



SURVEY RESULTS

The following questions and responses are related to a survey that was disseminated by the Women Lawyers of Franklin County in March 2017.



The following correspondence was sent out on March 22, 2017 regarding the survey. We received 267 responses.



COMPLETE SURVEY – ENTER TO WIN \$100 GIFT CARD

WLFC strives to be a resource for female attorneys by promoting discussion, policies and opportunities that help advance women in the profession. To that end, we've created a survey to gauge the experiences, concerns and issues facing female attorneys in our legal community today. Please take a moment out of your busy day to complete this survey, which helps identify the current state of affairs facing women in our profession.

Click on the link below to access the survey:

<https://www.surveymonkey.com/r/VCTQMMN>

To show our appreciation for taking the time to complete this survey, you will have the opportunity to be entered into a raffle for a \$100 gift card to a local restaurant.

Thank you for your time and your thoughtful responses.

Best,
Ashley L. Olikar & Celia Kilgard
WLFC President WLFC Women in the Profession Chair



WOMEN LAWYERS of FRANKLIN COUNTY

WE ARE OUR OWN BEST RESOURCE

WOMEN IN THE PROFESSION SURVEY 2017 RESULTS SNAPSHOT

WHO took the Survey?

Associate at a firm	29%
Partner/Shareholder	20%
Solo Practitioner	11%
Government	9%
Judge/Magistrate	8%
Corporate counsel	8%
Non-legal job	7%
Legal Aid	3%
Other Private	2%
Academia	2%
Managing Partner	1%

Advancement opportunities



2/3 of employers
do not have a
women's initiative

39%

Feel they are being
elevated *comparably* to
male colleagues

43%

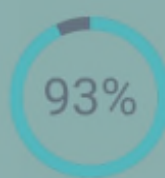
28%

43% feel they are
compensated *equally*
to male counterparts;
But 28% are unsure



Most are either very
satisfied or somewhat
satisfied with their
legal careers

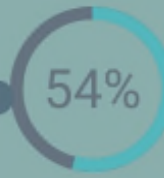
Leave Policies



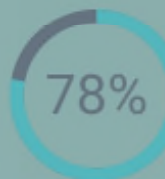
Indicated leave is
supported by their
employer



Workplace offers
alternative work
policies or flexible
schedules



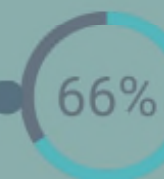
Indicated that the
flexible policies does
not impact pay



Of current
employers have a
maternity leave
policy



Have utilized the
alternative work
policies or flexible
schedule



Have not taken
extended time off
besides a vacation

Culture & Treatment

62%

Have experienced Gender Bias in
their career

44%

Have experienced lack of
recognition of work/life balance

38%

Have experienced insensitivity by
a employer/supervisor due to
gender

17%

Have experienced harassment



WLFC Celebrates 75 Years with Women in the Profession Survey

BY CELIA KILGARD-SCHNUPP



"There is a *settled* gender bias at my firm."

"...called 'honey'...[and] told I was hired [based on my] looks"

"Statements [were made] that male associates need more stability in their paychecks because they need to support their [families.]"

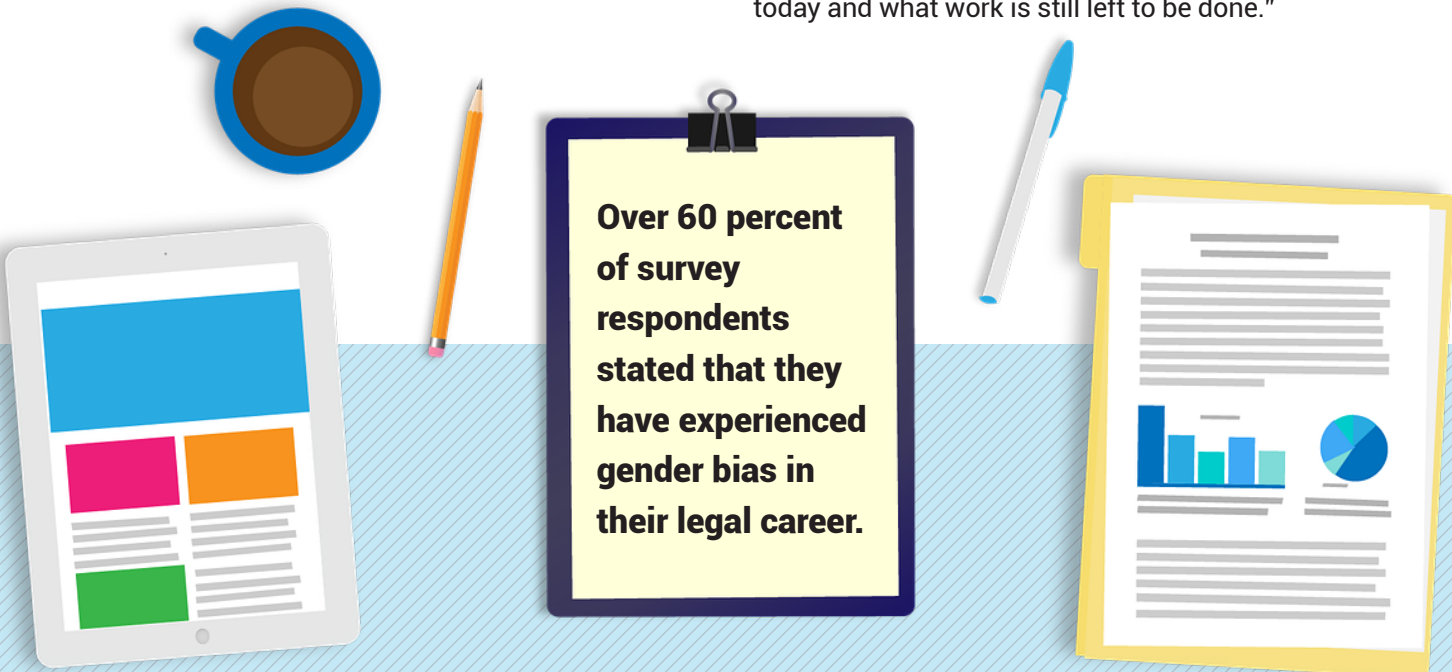
"[Others] thought my client was the lawyer because he was male."

"Assignments are provided to male associates first, unless they are unavailable."

"Male opposing counsel have treated me like I am inexperienced."

These are only a few of the statements that were made by women lawyers in the 112 pages of comments from a recent anonymous survey that was developed and distributed by the Women Lawyers of Franklin County (WLFC). Established in 1942, WLFC is celebrating its 75th anniversary in 2017 as an organization striving to address the professional needs and concerns of women lawyers in the Greater Columbus area. In furtherance of this mission and to celebrate the history of the organization during this milestone anniversary, 2016-2017 WLFC President Ashley Oliker and Women in the Profession Chair Celia Kilgard-Schnupp created a survey to gauge the experiences, concerns and issues facing female attorneys in the legal community today.

"While women in the profession have certainly come a long way since WLFC was formed over 75 years ago, it has been our sense that there is still work to be done to ensure the fair treatment and advancement of women in the profession," Oliker stated. "Our hope was that the survey would serve as a good starting point to gather concrete data about where women in the legal profession stand today and what work is still left to be done."



**Over 60 percent
of survey
respondents
stated that they
have experienced
gender bias in
their legal career.**



Participants answered over 40 individual questions and provided over one hundred pages of comments, suggesting that women in the legal field still have concerns that warrant significant attention. Notably, over 60 percent of survey respondents stated that they have experienced gender bias in their legal career. Other top issues concerning female lawyers in Franklin County include high stress, work-life balance, time management, billable hours and business generation.

The response rate to the survey was better than anticipated, with over 267 women attorneys in Franklin County participating. The respondents included a diverse cross section of the female legal community, including law firm associates (27 percent), partners (20 percent), solo practitioners (11 percent), government attorneys (10 percent), judges (8 percent) and corporate counsel (8 percent), with a variety of years of practice.

A significant percentage of respondents indicated they resigned or left past employment because of lack of advancement opportunities for women. When asked to elaborate on the reasons for resigning or leaving an employer, many of the respondents stated that there was a negative culture against women. Some provided examples of employers giving some “bad actors” a “pass” on their insensitive comments towards females. Others referenced bosses that only took male lawyers out to lunch as an example of legal employers that still felt like a “boys club.” More specifically, one respondent claimed, “My work ethic – and probably abilities – was questioned because I was raising kids and working.” For some respondents, they perceived that their employer did not view them as being on par with their male counterparts despite their experience level. Others did not have to read between the lines as they were directly told “a woman cannot be both a mother and an attorney.”

Interestingly, often touted employer programs such as women initiative programs and flexible work policies may not be implemented in a way that furthers the employer's goals as respondents did not report consistently positive views on these types of efforts. While a majority of employers appear to offer some form of alternative work policy, there seems to be a disconnect between what is available and what is being utilized by female attorneys without jeopardizing some aspect of their careers. This was evidenced by the number of respondents that claimed to have taken advantage of alternative work policies and the conflicting comments regarding the perceptions around utilization of such policies. For example, one respondent highlighted a supervisor's compliment to a male coworker about his dedication to his work because he worked on his paternity leave. Another respondent even commented that with a specific part-time schedule, there was still the requirement of full-time work even with a “reduced hour” requirement and reduced pay.

Based on the responses to the survey, it appears that only a small percentage of employers have created women's initiative programs and such programs are being met with some negativity from both men and women. Some of the comments about women's initiative programs range from women themselves indicating that they are “unclear what they do” or “unsure of the purpose;” to men asking why they do not have a “male-only” equivalent.

Despite these criticisms, 80 percent of the respondents reported that they are somewhat or very satisfied with their career. Many of the respondents discussed the intellectual challenge, ability to problem solve and to help people as highlights of their chosen occupation. Another highlight was the ability to have a flexible schedule indicating, “as long as my work gets done, they don't mind when I do it;” and “[all lawyers at our office] are responsible for their own schedules;” and “I have a schedule dictated by clients, not my firm.”

When asked how to increase the treatment of women in the profession or female advancement, a common theme emerged from the respondents to increase dialogue, awareness, advocacy and mentoring. Praise was also given to professionally focused women groups like WLFC.

While the full survey results are still being analyzed, one thing is clear: there is certainly still work left to be done and a genuine need for continued improvement in advancing women in the legal profession. According to current WLFC President Katrina Thompson, “For us, the survey process does not end with the collection of data, and a focus for us during the current membership year will be to engage with our members and the legal profession as a whole to figure out what to do with the information we obtained.”

WLFC's motto is “We are our own best resource” and following that motto, WLFC plans to use the survey results to help highlight and better-tailor future discussion, programming and efforts towards our mission of advancing women in the profession.

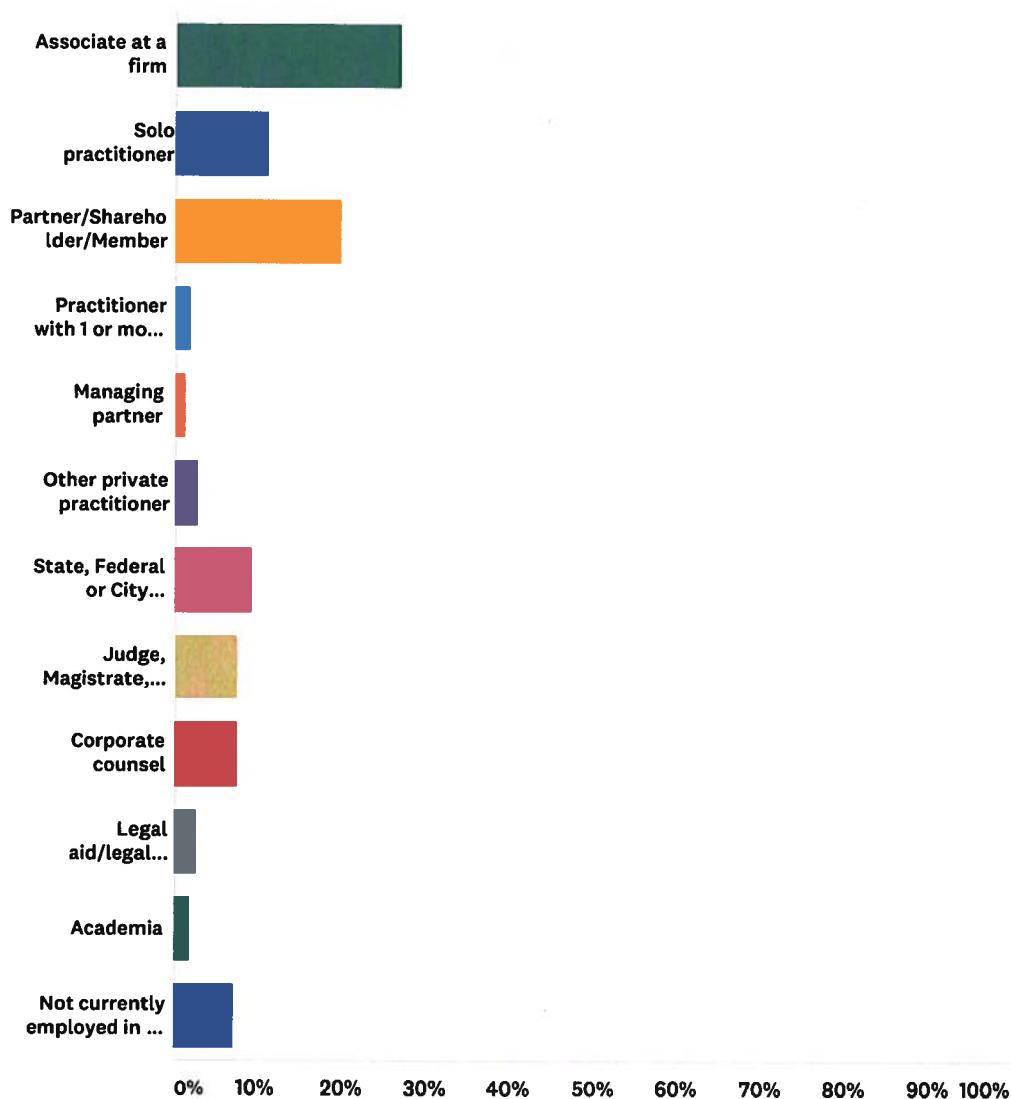
Other survey results can be seen at: www.wlfc.ws. Interested in joining WLFC or hosting a gender initiative lunch at your employer? Check out our website.



Celia Kilgard-Schnupp, Esq.
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Q1 What is your legal occupation or classification?

Answered: 252 Skipped: 15



ANSWER CHOICES

RESPONSES

Associate at a firm	26.98%	68
Solo practitioner	11.11%	28
Partner/Shareholder/Member	19.84%	50
Practitioner with 1 or more associates but fewer than 10	1.98%	5
Managing partner	1.19%	3
Other private practitioner	2.78%	7
State, Federal or City government attorney	9.13%	23
Judge, Magistrate, Hearing officer, work/with at the court	7.54%	19

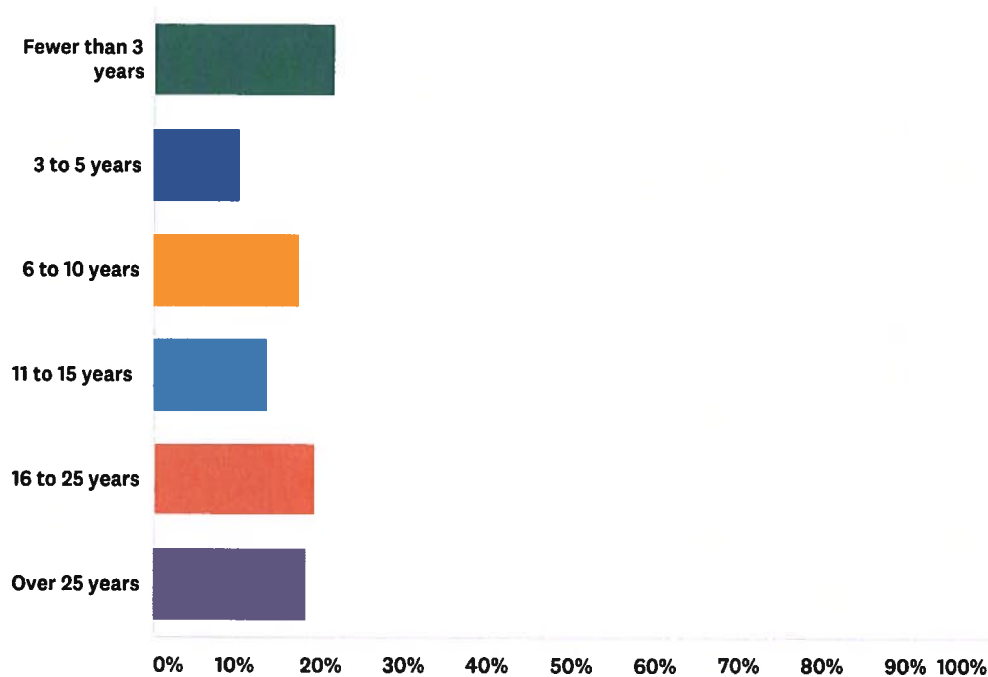
Women in the Legal Profession

SurveyMonkey

Corporate counsel	7.54%	19
Legal aid/legal service	2.78%	7
Academia	1.98%	5
Not currently employed in a legal position	7.14%	18
TOTAL		252

Q2 How many years have you been practicing law?

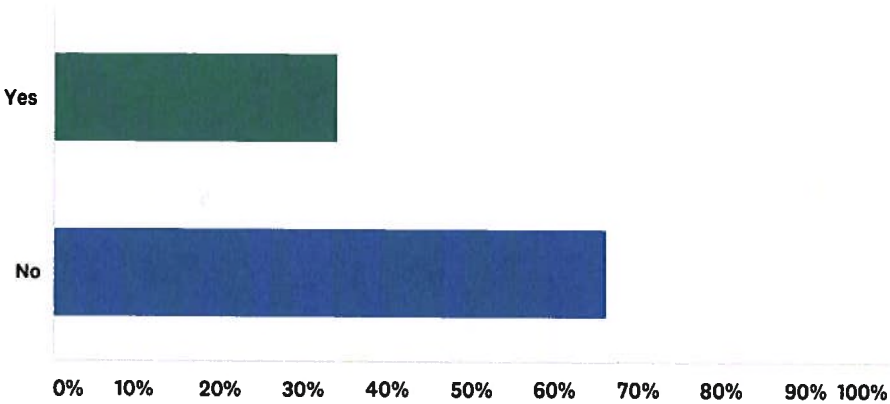
Answered: 265 Skipped: 2



ANSWER CHOICES	RESPONSES	
Fewer than 3 years	21.51%	57
3 to 5 years	10.19%	27
6 to 10 years	17.36%	46
11 to 15 years	13.58%	36
16 to 25 years	19.25%	51
Over 25 years	18.11%	48
TOTAL		265

Q3 Have you ever taken extended time off of your practice, beyond a scheduled vacation?

Answered: 263 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	33.84%	89
No	66.16%	174
TOTAL		263

Q4 Why?

Answered: 88 Skipped: 179

RESPONSES

Birth of baby

2 maternity leaves

Adoption 7 months

Birth of children.

the birth of my children/maternity leave

Childbirth leave (12 weeks each for two children)

Maternity leave

Illness

Cancer treatment, other medical issues, maternity leave

2 maternity leaves

treatment for an illness

birth of children - until each child was 1 year old

I became a trailing spouse, which took me out of practice for years. I also had a child during this time.

Maternity Leave

maternity leave

surgery

Between legal jobs and took a sales position.

maternity leave

Maternity leave

maternity leave

Maternity leave for approximately 2 months

Maternity leave.

Maternity Leave

maternity leave

Maternity leave

Traveled out of the country for two months.

Stay at home parent

Maternity leave; move to a new state

maternity leave

Have/raise children; go back to school.

6 years to raise children

Maternity leave

Maternity leave.

Maternity leave
Maternity leave
Maternity leave
Two maternity leaves
Maternity Leave -- 4 months for 2 different kiddos
Maternity leave (as a partner at the firm it was not paid maternity leave, it was just 2 months of non-billable time)
Maternity leave
to raise three young children
Maternity leave.
maternity leave
We moved out of state for two years.
My job was eliminated as part of a corporate layoff.
Maternity leave and extended medical leave
Vacations are necessary to recharge my batteries.
Maternity leave--3.5 months with first child, 5 months with second
Does 4 months count as an extended leave? I had two maternity leaves of 4 months each.
Child rearing
maternity leave
birth of child
Seeking new employment
Maternity leave
Maternity leave
Maternity leave
I took a break after working at large law firms to figure out the direction in which I wanted my legal career to go. I took the time to thoughtfully decide my next steps. I considered in-house positions and practicing solo. I ultimately landed on my role
babies
Maternity Leave
I became a trailing spouse and had a child.
Maternity leave (twice)
medical reasons
birth of my son (35 days) surgery 40 days
Maternity leave.
1. Pregnancy 2, Family illness
Family health issue
birth and post-delivery time/maternity "leave"
Twice, for maternity leave.
Maternity Leave
maternity leave
3 month maternity leave for each child. I have two children
I became the CEO of a non-profit.

Maternity leave

maternity leave

Not actively practicing since retirement

Maternity leave - 16 weeks

10 weeks

Maternity leave x 4

Medical diagnosis.

After having a baby and when I moved to Ohio while waiting to get admitted to practice in the state.

Worked a non-legal job for two years after legal job was eliminated due to downsizing.

Child birth; 6 weeks the first time, and 8 weeks the second.

3 months for maternity leave

I took several years off to stay home with my daughter.

Maternity leave

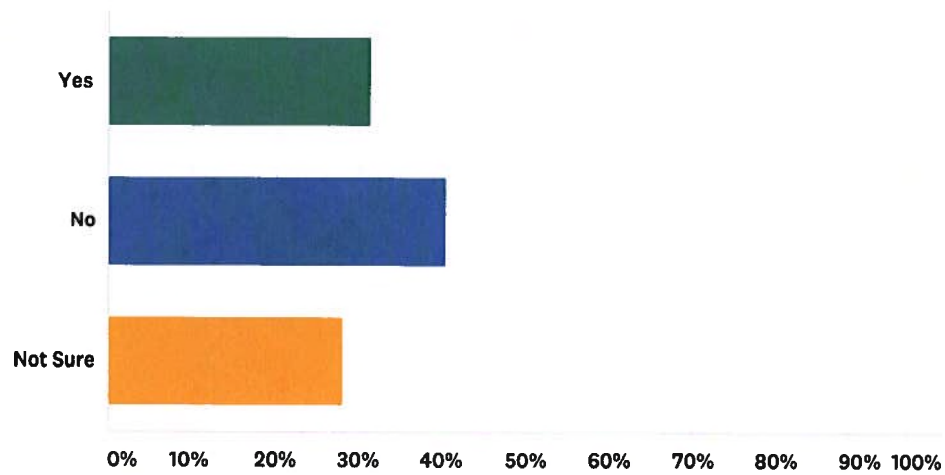
Maternity leave. I took 14 weeks (12 paid and 2 unpaid).

Children

I was off work for three months between private practice and finding an in house counsel job.

Q5 Did this impact your overall advancement or pay?

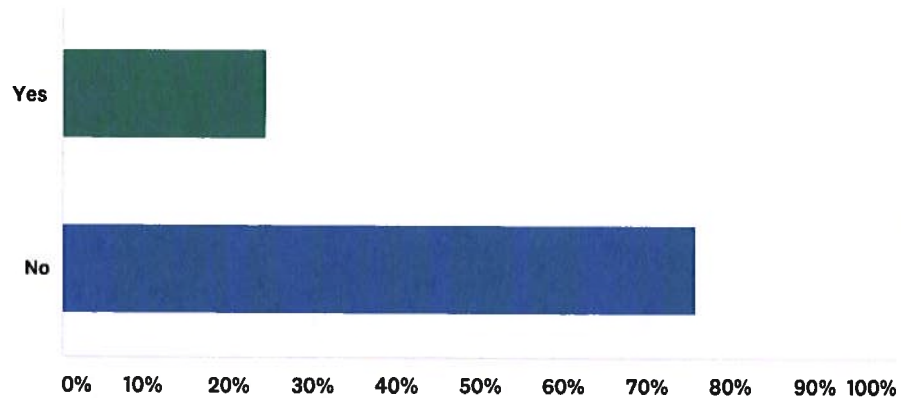
Answered: 89 Skipped: 178

**ANSWER CHOICES****RESPONSES**

Yes	31.46%	28
No	40.45%	36
Not Sure	28.09%	25
TOTAL		89

Q6 Have you ever reduced your hours from full-time or worked a part-time/flex-time schedule?

Answered: 260 Skipped: 7

**ANSWER CHOICES**

Yes

No

TOTAL

RESPONSES

24.23%

75.77%

63

197

260

Q7 Why?

Answered: 63 Skipped: 204

RESPONSES

Caring for infant

illness - of child

Starting back after both maternity leaves.

Raising my children-10 years

Went to full time from part-time when I had my first child, 17 years ago. Been part-time ever since.

Full-time mother, part-time practitioner.

I was concerned after the birth of my first child that I would not be able to properly care for my child and maintain the hourly workload and commitments in private practice. I wanted to have more time to bond with my child.

Illness

Medical limitations

80% schedule while kids were young

illness and newborn at the same time

to take care of children

Semi- retired

Needed to care for elderly parents/ in laws

The practice of law isn't really my favorite thing. Money is nice, but relationships are better.

To accommodate husbands work schedule and allow more family time

Yes, but I do not practice law. I do consulting work, so work hours are variable.

I created a flex time schedule while expecting my second child so I could get things done at home to prepare and have some special time with my older child.

To meet childcare needs

Two times, after births of my kids. Both times, I quickly was expected mostly to work full-time hours, even though I was being paid for reduced hours.

Children

I worked part time after the birth of my 2d son. I worked flex hours when I returned to full time work.

small children!

