PANEL DISCUSSION ON INTERSECTIONALITY: MULTICULTURAL WOMEN LAWYERS

Working Mother 2019
Best Law Firms for Women Career Accelerator Summit
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**What is Intersectionality?**

**OXFORD ENGLISH DICTIONARY DEFINITION**

“The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise”

- Developed in recognition that identity markers (e.g. “female” and “black”) do not exist independently of each other
- Framework for conceptualizing social and cultural experiences from a more nuanced perspective
Multicultural Women (MCW) in the US

MCW ARE 39% OF THE US WOMEN, SLATED TO GROW TO 56% BY 2060

Source: “The Gender Gap at the Top,” Working Mother Research Institute, 2019
Women are **50%** of law school graduates, **19%** are MCW. However, they remain **underrepresented in partner** ranks at law firms overall and data indicates a **significant notch point** for MCW beyond associate level.

**Sources:**
What Gets in the Way for MCW in the Law?

**Race**

- Missed out on desirable assignments because of race / gender: 29% (Multicultural Women) vs. 25% (Multicultural Men)
- Denied informal or formal networking opportunities because of race / gender: 49% (Multicultural Women) vs. 31% (Multicultural Men)
- Missed client development and client relationship opportunities because of race / gender: 35% (Multicultural Women) vs. 24% (Multicultural Men)
- Denied advancement and promotion opportunities because of race / gender: 16% (Multicultural Women) vs. 19% (Multicultural Men)

**Gender**

- Missed out on desirable assignments because of race / gender: 32% (Multicultural Women) vs. 39% (Multicultural Men)
- Denied informal or formal networking opportunities because of race / gender: 46% (Multicultural Women) vs. 60% (Multicultural Men)
- Missed client development and client relationship opportunities because of race / gender: 32% (Multicultural Women) vs. 55% (Multicultural Men)
- Denied advancement and promotion opportunities because of race / gender: 14% (Multicultural Women) vs. 28% (Multicultural Men)

**Why Does This Matter?**

### TALENT
- Women are **50%** of law school graduates
- MCW are **19%** of law school graduates\(^1\)

### BOTTOM LINE
- Clients holding law firms accountable to demonstrate diversity in teams, e.g., by establishing diversity bonuses and penalties
- Attrition, replacement and engagement costs
- Multicultural Professionals represent increasing share of the US population & purchasing power

### INNOVATION
- Employees at companies that have diversity in its workforce and leadership are **70%** more likely to report that the firm captured a new market\(^2\)
- Gender-diverse companies are **15%** more likely to outperform their peers, and ethnically-diverse companies are **35%** more likely to do the same\(^3\)

What Gets in the Way?  Complicating Factors

- Increasing share of women bring in half or more of household income: 52% of high earning professional women in the US out-earn their spouses
- Women are conflicted and fiercely ambitious:
  - 91% are driven to succeed and 80% are ambitious
  - yet a mere 15% want a position of power
- MCW are more ambitious than white women:
  - 2X as likely to aspire to be CEO (17% vs 7% White Women)
  - More likely to be in a line role (36% vs. 30% White Women),
  - More likely to express interest in a line role (26% vs. 16% White Women)

Source: “The Gender Gap at the Top,” Working Mother Research Institute, 2019
What Can You Do?

MCW Culture Audit
We listen differently to your employees. We use their voice and insight to identify the specific needs and opportunities for Multicultural Women at your firm. This allows you to create tailored strategy and programs that will have impact and advance inclusion.

Sponsorship Program
We partner with you to create custom built programs to conduct needs assessments and build awareness and skill around relationship capital both within your firm and with clients.

Regrettable Losses
We interview your top performing MCW who have chosen to leave the firm to assess the cultural or organizational factors affecting the loss of top MCW talent. We then partner with you to create tailored solutions to prevent further loss and hold onto your most valued talent.

For more information on any of our solutions contact us

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