

**Call to Action:  
Advancing Women Attorneys in Leadership in Chicago:  
2010 and 2011 Measurements**

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

**July 19, 2011**

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 was 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 filed a form with the National Association for Law Placement (“NALP”) was 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 some progress. 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%. The NALP average for Chicago for 2010 was 19.92% (a gain of 61 basis points since 2007 but a loss of 19 basis points since 2009). Thirty-one firms in Chicago met or exceeded that average. The NALP average for Chicago for 2011 has not yet been published.

This year we announce two years worth of results: 2010 and 2011. Hereafter the results will be announced annually.

**2011 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.

<b>Highest Percentage: Top 10</b>	<b>Biggest Gain 2010 to 2011: Top 10</b>	<b>Highest Number: Top 10</b>
1. Troutman Sanders LLP (57.1%)	1. Baker and Hostetler (100.0%)	1. Kirkland & Ellis LLP (66)
2. Jackson Lewis LLP (50.0%)	1. Jackson Lewis LLP (100.0%)	2. Sidley Austin LLP (54)

3. Cook County State's Attorney's Office (47.2%) <sup>1</sup>	1. Miller Shakman & Beem LLP (100.0%)	3. Cook County State's Attorney's Office (51) <sup>1</sup>
4. Quarles & Brady LLP (33.3%)	1. Sedgwick, Detert, Moran & Arnold LLP (100.0%)	4. McDermott Will & Emery LLP (47)
5. Baker & Daniels LLP (30.8%)	1. Steptoe & Johnson LLP (100.0%)	5. Katten Muchin Rosenman LLP (37)
6. Barack Ferrazzano Kirschbaum Perlman & Nagelberg LLP (29.4%)	6. Marshall, Gerstein & Borun LLP (66.7%)	6. Mayer Brown LLP (33)
7. Butler Rubin Saltarelli & Boyd LLP (29.2%)	7. McDonnell Boehnen Hulbert & Berghoff LLP (27.3%)	6. Winston & Strawn LLP (33)
8. McDermott Will & Emery LLP (28.7%)	8. Brinks Hofer Gilson & Lione (25.0%)	8. Schiff Hardin LLP (32)
9. Barnes & Thornburg LLP (27.7%)	9. Quarles & Brady LLP (23.1%)	9. Jenner & Block LLP (31)
10. Schiff Harden LLP (25.2%)	10. Jones Day (22.2%)	10. Seyfarth Shaw LLP (27)

### **2010 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.

<b>Highest Percentage: Top 10</b>	<b>Biggest Gain 2009 to 2010: Top 10</b>	<b>Highest Number: Top 10</b>
1. Troutman Sanders LLP (62.5%)	1. Ropes & Gray LLP (100.0%)	1. Sonnenschein Nath & Rosenthal LLP (76)
2. Cook County State's Attorney's Office (44.4%) <sup>1</sup>	2. Littler Mendelson P.C. (75.0%)	2. Hinshaw & Culbertson LLP (72)
3. Baker & Daniels LLP (40.0%)	3. Quarles & Brady LLP (62.5%)	3. Kirkland & Ellis LLP (67)
4. Littler Mendelson P.C. (36.8%)	4. Baker & Daniels LLP (33.3%)	4. Cook County State's Attorney's Office (56) <sup>1</sup>
5. Jackson Lewis LLP (33.3%)	5. Banner & Witcoff, Ltd. (25.0%)	5. Sidley Austin LLP (52)
6. Butler Rubin Saltarelli & Boyd LLP (31.8%)	5. Troutman Sanders LLP (25.0%)	6. McDermott Will & Emery LLP (46)
7. Quarles & Brady LLP	7. McDonnell Boehnen	7. Mayer Brown LLP (41)

<sup>1</sup> We included the Supervising Attorneys from The Cook County State's Attorney's Office as Partners for the purposes of this analysis.

(30.2%)	Hulbert & Berghoff LLP (22.2%)	
8. Barack Ferrazzano Kirschbaum Perlman & Nagelberg LLP (29.3%)	8. Butler Rubin Saltarelli & Boyd LLP (16.7%)	8. Katten Muchin Rosenman LLP (40)
9. Lovells LLP (28.6%)	9. Barnes & Thornburg LLP (15.4%)	9. Winston & Strawn LLP (34)
10. McDermott Will & Emery LLP (28.2%)	10. Perkins Coie LLP (12.5%)	10. Jenner & Block LLP (30)