To be at home for my kids.

Age. Care of aging family

children--getting to/from school, etc.

Husband traveled and needed to be home after school for children

I did not want to return to work on a normal schedule. I looked for part time work, but could not find any. I came back to work full time, but I work an adjusted schedule of 7:30-4:30 to allow me more time with my daughter in the evenings. Also being in office *just* 45 hours/week is basically part time in terms of litigation lawyers.

To spend more time with my kids; better work/life balance.

The primary reason was to avoid extensive out-of-state travel that would have kept me away from home three to five months per year.

~~To spend more time with my children~~

I work part-time to care for my children and in an effort to have a work-life balance.

We moved out of state for two years and upon re-entry, I was a new mom and worked part-time.

To provide more time with my family and for health reasons

Better work-life balance; improve my quality of life

I'm self-employed and don't always have the caseload to support 40 hours of work in a week. I also am involved in politics and that may take time away from work.

Young children

Directly after my second child I was on 80% of hours (more than 25 years ago though). Also a few years ago I was working less during a health issue

Family needs

When I was doing contract work, flex time in order to find better employment opportunity

I work in another FT job

self employment nature of practice but I try to work every day

To attend post graduate schooling

I worked part-time (reduced hours during the day-5 days a week) for 8 years while my children were in elementary and middle school

Semi-retired

When my daughter was under 2 years old.

Children

raise children

I moved to another firm and they would only take me on at part time. It was not my preference. I am back to Full Time.

medical reasons

To achieve a better home/work balance

Child rearing

parenting responsibilities

I took on a new position as Executive Director.

To have more time with my children when they were in grade school and high school.

Child care

After my second maternity leave, I used the remaining 4 weeks of leave time to arrange a part time schedule. I also went to 90% time before having children to accommodate some medical issues.

The same four children - needed more flexibility for a few years

When I was a solo, I adjusted my schedule to drop off and pick up my daughter from school. Now that I'm at a firm, I use after school care for her.

I have worked part-time since my first child was born almost 13 years ago.

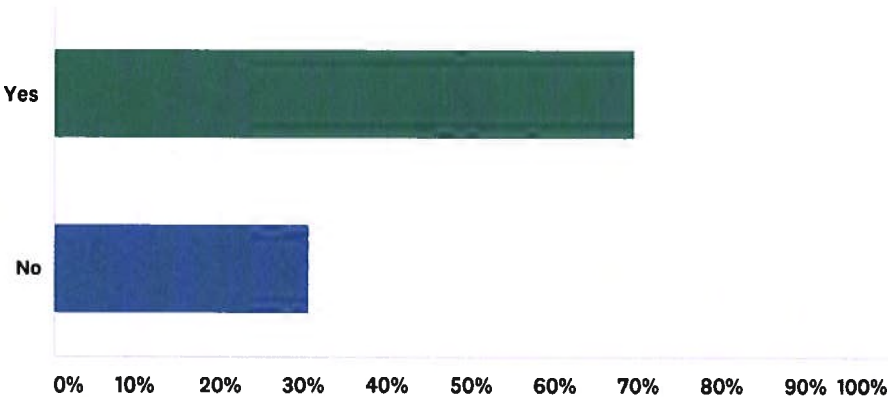
I went back to work and wanted to be home when my daughter came home from school. I wanted to be able to volunteer at her school.

Children/Family

Starting new practice/firm

Q8 Did this impact your overall advancement or pay?

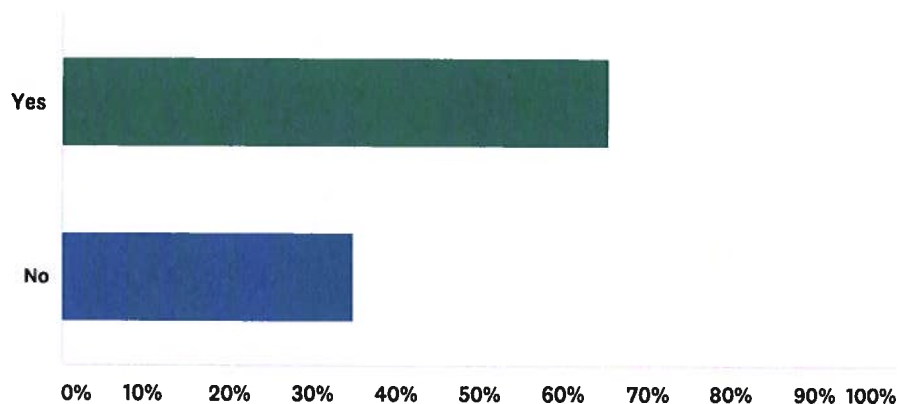
Answered: 62 Skipped: 205



ANSWER CHOICES	RESPONSES	
Yes	69.35%	43
No	30.65%	19
TOTAL		62

Q9 Does your current workplace offer alternative work policies or a flexible schedule?

Answered: 253 Skipped: 14



ANSWER CHOICES

RESPONSES

Yes	65.22%	165
No	34.78%	88
TOTAL		253

Q10 Please describe the alternative work policies and/or flexible schedules offered by your current employer.

Answered: 155 Skipped: 112

RESPONSES

part time and work from home schedule

Work from home w/ mobile office products. Later start times for shorter lunch or later work day options. Flex time on weekends.

I am a solo practitioner, so I have been able to flex my schedule and work part time based on the level of new work I take on and how I am scheduling appointments/hearings.

Work from home, flexible time of day for work

My firm is fairly flexible in allowing women to work part time, both as associates and partners

part-time for attorneys and staff

I am able to completely make my own schedule and work remotely whenever I wish.

Reduced hours are offered for partner track attorneys with reduced percentage of pay.

Can work remotely and flex my schedule

I can come and go as I please provided I maintain or surpass the same profitability for the firm year after year.

My employer offers a very generous paid maternity leave, along with a flexible work arrangement program that allows you to request various work arrangements - such as work from home one day a week. We are also allowed to work from home as needed.

self-employed, and can flex my own hours.

Sole practitioner, so have very flexible hours.

There is some option for part-time attorneys, but its use is not encouraged.

Occasional work at home if needed (within reason), flex time

Unclear but some associates and senior attorneys are on part time schedules. Not in my particular practice group however.

Must be for documented medical issues. No work at home allowed. Weekend work may be done but is not compensated

Reduced work schedule and/or some telecommuting available

I am not sure - I know they exist, but have never inquired about them.

We permit employees to work flex hours or a reduced schedule

My employer has allowed me to work a flexible schedule and to have a reduced billable hour goal

I'm the boss. I can do what I want. (unless the court tells me otherwise)

We attorneys in our small (6 attorney) firm all work according to our own schedules.

I can flex my schedule, or work from home if necessary.

We are very accommodating to all sorts of alternative schedules including part time, flex time and work-from-home.

Part time; remote working options

Each judge's chambers allow for different levels of flexibility.

Self-employed

offers part time

I work for myself so I try to schedule time off so I can meet my other obligations
A reduced schedule can be negotiated with the firm with agreement by the department.
I hired in as part time in house counsel and I also set my own schedule as a solo practitioner.
You can work from home one day a week, and some departments allow reduced schedules (e.g. the right to leave work at 2:00 p.m. to get kids off the bus)
Can work from home if sick.
Possible to go part time as a partner; no sure whether this is available to associates
Can bill 60% or more with attendant reduction in salary; most can work at home on occasion without reprise
I am self-employed and can have a flexible schedule when needed.
Permits part time employment at a mutually agreed reduced level, with pay then pro-rated on the same basis.
Flexible schedule is normalized and informal. Alternative work is on-the-table and negotiable to fit the attorney's needs.
I'm not sure if the policies are written, but a few women in our office work only certain days of the week to balance family obligations. No men, that I know of, take advantage of the flexible work schedules.
Unsure if formal policy.
The firm is flexible as far as working from home, etc.
There are options to formally work from home or condense your schedule and work two full work weeks in 9.5, 9, or 8 days (instead of 10).
Although we are still required to work 40 hours per week and our specific time must be tracked for public accountability, we are able to flex our arrival/departure/lunch time and my manager permits us to work from home, if necessary.
Alternative Work Schedules – Fixed variations on starting and ending times on the normal eight-hour day. Compressed Workweeks – Completing the standard 40-hour workweek in fewer days per week. Flex-time – Varied starting and ending times on the normal eight-hour day. Work Hours: Flexible and alternative work schedules may be allowed between the hours of 7:00 a.m. and 6:00 p.m., Monday through Friday. Employees in a probationary period (either initial, lateral reclassification, or promotional) or with an active disciplinary action in his/her record are to work a schedule of 8:00 a.m. to 5:00 p.m. Extraordinary circumstances resulting in the need for flexibility outside of these hours may be approved by an employee's corresponding assistant director. It should be noted in establishing flexible and alternative work schedules that the agency is open to customers between the hours of 7:30 a.m. and 5:00 p.m., Monday through Friday.
People can negotiate for flexible schedules, although I believe that generally negotiating a flexible schedule may take the associate off track for partnership. The firm is working on better addressing some of the policies, but doesn't seem to be working too fast.
In some circumstances the firm offers part time employment.
We offer flexible start and ending times. One employee works 4 10 hour days.
Self employed
I am a solo - so I can adjust my hours, as needed.
I arrange my schedule according to my classes, client needs, and family needs.
As a solo practioner, I choose my cases and hours.
Come in early and leave early
I was able to work from home after I had my son, as they offered no paid maternity leave. I worked from home for 7 weeks.
I am free to alter my schedule to meet my needs so long as the work gets done.
The firm is willing to adjust start and end times based on family needs. Working from home is permitted as needed

Many in my firm have flexible schedules and alternative work policies. Although there are policies that address this situation, the firm and relevant attorney craft a mutually beneficial arrangement on a case-by-case basis.

They let me work 7:30-4:30 with a firm leave time, and relatively little night/weekend work.

There are part-time schedules for Associates/Shareholders, and flex-time attorneys.

Individualized

Work from home. Flexible work hours.

Adjustment of time start work day

It varies from person to person. Attorneys can typically work a reduced schedule, down to 75% of full time, schedule permitting. Some attorneys work remotely from another state.

part time or available to work from home as long as get work done

Reduced hour and flexible schedules are possible, but evaluated on a situation-by-situation basis. Client needs impact whether any particular person is permitted to go on a reduced hour schedule. Such schedules are not automatically approved upon request.

Flex-Time is offered -- must work 8 hours a day during the core hours of 7am - 6 pm. A compressed work week (i.e., 4 10 hour days) is also offered subject to supervisor approval, etc.

Our law firm has multiple options for AWS depending upon the needs of the attorney and practice area which might include staying on track or going off track depending upon the number of hours worked per week.

I'm a sole practitioner so I set my own hours

There are part-time partnership track and flexible schedules offered.

Reduced hours, fewer than 5 days per week, opportunity to work alternative hours (such as from 3:30 until 8:00); however, all are subject to the individual's type of practice, experience (i.e., ability to perform work without regular oversight) and may depend upon whether the individual is working directly with clients and is able to manage the client relationship.

work from home, flexible hours

Some people are able to work remotely not from home and you can flex your schedule somewhat. Certain employees have a flexed part time and sometimes remote schedule but that is not widely offered. Very disappointing maternity options as well

Schedule is flexible based on workload.

I work 4 days a week (a 20% reduction in my hours) in exchange for a 10% reduction in pay.

Attorneys can work less than full time and their compensation will be adjusted accordingly.

Flex hours and work from home.

We can work remotely and/or part-time

Work remotely; make own schedule

Flex within the 80 hour two-week pay period.

There are two female associates / counsel who have made arrangements with the firm so that they work only part time and are then paid by the hour and not on a salary. One of them is in the office twice a week, but sometimes does work at home. The other is in the office every weekday, but leaves early and does not do work at home.

I am self-employed, so I can set any schedule I choose

Allow attorneys to work remotely or on reduced hours. Also, maternity leave allowed to be used as desired over a year period.

I am self employed. Flexibility of schedule turns on deadlines and work commitments which need to be completed by a particular time.

I work when I want because I'm self-employed

Im my own boss - I do what I want.

I am a sole practitioner so I set my own hours and get paid if I get the work done.
As an associate, many years ago, it definitely affected both my advancement and pay, and I left for another firm. In my current firm, there seems to be more of an alignment between production and pay, and as a partner, I have a schedule dictated by my clients, not my firm.
telecommuting part time schedule - 60% or higher - theoretically it can be 3 days per week, or one week off per month, or 2 months off in summer, etc. - not just weekly reduced schedule
Work from home option, flexible hours
you can go to 75% which is considered part time and get 75% of salary. You can still be on partnership track
I can work from home or outside normal business hours as needed to take time off as needed.
Work from home, you can make up hours if you need to leave work early one day
Case by case; some work less than 40 hours on a contract basis off the partner track; some are Of Counsel if they practiced full time before returning
Partners have discretion to determine their work hours provided they are meeting expectations in terms of billable hours, collections and responding to the client's needs. Generally attorneys are present during traditional work hours.
I'm self employed so whatever we would want them to be.
self employed. I control schedule
We have not set hours/days of work. We can flex the days/hours we work at our leisure as long as we get our work done and serve our clients.
I am doing document review currently, so we have the option of making our own schedule as long as we work the allotted hours for the particular project (usually 40).
Associates here can work a reduced rate, as low as 15 hours per week, or part-time. Other women, still on the partner track, have fixed schedules where they only work 9-5.
Work from home or wherever I am
Sole practitioner
We have flexible scheduling 10-4 "office hours" but can flex time to work a 12 hour day and 4 hour day for example. Any hours over 80 in a 2 week pay period are "comp time" which can be used as future leave.
I am my own employer so this question is a little skewed. I allow myself to take the time I need to pursue other commitments outside of work
For a reduction in salary, I was permitted to work less than the yearly billable hour requirement.
We have some part time employees. We do not have a set number of sick or vacation days.
Work from home is possible, and my schedule can be flexed (with supervisor approval) within limits.
My employer provides an "Of Counsel" position which allows for the individual attorney to dictate their own schedule.
We can flex our time in the same pay period, as long as we end up with at least 80 hours
Part-time, reduced schedule, extended leave
I set my own schedule.
Our firm offers attorneys the option to work a part-time schedule, with reduced pay. Several female attorneys with young children work on a flex schedule. It is not necessarily advertised, but is available for those who wish an alternate schedule.
Since we are connected at home, some work sometimes from home or just away
I am one of two partners in my firm, so I am able to set my own schedule that conforms with my lifestyle.
I am self-employed so I don't really have a fixed schedule.

Not sure there is a specific policy; however, there is at least one woman who used to work 4 days a week. She has moved back to full time recently.
Reduced billable hour requirement if reduced work hours for childbirth, young children
Law Professors work hours of their choosing
Flexible hours and option to work remotely. Can be tailored on a per-case basis.
Work from home and part time
Tailored to individual
My employer offers flexible work hours with regard to start and end times - typically within the confines of still working five 8-hour days each week.
flex schedule, telecommuting
We have a policy on it. We have many different arrangements available.
Part time, 9-4, 4 days a week for reduced pay and fall off partner track
I work for myself and keep a flexible schedule
Again, I am the CEO. For my staff, flexible start/ending hours resulting in half days on Friday.
I have to work 80 hours in a two week time period, but I can structure those 80 hours pretty much any way I want.
I email/discuss my request with the owner. Usually he allows the request.
Attorneys are permitted to reduce their annual billable hour requirement, and salary will be reduced accordingly. Attorneys are permitted to create their own schedules in order to meet their billable hour requirement.
Flexible hours available 20 years ago.
In general the firm is very accommodating to associate (and partner, I assume) needs and schedules. The flexible schedules vary but I am not aware of an instance where an alternative arrangement was requested and denied.
Part-time schedules, and the ability to work from home.
I can flex time or work remote
Working from home. Working part-time or reduced hours.
Ramp-up/ramp-down around maternity leaves, reduced schedules for medical reasons, remote work if a spouse is relocated or if the partner lives elsewhere, work from home as part of Of Counsel arrangements, and others
Flex schedules
Ability to work part-time as "Of Counsel" if already a partner; working part-time as an Associate may delay partner
Attorneys (not staff or admin) may reduce their hour commitment to the firm and reduce their working week by 20% and receive a corresponding reduction in salary. Those attorneys on flex schedules decide which days of the week they are not available (i.e. off on Wednesdays and Fridays).
I do not "punch a clock." As long as my work gets done, they don't mind when I do it. They recognize that family time and commitments are important, and they allow flexibility to accommodate those commitments.
Offered on case by case basis only
part-time schedule, telecommuting
unknown

We actually have a formal flexible work policy that allows our attorneys to work, full-time or part-time, when and wherever is most convenient or effective for them as long as they meet their billable hours. We allow for individualized scheduling arrangements, and our administrators work with us to personalize them. In addition, we have a parental leave policy that fathers are encouraged to utilize. Under this policy, new fathers can take up to four weeks of paid parental leave to spend with their family once the baby is born. Another benefit that was fairly recently introduced is a revamped associate compensation and benefit program that ensures associates are not penalized for taking parental leave, even when it comes to year-end, performance-based compensation. Similar to the flexible work policy, our administration works with attorneys to adjust goals and make sure they're able to be effective professionals within the firm and active, present parents. We all have laptops that we can easily take home and connect to all our systems and databases. We don't have an office culture that requires you to be physically present all the time and all attorneys, not just directors or of-counsel, are responsible for their own schedules.

My workplace does not have a policy. However, some judges have allowed staff to work from home some days. One Judge allowed his male staff attorney to work from home (he was primary caregiver for his children.)

When I initially went to part-time, I worked 3 8-hour days. When my children started school, I requested to change to 4 6-hour days. The firm was amenable to these requests. They have additionally allowed me to work an additional 6 hours from home each week.

Flex time over an 80 hour pay period.

I own the firm. It is whatever I want it to be.

Attorneys can work reduced schedules. Arrangements are made on a case-by-case basis.

We are able to use flex time. So as long as we get 40 hours completed for the week, it doesn't matter what time we start and end our day or how many hours we work in a given day.

Can work remotely if needed.

Our partners and associates have flexibility to set their own schedules. For example, one partner takes every Friday off to be with her children. We also allow working from home.

Ability to have a reduced-hours schedule, part-time, etc.

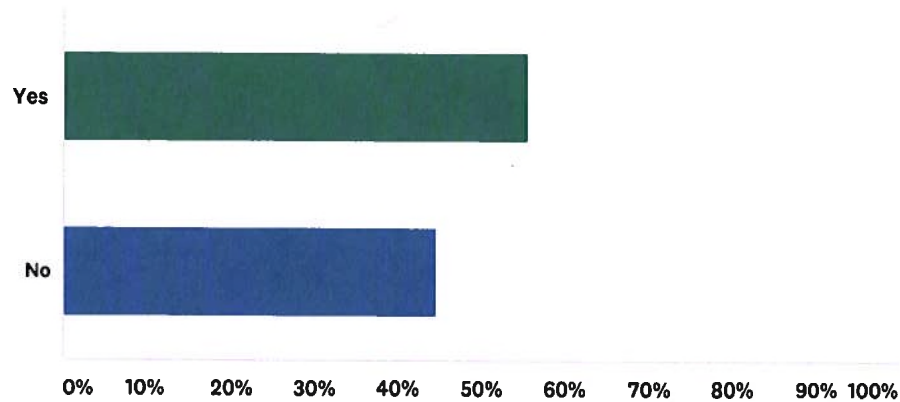
The firm permits attorneys to reduce their billable hours down to 1200 hours/year and reduces the attorneys' salary by the same percentage the hours are reduced. Otherwise, the firm generally permits attorneys to work remotely and set their own schedules.

I actually don't know for sure, but I think that they would be willing to work with me if that is something I desired.

Associates may go on an hourly arrangement. Partners are paid on a formula based upon their collections so if they want to work fewer hours, they may do so, but they will likely earn less.

Q11 Have you utilized the alternative work policies or a flexible schedule at your current employer?

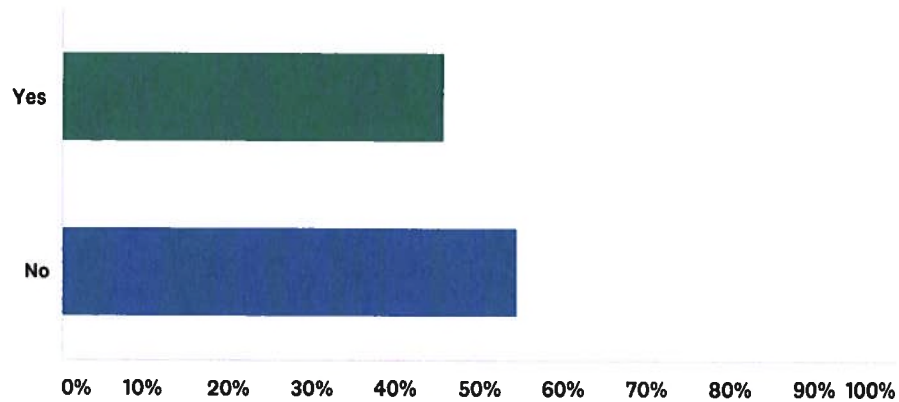
Answered: 166 Skipped: 101

**ANSWER CHOICES****RESPONSES**

Yes	55.42%	92
No	44.58%	74
TOTAL		166

Q12 Does the alternative work policies or flexible schedules impact advancement or pay?

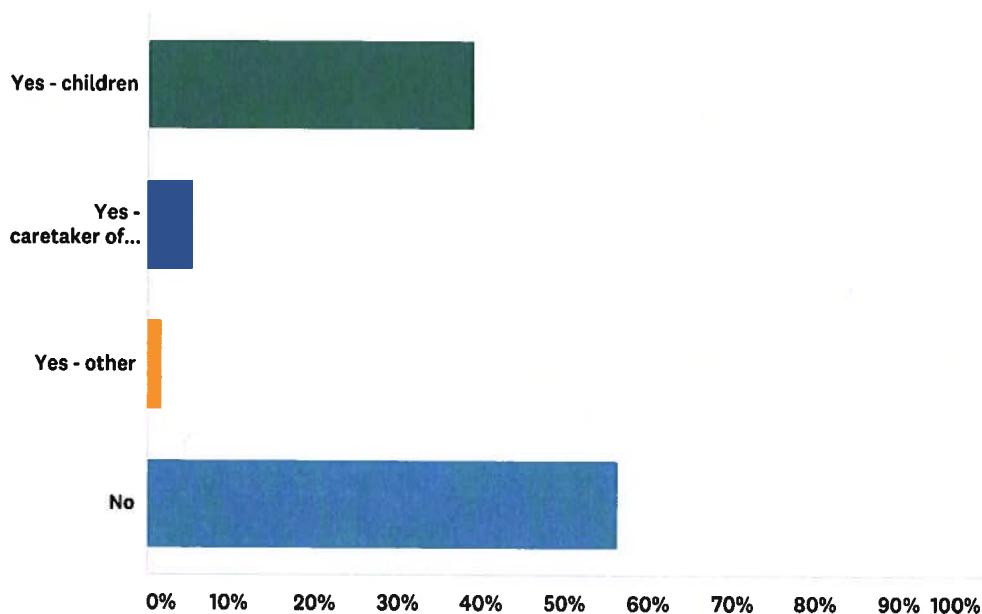
Answered: 156 Skipped: 111



ANSWER CHOICES	RESPONSES	
Yes	45.51%	71
No	54.49%	85
TOTAL		156

Q13 Do you have minor children or are you a caretaker in your personal life? (Check all that apply)

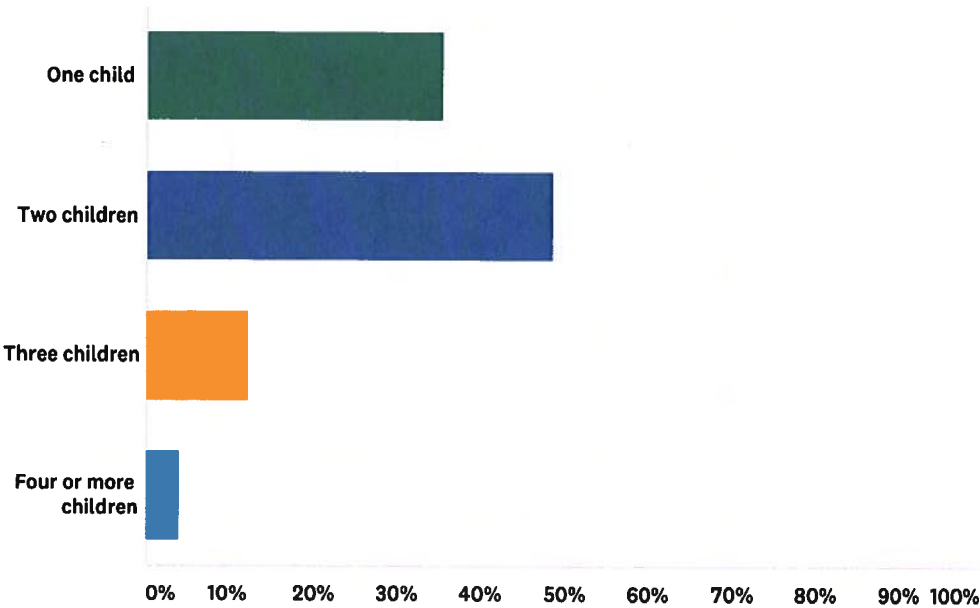
Answered: 254 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes - children	38.98%	99
Yes - caretaker of a parent or other adult family member	5.51%	14
Yes - other	1.57%	4
No	56.30%	143
Total Respondents: 254		

Q14 How many children are in your care?

