



THE FLORIDA BAR

Results of the 2015 YLD Survey on Women in the Legal Profession

December 2015

2015 Young Lawyers Division Survey on Women in the Legal Profession

A link to an electronic survey was e-mailed on October 21, 2015 to a random sample of 3,137 female members of The Florida Bar's Young Lawyers Division. By the November 24, 2015 cut-off date, 464 completed surveys were received for a response rate of 15%.

In reporting the results, all percentages were rounded to the nearest whole percent (example 34.5% equals 35%). For this reason, totals may vary from 99 to 101 percent. Note that several questions are "multiple response questions." This means that respondents were encouraged to check all responses which apply to a given situation. Thus, multiple response questions will not total 100 percent.

1. What is your legal occupation or classification?

<u>Category</u>	<u>Percent</u>
Associate	46
Sole practitioner	12
Partner/shareholder	4
Practitioner with 1 or more associates	2
Managing partner	<1
Other private practitioner	2
State government attorney	12
Federal government attorney	2
Local government attorney	2
Judicial/quasi-judicial	<1
Corporate counsel	7
Legal aid/legal service	4
Other	6

* Two-thirds (67%) of all respondents indicate they are in private practice positions, compared to 16% who are in government practice positions.

1a. "Other" category responses – What is your legal occupation or classification?

- Assistant Public Defender.
- Associate with the firm; appointed government attorney.
- Attorney in a firm, not an associate or a partner.
- Case manager.

- Compliance Officer.
- Consultant to Investment Advisers.
- Corporate Contract Management.
- Currently closing my practice.
- Currently staying at home. Previously an associate and professor at a law school.
- Director, Office of Professional Education.
- Document reviewer.
- Education - Law School Administrator.
- Fiduciary services for trust company.
- Financial advisor.
- Guardian ad Litem attorney.
- Higher education administration and counsel.
- Independent contractor – associate.
- Law clerk. **(2 Responses)**
- Legal editor.
- Mediator.
- Military attorney/Judge Advocate.
- Non-equity partner.
- Of counsel.
- Of counsel with small firm + have own solo practice.
- Senior Associate.
- Staff attorney.
- Staff attorney in a Federal Court.

- Stay at home mom.
- Teacher.
- Unemployed. (4 Responses)
- Unemployed; just passed WA bar.
- Voluntary Bar Executive Director.

2. How many years have you been practicing law?

<u>Category</u>	<u>Percent</u>
Fewer than 3 years	42
3 to 5 years	34
6 to 10 years	21
Over 10 years	3

- * Slightly over three-quarters (76%) of respondents have been practicing law for 5 or fewer years. Just over two-fifths (42%) have been practicing for fewer than 3 years.

**3. Do you have minor children or are you a caretaker in your personal life?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Yes - minor children	24
Yes - caretaker	4
No	74

- * Almost one-quarter (24%) of respondents report that they have minor children and 4% report that they are a caretaker. Two percent of all respondents report that they are both a caretaker and have minor children.

3a. If yes to having minor children, please indicate how many:

<u>Category</u>	<u>Percent</u>
One child	55
Two children	42
Three children	3

* For those respondents who have minor children, over half (55%) have one child and just over two-fifths (42%) have two children. No respondent has more than three minor children.

4. Are you involved in any of the following Bar, professional, civic, or community organizations listed below? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
The Florida Bar	53
Local/voluntary bar association	47
Civic or charitable organization	31
American Bar Association	24
Florida Association of Women Lawyers	20
Trade organization	6
National Bar Association	4
Other	14
Not currently involved in any of these	18

* About half of all respondents are involved in The Florida Bar (53%) or a local/voluntary bar association (47%).

4a. If "Other", please specify:

- ABWA
- AHLA.
- ALDF, New York State Bar Association, Community Legal Services of Mid-Florida.
- American Health Lawyers Association.
- American Immigration Lawyers Association.

- American Inns of Court.
- American Intellectual Property Law Association, American Chemical Society.
- Association of Corporate Counsel, International Association of Privacy Professionals, SIFMA.
- Attorneys Title Fund Services, Old Republic National Title Insurance Company, Sanibel Captiva Realtors Association, Affiliate Member Fort Myers Board of Realtors, Affiliate Member ALTA, FLTA.
- Barney Masterson, American Inns of Court.
- Before becoming in-house corporate counsel, I was involved in the young lawyers division of my local bar association and my local women's bar association.
- Broward County Bar Association.
- Business Law Section of The Florida Bar.
- Central Florida Association of Criminal Defense Lawyers. **(2 Responses)**
- Central Florida Trial Lawyers, Florida Justice Association.
- Cheatwood Inn of Court.
- Church Leadership.
- Church, Junior League, Country Club, Women's Board.
- Cuban American Bar Association Miami Lakes Bar Association.
- Dallas Bar Association, Dallas Young Lawyers.
- Defense Research Institute.
- Estate Planning Council (Brevard County) Board of Directors, Florida Institute of Technology, Pre-Law Advisory Board.
- Family Law Court Committee and Probate and Guardianship Committee.
- Family Law Inns of Court.
- Florida Association of Criminal Defense Attorneys.

