

# Gender Equity Resource Compilation

## Career Development and Maintenance

Top Resources of ABA Gender Equity Page, Resource/Numerous Reference Links/Self-Help, Various links to sources re: women in the legal profession, Practice/Financial

[http://www.americanbar.org/groups/women/gender\\_equity\\_task\\_force/top\\_resources.html](http://www.americanbar.org/groups/women/gender_equity_task_force/top_resources.html)

*Creating Pathways to All*, 2008; *Creating Pathways to Success for All* echoes many themes from the 2006 Initiative Report. These recurring themes underscore the need to implement changes that will stem attrition, foster inclusion, and help law firms and others to retain and promote women attorneys of color. The 2008 Report not only surveys the literature and presents findings from our Summit and the work of our Diversity Committee, but also presents action-steps that all stakeholders with an interest in this issue – law-firm leaders, lawyers, clients, law schools, and bar associations – can do to address this issue and stem the attrition of women of color from our law firms.

[http://www.wbadc.org/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/Creating\\_Pathways\\_to\\_Success\\_for\\_All-March\\_2008.pdf](http://www.wbadc.org/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/Creating_Pathways_to_Success_for_All-March_2008.pdf)

*Creating Pathways to Success*, 2006; The Initiative focused on three questions: 1. What do DC firms and women lawyers perceive to be the stumbling blocks to their mutual success in moving more women farther faster?; 2. What are DC firms doing already to keep and promote women?; 3. And, can we use the answers to those two questions to discern new ideas and better ways to stem the departure of women from law practice?

The 2006 Report answers the three questions posed at the outset of the Initiative. A hard look at the perceived challenges led to the finding that women leave when their capabilities are not valued, or their contributions are not acknowledged or recognized. A discussion of the current strategies in place at law firms revealed that the core of the problem is the need to help all women, including part-time lawyers, from day one, to begin their development into senior partners and rainmakers. The third question, are there better ways to stem early attrition among women lawyers, is answered in the WBA Roadmap, a series of pragmatic solutions for developing and advancing successful women.

[http://www.wbadc.org/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/Creating\\_Pathways\\_to\\_Success-May\\_2006.PDF](http://www.wbadc.org/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/Creating_Pathways_to_Success-May_2006.PDF)

*From Platitudes to Priorities: Diversity and Gender Equity in Law Firms*, Deborah L. Rhode, 2011, Legal Journal entry in *Georgetown Journal of Legal Ethics*, 2011; Practice, Assesses current dynamics and work environment of law firms as it relates to issues of diversity.

[http://www.americanbar.org/content/dam/aba/marketing/women/gender\\_equity\\_task\\_force/rhode.auth\\_checkdam.pdf](http://www.americanbar.org/content/dam/aba/marketing/women/gender_equity_task_force/rhode.auth_checkdam.pdf)

*Frontline Manager's are Key to Women's Success*, June 17, 2014; Analysis with Conclusions, Frontline Manager's are Key vs. other means to facilitate success; host has studied gender equity issues for last 5 years.

<http://www.bain.com/publications/articles/everyday-moments-of-truth.aspx#.VXm2th5Y0pI.email>

*Initiative on Advancement & Retention of Women*; An additional toolkit in 4 steps to help promote women the advancement and retention of women lawyers.

<http://www.wbadc.org/initiative>

*Lean-In Advice*, Self-Help; Source for recent college grads, in general. <http://leanin.org/graduates/>.

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*Ms. JD Resources on Advancement, Bias, Compensation, Diversity, Leadership, New Models, Pipeline, Progress.* <http://ms-jd.org/resources/library/>

*Report of 7<sup>th</sup> Annual NAWL National Survey on Retention and Promotion of Women in Law Firms*, October 2012; Survey/Report, NAWL Survey regarding retention and promotion of women in law firms.

[http://www.americanbar.org/content/dam/aba/administrative/women/nawl\\_2012\\_survey\\_report\\_final.athcheckdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/women/nawl_2012_survey_report_final.athcheckdam.pdf)

### Compensation

*ABA Toolkit for Gender Equity in Partner Compensation*, 2013; This supplies the materials and structure for firms or organizations who want to host conversations about gender equity in partner compensation.

[http://www.americanbar.org/groups/women/gender\\_equity\\_task\\_force/toolkit\\_for\\_lawyer\\_compensation\\_achieving\\_gender\\_equity.html](http://www.americanbar.org/groups/women/gender_equity_task_force/toolkit_for_lawyer_compensation_achieving_gender_equity.html)

*Banking on Diversity: Diversity and Inclusion as Profit Drivers = The Business Case for Diversity*, 2014; Article addresses the business case for diverse companies and diverse boards of directors

[http://www.americanbar.org/groups/litigation/committees/diversity-inclusion/news\\_analysis/articles\\_2014/diversity-inclusion-profit-drivers.html](http://www.americanbar.org/groups/litigation/committees/diversity-inclusion/news_analysis/articles_2014/diversity-inclusion-profit-drivers.html)

*The End of Workplace Flexibility?*, by Vivia Chen, February 26, 2013; Careerist Blog about lack of flexibility in workplace.