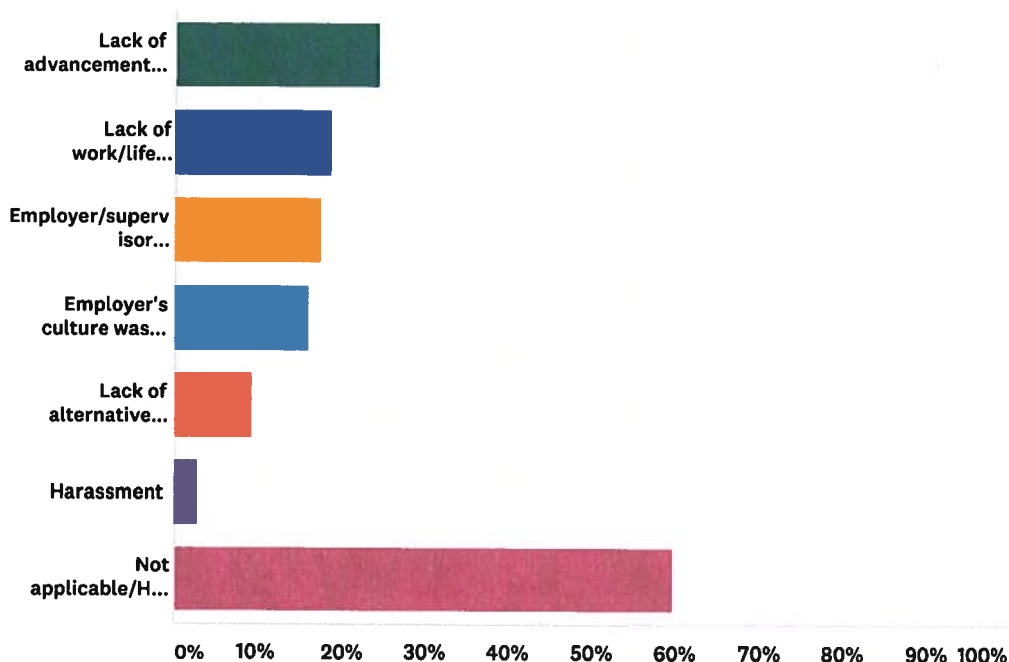
Answered: 99 Skipped: 168



ANSWER CHOICES	RESPONSES	
One child	35.35%	35
Two children	48.48%	48
Three children	12.12%	12
Four or more children	4.04%	4
TOTAL		99

Q15 During your legal career, have you ever resigned from an employer for any of the following reasons? (Check all that apply)

Answered: 252 Skipped: 15



ANSWER CHOICES

RESPONSES

Lack of advancement opportunities	24.21%	61
Lack of work/life balance	18.65%	47
Employer/supervisor insensitivity	17.46%	44
Employer's culture was gender biased	15.87%	40
Lack of alternative work schedule	9.13%	23
Harassment	2.78%	7
Not applicable/Have not resigned for any of the above reasons	59.52%	150

Total Respondents: 252

Q16 If you have resigned from an employer for any of the listed reasons, please indicate with whom (e.g. employer, client, opposing counsel, judge) or explain your experience. Please do not include names.

Answered: 87 Skipped: 180

RESPONSES

All I did was work. There was no opportunity for growth without giving up my entire life.

Employer (partners at law firm)

Employer Terrible workplace environment and personal interactions

At a previous firm my caseload was insane which resulted in me working every weekend and late into the evening most days of the week. Even when the issue was addressed with the partners, there was no sensitivity or care for work-life balance.

Resigned from a mid-size firm due to little ability to move to partnership and/or the path to promotion was unclear.

company continued to hire male managers as women were leaving the company at a rapid rate.

My boss said that myself and the only other female manager in our office "complained too much" and that they needed to "get good people in." He also regularly took all of the males out to lunch, manager and otherwise, and never (literally, not once) asked me or any of the other women to go to lunch. He hired two of his male friends to take prominent roles in the company. I had no raise or review for two years. When I asked, I was told that we were all just "lucky to have jobs." I was constantly cut out of conversations where my legal advice was imperative. When I inquired, I was ignored.

Employer was not amenable to my working from home.

At my prior employer I was a staff attorney and there was no opportunity for me to make partner. It was a small firm. They were upfront with me about this.

hourly and nationwide travel commitments were too intrusive at one employer, so I sought an opportunity that was more regionally focused and required less travel/time away from home.

Boss criticized me for taking time during the workday to take my daughter to the doctor. Criticized me for taking my daughter somewhere on the weekend (and not being available to work). Criticized me for not being available on weekends to do last minute work because I was doing things with my children. Criticized me for not being available on a moment's notice when I was home alone with my kids evenings and weekends (my husband works evenings and weekends) even though I made it clear this was my life before I was hired. To be clear, no criticism to my face, all behind my back in emails that were saved on a public system for all to see. Essentially, my work ethic--and probably abilities--were questioned because I'm raising kids and working.

Lack of mobility in government position, lack of leadership and advancement opportunities.

The firm no longer exists, but it had very few women at the time, and clearly some of the older lawyers wished that there were none

Former employer was more business oriented instead of client centered. I felt uncomfortable ethically. I personally have not left a practice due to sexual harassment but do know of colleagues who experience this regularly. Small firm life can leave you with few options if your employer is sexually improper.

A former employer of mine regularly expected work levels that mandated 10-12 hour work days, and all of this was at a workplace that was a one-hour drive (each way) from my home. It was unsustainable.

I left private practice because of the lack of work/life balance, lack of an alternative schedule, and because it is inherently gender biased.

Senior partner inappropriate behavior repeatedly

Employer expected minimum of 12 hour days and 24/7 availability if a thought came to mind. Too much work, not enough support to do it.

I had to travel a great deal, and I found that I didn't have time to maintain my friendships well. I took a pay cut and moved to of counsel with a boutique firm in order to be able to have more time to do things other than practice law. I might have stayed if my supervisor had been more supportive.

Law firm. Lack of work/life balance and openness to flexible schedules. Any woman that worked a flexible schedule did not have the same career advancement opportunities.

Employer was bi-polar and accused all office staff of stealing. She was an explosive personality who made the work place unbearable.

Law firm- group would only allow one associate to be less than full time at any given time; group leader referred to maternity leave as "vacation" Public sector employer-- inflexible start and end times that made childcare arrangements difficult; slow accrual of additional vacation and sick leave; no alternative work schedules available

Don't wish to. Was a government office.

Went in house for 2 years after my smaller firm merged with a large one and I was concerned it would negatively impact my ability to have and raise children. Came back to same firm after the 2 years due to boredom and lack of advancement at the in house position, then made partner and THEN had a baby!

The law firm had alternative work schedules although no formal options were delineated. In practice, I personally saw that they did not work. Associates received too much work and the flex time was not respected. With that theoretical option not working in reality and the crushing amount of work, I had to get out.

Resigned from large law firm litigation practice.

Worked for another attorney who had no interest in having a partner.

AT my last place of employment, I had very little flexibility and a very high caseload. The attorney in charge had no children and little understanding of how important flexibility is when you have young children. Since she was not leaving or retiring, there was little room for advancement in the office.

I worked for a sole practitioner who was not flexible

Managing partner micromanaged areas of law with which he was unfamiliar, discounting my expertise in area.

Employer

Employer

I was a law clerk at the time one of the lawyers in the firm once held my arm so tight the outline of his fingers formed bruises on my arm. In one other incident I was told that if I wanted my paycheck I would have to walk past this lawyer to get the check on the credenza behind him....I asked someone else to get the check for me

Law firm employer.

I resigned from a mid-size/large firm for both personal reasons and due to the reality of a lack of work-life balance (which also had bearing on my personal reasons.)

I resigned from my first job after law school due to insensitivity and gender bias. This was in 1993. Since then, I have been in a two person partnership and a solo practitioner.

employer/firm

Employer. I resigned because of the general hostile and toxic work environment created by the volatility of my supervisor. Also there was no opportunity for advancement built into the structure so there was no incentive to stay just to be miserable.

N/A. Currently seeking other opportunities due to gender- and race/ethnicity-biased culture. Senior management is all white male and calls for change are not met with total understanding/urgency

Old boys network made it difficult for women (even in positions of authority) to accomplish things internally; chauvenistic attitudes of leadership staff; inflexible on work schedule; unsatisfying work; #1 reason for my leaving = head of the organization to whom I reported

I left my last position after the partner I reported to invited me to coffee when I was 36 weeks pregnant and asked if "I had enough" and "whether it might be time to stay home."

The position was a staff attorney position with an international firm. The position itself did not permit advancement, given that it was a staff attorney position and not an associate/partner track.

This was almost 40 years ago. There was, then, a prevalent attitude among male attorneys that they did the "important" work, the "girls" were there for back up. I got a lot of work, responsibility, but not commensurate pay or recognition. I left that firm, worked for a sole practitioner who had overwhelming personal problems which affected the viability of the practice. So struck out on my own. Good move.

Employer did not allow more than 5 days off per year regardless of reason (sick, personal, vacation, etc). When I needed to leave early for reasons pertaining to my child I was tools I needed to decide which was more important.

Employer

Initial firm tried to have policy of flexible hours, but was unsuccessful in changing cultural understanding of male attorneys, and was clear that advancement would be only for those attorneys who could bill 2200+ hours per year. I left for a much more flexible firm, with which I have practiced for 25 years now.

employer, didn't see room for advancement and did not want to advance within the company because the culture of upper management was disorganized/dysfunctional and overall draining experience

I was with a small private firm and was concerned about the future of the firm, the way that my role would evolve and opportunities to earn more. So, I chose to move to a larger firm.

Inflexible supervising attorney notwithstanding my superior performance reviews and accolades from my clients

I have previously worked at a firm and a large institution Both places did not offer an opportunity for advancement for women of color. It was harder to receive a promotion or a raise as a woman (e.g. had to wait longer/try harder). Most women were also subtly penalized for having children (less leadership opportunities; less flexibility in schedule).

Resigned from employer bc there was no upward mobility for at least 15 years down the road and then there were 5 people ahead of me.

Small firm. I was only female. Many sexist jokes in the workplace. Coffee, scheduling duties fell to me despite the fact I was a licensed attorney. Other attorney who was male, with less experience and with company less time, never had these duties and solely did trial prep work.

Senior partner

lack of advancement, my employer is on a experience based "step system" for any pay increase, requiring 5 years before first "step bump" of \$7k. The next bump available is another \$7k (maximum) at 10 years.

I left a firm for several of the reasons listed. Advancement to partnership was taking entirely too long. Others were okay (or had no other options) to wait 13 or 14 years. I was not. I also experienced some difficult female personalities at the firm. Women who were threatened by women. That did not contribute to a comfortable work place for me. I also noticed several women taken off Partner track as a result of pregnancies and flex time.

Employer was not too open to the idea of paid maternity leave

employer. I started the same time as another male colleague and he was made partner and it was never even discussed with me. This was not the main reason I left however. There were lots of reasons I left!

I resigned from a former employer because the work schedule precluded any work/life balance. The hours were insane and I was tasked with a fairly large amount of non-legal work.

Resigned from work Worked in a highly stressful litigation atmosphere that required many overtime hours, very poor pay, and little vacation time. The work schedule was extremely inflexible. The supervisor said I "could be replaced," but my position remains open one year later.

Employer. Told a woman cannot be both a mother and an attorney.

Supervisor engaged in sextortion and agency refused to investigate it.

supervisor

Environment at small firm not conducive to advancement of women

Employer.

The employer did not offer any opportunities for advancement for persons in the job classification I was in regardless of performance.

Left a large employer when the stress at work started to cause my infant to stop growing. That was after only 3 weeks of "leave" (accrued time off based on working OT during pregnancy) following the birth of my child. I was then also given spoken policies that were different from the written policies and applied to me alone.

I felt like a firm I was at was a "boys club" and that there would be no room for advancement because of it.

Previous law firm - was an associate... Partners lacked sensitivity for gender as well as work life balance

Government body - staff attorney in the pool was generally the highest role, except for the director of the pool.

employer.

I resigned from a position with state government based on the slow pace for advancement.

While men under a certain age don't try to be sexist or inappropriate, they often don't realize when they are being that way. Management often gives them free passes if they are good producers or if they are culturally insensitive - "oh, that's just Bob, he doesn't mean anything by it."

Resigned from a firm where there was no work/life balance and no opportunity to advance in my career.

One of a few reasons I left a former job was the inability to reduce my hours during slow times. The job had definite highs (working from 8:30 a.m. until 1 a.m. sometimes) and definite lows (summer time, when I would receive very few assignments). After my daughter was born, I would have preferred to take a pay cut during the summer to spend more time with my kid, rather than twiddle my thumbs at work with nothing to do. They did a study to see whether a flex time schedule could work (not at my request), and decided they would let people with 5 + years do it. I was not one of those people.

Small firms earlier in my career. One firm regularly fired women shortly after returning from maternity leave citing a decline in work quality; Another firm never viewed me as on par with male counterparts despite my prior experience level - it was difficult to be taken seriously or advance within their system.

Resigned from an employer for an unwelcoming LGBT environment and unrealistic work goals. Goals expected where a lot different than convey on a day-to-day basis.

I was working for a large law firm that did not have enough work. They lost a big client, the project I was working on, and had me doing menial jobs.

I left the first firm I worked with because my husband & I wanted to start a family & they would not consider any time of part-time, flexible position.

Threatening behavior from a boss in the private sector.

I have resigned from a previous employer because I was the only female attorney and the culture in the firm was male dominate. There were often inappropriate jokes, lack of empathy for child care concerns for support staff, and very little assistance or mentorship.

Managing Partner

After I adopted my first child (I have 3) I was working for a solo practitioner and our work required a lot of night time travel. I was expected to put in the night hours and also work all day. So I went solo and moved my office close to my home so I could be in charge of my own schedule, attend to kids' needs, etc.

Lack of advancement at my previous job at the State.

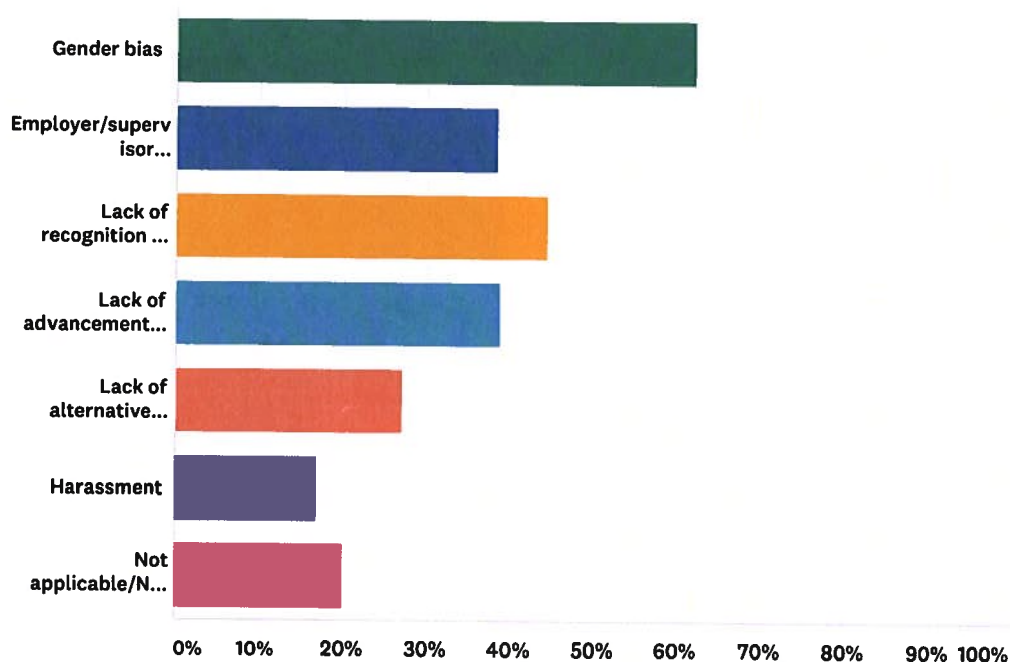
I left my prior position at a small law firm because there were no advancement opportunities, and I was one of two female attorneys with no real mentorship program.

I worked at a small firm where it was clear that there was no more advancement beyond being an associate. Also, in terms of gender-bias, I don't think I was paid what a male counterpart would have been paid had there been any there.

Employer was compensating differently based upon gender.

Q17 During your legal career have you ever experienced any of the following? (Check all that apply)

Answered: 248 Skipped: 19



ANSWER CHOICES	RESPONSES	
Gender bias	62.10%	154
Employer/supervisor insensitivity to gender differences	38.31%	95
Lack of recognition of work/life balance	44.35%	110
Lack of advancement opportunities	38.71%	96
Lack of alternative work schedule	27.02%	67
Harassment	16.94%	42
Not applicable/None of the Above	20.16%	50
Total Respondents: 248		

Q18 If "yes" to any of the above, please indicate with whom (e.g. employer, client, opposing counsel, judge) or explain your experience. Please do not include names.

Answered: 161 Skipped: 106

RESPONSES

Employer

All male partners at the law firm

Employer

Gender bias with pretty much every level/type of professional interaction. Harassment from judge, client.

Employer

There is settled gender bias at my firm. Women are not provided with the same networking/advancement opportunities as men. I have also experienced gender bias from judges and opposing counsel, treating my male partner with more respect and or failing to acknowledge me.

Partner thought that there was a safety risk, so gave experience to a male associate instead. Client told me to act like a "bitch." Judge asked me, the only female attorney in the room, to take notes. Opposing counsel acting like I do not know what I am talking about. In other words, there are examples of intentional or unintentional gender bias from most of the other professionals with whom we are in contact.

There is still sexism in the practice, I am sometimes referred to as "young lady" or told that I am "emotional" when advocating for a client. Work-life balance has been a problem at previous employer's. Also, previous employer was unwilling to offer any autonomy.

employer

All of the above.

coworker and judge

Gender bias from opposing attorneys, sometimes from judges, occasionally from co-workers/colleagues

I've had a partner come up to my husband and myself at a firm social event lean in to our group and comment that the "wives get better looking every year at this event." He meant it as a complement to me and my female colleague standing next to me - but we were not "wives", we were new associates at the firm. I've also had a judge comment on my legs. I've had another judge ask why I was in his chambers and speaking on behalf of a client, when I told him I was counsel on the brief, he commented that he thought I was an "assistant." There currently is no flexible work opportunities in my department, however, I feel that if I asked, it could be arranged - as I feel my boss is open to that. Sadly, I have not pursued this as I'm not directly taking advantage of it. I know it could benefit others in the future, potentially, so I'm keeping it in mind to push for in the future.

Was asked out by judge and then he offered to get me a job elsewhere so it wouldn't be 'uncomfortable'....I declined both offers. General comments about looks, attire, etc. that I largely ignore. While representing a client, was once asked by opposing counsel to make copies, I believe, after he looked around the room and saw I was the only woman there. I asked him if I was 'copy girl', it made everyone uncomfortable and my client jumped up and made the copies for him. It was worth it.

condescension from judges and opposing counsels; unrealistic expectations by supervisors,

Employer

employer

Multiple employers
I believe implicit gender bias exists throughout our industry.
With the partner with whom I work.
Judge, client, opposing counsel-many years ago, but inappropriate language or behavior due to gender difference
all of the above - employer, client, opposing counsel, and judge. Also, harassment occurred in law school when I was interviewing for a position on the editorial board of my law journal. Other (male) students were the harassers.
Client - I've been told by a client to "close my ears" in the presence of a male partner so the client could make a disparaging remark regarding taking leave for the birth of a child. Zoning Inspector - I was presenting at a zoning inspector's conference and a zoning inspector walked up to me and said "I didn't know they let women work in zoning."
I have had judges call me "sweetheart", and have had colleagues, including supervisors, tell very sexist and uncomfortable jokes in my presence, including at staff meetings.
I am a woman practicing law. If any woman answering this survey doesn't check at least half of these options, she is either willfully unaware, lying, or working in an all-female practice.
Senior partner
Employer, clients, judges, opposing counsel and law school. It is pervasive in the culture. Judges are drastically improved in last 10 years.
There has been a general gender bias against women. During my career, I have raised 2 children and cared for 3 elderly family members. Until recently, all of the other partners in my department have been male and do not understand the challenge of work life balance as each of them has a wife at home to take care of the family issues. Our firm may promote women as salary partners but I remain the only women who started as a new associate at the firm, had children while at the firm and has made equity partner. We have a very limited number of equity females and all have lateraled into the firm but me. When discussing informally with some other partners (all male) why we have virtually no minorities and very few women that remain at the firm for 10+ years, the comments were basically that women and minorities want to go in-house so they can have a better life. There was no recognition that maybe something within our firm has a part in causing the women and minorities to self-select into another firm or in-house.
At one position, I was underpaid relative to male staff for the same or more work and the same experience. Being a woman also limited my ability to reach higher than a particular level.
Law firm not open to flexible work hours.
Male attorneys calling me "sweetie" or "honey" and discounting my intelligence
Although women have made great strides in the legal field, there is still an inherent bias in the workplace that women cannot be "trusted" with the most "important matters."
institutionalized with employer; clients don't take you as seriously as a woman
Law firm- statements that male associates needed more "stability" in their paychecks so they could support stay at home wives and their children; clear preferences for assertive men as compared to assertive women; clear expectations that female associates be agreeable, quick to smile, preferably pretty, definitely stereotypically feminine.
From opposing counsel
employer and client
Have experienced gender bias and insensitivity over the years at my firm, most of which is much improved now as compared to 30 years ago. Had one instance of harassment from a representative of a client.
Gender bias - opposing counsel, judge, supervisors, peers

Gender bias is the elephant in every room - it's kind of ever-present. I've received gendered criticism on performance reviews ("Often too nice in aggressive situations." ...excuse me?), and older male partners have commented on my looks and feminine traits. I also worry that partners see me as a flight risk (i.e., if I were to get pregnant) - male and female partners probably act on that worry in different ways (avoiding giving me work, or "special" attention to workplace satisfaction), but I'm constantly aware of that added consideration in my interactions.

employer

I've seen general preferences for those in leadership positions to want to work with all men or just all women (men and women having that bias). And sexist comments of course!

Employer, colleagues, clients, opposing counsel, judges.

The career opportunities at some employment agencies has not permitted me to advance beyond my current position and/or pay. As such, alternate employment opportunities were sought out.

Usually with my employer but on occasion other opposing counsel.

Older male attorneys, Judges/Magistrates treat women differently

Comments have been made by other attorneys in the presence of clients about my appearance; clients have made sexist remarks to me while I'm representing them; frequently experience "mansplaning"

Supervisors at large law firm and within small in-house legal department

There would be too many to name!

Supervising attorney

client; opposing counsel; judge

a sole practitioner who was inflexible

Employer with non-working spouse did not understand that a single woman would also need to do all her own housework in addition to working full time. Expected a lot of weekend work.

Inappropriate touching by partner while I was subordinate. Insensitivity: see prior answer. Bank management demanded "in your seat" during specified hours.

A former employer was not flexible with the time after my maternity leave (temporarily switched employment after my leave - new employer was a nightmare). My son was less than five months old and new employer wanted me to be first in/last out.

Not this employer but due to scheduling needs have never felt I would be able to change jobs due to the demands at larger firms.

Employer

Employer

Employer

In general, in looking for jobs during my 20 month sabbatical, I found that almost no employers were willing to discuss alternative or flexible work schedules. In my current position, it's pretty well established that if you want to advance you need to put in a lot more hours than my 45 per week, which is not really possible while maintaining a flexible or adjusted schedule.

Employer, opposing counsel, and judge. Employer makes sexist jokes to other attorneys at my expense in front of me. I've been told I looked too young to be an attorney. The judge mistook me for the defendant and my (male also wearing a suit) client as the attorney.

Colleagues, supervisors, and staff

Partner of firm.

Employer

All of the above listed - both for gender and age on multiple occasions based on first impressions.

Employer, opposing counsel.

When my children were born, the state agency I worked for at that time did not have a room to pump. A female colleague let me use her office to pump, as uncomfortable as it beat covering window pane in my office door. Also, I've been counseled for arriving 5 minutes late to the office after having to drop my children off at day care.
Employer/general culture.
Employer, client and judge.
employer/firm
employer
Dismissiveness by judges, opposing counsel, some colleagues in my own firm. Blatant sexual advances by mediator.
Employer. the position and department I am in is not designed for expansion of the role or advancement. There is also no desire to make it so even to retain talent by upper management.
employer, client
With employer, and with other staff
Primarily within the firm.
I was mistaken for the "court reporter" several times. The firm states they want diversity but only have male general partners and have no plan to include females. General attitude.
My last role was a very demanding position with limited schedule flexibility and very little potential for advancement.
At the firm, it became very clear over time that success almost required having a stay-at home spouse. I did not have that and came to an acceptance that I could not compete on equal footing with colleagues whose spouses (generally wives) could handle errands, sick children, doctor's appointments, child pick-ups, etc.
Current employer primarily emphasizes billable hours as method of determining success at firm.
Male opposing counsel have treated me like I am inexperienced. I think this might have to do with an age difference, too. I have also had clients come in and think I was a secretary, not the attorney
employer; opposing counsel; judges. Mostly, this is ancient history.
I was a single mother at the time and was told to figure out what was more important and that the position wasn't a 9 to 5
Employer
Not enough space to detail all occurrences. Most have been very unknowing - that is, when pointed out, the person immediately recognized and apologized. Much easier for a partner to point out these lapses than an associate, however...
Employer -- women have to work harder and longer to prove themselves to get the same opportunities that men are offered from day 1 of their employment
Current employer has great intentions but still had some bias and old fashioned thinking
I have been asked during an interview about my plans for starting a family with the explanation that the abuse of the maternity leave policy has been a problem in the past. I have been mistaken for a court reporter many times. Early in my career I received an unsolicited neck rub by an older male attorney during a break at trial. I have had opposing counsel make inaccurate assumptions about my level of litigation experience. I have had colleagues express reluctance to request that I travel for work based on the assumption that I will be unable to do so because of my obligations at home. I have been told that, in closed door meetings, female partners appear to evaluate more critically younger female attorneys than their male colleagues.
employer
Employer.
fellow attorneys as related to origination credit and assignments
judge, opposing counsel, employer
Employer and judge

I worked for an employer who does not believe attorneys can work from home and refused to allow an associate to reduce her hours due to child caretaking responsibilities in the past.	
Opposing counsel; judge	
I worked for the Attorney General's office opportunity for part-time work or flexible schedule so I decided to work in-house that offered part-time work.	There was no
Opposing counsel, judge	
Lack of alternate work schedule in my current work place	
Employer. See prior response.	
Senior partner	
I was denied a technology upgrade needed for specific additional work role yet male attorneys received upgrade without having the need. They had friendships with males who helped them get the perks. I received an anonymous message in my centrally located work mail box stating "U R NUTS" after complaining about disparate treatment. Male attorney "wrote" new position description to advance before 5 year step date, surpassing females in same position.	
During a previous position, members of the local bar spread a rumor that I was hired due to an alleged romantic relationship with my supervisor. Additionally, male clients made gender-biased comments to and about me.	
I experienced sexual harassment as a younger associate in the form of very crude and highly sexual text messages from a partner to whom I directly reported. I did not report it and regret not doing so.	
I have experienced gender bias and/or harassment from one judge, a handful of opposing counsel, and several partners/employees at my firm.	
Past employer treated females differently. This was primarily done by the FEMALE partner. She got along better with men and held them in higher regard.	
Please see previous response.	
Supervisor	
Assignments provided to male associates by male partners unless unavailable, comments made if working from home or working alternative hours, change in work assigned based upon marriage/having children.	
Litigation position	No opportunity for advancement available. Initially denied supervisor position because of gender due to nature of the work.
Employer	
I experience gender bias frequently, most often with opposing counsel. Older men especially like to use terms such as "dear" when referring to me, even in professional settings.	
At beginning of career firms not hiring females	
I have experience gender bias and insensitivity to work/life balance with employers, clients, opposing counsel, and judges. Many times I have found that female attorneys/judges and female clients are more bias than their male counterparts.	
Employer	
Employer, judge, supervisor	
I've seen gender bias and insensitivity from judges, clients and employers. I've been frustrated with lack of advancement opportunities and work-life balance of former employer. It is a general lack of understanding how to motivate employees and retain talent. Law firms do not put as much effort and resources into talent management and retention as businesses. Law firms are business in reality, but don't act like them.	
Same	
Supervisor	

Employer.