- Florida Bar Animal Law Committee.
- Florida Public Defender Association.
- Guardian Ad Litem program.
- I am on the board of a local theater festival.
- I am on the board of directors for Legal Aid Service of Broward County.
- I will be volunteering at the Humane Society. In the past, I have assisted in proctoring the Florida bar exam.
- Illinois Bar, Chicago Bar Association.
- I'm a member of the organizations I responded positively to; without defining what you mean by "involved with", it's difficult to respond. I wouldn't say I'm particularly active with these organizations whatsoever due to time constraints.
- I'm very involved in my Church and also serve on the board of directors for a non-profit.
- Inn of Court.
- Jewish Federation of South Palm Beach County, Jewish Federation of Broward County.
- Junior League.
- Law and leadership committee for local high school. Webster Groves Improvement Association, neighborhood association.
- Lisbeth Light Moore Foundation – nonprofit.
- Local Attorney ad Litem program.
- Local young lawyers division; Florida Bar sections; Future Leaders Professional Advisory Council.
- Ms. JD.
- Multiple other civic and pro bono organizations.
- Nevada Bar; Nevada Justice Association.
- New Jersey Bar Association.

- New York State Bar Association.
- Other professional associations.
- Palm Beach County Bar Association; Palm Beach County Hispanic Bar Association.
- Pro Bono Attorney Panel of the Southern District of Illinois.
- Professionalism Panel, Inns of Court.
- Rhode Island Bar Assn.
- Two professional women's clubs/networking groups.
- Volunteering in law school.
- WISTA.
- YLD Broward County.
- YLS, Federal Bar Association, OCBA.
- Young Lawyers.

5. During your legal career, have you ever resigned from an employer for any of the following reasons? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Lack of advancement opportunities	17
Lack of work/life balance	16
Employer/supervisor insensitivity	15
Employer's culture was gender biased	6
Lack of alternative work schedule	6
Harassment	5
Other	3
 Not applicable/Have not resigned for any of the above listed reasons	 73

* Slightly above one-quarter (27%) of all respondents report resigning from an employer for one or more of the reasons listed above, which include a lack of advancement opportunities (17%), a lack of work/life balance (16%) and employer/supervisor insensitivity (15%).

5a. If "Other", please specify:

- Disagreement with the way partners treated associates.
- Failure to give a promised pay raise.
- Gender-biased pay inequality.
- Have resigned for employer's culture was gender biased, but not in a legal job.
- Hostile work environment.
- I have left a firm where married male attorneys would engage in relationships with female staff members. I have also left a firm where I was told by the managing partner that I did not have to worry about making money and moving ahead because I would get married one day and will not have to worry about living expenses.
- Insufficient compensation.
- Lack of benefits.
- Managing attorney threw a stack of pleadings at me.
- Military spouse and my husband was re-stationed.
- My previous employer was requesting that I travel almost two (2) hours away from my home to a new office location. At the time, I had just found out I was pregnant. I had been looking for new employment prior to that request and had been offered a new position closer to my home at another local firm. I put in my resignation and started two weeks later at the firm closer to my house.
- Pay discrepancy.
- Poor management of law practice.
- Potential malpractice/greed.
- Resigned to go solo.
- To study for another bar exam.
- Unhealthy work culture.

**6. During your legal career, have you ever experienced any of the following?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Gender bias	43
Employer/supervisor insensitivity	40
Lack of recognition of work/life balance	37
Lack of advancement opportunities	32
Lack of alternative work schedule	24
Harassment	17
Not applicable/None of the Above	37

* Around two-fifths of all respondents report experiencing gender bias (43%), employer/supervisor insensitivity (40%), or a lack of recognition of work/life balance (37%) during their legal career.

6a. If "Yes" to any of the above, please indicate with whom (e.g. employer, client, opposing counsel, judge) or explain your experience:

- After giving birth to my first child, I requested from a female judge to take two brief recesses from a trial to pump breast milk. Though she stated that it wouldn't be a problem, no breaks were given from 9 am to 6 pm except for a brief lunch at 12:30, even after follow up requests. 2. At my previous employer, there simply was no further room for advancement unless, and until, more senior attorneys retired. This was not gender based. 3. Throughout my career, the "good old boys network" has persisted. Now, firm meetings are scheduled for late Friday afternoons and associates are expected to stay after business hours to socialize. My firm also schedules mandatory "training" sessions after working hours and on the weekends. This extra time spent in the office is not counted towards billable hour requirements. I have had to pay babysitters to watch my children for these after-hours events because my husband also works a full time job.
- A highly contentious work environment was created by multiple supervisors at a former place of employment. At one point, a fellow employee was told by her direct supervisor, in front of other peers, that this supervisor believed that she felt her child was more important than her job.
- A supervisor at a company where I was in house counsel.
- After making partner, I learned that male attorneys were paid more out of law school than female attorneys with the same qualifications.
- All instances involved other lawyers in a large law firm or opposing counsel: drunk dials from senior partners (sometimes during normal business hours), assumptions that I have