<http://thecareerist.typepad.com/thecareerist/2013/02/marissa-mayer-work-from-home.html>

*The Equal Pay Act: The Good, the Bad and Where We Go Next*; Article from MO Bar conference with take-aways regarding pay equity and opportunity.

<http://www.mobar.org/WomenInProfession/wipinside.aspx?id=9742&blogid=675>

*How In-House Attorney Can Impact Gender Pay Equity at BigLaw*; What in-house lawyers can do to influence increase compensation at BigLaw.

[http://blogs.findlaw.com/in\\_house/2013/09/how-in-house-attorneys-can-impact-gender-pay-equity-at-biglaw.html?DCMP=CCX-TWLP](http://blogs.findlaw.com/in_house/2013/09/how-in-house-attorneys-can-impact-gender-pay-equity-at-biglaw.html?DCMP=CCX-TWLP)

*'Lean In' Author Sheryl Sandberg Needs to 'Lean On' the Workplace*, by Lauren Stiller Rikleen, March 12, 2013; Boston Globe article about Sheryl Sandberg's lean-in theory.

<http://www.bostonglobe.com/opinion/2013/03/12/podium-leanin/Y4Rn5592jZUDGNluOm3dsK/story.html>

*Moving Past Gender Barriers to Negotiate a Raise*, 2014; NY Times article identifying tools for negotiating compensation.

[http://www.nytimes.com/2014/03/25/your-money/moving-past-gender-barriers-to-negotiate-a-raise.html?\\_r=1](http://www.nytimes.com/2014/03/25/your-money/moving-past-gender-barriers-to-negotiate-a-raise.html?_r=1)

*Navigating the Corporate Matrix: Advancing Women in Corporate Law Dept.*, 2010; The Navigating the Corporate Matrix program is the work of the WBA's Task Force on Advancement and Retention of Women and In-House Counsel Committee, with advice and input from an Advisory Board of

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nationally recognized experts in the field and in-house counsel from a range of industries, who are committed to advancing women in-house counsel. This day-long summit took place at American University Washington College of Law. Our goal is to have our community again place itself on the national map as forward-thinkers whose leaders have come together, listened to the experts present the latest objective research, shared best practices and frustrations, and undertaken a frank self-appraisal of how to move the ball forward in the continuing effort to improve retention of women attorneys and their advancement to the highest ranks of our profession.

[http://www.wbadc.org/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/WBA\\_Navigating\\_the\\_Corporate\\_Matrix\\_May\\_2010.pdf](http://www.wbadc.org/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/WBA_Navigating_the_Corporate_Matrix_May_2010.pdf)

*New Millennium, Same Class Ceiling? The Impact of Law Firm Compensation Systems on Women, Project for Att'y Retention, Minority Corporate Counsel Ass'n, & ABA Commission on Women in the Profession*, Joan C. Williams & Veta T. Richardson, July 2010, Survey regarding compensation for women in legal profession.

*Progress Stalled on Gender Equity, Says ABA President at International Women's Day Event*, March 13, 2013; Article about gender equity being stalled.

[http://www.americanbar.org/news/abanews/aba-news-archives/2013/08/progress\\_stalledon.html](http://www.americanbar.org/news/abanews/aba-news-archives/2013/08/progress_stalledon.html)

*Publications on Closing Pay Gap* E-Publications/Self-Help, ABA Gender Equity Free E-based Publications (2013); focuses upon compensation, Financial,

[http://www.americanbar.org/groups/women/gender\\_equity\\_task\\_force/task\\_force\\_publications.html](http://www.americanbar.org/groups/women/gender_equity_task_force/task_force_publications.html)

*The Utah Report: The Initiative on the Advancement and Retention of Women in Law Firms*, by Women Lawyers of Utah, October 2010; Comprehensive report looking at the issues of work environment, professional development, professional recognition and sexual harassment and sex discrimination. The report found that, in Utah, failing to attract and/or retain and/or promote women among law firms is worse than it is nationally.

[http://utahwomenlawyers.org/wp-content/uploads/WLU\\_Report\\_Final.pdf](http://utahwomenlawyers.org/wp-content/uploads/WLU_Report_Final.pdf)

*What You Need to Know About Compensation Negotiations* (PDF); Based on a 2012 task force study, the link is a guide to tell you what you need to know about compensation negotiations.

[http://www.americanbar.org/content/dam/aba/administrative/young\\_lawyers/negotiations\\_booklet\\_task\\_force.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/young_lawyers/negotiations_booklet_task_force.authcheckdam.pdf)

*What You Need to Know About Compensation Negotiations* (Video); Videos and written pieces to help negotiate better compensation.

[http://www.americanbar.org/groups/women/gender\\_equity\\_task\\_force/negotiation.html](http://www.americanbar.org/groups/women/gender_equity_task_force/negotiation.html)

*Why Fair Pay is About More than Fairness*, by Hanna Bergqvist Jackson, February 1, 2013; Article about why fairness in pay is not just about fairness.

<http://practicum.brooklaw.edu/articles/why-fair-pay-about-more-fairness>

*Women Lawyers Fight for Your Equal Pay—And Their Own*, by Laura G. Bellows, March 8, 2013; Ms. Blog about on gender equity.