I have experienced gender bias from coworkers in small ways- such as with comments about ~~clothing, emotions, and relationships~~. I have had a supervisor monitor myself and other female employees to make sure we drink enough water and eat healthy food, and never do so with male colleagues. A supervisor once complimented a male coworker's dedication to his work because he worked on his paternity leave. Male coworkers have said that feminism is unnecessary and women have equality, refusing to recognize the gender pay gap and that women have less positions of leadership within our office. A coworker once remarked that the only reason a woman was promoted was that she was a woman and the office was trying to score diversity points. I have had male coworkers make inappropriate sexual comments and touch me in ways I felt inappropriate. I have had clients explicitly "hit on" me and comment on my physical appearance in a sexual way. I have not experienced these issues with any judges or court staff. I have had opposing counsel be disrespectful to me, but I feel I can attribute most of those interactions to the fact that I am a young woman who has been practicing less than three years. However, I can say that I have had opposing counsel and opposing parties treat me better when I attend meetings or make appearances with an older male supervisor, co-counsel, or client by my side than they do when I am alone. Relatedly, I have had male coworkers and clients state that they would prefer to accompany me to meetings with certain opposing counsel because they know the opposing counsel in question has a bad reputation for how he deals with young ladies.

Other attorneys and opposing counsel.

judge, coworker, other attorneys

lack of advancement opportunities

A supervisor at a large employer ordered me to document time while not "on the clock" and direct my personal time at home. Supervisor also degraded me regularly and ordered me to "talk about my feelings" about her orders.

was prohibited from speaking to anyone

over my supervisor with threat of firing.

Court employees have asked if I am the court reporter.

Opposing counsel the most frequently and most egregiously, and only occasional issues with employer and clients. By opposing counsel, recently. I have been told what I "didn't learn in law school."

boss, opposing counsel, judges, clients

Employer - policies do not allow to work from home or to flex time. Insensitivity - dismisses female employee experiences because they don't experience them. Opposing counsel

Employer, judge, opposing counsel - very early in my career.

Generally people in the office using terms offensive or insensitive to women. Lack of advancement due to rigid pay structure.

Opposing counsel, co-workers.

Have experienced gender (and age) bias with opposing counsel and client on a number of occasions. Additionally have had to work with co-workers who gender stereotype.

I worked at a major Am-Law 100 law firm that did not recognize or appreciate work/life balance. In fact, we were told that we should no longer view ourselves as an Ohio firm with an Ohio culture, but act more like a "New York City firm." I was also told at that same firm that same firm that I should think hard about not getting married and pursuing a family.

Primarily clients but occasionally employer.

As a new lawyer, I was mistaken as the court reporter several times. Also, an older judge commented on me being "the best looking attorney" in the room when I'm the only woman. Women suffer from goldilocks too -- we are either too soft or too hard and never just right.

Employer and colleagues

Clients, most of the time.

I was once swatted on the behind by a male partner at a holiday party that included spouses. I was once smacked hard on the upper arm by a partner over lunch in the courthouse cafeteria, in front of clients. When I once questioned why an associate who was a subordinate in my practice area had been given an alternative schedule without me being consulted, the male managing partner said to me, in the presence of the rest of the executive committee, "what, do you think she blew me?" These are just a few examples of inappropriate conduct that I experienced firsthand. Fortunately, there are not many, but what it told me was that behavior is modeled from the top down. If older, more influential people at a firm act a certain way, others are permitted to believe they can follow suit.

employer co-workers

Security guards at check in. They always think I'm the court reporter.

from each of the following: employer, colleagues, opposing counsel, clients

Opposing counsel regularly omits me from conversations or emails, refuses to shake my hand, will respond to my boss (male) rather than me, even if I am leading the conversation. It is assumed I am a secretary while our actual paralegal/intern (male) is regularly included in conversations, and not asked to fetch coffee. Men are allowed to dress more casually without comment at my firm, while women get snide looks for wearing boots, wearing less makeup, etc. In a sexual harassment case (defense), my employer does not take my POV as a female seriously, and belittles my input.

Former employer did not offer the same opportunities to women as far as attending events, conferences, and having contact with clients.

Employer, judge, and opposing counsel. I hear a lot of pet names in court (sweetie, honey, etc.). I am the only female associate in my department.

Small firm in rural area - strong favoritism toward male attorneys; women were placed in a supporting role. Small big city firm - women fired when returning from maternity leave. Neither firm provided much in terms of advancement.

client, co-workers

as a young woman starting out as a trial lawyer often the Judges would comment on my dress, how 'nice I am', call me young lady, at depositions assumed I was court reporter, first boss, when confronted by me about why my raise was less than my co-worker (man) 'because you don't have kids'

The legal profession has evolved since I began my career. I began my career when it was unheard of for a female to be a judge.

my first employer did not offer any type of part-time/flexible work schedule & there was definitely no type of healthy work-life balance for the associates at that firm.

Some male colleagues, mainly older generation. Through the employer in an indirect way by not being encouraging enough to take advantage of certain flexible work policies.

Employer reference to disagreement between two women professionals as fighting like cats "both had their back up"

I have been mistaken for the court reporter when arriving at depositions on more than one occasion.

Employer and clients

Managing Partner

I worked at an all male, small, family law firm and had to deal with lots of sexist comments about women - who was pretty - who wasn't - hiring assistants based on looks - etc. I once had an opposing male counsel call me "honey," and I had never met him before.

My prior employer had no maternity leave policy, no flexible work schedule, no path for advancement, and no mentorship program.

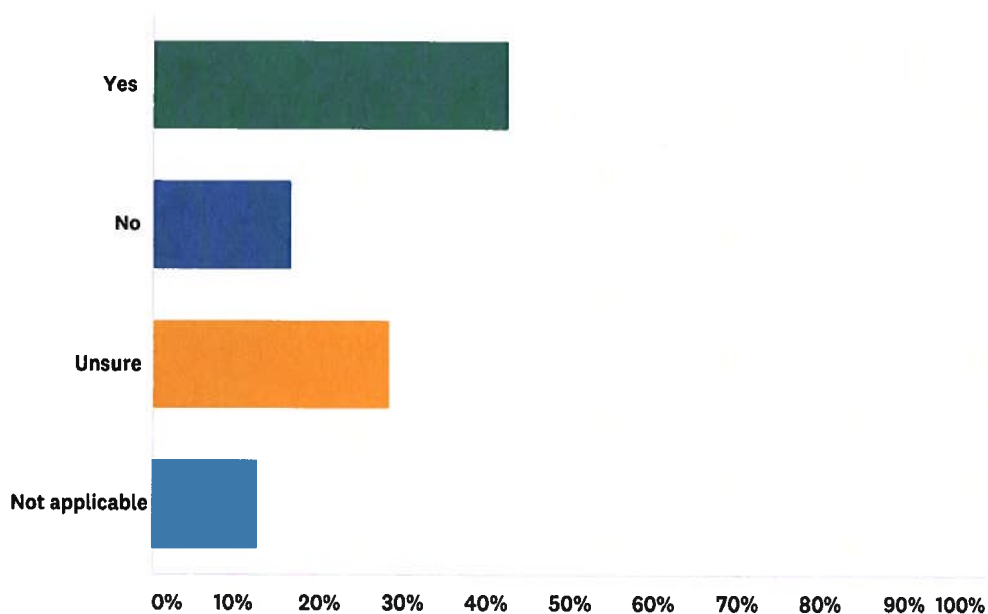
Racist/Sexist comments from various Partners at firm.

All of the above. There are always biases based upon gender. I've learned to work around them or use them to my advantage. I have so many examples after 30 years of practice that I could not possibly list them here.

employer

Q19 In your current employment, do you feel that you are being paid comparably to male counterpart(s)?

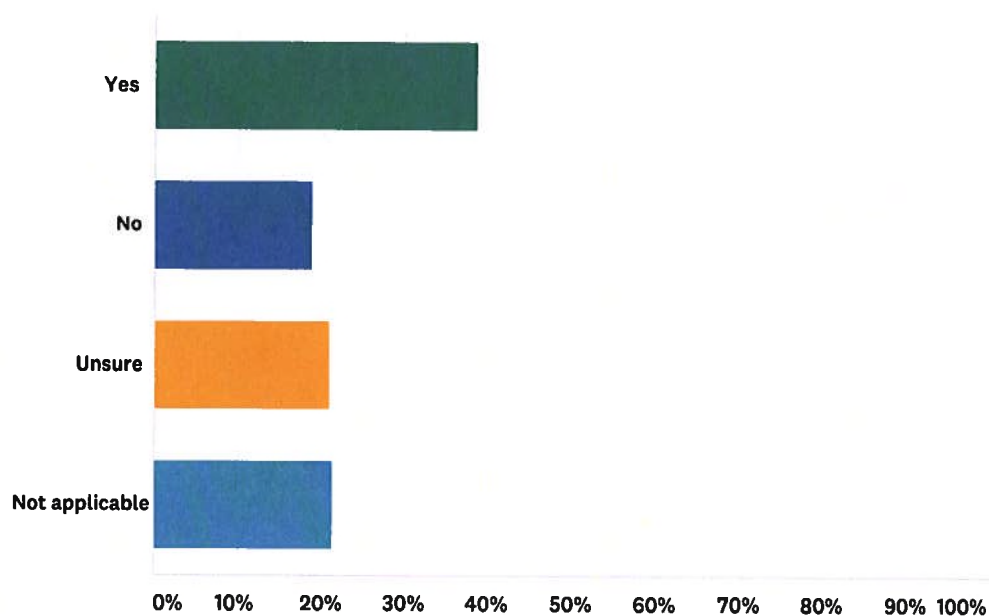
Answered: 247 Skipped: 20

**ANSWER CHOICES****RESPONSES**

Yes	42.51%	105
No	16.60%	41
Unsure	28.34%	70
Not applicable	12.55%	31
TOTAL		247

Q20 In your current employment, do you feel that you are being elevated comparably to male counterpart(s)?

Answered: 243 Skipped: 24



ANSWER CHOICES	RESPONSES	
Yes	38.68%	94
No	18.93%	46
Unsure	20.99%	51
Not applicable	21.40%	52
TOTAL		243

Q21 What do you like most about your chosen profession?

Answered: 194 Skipped: 73

RESPONSES

Creativity and problem solving

Paying attention to the real issues that people have beyond what is stated...also, sometimes beyond what is considered the status quo.

Once I left the firm and became my own boss I love my choice of profession. I have excelled in my field of criminal defense and have not missed out on my personal life.

Flexibility

I like that my law license affords me flexibility in how I earn a living.

Quality of work/life balance

Helping clients and the intellectual stimulation.

Helping people solve problems

I really enjoy the practice areas in which I work, and the people I work with.

working with a team to resolve complex projects

Cases are compelling; research can be challenging and exciting; significant variety of topics

Flexibility and provides the means for me to do the things in my personal life that I enjoy.

Learn something new every day!

Gratification from clients who tell me and others that it is a blessing to be their attorney

I most enjoy working with other attorneys to solve problems.

skill and ability to advance and protect businesses and their owners.

Flexibility.

enjoy litigation

Income

I like that I have one client and that I face many different types of questions each day when I come into work. I like helping to solve complex problems and being a source of "relief" and "common sense" to my clients.

I just like practicing, problem solving, helping people, being in court. The office in which I work is great for work/life and raising a family, so that helps me enjoy what I do and where I do it.

Exciting work, generous benefits, variety of work

Helping people

Challenging work and intelligent colleagues

Intellectual challenge, opportunity to be helpful, and this business is well-suited to my skills and strengths.

The constant chance to learn and challenge myself

I love the actual work of being a lawyer in my practice area

It allows me to use my brain and constantly learn new things. I also enjoy helping people resolve conflict in their lives.

The client consultation/counseling part. And the automatic stay.

I am a domestic relations attorney. I like that I help my clients through a very difficult time in their lives. I also like that I have my own law firm, and have been able to choose with whom I practice and work each day.

I like the challenge and the opportunities to solve problems.

The flexible schedule and work/life balance.

It's never the same day twice.

?

Flexibility of schedule Intellectually challenging

I love my clients and have a number of long time clients. The challenge in the health care law practice is ongoing and stimulating. Many clients have a significant number of female decision makers and that works very well. The firm has open compensation for partners and I know that I am paid equally to my male counterparts. However, I am concerned if we ever go to a closed system that might change.

The endless variety. It is a lifelong learning position.

The ability to help people do what they want to do.

I like the people I work with and the culture of the organization. There are many efforts and focus on advancing women and diverse employees.

absolutely nothing. School loans + low pay = miserable

There are always opportunities to make a difference, no matter how small. The daily surprises make it all worthwhile.

The friendly work atmosphere and the ability to help people in the community.

Intellectually stimulating and varied; opportunity to learn about new businesses and products and procedures; work with all sorts of people with varying expertise and experiences; ability to make a comfortable living.

Analysis and the ability to provide advice to people in need of assistance

Every day is different. I am still learning new law regularly, teaching myself new areas of practice

Independence and ability to work with many different people and clients.

The ability to work closely with many people to solve difficult problems.

The ability to help clients solve problems, positively contribute to society, work to defend Ohio's taxpayer's dollars

My employer is very diverse in gender, race, religious background and other areas. I work for a social service organization and do not experience gender or racial bias often. In fact, most of upper management is comprised of women. I am very proud of this fact.

The intellectual stimulation.

self-determination

For the most part, I like the people I work with. I like solving problems and investigating the facts of a case. I wish I was helping individuals more, but my clients are typically companies.

I like representing people in court, having specialized knowledge and my relationships with other lawyers

I like helping clients and teaching students about lawyering.

analysis and problem-solving with colleagues and opposing counsel; teaching/learning; helping indigent clients

flexibility

mental challenge

Helping people at difficult time (death or preparation for death). Making real estate deals succeed. I'm a "dirt lawyer" at heart.

Not much actually. Underpaid and underappreciated.

Meeting different clients and assisting them.
Autonomy
Daily challenges and the fact that I could re-enter the workforce with ease
The work is interesting.
Problem Resolution
Mentally challenging.
I like helping other people and feel like I make a positive difference in the lives of others and in my community.
Intellectual challenge and client relationships
We have an opportunity to serve those less fortunate.
Intellectual stimulation
It is challenging and gives us the tools to be more assertive in every day life
I am able to assist others in their time of need.
Intellectually challenging.
I'm fascinated by the intersection of law and policy. I feel blessed to have found a position that allows me to dabble at that intersection.
The benefit of working with other intelligent, educated professionals and the opportunity to assist in furthering justice.
Helping others in times of need and the flexibility I have enjoyed.
I like to work with a variety of people to help them solve their complex issues and problems.
helping people, addressing society problems
new challenges every day
Control over my schedule, income to support my family, and ability to stay engaged in important business, legal and other current events.
The ability to help people who don't have the same opportunities others do.
Helping people solve problems.
that I'm proud to be an attorney, helping people/companies with issues, I get an office where I can close my door haha (but really)
I do not plan to stay in the legal profession once law school loans are paid.
My work-life balance.
Helping others achieve their goals and assisting them with solving their problems.
The challenge, the ability to restore brownfields to use and generally help people with their business needs and transactions.
My coworkers are fantastic. Everyday brings new challenges.
I like have an area of expertise and helping others when they need an expert.
Flexibility of career options; ability to open own business; a lot of opportunity.
I like that I come to work every day and get to be a problem-solver and peacemaker.
The wide range of uses/employment with a law degree.
I like having a way to earn a living that I am in control of. I don't have to answer to anyone, and assuming I can get licensed elsewhere, it is a portable career choice. I can move and set up shop where ever I go.
Being in control of my career, having the opportunity to do work that is personally fulfilling and helpful to others, and to reap the rewards of my own hard work.
Helping others.

Helping people
I help people get out of debt
I enjoy helping people and having flexibility in my schedule.
I like to solve problems. I like to feel part of something bigger than myself. Vast majority of people I work with are really decent people.
I enjoy that there is variety in the work both in terms of daily tasks and the subject matter of each case. I enjoy working with my colleagues to develop strategies for handling each case. I also like the creative process of preparing persuasive legal arguments.
Problem solving
The job is great, most everything else is too. I am dragging them into modern day thinking
the work that i do and working with my clients
There is area for advancement and I feel like we are in the area of the legal world that is growing most rapidly (legal tech) so lots of room for innovation
Ability to work directly with clients and advance their business interests
freedom and flexibility
It is intellectually challenging every day.
Well, I like helping people. I'm a new attorney, and so far I'm not doing exactly what I hope to do, but I have some things coming up this month that will help move me toward that.
The intellectual challenge.
Flexibility
I enjoy the opportunity to meet all different kinds of people.
It's always engaging and challenging, and changes every day.
The ability to influence/change the lives of Ohio citizens in a positive manner.
Assisting real people with real issues
The ability to give service to the public and give them the opportunity to be heard and treated fairly
We solve problems
I am my own boss.
Able to help client needs. Independence.
Ability to write, advocate, and help people who need it most navigate a very complicated system.
It is challenging, exciting, and, most of all, fulfilling.
I enjoy helping parties break impasse and resolve cases. I know how difficult and expensive litigation can be. I love saving people and businesses from that experience.
Directly helping individuals in the most trying time in the life. (Practice family law)
Helping others on a daily basis and being challenged.
I love the work that I do for my clients.
The clients. No hard labor.
Flexibility of schedule.
I really enjoy being able to blend my legal expertise with business while working in the transactional field. I enjoy coming to the table with specialized knowledge which can apply to larger business deals.
I love helping kids since they are the next generation!
The opportunity to serve clients with the best legal service.
Teaching younger attorneys.
The mind candy - always learning something new.

I enjoy many things about my profession - the challenges of crafting unique strategies to help my clients, the business development and marketing to bring in new clients to the firm, the satisfaction I receive when I am able to resolve a hard case for a client.

enjoy all the people I meet and get to know.

The best thing about being lawyers is our unique ability to solve our clients' problems.

The opportunity to make a difference in the lives of clients.

The law

I make a difference in the lives of others and I am able to mentor young lawyers, men and women, to improve the profession.

We solve complex problems. There is also a good amount of attorneys doing pro bono and charity work

I like being intellectually stimulated everyday.

Working with law students!

Freedom of hours.

the fact that salaries are legislated and can not be biased. the fact that i am my own boss

The area of law I practice and my client(s).

Intellectual challenge. Opportunity to impact profession and work with wonderful legal colleagues.

I like trial work

I enjoy the problem-solving aspect of it. There are challenges every day that keep things interesting.

I am now finally able to mix client work with larger social changes and my family/home life.

There is a lot of flexibility in how and when I do my work.

Helping people

Every day brings a new challenge, using creativity to solve issues, and the trust by the partners in me to take the lead with clients' issues.

Reasonable hours, fulfilling work, good benefits

Helping people who cannot help themselves against greedy bullies

ability to troubleshoot and help clients navigate the legal system

Retiring

I enjoy figuring out interesting problems and I enjoy working with most of my coworkers. They make practicing law really enjoyable.

I enjoy what I do and who I work with.

Every day is different, I like not having a predictable work day.

I enjoy being an advocate for clients.

I was able to contribute to positive changes in regulation.

Though the hours are long and the job is demanding, it paradoxically offers me the flexibility I need to care for my family.

Challenging work and lots to learn.

Working with families and assisting in conflict resolution

I love finding solutions to the problems. Practicing international law has helped me to follow my passion to be a problem solver for my clients on a global platform.

Problem solving and working with clients.

variety of work

Helping people and figuring out complicated matters

I feel that my ability to prove my merit is not hampered by my gender or ethnicity.

Helping people through difficult moments in their lives.

helping communities that need assistance

I love the fast pace and autonomy of the job. I love that each day you are working on and juggling multiple projects, so everything is new and changing.

I love being a lawyer - I love the intellectual side of my work, reading, learning about the law and about people's lives.

I feel like I have a powerful voice

Helping people

Actually solving problems

It suits my personality, for the most part.

I love working with clients, I enjoy my working relationships with co-workers.

I don't really like much about it at all.

Being able to help people

the intellectual challenges and flexibility

the ability to be a voice for people who are hurt, through no fault of their own, get back on their feet.

I enjoy the intellectual challenge and stimulation. I love coming to work each and every day. I work with some amazing colleagues and consider my co-workers as friends.

I enjoy the opportunity to truly make a difference in people's lives.

Flexibility and diversity of practice areas

Over time, the legal profession and private practices has become far more flexible than it used to be.

I like that I worked hard for my position as an attorney and that with each day and new assignment I grow more confident in my abilities.

Variety in my day-to-day tasks.

Being in house counsel allows me to be more invested in the business aspects and the final outcome rather than giving snap shot advice to clients in private practice.

Challenging content.

Flexibility and freedom

For the most part, I have a very flexible schedule in a job that challenges me everyday. I can truly say that I love what I do, and I love who I work with.

Sophistication of work.

Helping my clients.

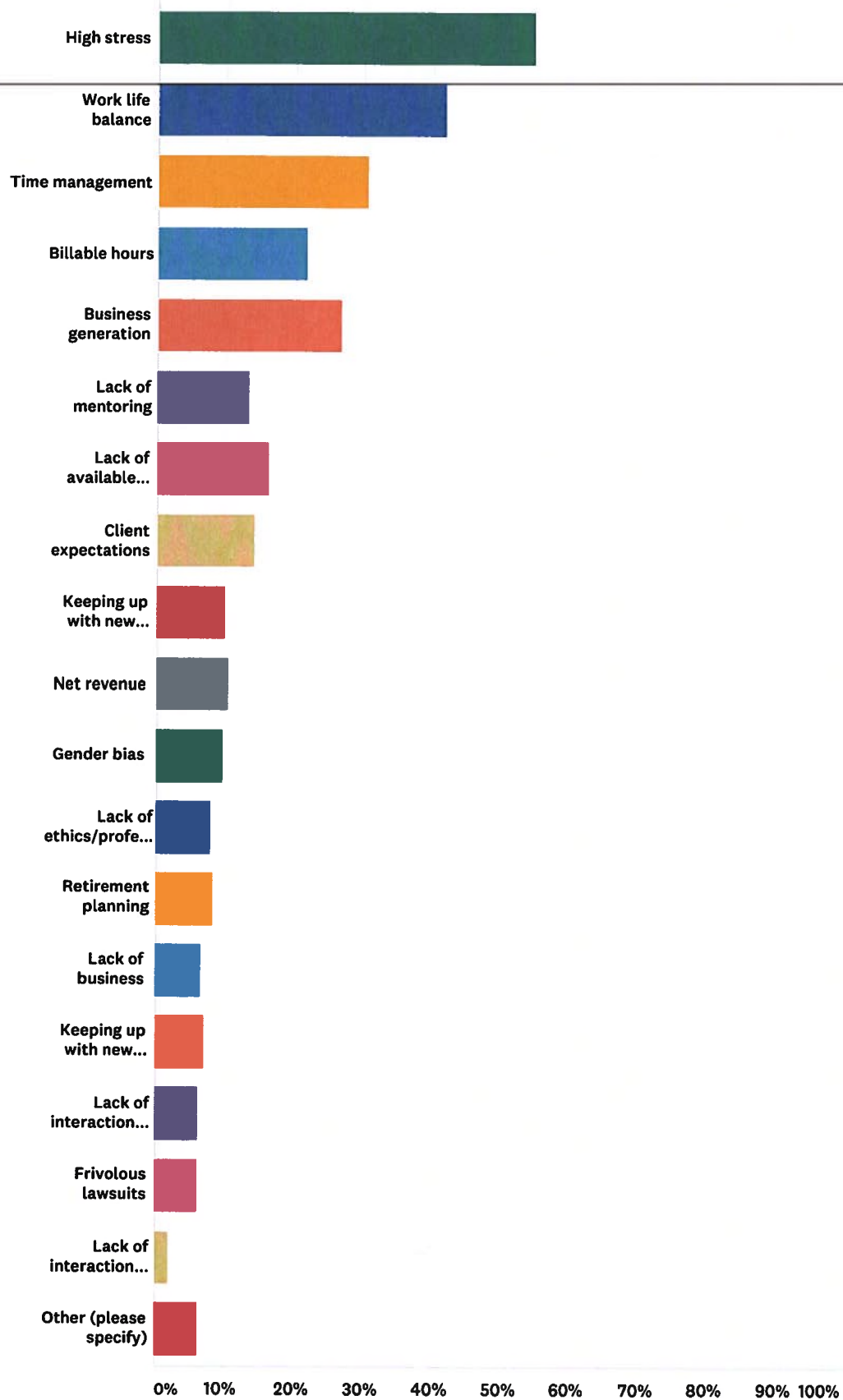
career advancement opportunities, training opportunities, sense of ownership/autonomy, great team

helping people

Writing.