no life because I'm not married and have no children, etc. I was once asked, "What are you doing this weekend?" I said I was attending a friend's out-of-town wedding. The partner responded, "No, I mean things you have to go to." He proceeded to make me work the whole weekend - from the office. Another partner started almost every interaction with me by saying: "Now, don't go calling the gender police on me". The managing partner once said (in front of several other lawyers) that the firm should've vetted me more carefully when I couldn't get a particularly slippery bottle of water open at a function (I was carrying his beer and two plates of food as well). Male associates, more junior than me, were sent to trial while I wasn't even allowed to attend hearings on cases that I'd worked on (and on motions that I'd written, the vast majority of which were filed with no to minimal edits from the partner or the corporate client, so it's not like I was doing bad work). It wasn't until I finally started working for some female partners that I started getting out of the office. When I was hospitalized for one night with a serious internal infection, a male partner sent an email saying that my hours were down and perhaps I needed to be let go because I didn't have a good excuse like being on my honeymoon (another female associate had missed two weeks for her honeymoon in Europe that month). I went back to work immediately, against doctor's orders, and ended up in the hospital again two weeks later. That's just the tip of the iceberg. (I switched firms.) With respect to interactions with clients, I once had a client (an older man who happened to be a lawyer by trade) refuse to allow me in the room during a meeting. He could've said it was because he didn't want three billers present, but he flat-out said it was because I'm a "lady." I had done most of the work on the file, and when questions arose that the partners couldn't answer, they called me from the speakerphone in the conference room. The partners (both men) gave me credit when the client asked them who had prepared the "excellent" case memo (while I was still on the phone). The client was appalled. I said something along the lines of "yes, sir, they do let me read books while I'm barefoot in the kitchen." I was reprimanded by my bosses (as I should've been), but the firm fired that client because he refused to work with me.

- An attorney will surely pay for having a family. They will not be compensated fairly.
- ARE YOU KIDDING ME? Doesn't just about everybody face most of these issues at some time during their lifetime/career? That would include men as well as women. What are we - lily flowers that can't stand up to the day-to-day rigors of the world we live in? Grow up. Get a set. Move on. No matter what choices a person (notice I did not say "a woman" makes), there are going to be consequences, more or less opportunities or different opportunities. That includes having a family as somebody has to raise those kids! Whose job is that if it isn't Mom or Dad??
- As to gender bias, it has often been assumed that I am a court reporter, and not an attorney, by opposing counsel. I've also been referred to by a judge in trial as my boss's "assistant," when I was sitting with my client and my boss at counsel's table. As to lack of advancement opportunities, I was basically terminated at my prior firm for "economic" reasons, i.e. not enough work was being delegated to me "for the books," despite the fact that I was drafting the majority of all appellate briefs being sent out of the office under my supervisor's name. As to lack of recognition of work/life balance, I think it is often

assumed that I will be available to work 24 hours a day because I am not married and do not have children. This has led to me working all-nighters before trial, before a brief is due, before a memo is due, etc. In the 2.5 years I've been at my current firm, I've never taken a sick day (never felt comfortable doing so), and the one "personal" day I tried to take, I was called back in to the office by my boss, who was on vacation, to clean up a mess a paralegal had left.

- At my firm you are either an associate or a partner. There are no other levels. I worked as a paralegal at this firm for 8 years before I became a lawyer. In that time, I saw only one attorney make the transition from associate to partner and only after being with the firm for close to 10 years. No other attorney has made that transition. Also, full time office hours are expected and required. Partners may at times work from home, but it is frowned upon for an associate to take a day to work from home. Only time it appears to be acceptable is when it is due to some unforeseen circumstance or if it is over and above the hours in the office. There is no real flexibility to come up with an alternative schedule. My life as a single mother would be easier to manage if I had the option.
- At my prior law firm, the managing partner and office manager set specific hours for work that did not provide much flexibility. This included staying late on projects when necessary. They also didn't agree with flex time or working remotely.
- Being referred to by a male client as a "cute assistant" despite drafting all pleadings and correspondence and being the primary client contact; male opposing counsel assuming I am a paralegal; male opposing counsel threatening my license unless I agreed to go on a date with him; male opposing counsel suggesting we run away together with settlement proceeds and comparing me to Elin Woods. Re: Work/Life - For instance, a general disregard for the fact that, around Holidays and special occasions, women are generally tasked with cooking and making other preparations, and cannot just stay at work until everything is ready and then go home to enjoy the event.
- Client treated me like I was lesser than male attorneys and asked me to carry his folders. This was despite the fact that the partners told the clients that I assisted partners in drafting an important brief. Client simply did not take me seriously and looked at me like I was simply a secretary.
- Co-worker.
- Coworkers, opposing counsel, clients.
- Definitely gender bias from older male attorneys and judges. Lack of flexibility of work/life balance from male supervisors. Told that, since I was single, I could work late nights and weekends, easily.
- Direct supervising attorney used inappropriate communications with me that I am certain he would not have used with a male associate; I felt I was treated different in terms of

assignments than male associates at the same level; lower salary and bonus than male associates at same or similar level.

