

Talent Advisory Board - Research and Book Summary – March 10, 2014
Legal Industry Diversity Reports

Report of the Eighth Annual NAWL National Survey on Retention and Promotion of Women in Law Firms

National Association of Women Lawyers
February, 2014

<http://www.nawl.org/p/cm/ld/fid=82#surveys>

In its annual review of retention and promotion of women at the nation's 200 largest law firms, NAWL's key findings include: (1) despite there being a pipeline of over 40% women law students since the mid-1980's, only 20% of equity partners are women today; (2) more men are hired as lateral equity partners than women; (3) a majority of law firms will not report data about compensation of their men and women lawyers; (4) survey participants viewed women's lack of business development and high rate of attrition as primary reasons for women not advancing in significant numbers into equity positions; and (5) female minority lawyers are advanced less often than male minority lawyers.

Talent Advisory Board Custom Research LGBT Inclusion Programs with a Specific Focus on Ally Programs

Talent Advisory Board
February 12, 2014

<https://taborg.sharepoint.com/sites/tab.legal.research/Shared%20Documents/Custom%20Research%202014/TAB%20LGBT%20Ally%20Custom%20Research%20021214.pdf>

Talent Advisory Board tackles LGBT inclusion in the work place with a specific focus on Ally Programs in its most recent custom research. TAB's research reveals that almost half of LGBT employees nationwide are still closeted at work and 58% have heard derogatory remarks about the LGBT community. Ally Programs typically enlist non-LGBT employees to show their support for the equality of their LGBT colleagues. The compiled research includes resources that can help law firms establish Ally Programs with the assistance of the Human Rights Campaign and other organizations. Finally, the research includes examples of Ally Programs in several different companies.

“Breaking Through: Tales from the Top Canadian Women General Counsel”

By Kirby Chown and Carrie Mandel
2013

This book documents the rise to the top of 32 Canadian women attorneys who know are now general counsels of Canadian companies. The book details each one of their career paths and highlights motivations, choices, decisions, techniques, strategies and other means of career development that lead to her current position. Some of the strategies that the book discusses in regard to law firm attrition are: (1) working to reduce internal competition, (2) creating a more collaborative environment; (3) ensuring women have equal business development opportunities; and (4) allowing flexibility for working mothers. The book hopes to provide companies seeking

to increase representation of women with insight on the impact women can have and strategies for how to help women succeed.

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