



DR Briefing Paper

Questions and Answers About Retaining and Advancing Women in Law Firms

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Introduction

What are the main issues for law firms seeking to retain and advance more women attorneys?

Won't the number of women partners rise as women practice in law firms for longer periods and in increasing numbers?

How is the attrition of women attorneys and the gender gap in promotion to partnership a business problem for law firms?

What are the real reasons women leave their law firms?

- Push factors

- Pull factors

Many leading law firms provide part-time options and child-rearing accommodations. How can law firms do more for women who cannot give their full commitment to the firm?

What are the most effective policies and practices for retaining and advancing women in law firms?

How to begin? What are the very first steps a law firm committed to gender equity should take?