- During internship in law school, I experienced gender bias and harassment when a supervisor inappropriately touched me. I never reported it, and still see this attorney at professional events and engagements. During my first job for a small firm, solo practitioner, he would make comments like "I should have never hired a woman," and nicknamed me "Twinkletoes." I could write extensively on this type of gender bias and it tied into the pay discrepancy issue referenced earlier. However, I know my work product and professionalism was definitely up to par, and, when I left the firm, the clients that knew I had been working their cases came with me.
- Employer. (**9 Responses**)
- Employer - I am a subcontractor, which I should not be labeled as because I work at the employer's business and the employer provides me with any and all supplies necessary to complete my duties. However, the employer does not want to take on the liability of an employee and subcontracts everyone, including secretary. My place of work is very unique, therefore, the amount of insensitivity received from not only the supervising attorneys but the office staff is overwhelming. Client - Generally, the clients do not understand that I am an attorney. They see me and think I am a paralegal. Once the supervising attorney or I correct them, they are shocked. When I give them legal advice or inform them the steps that must be taken, they are not satisfied and want to hear it from supervising attorney. Opposing counsel - I have had the least amount of confrontation from opposing counsel, whether it is a male or female. Judges - I have seen Judges guide the new attorneys in the court room. I am happy to say I have never felt any gender bias from a judge.
- Employer - in house legal office large law enforcement organization. Very little from other attorneys (but some) and never from a judge.
- Employer (Senior Associate above me and the Partner above her).
- Employer and client and male associate counterpart.
- Employer and opposing counsel.
- Employer, client and opposing counsel.
- Employer, client, opposing counsel and Judge.
- Employer does not acknowledge or respect the existence of time off in the evenings or the basic needs of family life such as being home at night for even a late dinner or weekend family time. Also, I cannot work alternate hours or work from home ever.

- Employer insensitivity with supervising partners related to need for work/life balance and issues related to personal care of children, etc. Gender bias when interviewing with potential employers (interviewer referred to the non-partner track as the "mommy track" and warned me against pursuing it because I'm clearly "driven", etc.).
- Employer not accommodating to more flexible schedule after returning from maternity leave, and it made it impossible to remain with that firm.
- Employer treated male associate more favorably.
- Employer valued billable hours over quality of work, and, while the quality of my work was appreciated on some level, it was not enough to keep the employer happy with my work.
- Employer. After having children, I requested a part time schedule for a temporary period. I was denied and then later asked to increase my time spent working. I was discriminated against because I was a nursing mother who pumped breastmilk at work and therefore had to close the door to my office for periods throughout the day to pump in privacy, even though I remained available by phone/email while pumping.
- Employer, client and opposing counsel. Some experiences include overhearing the following statements directed at other women attorneys: (1) "No mercy for the new moms"; (2) (After announcing an engagement) "Great, now she's going to quit", and (3) (After asking if someone was pregnant) "Good thing you're not! That would be career suicide."
- Employer, client, opposing party.
- Employer, judge, opposing counsel.
- Employer, managing attorney in state government, Office of Attorney General.
- Employer, opposing counsel.
- Employer, other associates, opposing counsel.
- Employer. The Equal Pay Act is being violated by a lot of law firms, especially the ones who hire staff attorneys to do substantially the same job as associates for 2/3 of the price. Overall, despite the liberal maternity leave policies, female attorneys in Big Law struggle with the traditional law firm model and old school mentality.
- Employer. Worked for a sole practitioner for 3 years.
- Employer/Supervisor Insensitivity. This is with my firm; primarily more senior associates and junior partners. Gender Bias. There are double standards as to who is obligated to be a good "firm citizen" (meet and greets with clients, activities with the staff, volunteer

projects). Male associates can avoid firm involvement and are rewarded with higher bonuses, bigger raises, and early advancement for doing so. The partners will make excuses that protect the male associates when it is question as to why they are not present. When I spent a year focusing on billable hours, it was noted that I wasn't being a good "firm citizen" as I had in the past. Harassment. I have had expert witnesses say inappropriate things to me about my body at site inspections. I addressed the comments at the moment, but since they were the expert for opposing counsel, o/c simply ignored the situation. Work/life balance. Even though the firm gives lip service to supporting work/life balance, the managing partner will make mental notes of who is working late and on the weekends. There is also a policy to respond to emails within 2 hours (24 hours at most) at all times, including weekends. It is impossible to comply with this policy unless the only thing we do as an attorney is sit and respond to email. Alternative Work Schedule. This is only available to those with children, although the policy is written more broadly. Since I don't have a "family," I was told it would look like I wanted to do less work than the other associates.

- Employer/supervisor insensitivity. The employer was insensitive to my desire to advance and the need to make more money. Lack of advancement opportunities. With the employer, a small fraction of the office received the majority of the salary, whereas the rest of the employees received a substantially less salary with very minimal increases upon promotion and more responsibilities. Lack of recognition of work/life balance. With the employer as I worked every weekend and many nights for the first 8-10 months. Even when I transferred to a lighter caseload, I spent about 30-40% of my weekends and evenings working. My present employment requires availability at all hours as well.
- Employer/supervisor insensitivity: From employer/supervisor. I was in an accident and was hospitalized for two weeks and unable to return to work for another two weeks. My prior employer was very resentful of my absence, and berated me (using profanity) in front of other employees when I returned. Shortly after I resigned, he subpoenaed me to testify at a fee hearing and refused to continue the hearing after I informed him I would be out of state for a grandparent's funeral on the hearing date. I had to file an emergency motion to quash the subpoena, and the Judge ultimately continued the hearing. Gender bias: 1) From opposing counsel. When conducting a deposition at my office, opposing counsel entered the room and asked my male assistant if he would have his assistant (referring to me) get him a cup of coffee and make copies of documents for him. 2) From opposing counsel. Following a hearing in a case, an opposing attorney on a case for which I was lead counsel called my former office and asked to speak to my supervisor. He said that he preferred to deal with my supervisor on the case because I "looked like a 16-year-old schoolgirl." I am not sure whether this particular attorney had a problem with my age or gender, perhaps both. 3) From opposing counsel. Numerous older male attorneys have called me "honey" or "dear" in court or at depositions, mediation, etc. 4) From client. I was assigned a case by my supervisor, and after meeting with the client the first time, the client (an older male) requested that a less experienced male associate handle his case because he did not think a woman could advocate as aggressively as he wanted. Lack of Advancement Opportunities: At my previous position, the firm was owned by the managing attorney, and he made it clear that he was not interested in ever

