



Creating Pathways To Success

Advancing and Retaining Women
in Today's Law Firms[©]

by the Women's Bar Association of DC (May 2006)

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A Summary Of the WBA's RoadMap[©]

Presented At the

ABA Commission on Women's

2007 Women In Law Leadership Academy

Panelist: Karen M. Lockwood, Partner, Howrey LLP,
WBA President '05-'06

Creating Pathways *to* Success




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in Today's Law Firms

Women's Bar Association of the District of Columbia
Initiative on Advancement and Retention of Women

May 2006

To Order Report in
Bound Format for Distribution
to Managers and Firm Leaders
and General Counsel

- Write or call the WBA of DC – www.wbadc.org
- Or, write or call Karen Lockwood, www.howrey.com
- Available for downloading for personal use at www.wbadc.org




Axiom: Create Rainmakers

Principles

- Teach the Business Aspects of Practicing Law
- Ensure Access to High-Quality Assignments
- Institutionalize Effective Formal and Informal Mentoring

See RoadMap® at 19-24



Axiom: Assess Needs

Principles

- Compile Demographics
- Test Hypotheses About Why Women Leave


See RoadMap[©] at 25-26

Axiom: Reinforce Consistent Message

Principles

- Tone at the Top is Necessary, but Not Sufficient
- Educate the Partnership on the Business Case
- Sensitize the Partnership to Implicit Biases and Stereotypes
- Place Women in Significant Numbers in Important Leadership Positions
- Accountability: Give Partners a Personal Stake in Women's Success
- Fund and Support a Comprehensive Internal Women's Network

See RoadMap[®] at 26-36



Axiom:

Accord Flexibility

Principles

- Approach Flexibility as a Business Response to Change and not as an Accommodation
- Implement “Balanced-Hours” Programs
- Educate Supervisors, Practice Group Leaders, and Others
- Provide Benefit Programs to Help Lawyers Meet Their Multiple Obligations

See RoadMap[©] at 36-43



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