Q22 What are the three most significant challenges/concerns you face as an attorney? Please check up to three responses.

Answered: 239 Skipped: 28



ANSWER CHOICES

RESPONSES

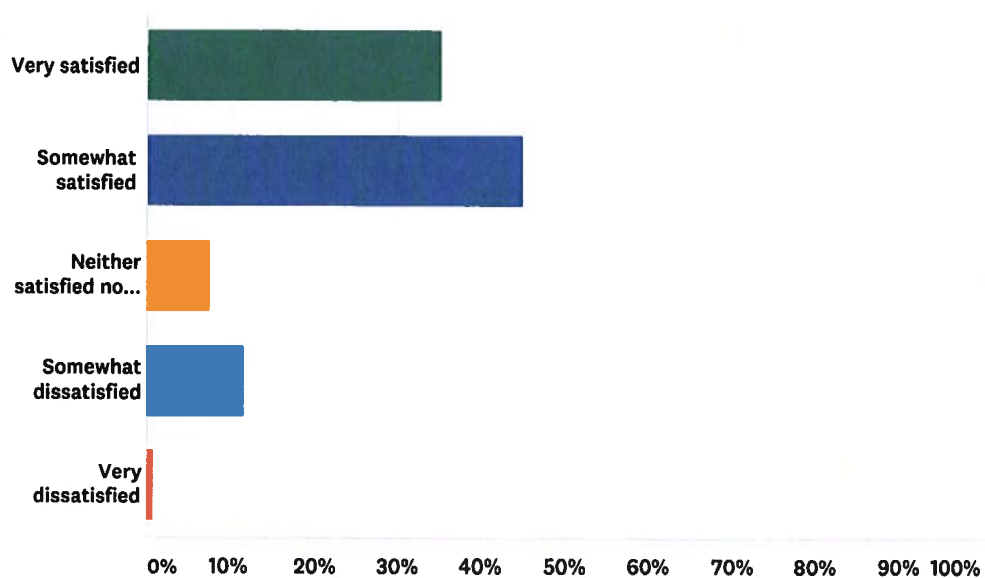
Women in the Legal Profession

SurveyMonkey

High stress	54.81%	131
Work life balance	41.84%	100
Time management	30.54%	73
Billable hours	21.76%	52
Business generation	26.78%	64
Lack of mentoring	13.39%	32
Lack of available employment opportunities	16.32%	39
Client expectations	14.23%	34
Keeping up with new developments in law	10.04%	24
Net revenue	10.46%	25
Gender bias	9.62%	23
Lack of ethics/professionalism	7.95%	19
Retirement planning	8.37%	20
Lack of business	6.69%	16
Keeping up with new technology	7.11%	17
Lack of interaction with other attorneys	6.28%	15
Frivolous lawsuits	6.28%	15
Lack of interaction with the judiciary	2.09%	5
Other (please specify)	6.28%	15
Total Respondents: 239		

Q23 How satisfied are you with your legal career?

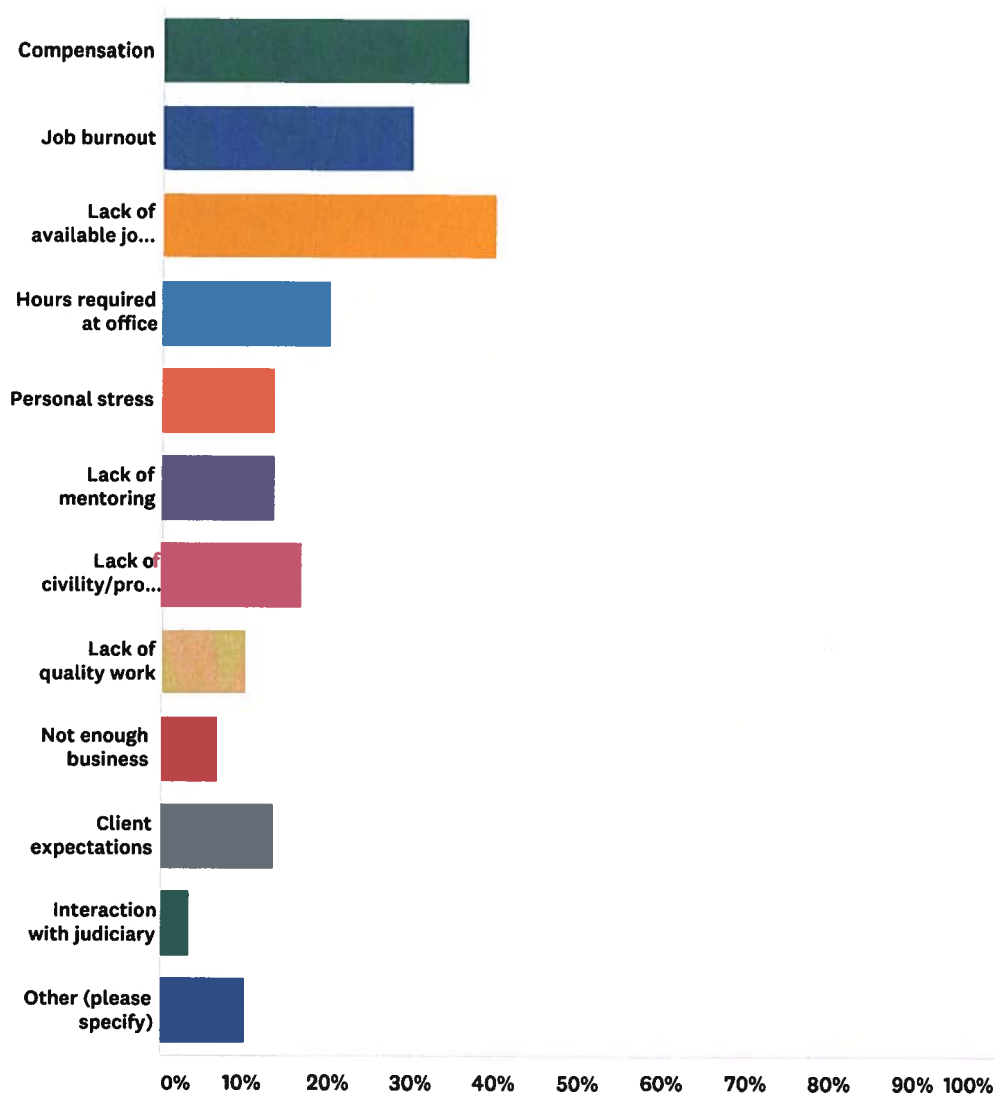
Answered: 242 Skipped: 25



ANSWER CHOICES	RESPONSES	
Very satisfied	35.12%	85
Somewhat satisfied	45.04%	109
Neither satisfied nor dissatisfied	7.44%	18
Somewhat dissatisfied	11.57%	28
Very dissatisfied	0.83%	2
TOTAL		242

Q24 What would you say is the primary reason for your dissatisfaction with your legal career?

Answered: 30 Skipped: 237



ANSWER CHOICES	RESPONSES	
Compensation	36.67%	11
Job burnout	30.00%	9
Lack of available job opportunities	40.00%	12
Hours required at office	20.00%	6
Personal stress	13.33%	4
Lack of mentoring	13.33%	4
Lack of civility/professionalism	16.67%	5

Women in the Legal Profession

SurveyMonkey

Lack of quality work	10.00%	3
Not enough business	6.67%	2
Client expectations	13.33%	4
Interaction with judiciary	3.33%	1
Other (please specify)	10.00%	3
Total Respondents: 30		

Q25 What would you say is the primary reason for your satisfaction with your legal career?

Answered: 164 Skipped: 103

RESPONSES

Helping clients, mentoring from people I respect, working with people I respect.

I really feel like I am assisting families. I care. I think that's important. It's not about the money or the accolades, it really is about the people for me.

Leaving the firm life and working for myself.

I appreciate the flexibility and status being a lawyer affords me. I appreciate that I am earning a livable income while being able to be my own boss. I think it is very difficult though and is a high stress position, due to adversarial nature and demands from clients.

Solo practice creates a significant amount of flexibility and control over the clients I engage

Helping clients, the intellectual stimulation, and the atmosphere of the Columbus office of my firm.

Law is a second career for me. I like the independence I have in my work.

The people I work with and the complex work that I do.

The people I work with and finding the right 'fit' for an employer.

Strong belief that what I am doing matters and makes a difference; challenging legal research is satisfying

My current firm and the autonomy I now have in my practice.

Flexibility and enjoy the people I work with.

I have obtained a level of expertise.

Clients who express their gratitude for what I do for them.

My career has brought me to a company that I truly enjoy working for.

Ability to be my own boss.

I enjoy litigation and I am in a busy litigation practice

To the extent that I'm satisfied, it is largely due to liking my immediate coworkers and having a good salary.

Engaging work with interesting colleagues who are appreciative of my efforts.

I get to handle interesting, important cases on which I am lead and/or given a lot of responsibility.

Variety of work assignments, ability to see accomplishments.

Colleagues

I am satisfied when I have meaningful work, which I have right now.

Again, I love the work in my practice area and my interaction with clients and attorneys

It is intellectually challenging and I find it satisfying to help clients.

I have been successful and believe that I have been of great professional assistance to my clients.

I work with good people and in practice areas that interest me.

I'm paid well for what I do.

The work is interesting and challenging

Flexibility

I practice in the ever changing field health law, I have wonderful, long time clients and I am respected within the firm as a leader.
I have set myself in a good position to make money without having to leave my children with a caregiver for an excessive period of time. I'm not really passionate about practicing law, however, and eventually I will probably leave and go do something else.
I have an amazing boss and a great work culture where we support one another and stay positive.
I love how fast-paced the legal market is. There is never a dull moment.
The ability for me to use specialized skill to help those that have a hard time understanding the legal system.
financial stability; intellectual challenge
I have had wonderful sponsors who have opened doors for me and celebrated when I've been able to open those doors myself and I have the opportunity every day to work with people who challenge me to think better and smarter
A variety of experiences.
With extreme due diligence and lots of hard work I have been able to make a living for nearly three decades.
The autonomy and respect it provides along with high pay.
Enjoy the work and co-workers.
early career advancement.
My diverse work environment, varying work tasks/experiences and my ability to directly help members of the community.
I like the substantive area of law I work in--I feel like we are helping people
running a small firm now
Ability to make a good amount of money; legal training explains a lot of what happens in politics, government, the economy, corporations, consumer and business dealings, finance, etc.
The results I get for clients
I am able to practice in the area of my choosing.
teaching/learning while serving indigent clients; salaried (no billable hours); variety in type of cases handled; no real "boss"
I love the research and writing
Govt hours; colleagues
Autonomy and compensation.
I enjoy being my own boss and I receive a sense of satisfaction from the work I do
Salary, client expectation, work/life balance
I like the substance of my work.
Loyal clients
I am doing work that I enjoy with people that I care about.
I enjoy what I do.
The path I have chosen fits my personality. There are challenges but I have the flexibility to work in my position as I want. I see a variety of issues each week so it is not boring.
I enjoy the work I do and with whom I do it. I also enjoy the flexibility that I have in my schedule.
I believe I am able to meet most of my clients' needs and have a good relationship with my colleagues. I enjoy going to work each day and finding out what the new challenges will bring.
Interesting work

I get to explore the how law impact policy and vice versa. Truly fascinating!

I feel I have a skill set and knowledge base that I could always "fall back on" no matter what situation I found myself in, as well as it being a solid career in general with a decently fair trade-off between compensation and the talent and training I bring to the table.

Very rewarding when you help clients obtain a satisfactory outcome. And I have been able to have a good work/life balance

I love the work, the clients, and the profession.

Current position with the court - enjoy colleagues and the work

The income and control over my schedule that it provides.

For the most part I enjoy the subject matter I'm currently in, and I have great relationships with my peers and immediate supervisor. I get to help people solve problems regularly.

that people rely on me for advice and that extends beyond legal advice- I have a good sense of people and life and the bigger picture that is just as, if not more than, useful in the solving a problem or coming to terms with it; the only somewhat satisfied is that I wish I had been a doctor, or something that is more tangible in reality and perception with helping others and leaving the world a better place than I found it

I like what I do.

I enjoy the field of law I practice.

My employer has permitted me a lot of flexibility so I can keep doing what I like to do professionally.

I have had the opportunity to do work that is interesting and challenging, to work with talented and bright people, and appreciate the flexibility having a law degree offers me for a career movement.

As an in-house attorney, I have a stunning amount of autonomy. I also enjoy the fact that my job is very interactive. Finally, I have good work-life balance, which allows me to be a good lawyer and a good mother at the same time.

I have left the positions that I did not think were a good fit and found positions that are interesting and challenging.

I enjoy parts of my job. I love doing estate planning and helping people who want help. I am not in love with my domestic practice. No one wants to be involved in a divorce, it is simply something people have to deal with

Independence

Success

Being able to help people and having a variety of cases in different areas

I feel like I make a positive difference in the life of my clients and I am good at what I do.

I enjoy the challenge

I know I am helping people

I am in the last quarter of my career, and I can look back and know I've done a good job for my clients and my firm. I still like my job, my clients and my firm.

I am satisfied with my firm environment. However, there are short periods of high stress that make it very difficult to be both an effective attorney and an effective mother. When the work is made more stressful or more time consuming due to unnecessary gamesmanship or a lack of civility from opposing counsel it becomes very tempting to move to an alternative area of practice or alternative line of work entirely.

high degree of autonomy

I use the law in my role in government relations but it is not entirely legal with the ensuing conflicts public service

I love the area of law I practice

I love the law and I think it offers many opportunities for different types of careers.

Ability to work with clients I enjoy

Lack of opportunities that offer competitive salary AND good work-life balance.

It was my choice to be a lawyer.

I enjoy the law and what it is supposed to represent.

I love what I do and I love the people I work with.

Have been relatively successful in what I do, and am appreciated by the clients I work for

I have been fortunate enough to practice in the public sector which offered some semblance of job security and now that I am in private practice, I have the security of a pension and built-in client base.

Ability to provide fair decisions for all parties regardless of economics, race, gender

Every day I protect people's rights.

I can make a difference in the lives of children.

The quality of experience I have already obtained in my short career.

Interaction with people and making their lives better.

Good employer

Because I am with my children and also able to work hard, I feel satisfied.

I love the work that I do; however, my firm detracts from my overall satisfaction, as I do not like the people I have to work around.

I enjoy that I have learned a skill, am continuing to practice my skill and I am grateful that my skill provides me a stable life.

Flexibility.

It's always interesting and challenging.

I feel respected by my colleagues in my firm and I feel supported in the business development I aim to accomplish. I also feel that I have a vested interest in the future of my firm.

Just everything

My ability to control my workload.

the ability to make a difference

I have, by any measure, had an extremely successful career, despite having had to overcome overwhelming obstacles placed in my way. I had no mentors and mostly had folks who told me what I set out to do was impossible -- and yet I did it. That is very satisfying.

I'm paid fairly and have found a job that does not require working around the clock. I also feel like my manager cares about my well being and career.

I have the opportunity to work with and learn from Judge Frye for over two years. He has helped set me up to be successfully in my career.

I feel appropriately challenged and value the people I work with.

Interesting work Flexible work schedule

autonomy and seeing an end result

It's challenging and pushes me to learn and grow every day. I also feel like I am doing important and demanding work that benefits not only my client, but also the public good.

Great manager and diverse company

Experience in workng in my legal field.

I am interested in the subject matter area I practice in.

Finally finding an employer that does not degrade and treat me poorly. I am now valued for my contribution and ability to help clients.

Helping people

Lets me use and build my strengths and interests, while constantly exposing me to new situations and strategies.
It's the only thing that's going well so that's probably why
fulfilling work. I've found a practice area that I enjoy
my colleagues
Helping people
I enjoy my current job but practicing law was probably the incorrect career choice for me.
Now that I have figured out my alternative work schedule a bit more, it has allowed me to have a lot of flexibility and be not only be a good mother, but also a good attorney.
Decent pay, decent hours
Ability to help influence improvements for consumers
I really like the people I work with, and I appreciate the flexibility I have in my current role.
Good advancement. Good pay.
I wake up in the morning and look forward to what each day will bring as they are all different
I enjoy helping others
40 hour job
I really enjoy the area of law that I practice, the people I work with, and the firm I work for.
I was just admitted to the Bar. My current season of my profession is the learning/growing season, which is abundant at this point. I am also in an environment that understands, and in fact encourages, this.
I have a very supportive firm with hard working but fun colleagues.
My boss does give me a lot of opportunities/responsibilities and has confidence in me.
I feel very competent and like I provide great representation to my clients. I like my area of practice.
It is what I want to be doing, and I like most parts about it.
intellectually stimulating
I enjoy my practice area and the firm environment I work in.
Love my clients and running my own firm.
the type and variety of work
I feel I am good at what I do, respected by my peers and the financial freedom gives peace of mind and a quality of life I am thankful for every day.
The intellectual challenge and stimulation of the cases I decide.
I am fortunate to be able to work the part-time schedule I prefer and still be compensated well.
Possibility to maintain a flexible schedule and achieve work life balance
Flexibility and challenge, networking and professionalism of many colleagues. While one manager was unprofessional, on balance, very good professionalism.
I am learning every day, which makes me feel as though I am growing and becoming better, and I have a boss (who is a woman) that respects me and my opinion.
I like the type of work that I do.
I left private practice.
I have great mentoring
Freedom and flexibility
The people I work with.

At this point I am in control of my own destiny. I am with a very good firm and have decent law partners. I have been practicing long enough that I feel comfortable with what I do daily. I still really like the type of work I do and am pleased that I have the opportunity to assist my clients.

My ability to adapt.

feeling valued, advancement opportunities

the work is challenging and there are some great clients

Because I do feel like I truly make a difference to people and I'm good at what I do.

Q26 Please list any advantages or assistance that you have experienced or received as a result of being a woman in the legal profession. If none, please type "none" in the space provided.

Answered: 206 Skipped: 61

RESPONSES

Other female attorneys are willing to help and probably others I didn't even realize.

none that I can recall.

None.

None

I think that aligning ourselves together in friendships, mentorships, and organizations for women gives us strength. I think that we have lots of opportunities to support each other and build a profession that is more fluid from work to personal life. I find that most women attorneys I know find ways to blend or hybridize their lives so that there is often a lot of overlap between what is considered work and what is considered personal/family. I think this is probably only going to increase in the future.

None

None

None

At times, it works to my advantage to be a woman deposing a man who thinks he has a lot to teach me.

None

none

None

Today's climate draws attention to diversity and inclusion and I have benefited internally by being a woman partner in the firm.

none

None

I think the only "advantage" is that women make better lawyers and they are far more productive and easy to work with.

Professional courtesy of other attorneys and judges. Being a Georgetown grad also helps.

None.

There are times that I believe my gender made me more persuasive in front of a jury

I think some of my clients (women and men) prefer to work with me because I'm a woman.

I've been involved in several affinity groups that have been helpful in supporting my development along the way. I helped to set one up with my firm while I was in private practice - and I sought out WLFC.

none

None

NONE

Great mentoring from women who have had similar experiences.

One of the biggest advantages is that my opponents and deponents often underestimate me and my ability.

None
None, though some clients want a "woman lawyer"
none
women mentors and camaraderie
No advantages or disadvantages in my particular circumstances.
None.
Like everyone, I've had some great mentors (even some that didn't know they were mentors).
None
None
none
Sometimes people perceived a female is being more empathetic, so I believe sometimes I was able to accomplish more in depositions.
none
Some women choose to hire me instead of a man because of my gender.
Because I work in a Company that is focused on advancing women in the work place, I'm sure I was given more consideration for a role than my male counterparts. However, I am just as qualified as any male counterpart.
none
None.
None
none
While I believe that overall being a woman lawyer creates more challenges, I also believe that the fact that I am a woman was a "plus" to my lawyering skills for my sponsors. In other words I think they have been particularly fulfilled by knowing they are helping a woman advance. I also believe that my network of women lawyers have intentionally directed new client work my way in order to help me as a personal friend and also to advance another woman lawyer.
Getting to know other fabulous women through law firms and WLFC!!
Absolutely none. And I raised two children while working full-time and married I have never received help. Little chip on my shoulder I guess
none
None
None.
Female supervisors and senior colleagues recognizing the need to mentor and be a positive influence on more junior female attorneys.
In my social service agency, women dominate the work environment and it is easier to relate to each other. I have a lot of flexibility and there is great empathy for personal needs. I do not know if this would be true in a male dominated work environment.
Women's partner lunches & meetings
none
I feel supported by female attorneys in my firm and can have honest conversations with them about my career.
None
None
None
none

None
I don't know of any.
none
None.
Older female mentors
The surprise element. Opposing counsel/client does not expect strength and expertise from a 5'1" blonde.
none
None
None
none
none
none
None.
none
none
None
Greatly emotional intelligence
None
Invited to attend women-focused events.
none
When I was a new lawyer a male lawyer gave me an office from which to practice and charged very little rent. This may have been because I am female.
Our firm has a strong Women's Initiative, which provides mentoring and business development opportunities.
Our Women's Law Bar Dining Circle has formed a network that has helped in cases sometimes years later.
I believe going on a reduced hour schedule, even temporarily, would have been very difficult for a male attorney.
None
None.
None that I can think of unless my employers on the past have had gender biases in favor of hiring women.
none
None
none
other women's support for each other
none
I have benefitted from strong female role models so far in my career.
people underestimate you, and that is a great advantage to have- they never see what's coming- this has been true from day 1 in my legal career
None.
None

None

None.

The networking and support you receive from other women in groups like WLFC.

I think other counsel and parties can underestimate me.

Organizations like WLFC and OWBA have been key. By joining those organizations, I have made friends and have capitalized on opportunities for informal mentorship (and mentoring).

I have had the benefit of women in the profession longer than me opening doors for me. I, in turn, have tried to do the same for other women.

None known.

I think it helps sometimes with judges. The judges I practice in front of tend to go easier on the women. I also get a lot of clients who specifically want to work with a woman. They find women less intimidating and nicer - their words, not mine.

None that are particular to my status as a woman, but I have been grateful for many friends and colleagues who have offered support to me, as I do to them.

More mentoring organizations, resources, and trainings available.

None

None

None

none

None.

WLFC is an advantage that male colleagues do not have. I think that having access to other female attorneys who, by engaging with WLFC, have demonstrated their interest in being a resource is a great benefit. A short term "advantage" has been that I am not expected to be available 24/7 because of the assumption that I am otherwise engaged with my family. However, I'm not sure that the assumption is helpful long term if it results in funneling work that requires more attention and quicker response time to male colleagues. I don't think that helps either female or male attorneys because it perpetuates the expectation of 24/7 accessibility and undermines work-life balance for everyone.

None

Women can be more accessible/approachable; some advantage in collaborative negotiations

different perspective different approaches different style all attributes that help the client

Your organization offered me a scholarship that I was very interested in. However, as I failed my first Bar exam I did not feel like I could accept it. But that was an advantage that was offered to me.

Networking with other professional women has been the best, having those women to bond with and look up to mean a lot especially for young women in the beginning of their careers

none

Female attorneys have been eager to help me advance professionally.

In working with women clients and minority clients being female has been an advantage; sadly it has been a hindrance to develop work from other clients who have attitudes that perpetuate the old boys network

none

None

None

None

None

None

Advantages: being underestimated and then performing above expectations Assistance: being able to work part-time when my children were school-aged

~~I can't say none because I have met one or two women who were willing to mentor. Women don't mentor other women as willingly as men it appears in this industry~~

I get to hang out w/ WLFC

None

Mentoring by other women

I received a work study position at my workplace while in law school from a female friend.

Being a part of women support groups, whether informally at work or through associations like the OWBA.

None known

none

I am able to add levity and sometimes calmness to a room full of only males.

None

At times, people underestimate me because I am a woman and then I end up with the upper hand.

membership in WLFC The male judges prefer younger female attorneys -- of which I am. (I suspect this was not the aim of the question though)

None that I have noticed.

I am the only woman in my Real Estate Group and I believe that I have been included in meetings or opportunities that I may not have necessarily been included in, if I wasn't a woman.

none

None

None

None

My firm has a Women's Initiation program that, while in its infancy, has helped foster a supportive environment.

None other than being a member of WLFC.

none

none

None.

Nothing in particular. However, there are more affinity groups to be a part of.

None

None

Too many of both to recount here

none

I do think men are sometimes nicer and more accommodating to me because I am a young woman. However, I likewise feel that men can be harder on or more difficult with me for the same reason. Similarly, I think some of my female co-workers have gone out of their way to "bring me into the fold" in ways I do not always see them do with young male attorneys.

None

none

There is nothing in particular that I can think of that I would specifically attribute to being a woman.

None.