having a partner. Lack of Alternate Work Schedule: At my previous position, I was expected to be either in court or in the office by 8:30 am. I was typically at the office until after 7:00 pm. Working from home was not an option. Lack of Recognition of Work/Life Balance: 1) Even when I was in the hospital, on "vacation," etc., I was expected to check my email and promptly respond. I frequently received calls from the office while on medical leave and vacation. 2) Aside from major holidays, I received 5 days off per year, which included both vacation and personal days. The last year I worked there, I ended up with pneumonia because I did not want to go to the doctor and take a sick day since that would mean I could not spend any time with my family at the holidays.

- Employers, typically male.
- Former colleague.
- Frequently, I have had opposing counsel and judges think I am a court reporter; not counsel. I've been told that I'll never make it in this career because my home obligations will trump my work obligations. I've been required to work nights/weekends, even though this tends to put a lot of stress on my marriage. When I've discussed it, I've been told that I need to choose one. I was selected to speak at a state-wide conference of trial advocates and was told by my employer that there are "older men with a lot more experience than me" who would have been better suited to speak, and that he had already told the program chair that I was not allowed.
- Gender bias against women in my office by a judge; harassment by boss.
- Gender bias and harassment - I've experienced both from older male attorneys, (age range 55+). I have also experienced gender bias from male clients.
- Gender bias with clients and opposing counsel.
- Gender Bias: On a very small scale, and not even harassment, so much as people making assumptions. In smaller courthouses, where I am not familiar with the courthouse staff, I am often confused with the court reporter because I am a young female. Lack of Advancement Opportunities: Working for small firms, there is not a lot of opportunity to add your name to the practice. That being said, I cannot practice in "Big Law" because of family responsibilities, which I understand as I have two small children and an active duty husband who deploys. Lack of Alternative Work Schedule: Working from home or hours outside of the normal work day has never really been an option.
- Harassment by a female supervisor who was more focused on appearances than productivity.
- I cannot disclose due to a non-disparagement clause.

- I experienced both gender bias and lack of advancement opportunities with a former employer. This employer (managing partner) showed clear bias toward the men in his practice, and despite several years of promises of advancement and more responsibility, these opportunities never materialized. As a result, I sought and found alternative employment.
- I had a federal magistrate judge call me "Blondie" in front of an entire courtroom. He did not mean to be offensive, but I found it to be. I routinely walk into depositions and am asked if I am the court reporter.
- I had a supervisor who regularly bragged about his victories over charges of sexual and racial harassment from employees. He also was abusive, and created a tense environment by slamming doors and yelling, generally making everyone afraid of being fired at all times. He also put in place a number of policies that worked in favor of male employees and against female employees, such as a lack of maternity leave. He also bragged about how the company was too small to be subject to FMLA, and made me work from home when both of my parents were ill rather than letting me take time off to care for them.
- I have been harassed by a coworker at a previous firm.
- I have experienced all of the above from my employer. The organization as a whole, as well as my female director. The organization states they encourage telecommuting and other work arrangements and I have been very successful doing them, but, in reality, they look down upon you.
- I have experienced an older, male opposing counsel (approximately 45-50 years old) call me "little lady", as well as an older, male sitting judge (approximately 60-65 years old) address me as "sweetheart". I found both to be unprofessional and gender-based.
- I have found there is a lack of work/life balance in the legal profession in general but specifically for young women with small children. I am fortunate that my current employer has provided me with adequate maternity leave and has been exceedingly generous. However, I have found that as soon as I return back to work, I am expected to maintain the same schedule and long hours that I have always put in with little regard for the 9 week old baby or two year old that I have at home. I feel that there is very little opportunity to move out of my current associate role though I attribute this more to the size of the office and economic climate than to my gender. I have also experienced a hostile work environment from a female superior at my previous position. There is a lack of sensitivity by other females in the legal profession.
- I have had issues with my former employer recognizing and offering an alternate work schedule so I could better manage my work/life balance after having two young children. I continued to work full time. I was told I had to continue to bill the clients and even bill more hours than previously required to do. After having my first child in 2011, I returned after 7 weeks of maternity leave working full time and traveling for work. After my second child in 2013, I returned to work full time after 6 weeks of paid maternity leave

and had to go straight into trial prep and study and sit for the Georgia Bar at the same time. No consideration was given to my current needs at home. I had to resign from this position because I was not able to effectively juggle my work and life. If I had been offered an alternative schedule, at least until my children were a little older, I would have probably taken that and stayed with the firm. Instead, I felt that I was not able to compete with males who did not have to go through child birth and then try to return to work and breast feed and continue to make all of the demands required. Thus, I took a position with Legal Aid that has allowed me more flexibility and requires less traveling and hours.