<http://msmagazine.com/blog/2013/03/08/women-lawyers-fight-for-your-equal-pay-and-their-own/#comments>

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*Women of Legacy Positively Impact our World!* by Pat Lynch, Editor-in-Chief, May 7, 2013; A website to register for women's news and having your voice heard.

<http://www.womensradio.com/2013/05/women-of-legacy-positively-impact-our-world/>

### Demographics

*LGBT Lawyers*, NALP, The overall percentage of openly lesbian, gay, bisexual, and transgender (LGBT) lawyers reported in the NALP Directory of Legal Employers (NDLE) in 2014 increased to 2.30% compared with 2.19% in 2013. Percentages increased across all categories — partners, associates, and other lawyers — by about one tenth of one percent. Over 40% of offices reported at least one LGBT lawyer among partners and associates. [http://www.nalp.org/lgbt\\_lawyers](http://www.nalp.org/lgbt_lawyers)

*Minorities & Women*, NALP Bulletin, June 2015, Equity partners in multi-tier law firms continue to be disproportionately white men. New figures from NALP show that in 2014, only 17.1% of equity partners were women and only 5.6% were racial/ethnic minorities.

<http://www.nalp.org/minoritieswomen>

*Queen Bee Syndrome is a Myth*, June 19, 2015; The new research reportedly looked at top management teams in 1,500 companies over a 20-year period and found that where women had been appointed chief executive, other women were more likely to make it into senior positions. The academics found that when a woman had been given a senior role that was not the top position, the likelihood of other women following them to executive level fell by 50%.

<http://www.nawl.org/p/bl/et/blogid=10&blogaid=248>

### Supplemental Resource List

*Convention on the Elimination of All Forms of Discrimination Against Women*, Laws. <http://www.cedaw2015.org>

*Human Rights Index #30: Convention on the Elimination of All Forms of Discrimination (CEDAW)*, [University of Iowa](http://tlcp.law.uiowa.edu/human-rights-index-30-convention-elimination-all-forms-discrimination-cedaw), 2010; Reference Source.

<http://tlcp.law.uiowa.edu/human-rights-index-30-convention-elimination-all-forms-discrimination-cedaw>

*Equality and Human Rights Commission*, UK, Equality Act guidance; Codes of practice and technical guidance; Regularly updated reference source.

<http://www.equalityhumanrights.com/legal-and-policy/legislation/equality-act-2010/equality-act-guidance-codes-practice-and-technical-guidance>

*Female Surgeons Face Hostile Environment*, by Sima Kotecha, October 1, 2015, BBC News, Health; Provides great insight as to what does and does not work in effort to equalize within a profession; Reference Standards Model.

<http://www.bbc.com/news/health-34406443>

*Gender Equality in Justice Professions*, by Pamela Kelley, [Alaska Justice Forum, University of Alaska Anchorage](http://justice.uaa.alaska.edu/forum/21/3fall2004/d_genderequality.html), Fall 2004, Vol.21, No.3; Analysis concerning gender inequality within legal profession.

[http://justice.uaa.alaska.edu/forum/21/3fall2004/d\\_genderequality.html](http://justice.uaa.alaska.edu/forum/21/3fall2004/d_genderequality.html)

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*National Women's Law Center*, Reference Source. <http://www.nwlc.org>

*Gender Equality Under the Law*, by Patricia A. Cain, Jean C. Love, Vol. 31 No. 6, GP Solo, November/December 2014, Equality under the Law, Then and Now.

[http://www.americanbar.org/publications/gp\\_solo/2014/november\\_december/gender\\_equality\\_under\\_law.html](http://www.americanbar.org/publications/gp_solo/2014/november_december/gender_equality_under_law.html)

*Tennessee Chief Justice Sharon Lee Speaks Out on Gender Equality in the Legal Profession*, by Diane Rynerson, [National Conference of Women's Bar Associations](http://www.ncwba.org), May 13, 2015; Points out the elephant in the practice of law; Reference Source. <http://ncwba.org/tennessee-chief-justice-sharon-lee-speaks-out-on-gender-equality-in-the-legal-profession/>

*United Nations Human Rights, News and Updates regarding CEDAW, Laws.* <http://www.ohchr.org/en/hrbodies/cedaw/pages/cedawindex.aspx>

*UN Human Rights Chief Calls for Gender Integration in Post-2015 Goals*, [February 11, 2014](http://www.msmagazine.com/news/uswirestory.asp?id=14849); Reference Source. <http://www.msmagazine.com/news/uswirestory.asp?id=14849>

*Women and the Sustainable Development Goals*, [UN Women](http://www.unwomen.org/en), Latest News, such as Planet 50-50 by 2030; Reference Source. <http://www.unwomen.org/en>

*Women in the World: Where the U.S. Falters in Quest for Equality*, by Jessica Ravitz, CNN, April 16, 2015; Addresses fact that US has yet to ratify equality within its Constitution, although most of planet has already done so; Reference Source.

<http://www.cnn.com/2015/04/16/us/american-women-world-rankings/>