Our firm provides us with a budget and time to meet with other women attorneys in the firm.

none
Possibly - WLFC mentorship program, law school Women's Bar Association mentorship program. It's my understanding both of those were also open to non-female participants, though.
none
none
none
None
Bonding with other female employees and attorneys.
Support by other female attorneys
When you meet and surround yourself with other supportive women, it is helpful to have a network of women who help one another out.
None.
None
none
None, other than when i was hired at my company, they had no female litigators, so being a woman was a helpful attribute to get the job.
None.
None
Not as a women. However my diverse background has helped in my professional.
none.
none
I have several women attorneys that have become my mentor and friends through WLFC
I received consideration for my spot at my firm because of my diversity (minority woman), which I think set me apart from other students who were also applying for summer associate positions with similar credentials.
The WLFC is a great resource for assistance.
none
none
I have been selected for various jobs/opportunities within law school because the professors (female) were trying to advance women. This was not the only reason (I was highly qualified), but it helped.
My firm has a women's program and provides executive coaching to their female attorneys.
Some clients request diverse staffing on matters, so that falls to me. I also feel like I have a little job security because of the number of female associates that have left my department before me.
Access to the WLFC. Other than that, none.
Networks developed from joining women's organizations; mostly women helping women.
WLFC. We have a tight knit network of attorneys always willing to help.
None
I became the first woman president which being a woman was clearly an asset to obtaining the position.
opportunities for connections with other women professionals, i.e., special programming
None

I feel the partners at my current firm have been very supportive of my desire to work part-time while my children are young. They have allowed me to set my schedule and have been supportive. I am not on the partner track, but I do not wish to be a partner. I like practicing law, but value time with my family more. That is what works for me.

We have an initiative for female lawyers at the firm, incl. a budget, monthly meetings... Flexibility with maternity leave and return to work afterwards. Allowed to pump in locked office.

Women lawyers support each other very well. This assistance and support is helpful.

When I was practicing criminal defense, I was often treated differently by the judges and prosecutors, which was a disadvantage. I also was hit on by clients which was uncomfortable and annoying.

Fellow women lawyers have been a wonder community and have been very welcoming whether at social gatherings or chance meetings in the courthouse.

none

Jurors love competent female attorneys. They are still amazed when we do well. A lot of clients want a female attorney as they feel more comfortable with us.

None.

None.

Gender bias.

none

none

not sure.

Q27 Please list any barriers or bias you have experienced as a result of being a woman in the legal professional. If none, please type "none" in the space provided.

Answered: 198 Skipped: 69

RESPONSES

Mainly, I notice the assumption that I'm not a lawyer. Being talked to like a child is fairly common.

Always being mistaken as a social worker or court officer.

It took a long time to be acknowledged as a serious litigator.

Not taken seriously, talked down to, talked over, older men literally cannot hear me, not offered jobs, harder to develop relationships with certain people, constantly being mistaken as a secretary or clerk even when wearing appropriate clothes, being policed on my clothes/appearance, being policed on my tone/voice, being told by a male juror that I was condescending, having to second guess whether an interaction occurred because I'm a woman or whether it would have happened the same with a man, etc etc etc.

Offensive and condescending comments, general disrespect

No overt barriers.

gender bias from employer, client, judge and opposing counsel.

I'm sure there have been biases from clients of which I was unaware at the time. Other than that, none.

financial barrier - male counterparts tend to make more

Sexism in practice.

None

Stress at home with raising children, caring for aging parents, keeping house, etc. Very little time for origination/rain making which limits advancement and income.

None

I haven't been taken seriously in my past roles.

None, since my early days in the profession.

Not taken seriously.

I was a single mother in law school and for my career, and many people did not recognize the challenges with balancing career success and parenting responsibilities.

I cannot think of a specific example.

None. I think barriers only exist if you let them exist. I've had to ignore a lot that might bother other people, but I haven't let it stand in the way.

Pay disparity.

NONE

Asked to do completely different work than male counterparts, asked to do work outside of JD-necessary work, fewer advancement opportunities, less client face time

Clients who hire lawyers often hire in their own image (and are often men) and/or have a perception of what their trial lawyer should look like (male).

Being taken seriously

many, early in my career. Lots of men didn't like the sudden much larger influx of women and had no idea how to treat us

~~I have experienced gender bias, as described above. Also, I find it difficult to socialize with the male attorneys in my firm because (a) I don't share many interests with them; and (b) I want to spend my free time with my family.~~

Being called sweetie, honey and verbal abuse from specifically male clients. (oddly enough, I never have female clients lash out) Clients hitting on me. Needing to say things 10,000 times before they're taken seriously. Speaking with authority to a public figure and him believing his google search outweighs my years of experience in this profession.....I can list more if you need them but you get the idea.

None.

Receiving remarks to the effect of "You're too young to be an attorney."

Most barriers and biases are perceived. If an obstacle is erected in front of you, climb over it, knock it down or work your way around it. Be the catalyst for change, not a victim of circumstances.

Ideas not heard or taken seriously because I'm a woman. Perception that I will always place personal life over professional life. Being told that I was brought to a deposition to distract opposing counsel. Being called sweetie or honey. I could go on for hours. Is this a serious question?

Less credibility than male counterparts

I have been hazed, ignored, overlooked, dismissed, and relegated to secretarial duties. People have assumed what my life goals were and then assigned less challenging work accordingly.

Questioning my commitment to the full time legal practice after having children while being an associate. There are never questions about the male attorneys after they have children.

At some employers, advancement beyond a particular level is impossible as a woman.

The law firm was tough because it was so male dominated and all conversations and activities revolved around what the men wanted to talk about and do.

can't think of specifics other than what was already mentioned

Clothing and attire.

None

clients take you less seriously; some partners do as well

It is more difficult to form appropriate bonds with senior male attorneys than it appears to be for men. I have had male partners who would not close the door when I was in their offices for conference calls and/ or were leery about going to lunch or traveling with me. I have been told that certain clients prefer male or female attorneys or will not take kindly to "another" maternity leave.

Assumptions that I would not return to work from maternity leave. Resentment from other women who perceived my success as a threat rather than success for all of us.

For many years I believed it was not appropriate to mention the word children or mother to my colleagues peers or the court

Not part of the "boys" network, not included in certain types of networking events, lack of recognition of the difficulties of balancing motherhood with a demanding career

Sexual harassment; lack of equivalent business development opportunities; expectation to attend/participate in women's events while still billing the same number of hours; lack of mentoring; inappropriate language/comments/jokes; etc.

Internal personal struggle associated with having a child and a career. Judged by some for taking the full 12 weeks of maternity leave and the inevitable sick time that must be taken when there's an infant in daycare, challenges associated with nursing once returned to work. Having to prove myself to clients/colleagues, etc. before they believe I am capable of handling certain tasks. Entrusting similarly situated male counterparts without requiring past positive performance because of gender bias.

Lack of mentorship or helping in my career growth. Power and knowledge is maintained at the top and not passed down.

~~People discussing your lack of commitment for being part time; people refusing to work with you if you plan to have additional children or plan to take maternity leave. People not asking you to partake in business development events because you have children, etc.~~

30 years ago not being taken seriously

I can't really think of anything specific.

Legal and business male management are not interested in hearing from a smart woman that they are wrong.

Not promoted to partner when I was pregnant but younger associate who was son of one of the partners was

None

I think that women face a lot of challenges in the legal community and the workplace, especially related to parenting.

not always taken seriously; sometimes considered just "another pretty face..."

Clients don't trust me

none

Clients/opposing counsel attempt bullying.

Too many to list honestly. If other older male attorneys would stop referring to me as "honey", that would be great.

The manner in which some attorneys try to intimidate in a litigation matter--because you are a woman.

none

Bias - client reference to counsel as "sweetie" or "young'un"

None, if you consider that either men or women could have an equal interest in being present in their children's daily lives. However if you consider that on average women seem to feel more desire to spend a larger amount of time with their children during the week, it is a challenge to finding work when you don't want to work 50-60+ hours/week.

Respect from others

Frequently the only woman in the room and not taken as seriously.

none

None

None

Growth opportunities.

Never picked first for projects. Male associates picked, then me.

none

It was often assumed I was an older lawyer's secretary when I accompanied him on occasion to various functions where he felt I could network.

None that I know of.

Assumptions that women are not able to perform a man's job. I am aware that I am paid less than the rest of my male counterparts in my Firm.

Men expecting women to act like men and assuming that is the "right" way to act.

Promotion opportunities

I do think that there is a gender bias toward males in larger law firms -- but I also think that is because most of the "movers and shakers" in those firms are also males and it is just what they are more comfortable with. I don't think it is necessarily purposeful, and I don't think the law is the only profession with this issue.

Biases about how I should be dressing, how I am supposed to interact with coworkers. How I'm expected to be an admin or maid but other male counterparts are not.

~~Gender bias towards women attorneys and women with part-time practices due to having children.~~

I think there is still a double standard for women. We have to be better at all things to be considered equal.

none

When I am working with male (typically older) counterparts my opinions are generally given less weight. Business generation is still difficult because business is still largely handed out by older men and it is difficult to have meaningful practice development opportunities with my clients (they are a bit stand-offish). When supervising junior attorneys, my efforts to provide feedback and guidance are construed as tough or mean even when I go to great lengths to provide positive reinforcement and to provide candid feedback.

Gender

that if you are good at what you do, and at times, that means being persistent (never rude, but not giving in on certain points), you get perceived in a derogatory manner; but if a man does the same thing, they are seen as the bulldog you want on your side- a great attorney. I'm tenacious and never say die. As a woman, that's annoying to others and seen as stubborn. If I were a man, I would be perceived as someone you just have to agree to what they say--you know to not waste your time trying and then you want them on your side.

I feel like clients prefer an overly aggressive male attorney as opposed to a smart, hard-working female attorney.

None

General partners being all men and not mentoring the female attorneys to become general partners. They seem to want females to work "for" them.

I feel like some audiences (clients, coworkers) simply assume a male attorney knows what he is talking about, but reserve judgement on what a female attorney says until it is confirmed.

None

Being asked to take the minutes of meetings when I'm the only woman present; being asked to make the coffee when the secretaries are gone; being called by my first name when my 2 male counterparts were referred to by formal titles; being low-balled on compensation; and of course being labeled with the standard words ascribed to successful women.

I am often struck by how much the legal profession is still a boy's club. I will offer two recent examples. 1) I went to lunch with a male attorney who stated "I think it's great when women work. It makes them better mothers." No one would ever say that sort of thing to a male attorney. 2) I was recently told about a client development trip to which I was not invited. The trip involved fishing, an activity I have no interest in. I find client development is all too often still very male-focused, which leaves women out of the loop.

Less respect than male counterparts receive.

I think I am not taken as seriously sometimes

The perception of not automatically being taken seriously, which has required me to be extra prepared. But overall, that's a good thing.

None.

Some opposing counsel can be very condescending

Early in my career as an associate I was always assumed to be staff/paralegal. I know that in past jobs I was offered and paid less than male counterparts.

None

none

Some people simply don't want to work with a woman, or think that if you have other interests or responsibilities that you are not dedicated to the law or the firm. Women still bear the brunt of most household, child rearing and senior parent care responsibilities. Until more men have wives that work and require them to assume those duties, they will lack the ability to truly empathize with their women associates and partners.

See previous responses. I think some additional barriers have been self-induced in that I am less likely to step up and assume responsibility for courting a potential client due to a reluctance to self-promote and those moments in which I question my commitment to the practice area for the reasons discussed previously.

By removing myself to care for children, it was impossible to return to traditional legal practice. Even women felt I had gotten too far behind. Not true, but perception

Treated as a junior team member even if I am the senior attorney handling the case; presumed to be less committed to my career due to family obligations

unconscious bias stereotypes

None

none

none

Inability to develop business, be added to client teams to pursue business and be given credit for business developed. For example, I have been on client pitches and when the work comes in, it goes to others to do the work (who happen to be male).

Inadequate maternity leave.

I sometimes feel that older male attorneys or judges do not respect female attorneys in the same way that they respect their male counterparts. My female colleagues and I are often subjected to inappropriate comments, stories, etc.

respect and recognition in earlier years

Old boys club still exists

Double standard with respect to behaviors at times.

None

- Not being perceived as a leader. - Lack of mentorship/sponsorship because I'm from a smaller minority group. - Inadequate compensation in comparison to males in the same field. - Inadequate compensation and opportunities in comparison to white/black females (from a smaller minority group).

People assuming I am the "assistant" rather than the attorney

I'm treated differently by other women who have been in practice longer. It's as if they feel threatened by other women in the profession

I've been called honey more times than I can count. I've been told by my supervising male attorney that women write, men go to court.

I have to prove my skills whereas men are assumed to be competent from the start.

Harassment

Professional attire being evaluated and reprimanded is always an issue in courtrooms and prisons/jails as a curvy woman entered those spaces.

None known

none

I can be perceived as a 'bitch' when the men are just as hard but they are perceived as 'tough'

Implicit bias, lack of respect, "jokes" about personal characteristics

Sometimes people underestimate my abilities because I am a woman. I am frequently told that I do not look like an attorney and that I should have been a model instead of an attorney.

Opposing male counsel in depositions assume they are smarter than me. Assume that I always want to spend more time with my family.

~~Just the usual - Being spoken over in meetings, not being taken as seriously, etc.~~

I am often portrayed as not "one of the guys" which makes breaking barriers and initiating business conversations difficult. I also often run into the feeling that I should leave when the men want to "talk business", due to the perception that women aren't educated in business and can't "get the deal done."

Failure to be assigned to certain clients or cases, passed on opportunities for employment, not included in client events - i.e. sports games, golf, drinks with clients.

Told men only were allowed in the main office.

Unsure

I think it's difficult for many women in professional circles to overcome the gender bias. Women are not viewed the same as men, and as much as we strive to change that, the stereotypes still exist.

Being called "darling" or "sweetheart" by other attorneys. An expectation that all secretarial work will be done by me, when I was the only female associate; and this expectation was true of support staff, not just male attorneys.

none

none

There are quite a few. Some examples: An older male partner pulled my ponytail during work at one point. Lack of interest/discomfort with mentoring. Firm activities that are male-focused (e.g., golfing, drinking, poker). Viewing women attorney groups with disdain. General misunderstanding/ignorance of gender differences/bias. It is difficult to get in with the good ol boys group. The goldilocks dilemma: being too soft or too hard - never just right. Words used to describe women are not equally applied to men: sassy, b****y, timid, etc. Women aren't viewed as being confident/assertive like the men are.

None

None

Being spoken over, being referred to as honey, sweetie or doll. The assumption that I'm the paralegal or secretary.

Too many of both to recount here.

assumptions of lack of knowledge, patronizing comments inappropriate language use in my presence

I think men are promoted earlier and more often in my office, but I am not yet up for a promotion, so I cannot say that I have yet faced that barrier.

The idea that men need the job,salary or advancement more than women.

I have had supervisors appear surprised by excellent performance on a matter. However, I am not sure whether it was gender or racial bias or something else. I also had a younger, non-minority male counterpart with less experience promoted before me.

none

I have been spoken to inappropriately by opposing counsel, been refused continuances due to labor and delivery of a child, been hassled for asking for breaks to pump or breast feed, I have been accused of being "overly involved" for asking questions about a case, and have been reprimanded for wardrobe choices during pregnancy in the courtroom (it was a dress with colored stockings).

Clients sometimes do not take me seriously.

none

show of emotion perceived as a weakness; caring perceived as a weakness; negative implications of being a woman + being "young" (and/or young-looking)

I've elected to remain in public interest work partially to allow me to dedicate more time to my family. Therefore, I have lower pay, fewer advancement opportunities. Condescension from opposing counsel

Underestimated but works in my favor

multiple barriers and biases

In the very early years (I started practicing in 1978), gender and racial bias - promotions, attitudes of judges and opposing counsel

None

Talked down to. Referred to as "honey."

Presumption that I am not dedicated to my career because I am a mother and/or that I would not return to work after my second child. I work in a male dominated practice area (financial services) and I am often faced with having to overcome the presumption that I am either (a) unknowledgeable, at best, or completely stupid, at worst, and (b) "just" the paralegal or some other type of assistant.

Without a doubt, I had to make a decision as to whether I wanted to keep my foot on the gas and advance up the ranks at a firm, or if I wanted to take a breather so that I could focus on being a good mother. It was not possible to do both well, so I chose family. I am happy in that decision because my son is my world, but it is disappointing that I had to make that decision at all.

Not taken seriously. People have made negative remarks about the number of children I have. My looks have been commented on.

None since before 1980.

You have to be extra tough and extra good, because you are judged more harshly.

Seen as less skilled and committed than male counterparts

I think it is tougher for women to generate business as compare to men.

On occasion, less respect for no reason. Wrong assumptions about my role or involvement in a case. Having to work harder and longer to gain the same traction with clients or as a business generator. Having to prove more to earn the same.

gender bias lack of recognition lack of pay and recognition

People think I'm the court reporter

None

There is a double standard that women face in the legal profession. We have to be tough and tenacious for our clients, but have to do it while being nice and pleasant and smiling so that we're not labeled as "hard to work with" or having a bad attitude. We have to work hard to prove why we are a valuable asset (or why having children will not distract us) when those questions and presumptions are never imposed upon men. We have to ask for more money, when male attorneys are simply given more, because they are perceived as simply being deserving of it.

Not being acknowledged as an attorney for a case that i filed in court. People assuming I'm a family member of a defendant. Higher ups wondering or questioning if i can handle additional work responsibilities

I definitely get called "hon" or "assistant" by older male attorneys.

I was explicitly told I would not be selected for a job because I am a woman "and we already have a woman at the office so we don't need more." Countless episodes of discrimination from professors, colleagues, opposing counsel, etc. From commenting on my outfit, assumptions that I won't understand a reference or I am not smart enough, to my input not being valued.

Being treated like I am less intelligent, not being invited to certain events to which my male counterparts are invited.

None

I struggle to be taken seriously as a leader. As the only women attorney and the youngest in my practice area, it is hard to transition out of the supporting role stereotype and take a leadership role. People also seem to think that a woman might not return to work after having a child. Or that I would have to return part-time. Also, while I understand the importance of billable hours and collections as it relates to firm economics, there is a certain degree of insensitivity toward parents of young children and the time needed to adjust to the demands of parenthood. Applying the same standards, especially in the first year after returning from leave, feels a little unfair when looking at the big picture of how an attorney impacts the firm in the long run. A little investment by the firm in the short term (modified expectations and standards) would go a long way in making an attorney feel valued and establish firm loyalty in the long term.

I'm pretty certain I lost a job opportunity (during a job interview) when the employer found out I was getting married later that year. Things were going great until that news slipped. The employer had been telling me before that, that he had to let the last guy go because of his family obligations (in a nut shell - "he was always having to leave work to get his kid when sick", "he had to come in a little later so that he could get his kid to the sitter").

I get asked to fix "women problems" in the office. There is also a bigger spotlight on me to succeed in the department.

Being physically intimidated by opposing counsel; attempted intimidating by opposing counsel about knowledge of law due to gender and age; assumption that I'm a court reporter (and not an attorney); being called disrespectful names by other attorneys (sweetie; honey; gal, etc.)

None

Client's thinking you are the secretary

none other than previously noted

implicit gender bias

The other female magistrates and I compare notes on how attorneys and litigants interact with us as opposed to our male counterparts

none

The profession is still a "boy's club" and a lot of male colleagues prefer to give their work to male associates over female associates which makes it hard to generate work. There are implicit biases for working moms that they don't want to attend certain events or conferences in the evening or overnight since they have kids and this leads to some missed business development opportunities.

Early on, unequal pay, stereotypes from male counterparts making jokes about women shopping, etc.

In job interviews, I was routinely asked where I saw myself in five years, and if that included marriage and children. I was also treated almost child like at times, which was ridiculous.

None. I think any "barriers" were more likely the result of age/lack of experience earlier in my career than as a result of gender.

Lack of flexibility. Assumption you are the secretary or will do the grunt work.

Pay has not been equal. There are still Judges who clearly favor male attorneys. Other female attorneys sometimes do not provide the support they should to one another.

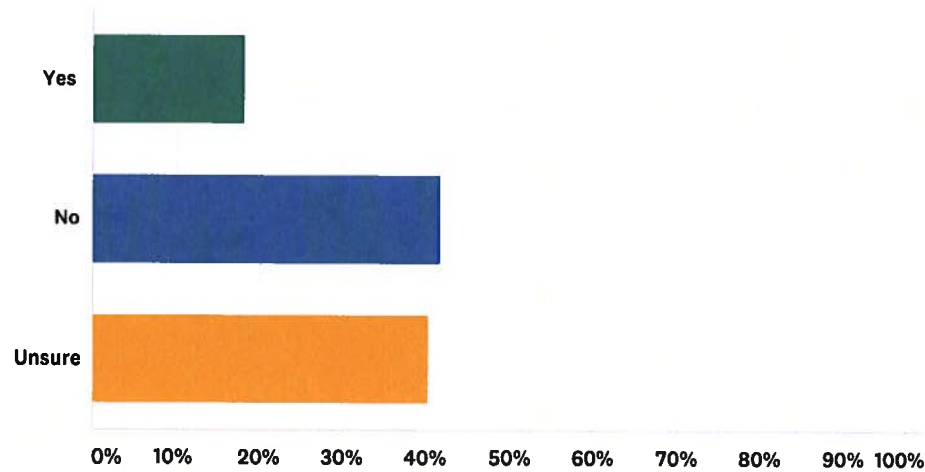
none

I think older male attorneys still have a tendency to stick with the "good old boy network." I would say that's the largest barrier. Of course, there was a magistrate who was extremely misogynistic and disgusting toward women, and it took way too long to get rid of him, but he is finally gone.

I've been mistaken for a court reporter and my male partner's secretary on multiple occasions.
Assumption of wanting to start a family.
none

Q28 Do you think that the number of female judges in Central Ohio is representative of the number of female attorneys in Central Ohio?

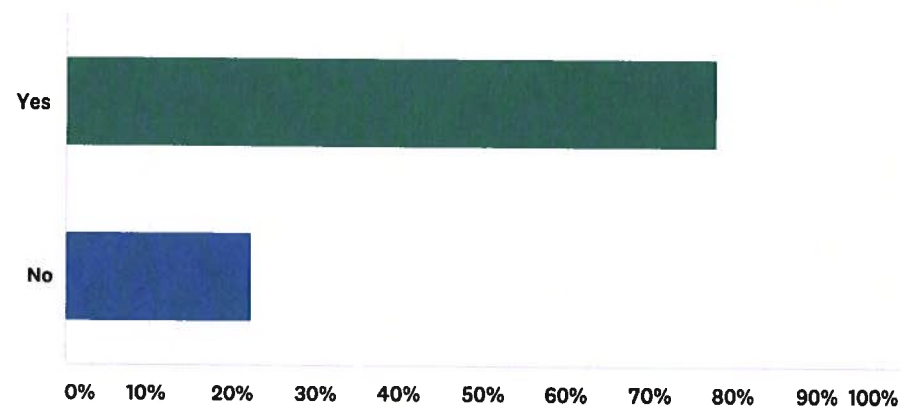
Answered: 231 Skipped: 36



ANSWER CHOICES	RESPONSES	
Yes	18.18%	42
No	41.56%	96
Unsure	40.26%	93
TOTAL		231

Q29 Does your current employer provide maternity or family leave?

Answered: 229 Skipped: 38



ANSWER CHOICES	RESPONSES	
Yes	77.73%	178
No	22.27%	51
TOTAL		229

Q30 How much leave is provided?

Answered: 159 Skipped: 108

RESPONSES

I don't know

I am the only person in my firm. So i could take as much time as I felt needed. The questions is not really applicable to me.

N/A - solo practice

Don't know.

13 weeks

Unsure

depends on your vacation leave balance

12 weeks paid and an additional 4 weeks unpaid.

12 weeks

Not sure

4 months, paid. Once you return, you are allowed to bring your child to the on-site day care for 8 weeks.

6 weeks

I think it is 3 months paid with the option of 3 months unpaid.

12 weeks, plus two weeks bonding time

6 weeks at 70% pay.

12 weeks

Policy indicates that they observe FMLA, so 12 weeks unpaid, but I am told that it is 12 weeks paid, just not indicated in formal policy.

3 months for attorneys

Unsure

6 weeks paid, then case-by-case

I don't know.

6 months

As much as is needed.

6 weeks

6 weeks paid leave.

NA

ten weeks

3 months

FMLA requires 12 weeks.

Self- employed

12 weeks paid, 12 weeks unpaid

I work for myself, so I make arrangements for whatever I need to do to take care of my family.

3 months for both men and women after the birth of a child

You must take short term disability so 3 months. If you adopt you get one week.

12 weeks

In accordance with FMLA.

unknown

Women who give birth receive up to 16 weeks at full pay; men and women who do not give birth receive up to eight weeks at full pay; I believe that if a couple is adopting the firm may treat the parent as a primary caregiver and provide up to 16 weeks

12 weeks FMLA but only a portion is paid through short term disability.

3 months with pay, more without pay

Unsure. I think 14 weeks.

16 weeks paid + FMLA + 20 days paid vacation = 4 months paid, up to 2 additional months unpaid.

12 weeks.

480 hours of FMLA per year

12 weeks paid maternity leave; otherwise unpaid is per FMLA

12 weeks paid if you have been employed for a year prior to the leave

Unknown. I'm past maternity age.

6 weeks

unsure

three months.

3 months FMLA

6 wks paid leave; Up to 12 wks if you invoke FMLA

As much as I want: I am a solo

12 weeks

8 weeks short term disability paid at 100% + 6 weeks parental leave (available to both male and female employees) paid at 100%. You can also tack on any vacation time you have, although your billable hours requirements are not prorated for vacation time like they are for short term disability and parental leave so if you actually take all of the time, you're unlikely to meet your hours requirements.

At least 12 weeks

4-5 months

3 months paid/can take additional 3 unpaid

12 weeks. But people don't take it.

3 days full pay. 6 weeks at 60%

Six weeks

12-14 weeks paid.

2-3 months

I have not taken leave with my current employer, but believe it is about 8 weeks paid.

12 weeks unpaid, but they may be supplemented with accrued leave

12 weeks -- taken either as sick time OR under FMLA if not enough sick time. My employer does not provide short-term disability -- it is an optional purchase.