- I have left a firm where married male attorneys would engage in relationships with female staff members. I have also left a firm where I was told by the managing partner that I did not have to worry about making money and moving ahead because I would get married one day and not have to worry about living expense.
- I was a public defender for several years with an overwhelming case load and constantly in trial due to unreasonable plea agreement sentences. Cases became more serious (punishable by life) but the number of cases did not decrease much due to hiring freezes. Having a work/life balance was just never discussed by anyone and everyone in our particular courtroom was expected to always be ready for trials (no vacations).
- I was harassed by an older, female attorney with whom our firm had an of-counsel relationship during my first two years as an attorney. She repeatedly made comments about my curvy figure. In retrospect, I could have done many things to remedy the situation. I currently work in-house at a conservative organization in the Midwest. Many of the company's clients and upper management firmly believe that women do not belong in the work place, despite the fact that there are more female than male employees. I am referred to as the "little lady lawyer," occasionally even by people who should know better. The company is also resistant to any flexible working arrangements, which will be problematic at best when I have children of my own.
- I was paid less than male colleagues with the same or less experience, fewer billable hours and less origination. When I provided proof of the gender-biased pay, I was ignored by one firm and subsequently left and, at the other firm; I was told by the managing partner that they'd see about paying me more "the next year". I was told by my practice group director that I should be thankful for making less because I'd pay less alimony in my divorce.
- I was released from a position that was gender biased. All the female employees were referred to as the "girls" and were not included on the updated website photo. When I was initially hired, my employer told me one of the main reasons he hired me was because I am pretty.
- I work with a senior partner (2 lawyer firm) and there are times when my opinion is flat out rejected and I don't know if it's because of opinion or because the opinion comes from a woman. I feel like it's more the latter.

- I worked in a firm that believes that women are inferior to men. Period. If a woman argued with them, they were a bitch. If they didn't argue with them, then they were weak. There was no opportunity for advancement. I do not work there now and am in a much better place now.
- Insensitivity/gender bias of office managers (female); insensitivity/harassment by immediate supervisor (male); gender bias/harassment by colleagues inside and outside firm I worked in (male); harassment from clients, other attorneys, and non-lawyer professionals (male).
- I've experienced all of the above from an employer.
- I've had opposing counsel refer to me as "honey", "sweetie", and similar terms when we were discussing a case. I always promptly advise opposing counsel how whatever term they used is not my name, remind them of my name, and tell them how they can refer to me accordingly.
- Job just does not allow for alternative work schedule despite my supervisor's best attempts. State position with no advancement. Gender bias by a Judge who insists we wear skirts and panty hose and not paint our fingernails.
- Lack of advancement opportunities based on my race/gender; no support for my work for women's rights through bar association; criticism of my community involvements. Unfair treatment at work.
- Large firm - no work life balance and no alternative work schedule. Government job - supervisor insensitivity, unbearable to work for.
- Mainly from opposing counsel for gender in combination with age and/or perception of young age with being a newly licensed attorney.
- Male attorneys have assumed that I am a court reporter (even while wearing a suit, carrying a brief case, and introducing myself as counsel). I recently attended a multi-party construction defect mediation wherein there were over 40 counsel present. I was one of only 2 women present. I was referred to as "hon" and "miss". There is a significant pay gap between myself and some of my male colleagues with similar (almost exact) experience and responsibilities. Maternity leave at my large firm is completely unpaid, despite millions in net profit.
- Manager was verbally unhappy that I was pregnant, and chose not to approve my request to use my vacation time to extend my 6 week maternity leave.
- Managing attorney threw a stack of pleadings at me.
- My experiences were from the employer.

- My employer definitely has a gender bias in favor of men, which causes most of the employer insensitivity (employer does not care that women in the office feel slighted or un/under-appreciated). However, the lack of advancement opportunities has less to do with gender bias than it does with the general budget cuts in legal services. Unfortunately, because of the bias, it is hard to know if women would be promoted equally if the opportunities became available.
- No freedom to work from home with FL Courts, but relatively generous sick/medical leave has helped with Doctors appointments & maintaining health.
- Only ever from opposing counsels and it's only ever been comments based on gender.
- Opposing counsel and the Judge were insensitive to Notice of Unavailability filed in light of maternity leave. Judge denied motion for continuance in light of pregnancy and trial falling during maternity leave. The case ultimately had to be transferred to another attorney who knew nothing of the case and was put in a time crunch.
- Opposing counsels and clients.
- Other lawyers.
- Position work for the state of Florida.
- Previous employer would make fun of my culture and traditions. I was born outside the U.S. As far as a lack of advancement opportunities, it was never defined how I could advance at the firm.
- Racial bias should also be included in this list. Racial bias, in addition to the above, are experienced by women of color. I've experienced racial and gender bias, employer/supervisor insensitivity, and harassment from opposing counsel, clients, peers, and bar organizations.
- Straight out of law school, I took a job as a "legal analyst" to a general counsel. It was a glorified legal assistant position. I was promised that after a few months of proving myself, I'd be promoted to an Associate Counsel position (a change which would have increased pay by about 80%). However, after months of grueling 13+ hour days, no weekends, being on-call at all hours of the morning, and generally bending over backwards, I was counseled to not ask for too much and to be patient, as the owners of the company were slow to change and it would be hard for them to accept me as an attorney after seeing me in more of an administrative role for so long.
- The only person who ever really professionally betrayed me was the one and only foreign born woman of color partner on my own team who was assigned to be my mentor. In Miami, at a litigation group lunch and in front of all present, a male Cuban-American partner "jokingly" called me out as "aggressive" in front of the whole group for asking the waiter if we could have the one more espresso we had already ordered but they had

