

**Call to Action:
Advancing Women Attorneys in Leadership in Chicago:
2009 Measurements**

**Chicago Bar Association's Alliance for Women and the
Coalition of Women's Initiatives in Law Firms**

June 8, 2010

The Chicago Bar Association ("CBA") issued a Call to Action ("CTA") in 2004 with ten law firms acting as leadership signatories:

Baker & McKenzie LLP
DLA Piper US LLP
Jenner & Block LLP
Katten Muchin Rosenman LLP
Kirkland & Ellis LLP
McDermott Will & Emery LLP
McGuireWoods LLP
Schiff Hardin LLP
Sidley Austin LLP
Sonnenschein Nath & Rosenthal LLP

The CTA has fifty signatories: forty-four law firms and six legal departments. Each signatory to the CTA agreed to pursue five goals over the time from January 1, 2004 to December 31, 2007:

- Increase the percent of women partners by three percentage points
- Women on every firm committee in same proportion as in partnership
- Increase number of women practice group leaders
- Ensure flexible hours policies are equitable and viable options
- Improve any disparities in rates in which women and men are retained, promoted and laterally recruited

In 2005, the CBA's Alliance for Women ("AFW") won the National Conference of Women's Bar Association's Public Service Award for the CTA. Since 2004, the templates for the CTA and the annual measures have been shared with bar associations across the country, many of which have created calls to action in their communities.

The intent of the CTA was to promote greater focus on and increased awareness of advancing women into leadership roles in Chicago law firms. The AFW was pleased by the results achieved by the CTA in Chicago. Every one of the five CTA goals were met or exceeded by a number of signatory firms. Material progress on the issue of women in leadership roles in the Chicago legal community has been made since the inception of the CTA in 2004.

Beginning with 2009 data, a new methodology will be used to continue the measurement of some of these key goals and spotlight the Chicago law firms who are leading on these issues.

Every law firm with an office in Chicago that files a form with the National Association for Law Placement (“NALP”) will be included in the CTA metrics. (Please see the Methodology section at the end of this article.) The AFW and the Coalition of Women’s Initiatives in Law Firms (“Coalition”), an organization that was founded after the initiation of the CTA, will annually measure and publish rankings on the following:

- women partners, highlighting the firms with the highest percentages, the highest numbers and the biggest gains year over year,
- women associates, highlighting the firms with the highest percentages, the highest numbers and the biggest gains year over year, and
- women “other lawyers,” highlighting the firms with the highest percentages, the highest numbers and the biggest gains year over year.

Claudia Wolf and her team from Deloitte, Inc. have continued to provide pro bono assistance with the CTA, including gathering, sorting and QA/QCing the data and the calculations.

Since the end of the CTA in 2007, there has been progress, despite a poor economy. At the conclusion of the initial CTA in 2007, the average for the percent of women partners published by NALP for Chicago was 19.31% and there were twenty-two law firms in Chicago who exceeded that average. The NALP average for the percent of women partners in Chicago for 2008 was 19.65% and there were thirty firms who exceeded that average. The NALP average for Chicago for 2009 was 20.11% (a gain of 80 basis points since 2007). Twenty-nine firms in Chicago met or exceeded that average.

Women Partners

The NALP form does not require that law firms distinguish between equity and non-equity partners so these numbers for women partners reflect all partners at the firms.

Highest Percentage: Top 10	Biggest Gain 2008 to 2009: Top 10	Highest Number: Top 10
1. Troutman Sanders LLP (57.1%)	1. Sedgwick, Detert, Moran & Arnold LLP (14.3%)	1. Hinshaw & Culbertson LLP (70)
2. Baker & Daniels LLP (37.5%)	2. Fitch Even Tabin & Flannery (10.7%)	2. Kirkland & Ellis LLP (66)
3. Sonnenschein Nath & Rosenthal LLP (30.2%)	3. Michael Best & Friedrich LLP (5.5%)	3. McDermott Will & Emery LLP (52)
4. Butler Rubin Saltarelli & Boyd LLP (30.0%)	4. Littler Mendelson (5.3%)	4. Sidley Austin LLP (50)
5. Jackson Lewis LLP (30.0%)	5. Dykema Gossett PLLC (3.9%)	5. Katten Muchin Rosenman LLP (42)
6. McDermott Will & Emery (29.9%)	6. Thompson Coburn LLP (3.3%)	6. Mayer Brown LLP (40)

7. Barack Ferrazzano Kirschbaum & Nagelberg LLP (29.0%)	7. Quarles & Brad LLP (2.9%)	7. Winston & Strawn LLP (38)
8. Lovells LLP (27.3%)	8. Goldberg Kohn Ltd. (2.7%)	8. Neal, Gerber & Eisenberg LLP (34)
8. Morgan Lewis & Bockius LLP (27.3%)	9. Leydig, Voit & Mayer, Ltd. (2.4%)	9. Sonnenschein Nath & Rosenthal LLP (32)
10. Littler Mendelson (26.7%)	10. Marshall, Gerstein & Borun LLP (2.3%)	10. Jenner & Block LLP (29)
	10. Banner & Witcoff, Ltd. (2.3%)	

Women Associates

Women associates are the firms' pipeline for partnership and leadership – if they are retained and readied for promotion and leadership positions.

