



Nov. 29 – 30, 2018
Washington, DC
#NALPPDI

Best Practices in Women's Initiatives What Your Women Want and Need

Michele Bendekovic – Director of Diversity & Inclusion
Bass, Berry & Sims PLC

Andy Colón – Chief Talent Officer, Thompson Hine

Nirvana Dove – Associate Director, Diversity & Inclusion and
International Student Initiatives, Georgetown Law



Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

Agenda

- Issues and Industry Trends
- Law Firm Initiatives
- Law Student Perspectives
- Best Practices

2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

Issues and Industry Trends

- Approx. 50% of law students are women
- 47% of law firm associates are women
- 39% of law firm counsel are women
- 57% of "other" lawyers are women

Report of the 2018 NAWL Survey on Retention and Promotion of Women in Law Firms

Best Practices in Women's Initiatives

Issues and Industry Trends

- 30% of non-equity partners are women
- 20% of equity partners are women
- 22% of women are firm-wide managing partners

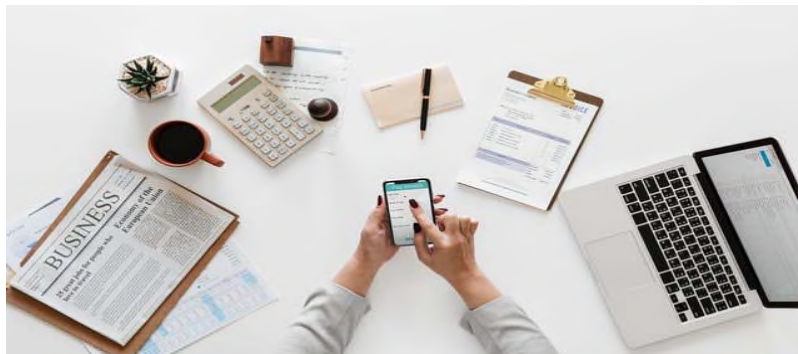
Report of the 2018 NAWL Survey on Retention and Promotion of Women in Law Firms

Best Practices in Women's Initiatives

Issues/Challenges

- Compensation
- Pathway to partnership (equity)
- Client relationships/credit origination
- Firm governance

Best Practices in Women's Initiatives



Best Practices in Women's Initiatives

Thompson Hine – Talent Assessment

- **“Life cycle” Considerations:**
 - Recruiting Strategy
 - Professional Development Strategy
 - Retention Strategy
- **Should Involve:**
 - Men and Women
 - Top Leadership
 - Partners and Non-Partners
 - “Bootstrap” Approach



Best Practices in Women's Initiatives

Thompson Hine – Recruiting Strategy

- Psychometric Testing
- Success Profile
- Structured Panel Interviews
- 1:1 – S.M.A.R.T. Approach
- Legal Writing Test



Best Practices in Women's Initiatives

Thompson Hine – PD Strategy

- Professional
 - Spotlight on Women
 - E.g., Network, Team Building, Leadership Development
 - Spotlight on Leaders
 - High Performance Programs
 - Lessons in Development
 - Luncheon Series
 - Personalized Coaching Opportunities



Best Practices in Women's Initiatives

Thompson Hine – PD Strategy

- Professional
 - Dedicated Staff
 - Women's Initiative Chair, D&I Manager, Flex Advisor
 - Local Office Women's Initiative Chairs
 - Dedicated Budget
 - Conference Attendance
 - Business Development Opportunities
 - Networking
 - Local Office Accountability



Best Practices in Women's Initiatives

Thompson Hine- Retention Strategy

- Firm-Wide Assessment
 - Culture Survey and Bright Spots Study
- Personalized Coaching
- Personal Support
 - Flexibility and Reduced Hours Program
 - Motherhood
 - Mothers-To-Be Mentoring Program
 - Returning Mothers Mentoring Program
- Succession Planning



Best Practices in Women's Initiatives

Bass, Berry & Sims – Firm-Wide Strategy

- Focus on Unique Issues
- Highlight the Positives
- Deal in Truths
- Encourage Optimism



Best Practices in Women's Initiatives

Bass, Berry & Sims – WIN Strategy

- Recruiting
- Culture
 - Open dialogue about what success looks like
- Advancement/Retention
 - Intentional
 - Opportunities to work on teams
 - Meaningful and frequent feedback
- Communication



Best Practices in Women's Initiatives

Bass, Berry & Sims – WIN Strategy

- WIN Leadership
 - 5 Equity Partners
 - Dedicated D&I Staff
- Executive Committee Liaisons