failed to bring out. Keep in mind we are supposed to be Litigators. In Miami and New York, it is almost always the few women partners who are in management positions, while the male partners have the trial team positions. We still have a long way to go in terms of cultural shift. Further, I felt that the level of hours required by a big law firm are highly calculated to be 12-15 hour plus weekends, instead of just paying less and hiring more people. The public image and press like A-list etc. is woefully inconsistent with what the big firm life is actually like. Everyone I knew at my firm was miserable and couldn't wait to leave. I cannot imagine my marriage or my health withstanding too much more of big firm life.

- The public defender that prefers promoting gays and men. Heterosexual women have to work twice as hard in that office.
- There have been times when I have been underestimated due to being a woman. It was not done in the office, but with interacting with the public.
- When I was an associate at a mid-sized firm, a male partner told me if I had children my partner track would be on "on pause" until I returned to work because it wouldn't be fair to let someone make partner who hadn't worked the same amount of hours as others.
- When I was laid off at the beginning of this year, I began looking for work immediately. There is a complete lack of work. And an even greater shortage of opportunities that provided alternate schedules. Whenever it is discussed, it is frowned upon as every person who has interviewed me has been a man whose attitude seems to imply little regard for outside responsibilities and couldn't see or didn't care to find out if my production or value would not be affected if I would receive accommodations. I've often been asked what are my child care arrangements, the general health of my child, and if I have grandparents helping me with the child so that I could work late. I know for a fact that every position I have been qualified for but have been passed over for has been in favor of a male regardless of whether or not he is a family man and who in my opinion has less experience in terms of years and exposure because it is assumed that the male will work harder and longer and his child's mother will take care of any issues. It is an attitude I have seen over and over while searching for work as well as in previous offices. During the summer, I unexpectedly became pregnant; however, I continued to search for work. Again, the only people who are interviewing me are men. Many ask me if I have expected vacations or time off coming up, which I've never been asked before, so it leads me to believe that they ask as a roundabout way to figure out if I am fat or pregnant. A firm I interviewed with prior to being pregnant offered me a job after I became pregnant. We agreed on salary, benefits, start date, and everything. I thought the right thing to do was to let them know that I was pregnant but I did not anticipate taking time off more than medically necessary. I say this knowing that was my first pregnancy and I was working from a hospital bed the day I gave birth and every day after. My employer did not have maternity benefits so I negotiated a partial salary so long as I continued to work from home after the first 4 weeks the baby was born. Notwithstanding, I worked every day from home, even if it was only 2 hours because that is what my male employer expected of me. My emails had to be answered and phone calls had to be returned. Back

to my job search and acceptance of employment, when I told the (male) partner I was pregnant, there was a pause in the conversation to which the response was "we'll see about that." Two days before I was supposed to begin working, I was told the job was given to someone else. I'm of the belief there is no place for women of childbearing years in male dominated offices. However, I've yet to find a woman law firm.

- With existing employer, they feel that since my spouse has a "good job", he can provide for the family and I do not necessarily need health insurance, a raise, etc. I am the top producing attorney (bringing in my own clients) as well as a high billing attorney in the office. There has been harassment from my employer and from a small handful of clients over the years. Gender bias is constant, from clients and attorneys, in the office. Clients often assume I am the secretary or paralegal.

7. In your current employment, do you feel that you are being paid comparably to a male counterpart?

<u>Category</u>	<u>Percent</u>
Yes	39
No	21
Unsure/not applicable	40

- * Just under two-fifths (39%) of respondents believe they are being paid comparably to their male counterparts, while just over one-fifth (21%) believe they are not.

8. In your current employment, do you feel that you are being elevated comparably to a male counterpart?

<u>Category</u>	<u>Percent</u>
Yes	42
No	19
Unsure/not applicable	39

- * Slightly over two-fifths (42%) of respondents believe they are being elevated comparably to their male counterparts, while just under one-fifth (19%) believe they are not elevated comparably.

9. What do you personally like most about your chosen profession?

- 1) Learning about the law; 2) Challenges in representing clients; and 3) Feeling of accomplishment upon receiving the desired outcome.

