Achieving Long-Term Careers for Women in Law

ABA Presidential Initiative 2017-2018
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Achieving Long-Term Careers for Women in Law
Planned Research Components 2017-2018\(^1\):

1. **Alumni Survey**
   - ABA/ABF Collaboration
   - Data on long-term trajectories of legal careers for men and women

2. **Survey of Law Firms and Individuals in/formerly in Firms**
   - ABA/ALM Intelligence Collaboration
   - Data from organizations and lawyers about career longevity and success

3. **Focus Group Studies**
   - ABA/ABF Collaboration
   - To understand the personal, social and organizational factors that enhance or impede legal careers.

4. **Using Your Power to Shape Careers and Institutions**
   - ABA/Commission Project
   - Publication featuring personalized stories about what works, what helps or hinders in workplace, personal, community

ABA Research Advisory Council to advise on all components

\(^1\)Ongoing in 2018-2019 through ABA Commission on Women in the Profession
ABA Initiative: Additional Studies (depending on funding)

THE ROAD TO NON-TRADITIONAL CAREERS
Study of women who rely on their legal education and training in non-traditional settings. Why and how their careers developed, use of their legal education and experience in unusual legal settings and outside of law.

WOMEN OF COLOR: ACHIEVING LONG-TERM CAREERS IN THE LAW
Focused study of the particular challenges that women of color face, techniques to overcome the obstacles, and what employers can do to even the pathways. Build on previous studies sponsored by the Commission on Women.

NEW CAREERS FOR SENIOR WOMEN LAWYERS
Study of women lawyers who change career direction after age 55 – what are the changes, characteristics and reasons why, the positives and challenges of taking a different direction in law practice.
Plan for Core Research Questions

What are the basic facts/statistics about career trajectories for men versus women?
- In and out of law

What types of gender disparities are there in different practice settings?
- Outcomes?
- Everyday experiences?
- Positive or negative?

Why do disparities exist?
- Structural reasons (the work settings, gender policies and practices)
- Personal reasons (individual characteristics and his/her family setting)

What are effective policies and practices in given employment settings to close any gender gap?