



# DR Briefing Paper

## **Promise and Practicality: Managing Law Firm Case Assignments to Advance Diversity**

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#### Introduction

This briefing paper will recap the major research on how and why diverse attorneys face barriers in the competition for best case assignments at law firms

#### Major findings about case assignment practices and their effect on minority attorneys and diversity goals:

Scholarship confirms what every law firm lawyer knows: to make and stay partner, you've got to get the right assignments--and plenty of them. Fifteen years ago, law firm management consultant...

#### How promising and practical is strategic management of the case assignment system to more equitably include minorities and women?

Research suggests that strategic management of case assignments is a promising, if challenging...

#### Analysis of the research: Promise and practicality of Managing Case Assignments

When it comes to deciding how practical it is for a firm to intervene in case assignments, we start from the premise that structural, institutional change is difficult to achieve in the face of ...

#### Current case assignment practices conducive to development of diverse lawyers:

...One Director of Diversity who had met success in monitoring case assignments of diverse attorneys attributed his success to "starting and sustaining the conversation." He related how,...

#### Conclusion:

Pinpointing case assignment practices makes sense based upon ample research establishing that minority attorneys are too often left out of career-building assignments and key relationships with powerful partners and rainmakers...