Best Practices in Women's Initiatives

Bass, Berry & Sims – WIN Strategy

- Talent Pipeline
- Programs
- Mentors/Sponsors
- Processes/Policies



Best Practices in Women's Initiatives



Best Practices in Women's Initiatives

Georgetown Law – Women's Initiatives

- Women's Student Affinity Groups
 - Women's Legal Alliance
 - Women of Color Collective
- Employer Sponsored Professional Development Opportunities
 - Mentoring
 - Affinity Group networking receptions
 - Targeted programming
 - » True Grit and a Growth Mindset: The Secrets of Success for Women Lawyers
 - » When Women Lead: Insights from Women in Power
 - » Meet the Execs
 - Annual Women's Forum
 - Affinity group specific panels



Best Practices in Women's Initiatives

Survey Results

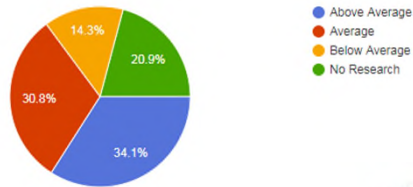
- Survey sent to Georgetown Women of Color Collective and the Women's Legal Alliance
- Wanted to know more about the impact of Women's Initiatives through the student's perspective



Best Practices in Women's Initiatives

How would you describe the level of research that you have performed to assess a law firm's commitment to the recruitment, development and promotion of women lawyers?

91 responses



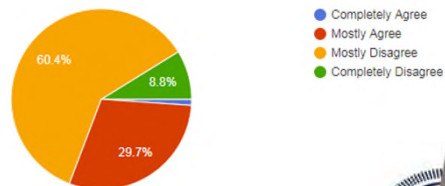
2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

Please tell us whether you agree with the following statement: "Overall, I consider law firms to be a good work environment for women lawyers."

91 responses



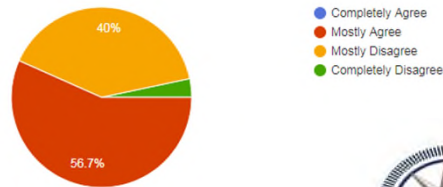
2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

Please tell us whether you agree with the following statement: "Overall, I believe women lawyers have a good opportunity to be successful at a law firm."

90 responses



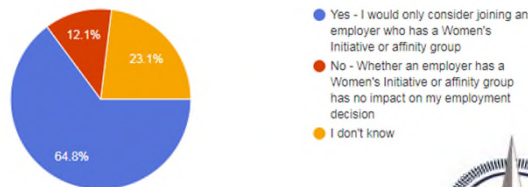
2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

Does having an internal Women's Initiative or a women's affinity group as part of your future employers offerings impact your decision to join that employer?

91 responses



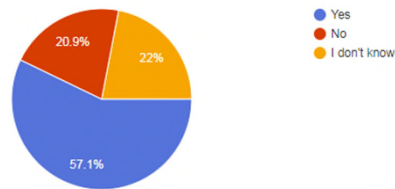
2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

Do programs or partnerships between employers and WLA or WoCC impact your decision to apply to and/or join that employer?

91 responses



2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

Input From You

2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Best Practices in Women's Initiatives

- Conduct a Firm-wide Assessment/Focus Groups
- Provide Leadership and Management Trainings
- Monitor Business Development Efforts
- Take Care Your High Performers – Incentivize!
- Provide Thoughtful Flexibility Policies/Practices
- Think Carefully about Succession Planning
- Track Data and Compare to Market
- Report Successes and Failures to Firm Leadership

Best Practices in Women's Initiatives

- Use External Resources if Needed
- Have a Communication Plan
- Develop Relationships with the Offices of Career Strategy at Law Schools where you Recruit
- Connect with Law School Women's Affinity Groups and Target Student Facing Programs to their Expressed Needs

Best Practices in Women's Initiatives

Thank You!

2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC

Contact Information

Michele Bendekovic

Director of Diversity & Inclusion
Bass, Berry & Sims PLC
(615) 259-6369
michele.bendekovic@bassberry.com

Andy Colón

Chief Talent Officer
Thompson Hine
(202) 973-2725
Andy.Colon@ThompsonHine.com

Nirvana Dove

Associate Director, Diversity &
Inclusion and International
Student Initiatives
Georgetown Law
(202) 662-9317
nih6@georgetown.edu

2018 Professional Development Institute

Nov. 29 – 30, 2018 • Washington, DC