**Firms that were in the top 10 (by % of women partners) for 2009, 2010 and 2011 (in alphabetical order):**

- Baker & Daniels LLP
- Barack Ferrazzano Kirschbaum Perlman & Nagelberg LLP
- Butler Rubin Saltarelli & Boyd LLP
- Jackson Lewis LLP
- McDermott Will & Emery LLP
- Troutman Sanders LLP

**2011 Women Associates**

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

<b>Highest Percentage: Top 10</b>	<b>Biggest Gain 2010 to 2011: Top 10</b>	<b>Highest Number: Top 10</b>
1. Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd. (80.0%)	1. Baker & Daniels LLP (150.0%)	1. Cook County State's Attorney's Office (424) <sup>2</sup>
2. Thompson Coburn LLP (76.9%)	2. Steptoe & Johnson LLP (100.0%)	2. Kirkland & Ellis (119)
3. Baker & McKenzie LLP (66.3%)	3. Proskauer Rose LLP (66.7%)	3. Sidley Austin LLP (107)
4. Neal, Gerber & Eisenberg LLP (60.0%)	4. Perkins & Coie LLP (37.5%)	4. Winston & Strawn LLP (102)
4. Pugh Jones Johnson & Quandt, PC (60.0%)	5. Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd. (33.3%)	5. Mayer Brown LLP (92)
4. Quarles & Brady LLP (60.0%)	5. Miller Shakman & Beem LLP (33.3%)	6. Jenner & Block LLP (68)
7. Seyfarth Shaw LLP (58.3%)	5. Skadden, Arps, Slate, Meagher & Flom LLP (33.3%)	7. Skadden, Arps, Slate, Meagher & Flom LLP (64)
8. Cook County State's Attorney (57.8%) <sup>2</sup>	8. Morgan, Lewis & Bocklus LLP (30.8%)	8. Baker & McKenzie LLP (55)

9. Miller Shakman & Beem LLP (57.1%)	9. Baker & McKenzie LLP (25.0%)	9. Latham & Watkins LLP (51)
10. Schiff Hardin LLP (56.7%)	9. Ropes & Gray LLP (25.0%)	10. Jones Day (46)

### **2010 Women Associates**

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

<b>Highest Percentage: Top 10</b>	<b>Biggest Gain 2009 to 2010: Top 10</b>	<b>Highest Number: Top 10</b>
1. Baker & Hostetler (100.0%)	1. Baker & Daniels LLP (100.0%)	1. Cook County State's Attorney's Office (431) <sup>2</sup>
2. Jackson Lewis LLP (66.7%)	1. Banner & Witcoff, Ltd. (100.0%)	2. Kirkland & Ellis LLP (122)
3. Holland & Knight LLP (65.7%)	3. Jackson Lewis LLP (50.0%)	3. Sidley Austin LLP (120)
4. Thompson Coburn LLP (65.0%)	3. Nixon Peabody LLP (50.0%)	4. Winston & Strawn LLP (109)
5. Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd. (63.2%)	5. Thompson Coburn LLP (44.4%)	5. Mayer Brown LLP (108)
6. Quarles & Brady LLP (62.5%)	6. Ropes & Gray LLP (33.3%)	5. Sonnenschein Nath & Rosenthal LLP (108)
7. Barnes & Thornburg LLP (60.0%)	7. Barnes & Thornburg LLP (25.0%)	7. Hinshaw & Culbertson LLP (85)
8. Baker & McKenzie LLP (58.7%)	7. Sedgwick, Detert, Moran & Arnold LLP (25.0%)	8. Jenner & Block LLP (77)
9. Cook County State's Attorney's Office (57.5%) <sup>2</sup>	9. Leydig, Voit & Meyer, Ltd. (22.2%)	9. Jones Day (50)
10. Neal, Gerber & Eisenberg LLP (57.1%)	10. Hinshaw & Culbertson LLP (7.6%)	10. Skadden, Arps, Slate, Meagher & Flom LLP (48)
10. Troutman Sanders LLP (57.1%)		

<sup>2</sup> We included the Staff Attorneys from The Cook County State's Attorney's Office as Associates for the purposes of this analysis.