Four weeks after but you have to max out your vacation time first.

12 weeks paid; additional 12 weeks optional unpaid
6 weeks, I think. Not sure.
unsure - have not needed it
12 weeks.
6 weeks. First 2 weeks unpaid or paid via accrued leave time (vacation, personal). Remaining 4 weeks are at 70% of rate of pay. :(
12 weeks
10 weeks, 4 of which were paid.
I think my current employer provides 6 weeks paid. My previous employer (a law firm) provided 12 weeks of paid leave.
12 weeks paid maternity leave for attorneys
6 weeks unpaid but with disability insurance for part of it. You can also use your vacation time.
12 weeks, but I took 16 weeks with my first child with no pay no penalty
12 weeks
6 weeks at 75% pay
I am self employed and do not plan on having children. My current children are step children who live with us. If I did have a baby, I could take off as much time as I chose, I just would not make any money
3 months (maternity and paternity).
Whatever I want but I won't make any money if I stop
I'm my own boss - I do what I want... but of course taking this type of leave would result in a huge revenue decrease.
approx. 4 months.
It was 12 weeks until about 5 years ago when it was abruptly reduced to 6 weeks.
12 weeks paid leave for female attorneys; 4 weeks paid leave for male attorneys; no paid leave for staff/paralegals
FMLA
16 weeks
6 weeks paid
unsure
Don't know
6 weeks, unpaid. I am not FMLA eligible.
6 to 12 weeks, depending on accrued vacation time and whether it is paid or unpaid.
90 days
12 weeks
6 weeks
2 months
12 weeks
6 weeks, 2 weeks unpaid
I have not experienced this yet.
8-10 weeks
I am unsure, but when my children were born I was paid for 3 months off.

6 weeks Short Term Disability policy. additional 2 weeks vacation possibly and another 2 weeks was unpaid leave. I had to write a memo to all male partners explaining what I was asking for (10 weeks). I had to explain that I needed the time to establish a solid breastfeeding relationship with my baby and therefore less time would be bad for the baby. That was awkward. Because it was a memo though, I enjoyed imagining them squirming in their chairs. It was still somewhat demoralizing having to justify why I needed 10 weeks. They gave it to me no problem though.

Six weeks paid leave.

I am not at that point in my life, but I believe 3-4 months.

Up to 12 weeks of paid leave at 70%, up to a year of unpaid leave

12 weeks for adoption and birth

Unsure

For associates - 4 weeks full pay, 2 weeks 60% pay. For partners - 8 week full pay, 4 weeks 60% pay. I think our leave policy is particularly weak.

As much leave as is needed. Our firm is an anomaly because it is a two-person partnership, with one staff member.

Four months.

12 weeks (runs concurrent with FMLA)

I am unsure because I have never looked into using it.

16 weeks

Unsure

Varies

12 weeks

5 weeks short term disability at 60% pay

Not sure - NA for me as my child is an adult.

I believe up to 12 weeks.

6-8wks

12 weeks for attorneys.

4 weeks paid 8 weeks voluntary Not large enough to have FMLA

2 weeks paid on top of vacation then STD for 2/3 of the pay for 12 more weeks. 2 weeks paid paternity leave (does not mean use up existing vacation)

8 parental leave days. Can use accumulated leave for up to 12 weeks of paid leave following birth or adoption of a child.

I believe it is 6 weeks plus FMLA.

14 paid weeks. You can use up to 4 additional weeks of vacation time and negotiate further unpaid time as well.

16 weeks of leave, 12 of which is paid. You may also tack on any additional unused vacation time to your leave.

3 months unpaid - you can use your sick and vacation leave during your time off to receive a salary.

9 weeks paid, an additional 3 weeks is available unpaid

1 week. Then it's all FMLA.

12 weeks.

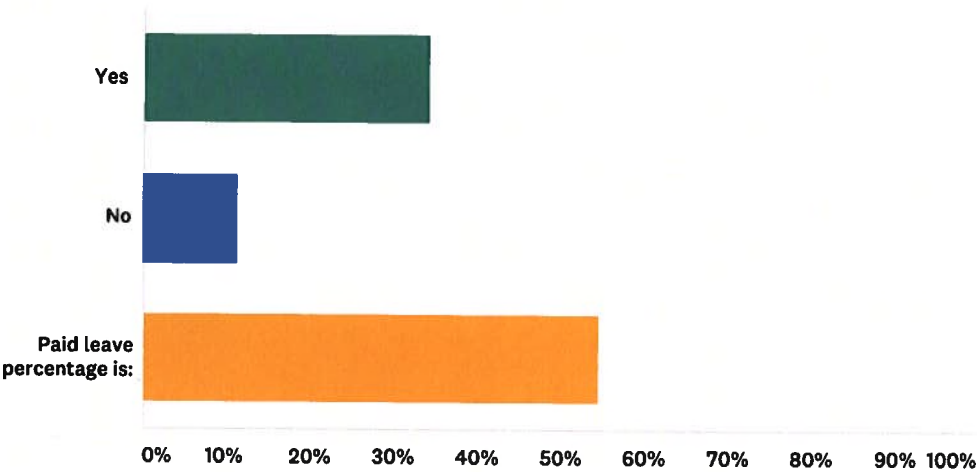
three months. longer if requested and negotiated.

12 weeks FMLA

unsure
attorneys receive 12 weeks paid leave.
12 weeks
It depends on what is necessary. We have a small firm.
I don't know
12 weeks fully paid with an option for additional leave up to 6 months
3 months paid leave
Not sure (I'm no longer in need). But, they are flexible, and very family-friendly.
Not sure
12 weeks
6 weeks
I think 3 months
6 weeks of short-term disability and then 2 additional weeks of paid leave. The opportunity to have another 4 weeks unpaid.
12 weeks paid and additional unpaid time (for mothers) and 4 weeks paid for fathers.
Unsure
6 weeks
Unsure as I have not availed myself of the policy.
Not sure.
Honestly, I don't know for certain, but I think it's 6 weeks.
6 weeks at 100% pay (or 8 weeks for cesarean) for primary caregiver and 2 weeks for nonprimary caregiver. This includes cases of adoption.
8 weeks
Up to 16 weeks, but only 12 are paid.
12 weeks FMLA, short-term disability pay at 100% for 6 or 8 weeks, plus 2 weeks 100% pay by employer
16 weeks, I think

Q31 Is the leave paid? If so, please indicate the percentage (ex. 60% of salary).

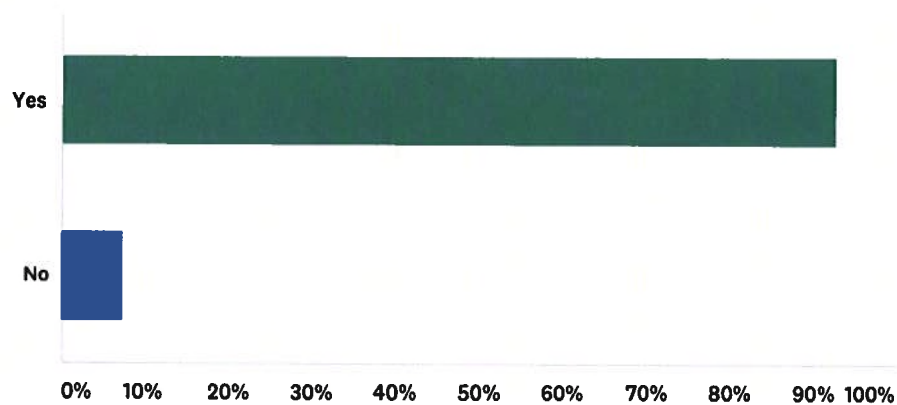
Answered: 167 Skipped: 100



ANSWER CHOICES	RESPONSES	
Yes	34.13%	57
No	11.38%	19
Paid leave percentage is:	54.49%	91
TOTAL		167

Q32 Is leave supported?

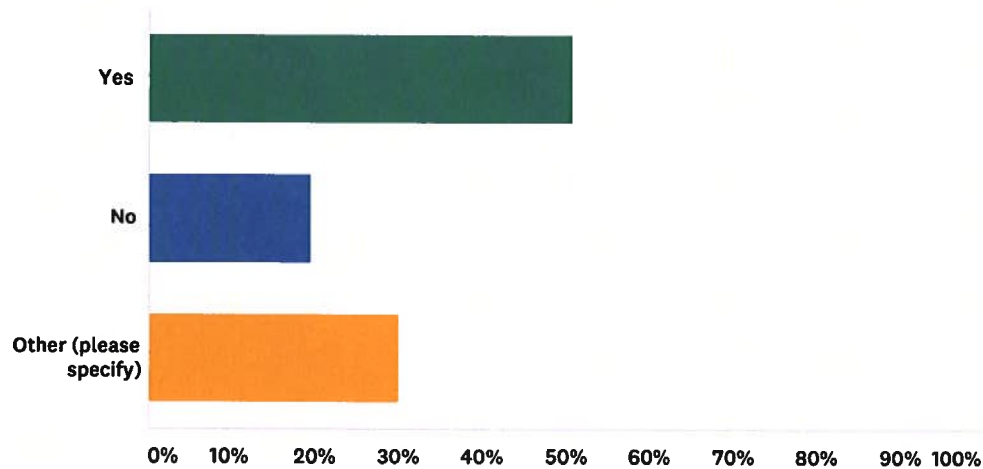
Answered: 162 Skipped: 105



ANSWER CHOICES	RESPONSES	
Yes	92.59%	150
No	7.41%	12
TOTAL		162

Q33 Does your current employer provide breaks and a private space for nursing mothers so they can continue breastfeeding after returning to work?

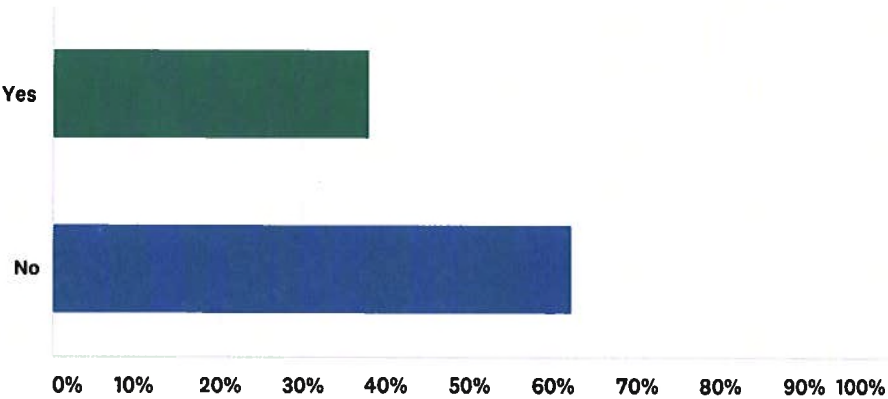
Answered: 221 Skipped: 46



ANSWER CHOICES	RESPONSES	
Yes	50.68%	112
No	19.46%	43
Other (please specify)	29.86%	66
TOTAL		221

Q34 Does your employer have a women's initiative?

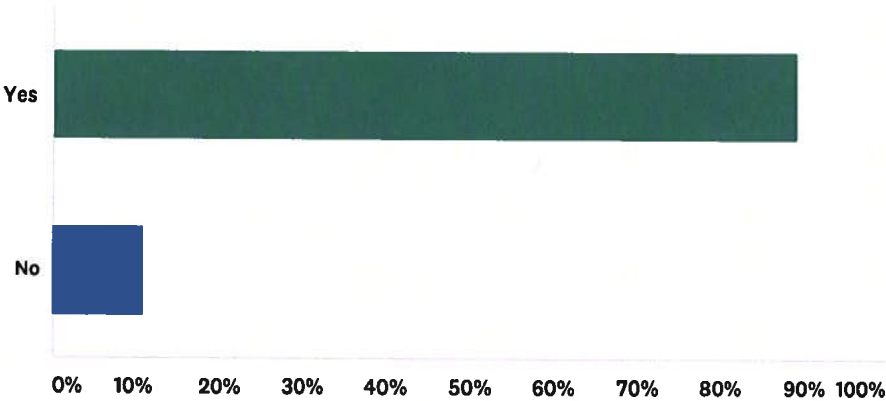
Answered: 222 Skipped: 45



ANSWER CHOICES	RESPONSES	
Yes	37.84%	84
No	62.16%	138
TOTAL		222

Q35 Is it financially supported?

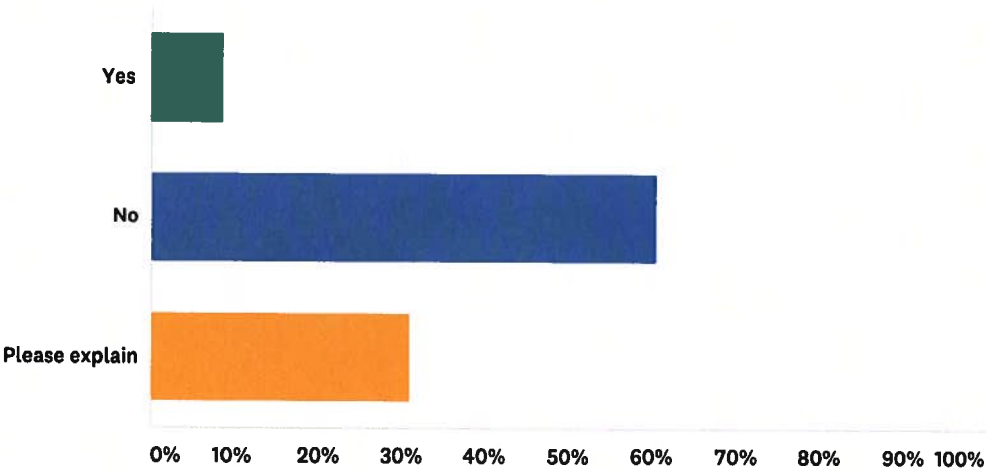
Answered: 83 Skipped: 184



ANSWER CHOICES	RESPONSES	
Yes	89.16%	74
No	10.84%	9
TOTAL		83

Q36 Has the group experienced opposition?

Answered: 81 Skipped: 186



ANSWER CHOICES	RESPONSES	
Yes	8.64%	7
No	60.49%	49
Please explain	30.86%	25
TOTAL		81

Q37 Please provide any thoughts you have on how the legal profession can improve the treatment and/or advancement of women attorneys.

Answered: 122 Skipped: 145

RESPONSES

The legal profession is part of society. If we don't advocate for positive change for women and girls in general we can't expect positive change in our own profession. We should advocate for maternity/paternity leave, flex time, etc. in society and are uniquely positioned to do so.

Women need to mentor other women. I find at times that female attorneys are not always helpful to other females.

The results of this survey should be sent to legislators working on these issues, and we should work with the legislators to get family-friendly/mother-friendly legislation and policies passed. Elizabeth Brown is working on these issues specifically.

Equal pay, appropriate accommodations for breastfeeding, sexual harassment CLE requirements for employers (or attorneys in general)

I find that most of the gender bias is subtle, except from certain judges. All judges should be required to take sensitivity training.

Through mentoring.

More dialogue with all attorneys and more women attorneys (in-house and outside counsel) and judges helping each other.

media coverage on pay disparity; coverage examining why there is still pay disparity in this field

Making paid family/maternity leave the norm rather than the exception. More respect for work-life balance and family needs.

Active mentoring by both men and women.

None at this time

Networking and mentoring are the best methods.

unsure

I wish I had the answer to this.

Not turning a blind eye to the fact that gender bias still exists.

My work accommodates my home life. All workplaces should do the same. However, I don't think that the legal profession necessarily needs a lot of improvement in the treatment/advancement of women. I think the profession does a good job overall.

Advancement through less traditional work arrangements, such as work from home options. Utilizing technology to allow attorneys to meet work and home/caregiving requirements.

Keep a strong Women Lawyers group working together.

Unsure

Although I dislike the exodus of women from private practice, to the extent they are going in-house and are/or will be in the position to hire outside counsel, having women in purchasing positions is a good thing. I hope those women will look for women to handle their work, because the best thing we can do for each other is to hire each other.

Recognize that equal means equal, period

Teach the men how to be better colleagues, employers, and listeners. It shouldn't be all on us to "fix" it.

The best way is to actually, publicly acknowledge that gender disparity exists and that gender bias is an issue.

The Profession is a reflection of society. Women need to form large powerful firms. Women need to ~~continue pursuing seats on the federal and local benches. Women need to be financially~~ successful in the field of law to be regarded as meaningful players. Law schools need to be realistic about the cost versus benefit of illegal education. Women coming out of law school now are saddled with ridiculous debt that will drown their ability to have any kind of life.

I believe that we need to continue to mentor newer women in the profession. When women are in positions of influence in firms or companies, those women need to make a difference in the culture to appreciate and embrace that women contribute in many different ways to companies and firms. We need to move the needle from the 17% of equity women in firms across the country. Women need to understand that we can succeed and strive to achieve our own goals without succumbing to pressure from others.

As a part time attorney, I don't expect to be compensated at the same level as an attorney who works full time. Nor would I expect to enter a firm at a high level. I sense that many women feel torn about whether it's ok to work a more limited schedule and choose less advancement and less compensation. The practice of law is hard, because many clients expect a lot of availability and hours from a particular attorney. We do our young women a disservice to think that going to a large firm and having children will be an easy thing to do. It's often harder for women to "advance" because they don't have as many hours in as men. I probably have worked only half the hours as a man with equal experience. It's totally fine. But I don't need that compensation or advancement level. It would be nice if women who feel the same way had mentors who would help them transition to a position where they can achieve things in a variety of realms, not just the practice of law.

More women partners and women need to be kind to other women. When I got out of law school, the only women partners in my firm were those that had no kids. They did not do much to help other women who were struggling with work/life balance.

By advocating the woman not just as "female" but also in traditional roles, such as mother and caretaker.

Work to ensure equal pay and paid parental leave for both women and men.

more flexible schedules

By requiring men to participate in "women's" events; by ensuring pay equity; by broadening the conversation beyond issues related to child bearing (although critically important) to include a closer look at how women are advancing regardless of their family choices

Making it okay to step out of the workplace for a few years or go part time and then resume work. More part time options in general. More female to female mentoring.

The fundamental success model, based on hours worked, needs to change so that time is not the main factor driving compensation. Law firms need to understand and implement other billing models.

Continue to support one another and highlight the successes of outstanding women attorneys. As we progress in our career and are in positions to make positive change, speak out about challenges we experienced and advocate for solutions. Make a point to mentor more junior female attorneys.

Not sure.

apprenticeships

It will not get better until all of the misogynistic attorneys retire.

Unsure

I think as long as billable hour rules the workforce, women who want to have children will be at a disadvantage. If there were more reduced-hours jobs available, that would be very supportive of women who do choose to have families. I also wish there were more available mentoring programs.

Education as well as intolerance for inappropriate behavior

Women better supporting other women

Offer paid maternity leave.

We are working on addressing women in the Firm

Continue speaking and demanding the advancement of deserving women attorneys into top positions. ~~Only when more women attorneys are in positions of power will we be able to more~~ significantly influence/impact the treatment of women attorneys and advocate effectively for junior women attorneys.

I think the profession as a whole is "trying" -- strides have definitely been made, even since I graduated from Law School in 20¹¹. I think in some ways it is sad that we are still having to have these kinds of conversations....

By not being male centric profession and actually bringing work places out of the stone ages and acknowledging that women are members of the company and not nuisances to be tolerated.

I think that firms in particular have to look at the long term investment in women and be willing to allow women to dive in and pull out at times especially as they raise children. It should not continue to be an all or nothing thing or we will continue to lose talented women.

Older women need to get off of their high horse regarding the sacrifices they made and mentor/lend a helping hand to the next generation

n/a

- Family-friendly leave policies for mothers and fathers - women-friendly policies/attitude/culture at work (incentive for women to stay at work) - Promote women all the way to senior management

Until human nature and perception by the clients change, things will stay as they are, and I don't know that it's all that bad. Over time, in another generation or two, you won't be asking these questions, because the old guard will be out and the new enlightened attorneys will be in charge. Yay millennials!

Mentoring at the law school level.

Make flexible schedules available without penalty.

We need to continue to give them exposure outside of their practice and leadership opportunities both internally and externally.

Women's law groups are very helpful. Having something to take back to the firm on how other lawfirms or companies in this region are doing on diversity at leadership levels and other items would help to show how it can/should be done by all employers.

Permit flexibility!!

Great quote I saw that summarizes why I changed what I'm doing: Money is Money Time is Wealth

I think the program the OSBA is offering about implicit bias is a great idea that could have a huge impact. I also think tying success to billable hours disproportionately affects women. Until the billable hour changes, I don't think partnership figures for women will improve. We are smart, effective, and efficient, but women who are mothers (which is a lot of us) can't bill the same hours as our colleagues who do not have children or who have stay-at-home spouses.

We need to support each other, not see each other as threats or as competition.

Honestly, I think we are on the right track. I am not seeing a huge disadvantage to being a woman. Some times it is a plus and gives up a leg up. Being a man can be a disadvantage occasionally, as well. I think the women need to keep being professional and not ask for special treatment. When we say we want to be treated equal, we cannot then turn around and request special treatment.

I don't know how to answer this. The challenges which I found to be most pressing, difficult, gradually melted away, partly due to hanging out my own shingle, partly due to changing societal attitudes.

???

Men should have paid paternity leave, taken after the mother returns to work, so that they learn what having primary child rearing responsibility entails, and to encourage close bonds between parents and between parents and children. Women should act as advocates for other women in their office, and make sure to point out (in a humorous, discreet and non judgmental way if possible) when unequal standards are apparent.

Allow less than full time hours if desired by the female attorney.

Figure out a way to improve client development skills among women attorneys.

Implicit bias training

As the questions here suggest, make things easier for nursing mothers and women with children...

More networking events hosted by women groups but also include men in high ranking positions

Have more candid conversations about barriers for women in the profession and how we might work around them.

We have to have realistic expectations. Things are not fully going to change until the "dinosaurs" of the legal profession - many of whom hold the power at the firms we work in - become extinct. Those of us that are "older" - junior partners, for example - have to pioneer programs for those behind us. We can't just accept things the way they are. When I started 13 years ago, we had no set maternity leave, because no one had ever had a child; now we have flexible schedules, etc. etc.

Mistreatment should not be ignored or overlooked. Action should be taken when it occurs.

more flexible work opportunities for caregiving

Stop making it a gender, race, ethnicity issue and make it a performance issue.

Women can help to refer and advance other women's careers when they get into hiring positions rather than setting expectations that are unrealistic when they have young children and family responsibility.

Educating male "leaders" and officeholders

continue with education and continue to support women

Aim for parity in partnership positions. Have clear written generous 10-12 week maternity policies.

Provide paid parental leave for men and women.

I think the legal profession can improve the advancement of women attorney's by not assuming every mother will not rise to managing partner level or its equivalent because she has a family. Many times male attorneys assume that if a woman wants a family, she will assume the Of Counsel position and not work full time. It shouldn't be viewed that one needs to pick between family and work, and also if one chooses to do both, it shouldn't prevent her from rising to the highest ranks in the firm.

Awareness that just because there are more female attorneys going to law school and in leadership positions in firms, government, and companies - there are still many people in the workplace (male and female) that are not treating women equally and not supporting the advancement of women.

Being more aware of the demands especially with children, offering flexible work schedules and flex time.

Judges should be reminded to look at our faces, not our body parts, when speaking to us.

Mentoring

By making legal jobs more sustainable. In other words, this is a marathon, not a sprint. No attorney should be forced to quit her job because she has to chose between her family and her work obligations. We should emphasize the importance of raising our children and spending time with them, not only because we brought them into the world, but because we owe society a duty to raise responsible and well-balanced individuals. If we lack balance in our lives, how will we teach our children to be balanced and well-rounded individuals?

doing a pretty good job at this time

N/A

Decrease gender bias (implicit and explicit) - we need our male counterparts to do their part. We need to continue to band together and be our own best resource.

By continuing to raise awareness that these issues still impact and face women in the profession and teaching women and men how best to handle the instances where they arise.

~~implicit bias training, ensuring work places develop and implement anti-discrimination/anti-harassment policies and enforce them~~

increase mentoring, provide support directly for maternity/nursing/family related harassment and barriers in the courtroom or with employers, hold all attorneys responsible for ethics to decrease stress.

Involve them more in pitches and take them to more client meetings/ outings.

Encourage male attorneys to take parental leave; encourage male attorneys to call out discrimination/bias; normalize the conversation about discrimination/bias, so women aren't perceived as "complaining" or, worse, "bitching" when they discuss these issues.

Better hours, more part time options that are respected - it's very hard to spend that much time at the office with very small children

Don't assume that all women want to be associates at law firms then partners or work in house. There are so many other paths that aren't being explored or discussed.

Keep providing support and younger attorney with women mentors.

We need to promote a culture that is respectful of families. By that, I mean that we need to encourage both men and women to advocate for and take advantage of policies that allow parents to be with their children after child birth, or even as they grow older. This can no longer be seen as a women's issue as I firmly believe it is a cultural and moral issue that employers need to promote policies that promote families.

Just continue doing what we are doing - we need to show that we are capable and competent despite our looks or how we dress or how many children we have. Also, women need to be more supportive of other women. We are oftentimes just as judgmental as others.

Women have to help women and men need to be involved in the desire to make things better.

Equal playing field for Women for Business Development tools.

I'd like to see WLFC or other bar groups do programming around micro-aggressions, the kinds of insensitive behaviors that people sometimes don't even realize are offensive. My suggestion would be to have a facilitator put a call out for anonymous examples, and then to change the names to protect the innocent before using or acting out the examples at a program. Also, there should be a push to make sure every HR manager and managing partner attends this program.

Better mentoring for women Striving for equality in pay and treatment by employers

None

Educate those in power on gender bias, encourage those in hiring positions to hire more women/minorities, have diversity panels in all sectors of the legal environment, have more women/minorities on positions of power

I think we need to strike a balance between understanding that women often work a second shift and need alternative work schedules or other accommodations, while also understanding that this does not equal special treatment or understand that women are less than. Also, while many women are mothers and that contributes to stress, I believe we need to understand that children are not the only burden women bear, and many women do not want to have children and this should not be assumed.