Highest Percentage: Top 10	Biggest Gain 2008 to 2009: Top 10	Highest Number: Top 10
1. Proskauer Rose LLP (66.7%)	1. Barnes & Thornburg LLP (24.1%)	1. Sidley Austin LLP (150)
2. Dykema Gossett PLLC (62.0%)	2. Duane Morris (23.8%)	2. Mayer Brown LLP (147)
3. Goldberg Kohn Ltd. (61.1%)	3. Ungaretti & Harris LLP (13.5%)	3. Kirkland & Ellis LLP (138)
4. Paul, Hastings, Janofsky & Walker LLP (60.9%)	4. Greenberg Traurig, LLP (12.4%)	4. Winston & Strawn LLP (132)
4. Quarles & Brady LLP (60.9%)	5. Thompson Coburn LLP (11.3%)	5. Jenner & Block LLP (89)
6. Lovells LLP (60.0%)	6. Wildman, Harrold, Allen & Dixon LLP (10.8%)	6. Hinshaw & Culbertson LLP (79)
7. Neal, Gerber & Eisenberg LLP (59.2%)	7. Miller Shakman & Beem LLP (10.0%)	7. Skadden, Arps, Slate, Meagher & Flom LLP (62)
8. Wildman, Harrold, Allen & Dixon LLP (57.7%)	8. Kelley Drye & Warren LLP (7.6%)	8. Katten Muchin Rosenman LLP (56)
9. Duane Morris (57.1%)	9. Howrey LLP (5.4%)	8. Latham & Watkins LLP (56)
10. Baker & McKenzie LLP (56.5%)	10. Chapman and Cutler LLP (4.9%)	10. Jones Day (55)
10. Drinker Biddle & Reath LLP (56.5%)		

Women “Other Lawyers”

Unlike the top 10 lists for women partners and women associates, firms may not want to make this top 10 list. The “other lawyers” category used on the NALP form includes all attorneys who are neither partners nor associates. This category is being tracked to determine trends regarding the gender composition of “other lawyers” over time, as firms make fewer partners, especially equity partners, and move partners from equity status.

Highest Percentage: Top 10	Biggest Gain 2008 to 2009: Top 10	Highest Number: Top 10
1. Baker & Daniels LLP (100.0%)	1. Holland & Knight LLP (100.0%)	1. Sidley Austin LLP (22)
1. Goldberg Kohn Ltd. (100.0%)	2. Goldberg Kohn (50.0%)	2. DLA (18)
1. Holland & Knight LLP (100.0%)	3. Jackson Lewis (26.7%)	3. Seyfarth & Shaw LLP (15)
1. Husch Blackwell Sanders Welsh & Katz (100.0%)	4. Barack Ferrazzano Kirschbaum & Nagelberg LLP (25.0%)	4. Schiff Hardin LLP (11)
5. McGuireWoods LLP (85.7%)	4. Sedgwick, Detert, Moran & Arnold LLP (25.0%)	5. McDermott Will & Emery LLP (10)
6. Sonnenschein Nath & Rosenthal LLP (75.0%)	6. McDermott Will & Emery LLP (23.3%)	5. Winston & Strawn LLP (10)
7. Hinshaw & Culbertson LLP (70.0%)	7. Wildman, Harrold, Allen & Dixon LLP (10.9%)	7. Kirkland & Ellis LLP (9)
8. Jackson Lewis LLP (66.7%)	8. Leydig, Voit & Mayer, Ltd. (10.0%)	7. Sonnenschein Nath & Rosenthal LLP (9)
9. Seyfarth Shaw LLP (55.6%)	9. Reed Smith LLP (9.8%)	9. Jones Day (8)
10. Lovells LLP (50.0%)	10. Katten Muchin Rosenman LLP (9.1%)	9. Neal, Gerber & Eisenberg LLP (8)
10. Quarles & Brady LLP (50.0%)		

Methodology

The data used for these measurements is obtained from the forms filed by each firm with the National Association for Law Placement (“NALP”). These NALP forms are filed annually in the first quarter of the year by any law firm who may interview students at law schools. Only information for the Chicago Office of each law firm was used for this study unless the form was for the entire firm and the size of offices other than Chicago were small. The year over year comparisons were only done for firms who filed a NALP form for both 2008 and 2009. Also note that many firms that filed 2008 NALP forms did not file 2009 NALP forms due to merger activities.

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