**Firms that were in the top 10 (by % of women associates) for 2009, 2010 and 2011 (in alphabetical order):**

- Baker & McKenzie LLP
- Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd.
- Neal, Gerber & Eisenberg LLP
- Quarles & Brady LLP

**2011 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.

<b>Highest Percentage: Top 10</b>	<b>Biggest Gain 2010 to 2011: Top 10</b>	<b>Highest Number: Top 10</b>
1. Baker and Hostetler (100.0%)	1. Chapman and Cutler LLP (150.0%)	1. McDermott Will & Emery LLP (30)
1. Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd. (100.0%)	1. McDermott Will & Emery LLP (150.0%)	2. Seyfarth Shaw LLP (24)
1. Proskauer Rose LLP (100.0%)	3. Baker & Daniels LLP (100.0%)	3. Mayer Brown LLP (17)
4. Seyfarth Shaw LLP (70.6%)	3. Baker and Hostetler (100.0%)	4. Kirkland & Ellis LLP (16)
5. Bryan Cave LLP (66.7%)	3. Barnes & Thornburg LLP (100.0%)	5. Sidley Austin LLP (15)
5. Husch Blackwell Sanders Welsh & Katz (66.7%)	3. Paul, Hastings, Janofsky & Walker LLP (100.0%)	6. Schiff Hardin LLP (12)
7. Katten Muchin Rosenman LLP (60.0%)	3. Sedgwick, Detert, Moran & Arnold LLP (100.0%)	7. DLA Piper LLP (11)
8. Drinker Biddle & Reath LLP (56.3%)	8. Kirkland & Ellis LLP (77.8%)	7. Jenner & Block LLP (11)
9. McGuireWoods LLP (54.5%)	9. Shefsky & Froelich Ltd. (66.7%)	9. Bryan Cave LLP (10)
10. Wildman, Harrold, Allen, Dixon LLP (53.3%)	10. Greenberg Traurig, LLP (50.0%)	10. Drinker Biddle & Reath LLP (9)
	10. Katten Muchin Rosenman LLP (50.0%)	

	10. Locke Lord Bissell & Liddell LLP (50.0%)	
	10. McAndrews Held & Malloy Ltd. (50.0%)	
	10. Neal, Gerber & Eisenberg LLP (50.0%)	
	10. Seyfarth Shaw LLP (50.0%)	

### **2010 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.

<b>Highest Percentage: Top 10</b>	<b>Biggest Gain 2009 to 2010: Top 10</b>	<b>Highest Number: Top 10</b>
1. Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd (100.0%)	1. Mayer Brown LLP (1800.0%)	1. Sonnenschein Nath & Rosenthal (37)
1. Howrey LLP (100.0%)	2. Baker & McKenzie LLP (600.0%)	2. Sidley Austin LLP (19)
1. Husch Blackwell Sanders Welsh & Katz (100.0%)	3. Skadden, Arps, Slate, Meagher & Flom LLP (300.0%)	3. Mayer Brown LLP (18)
1. Lovells LLP (100.0%)	4. Jenner & Block LLP (200.0%)	4. Seyfarth Shaw LLP (16)
1. Proskauer Rose LLP (100.0%)	4. Marshall, Gerstein & Borun LLP (200.0%)	5. DLA Piper LLP (14)
6. McGuireWoods LLP (66.7%)	4. McAndrews Held & Malloy Ltd. (200.0%)	6. McDermott Will & Emery LLP (12)
6. Paul, Hastings, Janofsky & Walker LLP (66.7%)	7. Howrey LLP (100.0%)	7. Schiff Hardin LLP (11)
8. Seyfarth Shaw LLP (59.3%)	7. Proskauer Rose LLP (100.0%)	8. Jenner & Block LLP (9)
9. Bryan Cave LLP (53.3%)	7. Bryan Cave LLP (100.0%)	8. Kirkland & Ellis (9)
10. Jackson Lewis LLP (50.0%)	7. Chapman and Cutler LLP (100.0%)	9. Bryan Cave LLP (8)
10. Katten Muchin Rosenman LLP (50.0%)	7. Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd. (100.0%)	

10. Quarles & Brady LLP (50.0%)	7. Lovells LLP (100.0%)	
10. Vedder, Price, Kaufman & Kammholz, PC (50.0%)	7. Paul, Hastings, Janofsky & Walker LLP (100.0%)	
	7. Wildman, Harrold, Allen, Dixon LLP (100.0%)	

**Firms that were in the top 10 (by % of women other attorneys) for 2009, 2010 and 2011 (in alphabetical order):**

- Goldberg, Kohn, Bell, Black, Rosenbloom & Moritz, Ltd.
- Husch Blackwell Sanders Welsh & Katz
- McGuireWoods LLP
- Seyfarth Shaw LLP

**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 2009, 2010 and 2011. Also note that many firms that filed 2009 NALP forms did not file 2010 or 2011 NALP forms due to merger activities.

Please feel free to contact Jane DiRenzo Pigott, R3 Group LLC (312-628-4743, [jpgigott@r3group.net](mailto:jpgigott@r3group.net)) or E. Lynn Grayson, Jenner & Block LLP (312-923-2756, [lgrayson@jenner.com](mailto:lgrayson@jenner.com)) with any questions or comments.