Providing more flexibility in hours so that women don't feel pressured to have to reduce hours in order to have a work/life balance and so that women can become partners or any other leadership position. Have women in executive committees or any other position that allows them to make decisions that would affect the overall policies of the firm or the company.

Support female leaders both within firms and in public service positions; Once women are in leadership roles, a collective effort to raise the advancement of women - i.e., implement policies that support women - the more firms that do it, the more competitive firms will be about providing those services to retain talented women; when attempting to implement policy, identify the business reasons and the economics behind the benefits - it's not enough to just make a request without justification. Otherwise, requests will never be approved.

Empower them to make the ask, and to enlist men to help with that. Both men and women can benefit from more family-friendly work environments. And that - the family piece - seems to be more an obstacle for people than gender (family, together with what people expect the gender roles to be within a family, I'm sure).

I think the partners at the top need to adopt a different attitude. I face a lot of "if I did it, you can do it," or that partner feels that there are already too many women at the table for the available spots. I do not feel supported by upper level women at my employment.

More people (male and female) need to speak up when seeing instances of the "good ol' boys" making comments or attempting to intimidate women in the courtroom, in negotiations, etc.

More female judges outside of large metro areas

It has made great strides in the 30+ yrs I have been a lawyer. Because I am an owner of a small firm I have not faced the hurdles faced by my sisters at larger firms or businesses.

The Ohio Supreme Court Disciplinary Counsel can send a message by punishing sexual harassment. Employers can send a message by punishing sexual harassment. I personally have experienced harassment but knew if I reported it, that nothing would be done. A court cannot discipline a Judge who is sexually harassing staff. Maybe that should change.

I think parental leave should be extended. It's unreal that expecting mothers have to work until the day the baby is born. 2 weeks before the due date in addition to the time off provided would be huge. I think it's imperative to staff projects with female attorneys and provide the same learning opportunities. It's hard for young female attorneys if there are only a couple of female partners at the firm and sometimes no female partner in the respective practice area whereas male associates have "role models" in every position.

Do good work, be good role models, serve in leadership roles, mentor, network and support each other.

Networking is the best opportunity WLFC/the legal profession and provide. That is how relationships are built that help lead to referrals/business generation/job opportunities. I would not like to see WLFC or the CBA enter the political realm as a means of achieving this goal. Not every female attorney has the same political views so I think going that route could be divisive in organizations.

Stop doing seminars for dress for success and/or how a woman should look. I don't see men doing these types of seminars. These seminars are incredibly degrading, in my opinion, and only serve to perpetuate a stereotype that women must "look" a certain way in order to be their best selves.

Making the male colleagues understand that equality goes beyond not being overtly sexism.

Women should support women!

More women on law firm boards.

Get more women in leadership positions where they can be part of the discussions and decision-making

Q38 If you have considered, or are considering, transitioning to a different career/field of practice or starting your own firm, please provide your reason(s) for any of those considerations.

Answered: 118 Skipped: 149

RESPONSES

I started my own practice to have more flexibility for work/life balance, ability to refuse bad clients, elimination of disrespectful personal interactions with previous employer, appropriate compensation to match my work hours and skills, flexibility to reduce/increase hours based upon family obligations, ability to work remotely or from home

The major factors leading me to search for other career opportunities are: lack of advancement potential in my current position; increase in pay; and opportunity to find new challenges.

N/A

Autonomy. Ability to advance and earn what I bring in.

Not thinking of going anywhere else

I have reached the top of my litigation practice and often feel I should be contributing my skills to a different venture

I don't love doing this anymore. I miss being outside. I miss comfortable clothes and shoes.

Tried going from government to private to try it out. Exposure to something new and financial opportunities were the reasons.

n/a

Laywering isn't really worth it. Too much stress for too little pleasure. I love making "magic" happen for my clients but the amount of stress it takes to make it happen....it's too much.

I have considered starting a new career track. I think it would leave me more satisfied with my life.

would like to transition to something without business development, less stress

Being a sole practitioner is not financially viable. I would like to retire. My legal degree is not transferable to another state. This lack of portability of qualifications makes finding a transitional job difficult.

In my own firm, I can decide how many clients to take and how much time I want to spend practicing. It has been good for me to be able to spend more time with my children. Intellectual property may be more uniquely suited to work other than during the business day. I find that the stress of having to be right all the time can be overwhelming. So I am thinking of cutting back even further and probably will transition to a different career path eventually.

Not considering a move

I need benefits and no private firms are offering them right now.

None.

time management

N/a

N/a

Nearing retirement and may do something different then.

Yes.

N/A

N/A

I have a lot of stress related health issues and I sometimes think of looking for a less stressful profession (or retiring very early and doing something more low key for a while).

~~I am considering transitioning to a different career/field because I typically do not enjoy being a litigator and "fighting" all the time. I would also prefer a career that is not as stressful. Or, if my career is stressful, I would prefer to be in a job that I love so much the stress is worth it. I do not feel that way doing business litigation.~~

Need for even more work/life balance, especially with having school-aged kids; need to be employed in a position that exercises my mind.

have considered/am considering running for judge because for me it would be the culmination of learning and experience.

Considering graduate school in French or linguistics to counteract loss of interest in law.

Yes, for better pay and benefits.

To have more control.

I have considered it, due to the hours typically required of attorneys, especially attorneys who work at firms.

I am looking for in-house/HR positions for a better work-life balance.

N/A

Considering leaving the law because it is high stress, not very good pay, and there is a lack of employment opportunities for newer practicing attorneys.

Better work hours.

I have considered alternative legal careers because my field (litigation) is high stress and requires a lot of travel and long hours. But on balance I've preferred to stay where I am.

n/a

Im transitioning to a nonprofit setting from state government because that will be the last place to be concerned about working conditions of the state workers.

I have done this and it has allowed me to balance work and motherhood. However, I have sacrificed financially as a result.

N/A

Have already done it. Left firm and went to work for the court. Only way I could be a parent and an attorney.

n/a

Flexibility, ability to pursue desired practice areas, potential for greater income

If I were on my own and worked from home, I could more easily own two dogs.... But other than that, I like working with others together- would not want to be on my own. I like my field of practice- business law, and it's too late for medical career. I've learned to love what I do and appreciate how I do it, somewhat out of necessity and maturity), rather than "I want to do what I love". I simply learned to love what I do.

Compensation and reduction of stress level.

I am looking to go to an employer with women in leadership roles (decision makers).

Health reasons made me consider leaving the practice of law.

I transitioned to a new career and opened my own business doing law, investigations, and training - and the major reason was flexibility of time. After 20 years of grueling schedules, I am liberated!

I am in-house now and am generally very happy, but I do sometimes miss signing pleadings and appearing in court. I sometimes consider a move back to private practice, but not until my children are older and more independent.

I started my own firm It had nothing to do with being a woman. It was because I moved to a new town and couldn't immediately find a job. So, I just started working and discovered I enjoy being my own boss.

I already did this, almost 30 years ago.
Personal feelings of inadequacy. Feeling unable to balance the stress and demands of work with raising a special needs child.
I have my own practice
Na
High stress and adversarial incivility is what would prompt me to leave my area of practice. I have not considered starting my own firm because the thought of adding the stress of having sole responsibility for supporting the firm financially and developing clients to the existing stress of simply practicing law is overwhelming.
I did transition to corporate due to inability to break back into law practice
I feel unappreciated/unrecognized for my contributions at my current employer. I am concerned about having to fight for treatment and support that male attorneys automatically receive, while at the same time having to tread carefully to avoid being seen as a fighter/whiny bitch/too aggressive
To build something I can be proud of and to give others a chance where I found road blocks, I want to inspire and lead
conflict within current office stress amount of hours working
I just accepted a new job because it offers better mentorship opportunities, health care, life insurance, disability insurance and I will be FMLA eligible.
Yes for all the reasons given above
Have not considered. Happy here.
n/a
I feel like I am not viewed as a valuable member of the legal community. I want to be in a field where my contributions to work are more valued and I am compensated at a level that it commensurate with my experience and abilities.
None
Lack of satisfaction with day to day operations, politics
I am leaving and am primarily doing so because I felt a lack of support for leadership skills and professional development.
n/a
Prestige, salary, control.
I want my work to be meaningful.
No.
Transition out of litigation is a possibility based upon the inability to depend on the court system and the inefficiency in courts. Clients do not want to litigate based upon these issues.
More flexibility, not micromanaged.
If you do it work for a big law firm or as a solo criminal defense attorney, it is hard to make a lot of money.
Yes - retirement potential.
N/a.

n/a
I am considering transitioning -- to retirement.
Prior to my new firm, I considered leaving the practice of law because I felt unsupported and had no growth. That is no longer the case with my new firm.
better work life balance,
Not considering!
N/A
I have finally landed in a great position. I did leave/end 2 prior jobs due to gender bias issues and stress related to management and not the work itself.
Too much stress (it's always feast or famine with workload) and personalities of some attorneys are hard to deal with.
I plan to run for judge in the future to attempt to bring another female voice to the bench.
My current position does not really have room for advancement and I want to continue to grow. However, I have two kids under five so I don't plan to make a change immediately
Make more money doing something else
to have a job that is more fun, and rewarding
Yes, I am considering transitioning to government relations/public policy work because I don't think I want to practice law.
Transitioning to a law firm with more women.
I am satisfied for now as I am happy with the policies at my current employer. However, that is always subject to change depending on advancement and work-life balances issues.
I have not considered such a transition.
N/A
Considering employment as in-house counsel for a better work-life balance and less stress
Would love to teach as I can stay in top of changes in the law and would have more flex
I have time to time consider joining in-house position due to stress of business generation as a partner at a firm.
Too much pressure on health and managing other aspects of life when everything revolves around work, even social events designed to generate business.
lack of advancement
N/A
New work experience, different role, learning a new sector of the legal market, additional responsibility, more autonomy
Frustrations with firm life, lack of consistency in direction (e.g. number, if any, of billable hours required), burnout on litigation
Billable hours
The only times I have ever considered transitioning to a different career is when I have felt undervalued at my firm. But my firm has been very responsive to my concerns and have taken corrective action.
I just left my solo practice, because it was lonely and a lot of stress managing the entire business by myself.
Treatment from partners.
Started my own firm because I thought I could do it better than my bosses were. Also, the prior firm was not welcoming to LGBT employees.
I have been a lawyer for a long time (32 yrs) I have financial security. I would like to do something new and different but not 'retire'

N/A

I have considered in house but it would have to be the perfect opportunity for my background.

Served full-time as a mediator/dispute resolution. Participated in mediation as an attorney representing clients and transitioned to mediator.

Compensation and variety

As I get closer to retirement, I want to continue working but I don't want the pressure of the billable hour always hanging over my head. So I'm thinking of how I can step back from the practice in order to continuing earning a moderate income, which may or may not include the continued practice of law.

I have considered starting my own firm in order to have maximum control over my schedule and ability to travel and take time off.

N/A

Firm with more diversity.

Q39 If you have transitioned to a different career/field of practice or started your own firm, did your job satisfaction change and why?

Answered: 105 Skipped: 162

RESPONSES

Yes, before I had limited responsibilities, I was satisfied with making it through the day, the week, the quarter... Now, I have many, many responsibilities. I am satisfied with true wins and growth. It's more measurable even though the measurable are plenty.

yes, because I was responsible for myself and I excelled much faster than i would have in the firm environment.

Self employment comes with its own set of advantages and disadvantages. I would need more experience in a firm setting to be able to evaluate how it compares to solo practice.

My job satisfaction and overall quality of life has increased dramatically as a solo practitioner. I was very unhappy at my previous place of employment, and I love my current work arrangement.

N/A

Not applicable

Resigned after birth of first child and opened up my own company. Work about 8% of the hours for more than 45% of the salary I was receiving.

n/a

I have not transitioned.... I just think about it.

My job satisfaction improved when I transitioned to transactional work as opposed to litigation. I find it to be more satisfying to complete deals and advise clients - when then are benefitting from the work you have done to help them grow.

YES, not accommodating to family. Felt like I had to pick one or the other.

I vastly improved my job satisfaction when I started my own firm, as it was considerably more challenging

When I went from small firm to solo, my job satisfaction increased. I'll let you know how I feel when I leave practice and do something else.

Yes. Self-esteem, self-defense

I do have more job satisfaction of being a sole practitioner. I have control of my schedule. However, running front and back office is difficult.

N/A

I am much more satisfied with my change from private practice to government work. Billable hours were disruptive to my efficiency and stressful. Government work allows me to tackle more projects without stopping every half hour to log my time and change clients. The work environment is also more relaxed and friendly.

na

N/a

Yes! My job satisfaction increased (after I went through the initial period of learning a whole new area) because I was using a new area of my brain and getting out of any rote analysis that I was used to seeing repeatedly. Plus going in-house was amazing for work-life balance.

N/A

N/A

N/A

NA

I actually like being able to teach young women attorneys in the office

n/a

N/A

Not applicable

Not answering this question but just wanted to note that many of these questions do not apply to sole practitioners and do not have n/a as an answer option so I don't feel my answers are really representative of the intent of the question.

Solo practice provided the flexibility in hours and cases taken. That increased the satisfaction but I miss having other attorneys around. It's a trade off

n/a

NA

I transitioned from associate to staff attorney to get reduced hours (45 in-office hours/week). I'm relatively happy with my move because I've looked around and I think it is the best option in terms of hours/pay. I'm still somewhat generally unhappy that I can't do associate-level work on a schedule that I consider reasonable for someone with small children.

Yes. Because I get to determine my own pay based on how hard I work.

N/A

n/a

N/A

I moved from private practice to an in-house position for better work life balance. I do find my in-house position to have better balance.

I feel it will change because being in my current role has made me question my desire to be an attorney, and whether I wasted years of my life pursuing this goal if this is what it will be?

I have been MORE satisfied with my career due to having flexibility. However, I have been discouraged due to reduced income.

N/A

Yes. Make less money, have less standing/prestige, but no longer depressed about going to work every day.

n/a

I changed from a large law firm in the banking field to a small firm in business transactions for smaller organizations and family businesses and individuals, and that change was very good for me. I'm not a large law firm type, and banking industry too dry and boring with clients part of a larger organization who really don't appreciate what you do.

N/A

N/A

N/a

Yes! Job satisfaction is better now that I can choose what I want to work on, who I want to work, and when I want to work, and best of all -- where I want to work (home, Florida, Panera, wherever!).

I changed jobs a year ago (moved in-house) and I have been much happier. I have autonomy, I am treated like an expert, and my business clients value my advice. I also work a 40-45 hour work week, which has tremendously improved my work-life balance and reduced my stress levels.

My stress level decreased and with more flexibility in schedule, my satisfaction increased.

I love being in control of my hours and what I do, but I hate that my pay went down drastically. I made a lot more money in a firm with other people.

Yes, changed for the better, because of the sense of independence, control over my own career.

N/A

Yes, I have more control over cases and processes

N/A

I love it and really don't miss the admin or issues of traditional law

no transition yet

N/A

Have not made a complete transition yet

I am more satisfied in my current position than my last because I have more responsibility and more client contact.

n/a

yes LOVE being self employed in alternative law practice-I just do ADR

n/a

When I started my own firm, I could control my schedule better and could control the clients that I represented

The job had maxed out on my continued development as a lawyer.

I hope it does :) I will be helping people and reaping the positive rewards of that day-to-day more than I have in the satisfaction delayed (or never recieved) legal system

Yes. I enjoy being my own boss and working to help clients resolve difference.

It did change, for the worse, because I was no longer practicing law as I had moved to another state and needed to take the bar exam again.

No.

n/a

No.

Not applicable

N/a.

My job satisfaction has changed. I was never unhappy in my old job; but in my current position I am happier because my attention is diversified to many aspects of the legal profession.

N/A

N/A

Yes. My job satisfaction increased. I moved from a law firm to in house. I have more autonomy and authority at my current job than I would have had 15+ years into my practice at the law firm. Business people trust that I am capable; whereas the attorneys at a firm assume you are not until you prove your worth. My work/life balance and general happiness has also increased. They days and general job pressure is more stressful but I have more time after hours and on weekends to deal with it (exercise, spend time with family, etc.). We also have set vacation days and are encouraged to use them. Taking a week off at the firm was not typical. We also have more women at the company. I am not a minority so often as I was at the firm.

NA

N/A

My job satisfaction and stress-related problems decreased when in solo practice and in a job when I was valued for my contributions instead of being treated badly (including micromanaged, even my family time).

Not really. Now I just do two different jobs, both of which have their own stresses.

I loved moving to the non-profit world.

Not applicable.

N/A

N/A

In-house is much better than firm where there was not enough work.

None

not applicable

N/A

Have not transitioned yet

NA

N/A

In my own firm, I liked the flexibility that the previous employer didn't offer, but it was lonely and stressful.

N/A

Yes! I love being my own boss and having sole control over what cases/clients I work on.

n/a

N/A

n/a

n/a

Enjoy both litigation and mediation.

Moving to in house counsel has increased my job satisfaction. There is a system that did not exist in a small firm. There are set expectations that are respected by the employer i.e. No off hour emails with expected responses and set hours.

Yes. Pay equality. Supportive partners, who respect me.

Yes it improved with the sophistication of work.

Q40 How has the practice of law changed in providing opportunities for women since the beginning of your practice?

Answered: 141 Skipped: 126

RESPONSES

N/A

More recognition and awareness and appreciation for women lawyers. Especially lawyers with children.

More women's groups and support.

More women but what does this mean? Does this mean women are holding more power? Or are we still cut out of decision-making? More female litigators, but how are we paid compared to male counterparts? I still have a lot of questions about whether we're seeing true equity or just men leaving the profession because it's not paying as well as it "used to."

No

It has improved. Columbus has a supportive network of women attorneys.

I have only practiced for 6 years, so no changes that I see.

More women attorneys are being promoted to partnership than when I started.

Little to none

More opportunities for women, mentoring, women initiatives and awareness of diversity and inclusion.

Definitely more women in the practice. More female judges and more acceptance of maternity leave.

I think women are being more visible but can still improve.

I am relatively new to the practice, so this is would be hard for me to say.

Many more opportunities are available now than 25 years ago.

Not much.

Women are now more celebrated and sought out than when I first entered law school

I think it has stayed the same. I see a lot of opportunities for women.

I'm not sure it has changed much.

I think that there's more of a dialogue about making sure that women have the same opportunities. I don't think that the dialogue existed when I first started.

Women have many more opportunities now.

It's better but there is still way to go

It's not been a factor at our firm (we have 4 female attorneys and 2 male attorneys).

I haven't been practicing that long, so there haven't been a tremendous number of changes.

There are no barriers unless you see something as a barrier. When I graduated from law school (nearly 30-years ago), my class was nearly 50% women. When I started at a large law firm, my first year class was 35% women. I was treated the same and had the same objective standards as my male colleagues. I was treated the same by judges...although a few male attorneys tried to bait me with sexist comments and treatment, I didn't take the bait or succumb to victim mentality. I merely focused on being the better lawyer and beating them. It worked every time!

It hasn't.

Less gender stereotypes

unsure

From my perspective it appears that there is less pigeonholing of women into specific areas of law. ~~It is not unusual to see a female attorney. We are no longer a novelty. There are significantly more~~ women on the bench.

We have more female associates but they are generally not staying at the firm long enough to make partner and opting out fairly early in the career path.

Twenty years ago, there were many fewer women owned firms, and they tended to practice the same way as men owned firms. Now, there seem to be many more firms owned and run by women. They tend to offer more flexible hours. And I have been able to find "of counsel" relationships that allow me to practice only a small amount relative to other attorneys. What I am doing now would have been unheard of 20 years ago.

I think the in-house corporate environment has offered a great alternative for women seeking work/life balance.

yes

There is a greater respect for women in the work force.

na

I believe firms and clients are becoming more intentional about making choices that are equitable, including when it comes to how personality traits may be perceived differently based upon gender, ensuring equal opportunity to perform the best work for the best clients, and by providing ever more generous leave policies

Not that I can say. Only practiced 7 years.

Greatly. Much more open, more willing to embrace AWS, etc. Still too much attrition from associate to partner. And, this survey is too long!

It has not.

Corporations and businesses are promoting more family-friendly leave policies. Our industry at least on the surface appears to be following suit.

I have only been practicing for a few years.

I think technology has done a lot to even the playing field, but that it is still harder for women to get the recognition they deserve if they act like women (less assertive, more people-oriented) than it is for male associates.

Judiciary has best opportunities; large firms still deficient in breaking that corner office barrier

I've only been practicing for 10 years and have not seen that big of a difference, although I have seen more women become partners in my firm and we have a woman managing partner now in one of our offices.

I think paid maternity leave is more common

Women now better accepted by male counterparts.

I believe there are more women in practice now than in 1996. I don't have enough information to determine why.

I don't believe it has.

I think it has improved.

It has not, as far as I've seen, in 9 years.

More firms are becoming more sensitive to women's issues (part-time/flexible hours, etc.).

I believe so. I believe that women are respected more

My perception is that there has been no change.

N/A just started within last 3 years.

There are more women to use as mentors. The awareness of women's issues has increased.

Unsure.

I'd like to think so, but it's hard to say.
more women are in judicial positions
Not very much at all.
As previously stated, I do think the profession is making incremental improvements. The awareness/acknowledgement factor is certainly improved, and I think there are many more women leaders in the profession than even 10 or 15 years ago (Judges, Presidents of Bar Associations, Women's Law groups such as the WLFC having more of a presence.)
Not much.
Absolutely! There are many more opportunities for women and many more women judges.
It is no longer the exception that women hold positions of power and leadership at clients and at law firms. That being said, these positions are still dominated by men.
I am not sure that it has. Pipeline is still strong and women are gone from firms after 6-8 years.
more opportunities
It's been the same for me.
I have not seen any changes.
Women were a novelty when I started practicing more than 30 years ago, especially women litigators in private practice. Fortunately, that's not the case any more. That said, the retention rate for female litigators in private practice is still low. Generally speaking, the practice of law has changed drastically in the past couple of decades in a way that has made the market more competitive for all private practice attorneys.
I have not noticed a change in my specific practice.
Flexibility has increased within my firm.
No
I see more women in the practice and holding more leadership positions.
I think it is about the same. I was licensed in 2009
I feel to isolated from the main stream to offer an opinion on this.
???
There are a LOT more women who are succeeding in having children and having a career, and staying on track to partnership. Some firms are figuring out the math to compensating competent work and not just hours, but not enough.
(Survey has become too long.) I really haven't seen a significant change in private practice. However, there has been a noticeable increase in the number of female judges and, perhaps, female in house counsel.
Well there are more women, but job opportunities have not seemed to improve
unclear
I am pretty new, so I can't fairly answer the question. I was sworn in in May of 2016.
yes
n/a
Not much since I've only been in practice since 2013.
More and better opportunities available in-house than ever before
Little to no change observed.
much more open
Unsure. It appears to have not changed much.
Women are more accepted as practitioners but still have to prove yourself before total acceptance is achieved

somewhat

There is more awareness, conversation now of the issues but the "results" are the same where I work.

Women are more accepted today than 15 years ago.

This survey is new to me! I haven't been asked these questions before.

I have only been practicing 8 years. I have not seen an appreciable difference.

Not noticeably.

The sheer number of women lawyers has forced the practice of law to change. I think diversity scholarships and emphasis on workplace diversity has also changed the practice of law to provide opportunities for women.

The creation of women's initiative groups in firms. Increased focus on retention of women in law firms.

Not that much.

I don't know.

It is getting better

The practice of law has changed for the better. I see large firms offering flex schedules to female associates with life obligations.

I think it's better for women but not perfect

n/a

Women in the military have much greater opportunities than when I entered which is terrific.

There has been more talk about gender, bias and mentoring. I have participated in training and education but I am not sure it is sinking in or that we are seeing efforts.

I have only been practicing less than 3 years, so I honestly haven't seen a change.

No

Yes

it is less accepted to be blatantly sexist but that could change shortly

Since I have only been practicing 2.5 years, not much. However, I was surprised when I began practicing how many gender issues still face women in the profession. I naively believed many of these issues had been overcome by the women who practiced before me.

Were few women when I became an attorney. Now there are opportunities at all levels of firms and companies.

It seems like workplaces are becoming more focused on diversity and inclusion and are more cognizant of providing equal opportunity.

I have not noticed a significant change based on time, just dependent on court to court, judicial officer, and opposing counsel.

Not enough. Same barriers are still there.

I don't think there's been much change

Not much

Women have more opportunities

Not applicable.

I've only been practicing for 5 years so I have not seen much change.

Unsure

yes

It hasn't.

Decreased as most places believe they are at the pinnacle of acceptance

Yes. Some what

There may well be more opportunities, but they come at a price. It may be another generation before it becomes acceptable for a male spouse or partner to stay home if the principal wage earner is the female attorney.

In government, we have made very little progress. There is a glass ceiling for women and minorities.

N/A- just started practicing

I don't know that it has in the past four years.

New to practice, so no notable changes

Firms seem to be more concerned and at least willing to engage in conversations about what to do to support women better.

I'm not sure it has changed.

I'm not sure I can identify any changes. I've experienced very little problems, or lack of access, due to my gender at all points in my practice.

N/A

I don't understand the question.

I don't think that it has changed much.

There are more women admitted and graduating from law school, more women on the judicial bench, and more women in Court rather than behind the scenes only writing motions and briefs

I think the practice is becoming much more flexible as more women are involved. Many more women are going out on their own.

I've only been licensed for 3.5 years and I have not experienced any changes.

It has become more flexible. Job opportunities are available for modified schedules whereas they were far less available in the 1990s.

I've only been an attorney for about two years and I don't think there has been much change. I feel better in my current position because I have a female boss and work with many female attorneys.

It hasn't changed.

None.

More attention is being paid to the issue, now we need to see results