lockwood**

- Partner, Howrey LLP
- Co-Chair, Howrey Women's Leadership Initiative
- Committed to the advancement of professional women



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Today's Panelist:

## **Maureen McGinnity**

- Partner, Foley & Lardner LLP
- Firm's Chief Diversity Partner
- Past President, Association for Women Lawyers



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Today's Panelist:

## **Stephanie Scharf**

- Partner, Schoeman, Updike, Kaufman & Scharf
- Chair, NAWL Survey Committee
- Past President, NAWL



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**THE NATIONAL ASSOCIATION OF WOMEN  
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*the voice of women in the law™*

## A NAWL REPORT

### **NATIONAL SURVEY ON RETENTION AND PROMOTION OF WOMEN IN LAW FIRMS**

**NOVEMBER 2007**

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## The NAWL Survey

- Women do not enter the room in large numbers where law firm partners meet.
- There are decided differences in promotion to equity partner depending on when women graduated from law school.
- Women have yet to break into the leadership ranks of large law firms in meaningful numbers.

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## The NAWL Survey (con't)

- There is a continuing income disparity between men and women lawyers at each rung up the partnership ladder.
- Women working in firms with higher hours requirements have no better chance of progressing into senior partner positions than women working in firms with lower hours or no hours requirements.

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## The NAWL Survey (con't)

- Women lawyers work part-time in much greater numbers than their male counterparts.
- The vast majority of firms – 93% – have implemented women's initiatives, to assist women in developing the skills and connections needed to sustain a long-term legal career.

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What can or should law firms do to respond to these findings in order to advance women in law firm leadership?

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What support can women's bar associations provide or what leverage can they impose upon law firms to increase opportunities for women attorneys in leadership?

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- Creating organizations that help women share relevant information and best practices
- Coalition of Women in Large Law Firms
  - Organization formed in Chicago
  - Firms are members
  - Delegates are directly involved / in charge of their firm's women's initiatives
- Safety in numbers!



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For more information about NAWL and the 2007 Survey of the Status of Women in Law Firms, please visit their Web site.

<http://www.abanet.org/nawl/>



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**Thank you for your participation!**

If you have any additional comments and/or questions about this program, feel free to send them to [diversity@foley.com](mailto:diversity@foley.com)

A recording and program summary will be available at [Foley.com](http://Foley.com) within the next few weeks.



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## Survey