- Ability to help people.
- Ability to interact with other attorneys in a close office environment. The nature of this work is challenging but rewarding.
- Ability to solve problems and critical thinking.
- Ability to telecommute.
- Ability to truly make a difference in people's lives.
- Ability to work with families.
- Admiration from young females.
- Advocacy, intellectual pursuit, negotiations (ADR).
- Advocating on behalf of clients who would otherwise not be able to navigate the system.
- Advocating on behalf of clients.
- Almost half of the other attorneys are women.
- Amicable/reasonable interactions with opposing counsel, court personnel and mediators. Enjoy really being able to assist and help claimants.
- At this point, I like that I work for women in positions of power and leadership in my current firm. I admire and respect these women for taking the initiative to succeed in a male-dominated field such as the practice of law, and further, respect and admire my firm for having the wherewithal to know that women leadership is an admirable quality and one that deserves continuous recognition.
- Autonomy.
- Being able to help people through difficult situations. I work in Civil Legal Aid.
- Being around educated people.
- Challenging case load. Every day requires me to think differently and come up with strategies to achieve success for the clients. I enjoy analyzing and problem solving and getting a good result after putting in a lot of hard work.
- Challenging work; opportunity to open doors in other professional realms and pursuits. In my current position, flexibility and ability to essentially make my own schedule. However, I do not have children yet.

- Client satisfaction.
- Counseling clients. Person to person connection. Giving advice. Being in control of a situation.
- Daily variety; working with clients; learning regularly; flexible schedule.
- Doing justice.
- Feel good about the work I do.
- Flexibility. **(3 Responses)**
- Flexibility at my position (not necessarily the profession).
- Flexibility of scheduling and work.
- Flexibility, accomplishment and compensation.
- Flexibility, variety in assignments, opportunities to work with other departments.
- Flexibility. Ability to manage files and control scheduling of hearings, depositions, etc.
- Flexibility. Unlike many blue collar jobs, there is no clocking in and out. Yes, I may on average work longer hours and have more complex assignments, but as long as I get my work done, I have time for long lunches (for business development and with friends), for personal and child's doctor appointments, etc.
- Freedom to practice law without the worry of billable hours.
- Fulfilling and meaningful work. Work atmosphere is pleasant and coworkers are kind and compassionate.
- Help people.
- Helping children.
- Helping clients through the most difficult times in their lives.
- Helping families.
- Helping my clients to resolve their problems.
- Helping others.

- Helping others as a prosecutor.
- Helping people. **(14 Responses)**
- Helping people navigate the legal system and obtaining favorable results for my clients.
- Helping clients find peace from their disputes. Helping those who cannot afford traditional attorney rates.
- Helping people, but honestly, if I had to do it again, I would not choose to be a lawyer.
- Helping the elderly.
- Helping those less fortunate or unable to do so.
- Helping those with their problems, for which they alone are unable to help themselves.
- Helping to better society and represent the underrepresented.
- I am a trial attorney and I find the court room exciting. Helping people resolve issues within the system can be very rewarding.
- I am able to take vacation and sick time and have my coworkers cover my cases for me. I do the same for them. I like that I have a state government job with good benefits and student loan forgiveness. I enjoy that I am in court at least a couple times per week.
- I am able to truly make a difference in people's lives.
- I am good at it.
- I am no longer practicing law. My previous law job did not provide any opportunity for work-life balance if I wanted to advance with the firm. My current career provides a better opportunity for me to advance while balancing work and personal life.
- I am not micro-managed; all that matters is that I get my work done. I'm prepared and I do a good job. Also, the office staff is very supportive.
- I became a solo practitioner so that I could have a quality family life and be present for my children. There are major professional sacrifices that have come with that decision but family was more important.
- I can do as many things as I seek.
- I do not like my chosen profession.

- I don't see what this has to do with being a female lawyer.
- I enjoy arguing in a courtroom and appellate work.
- I enjoy being able to help others.
- I enjoy dealing with new issues and solving problems. The challenge that comes with the types of cases I deal with is what I enjoy the most.
- I enjoy helping creative professionals navigate uncertain legal waters at the intersection of the law and new technologies.
- I enjoy helping others and representing those who may not have a voice otherwise.
- I enjoy helping people. I like that I feel challenged on a daily basis. There is always something new to learn.
- I enjoy my clients and the work atmosphere my office has.
- I enjoy my job because I get to advocate for my clients on a daily basis and that is rewarding. My current boss is also very accommodating when it comes to a work schedule.
- I enjoy the ability to work with individuals and families of all types. Helping clients find solutions to problems and implementing the solutions for them brings me satisfaction, as well. The knowledge that this is a profession that I can continue to learn and expand in over the years is reassuring.
- I enjoy the analytical component of the law. I really enjoy applying the statutes and decisions to the specific facts of each case and finding the best outcome for my clients.
- I enjoy working for the state and the variety of issues that come up on a daily basis.
- I feel like I am helping people who would not otherwise be able to afford representation.
- I genuinely enjoy the law and interacting with it on a daily basis gives me joy.
- I get to set my own hours, work for myself, and be the one that will eventually be in charge of a staff of other attorneys, paralegals, etc.
- I get to speak for the voiceless.
- I have an extremely light case load. Most of my work comes from the overflow from other attorneys when they do not have the time to research and write on complex legal issues. Most of my work product is in the form of motions, which I enjoy writing.

- I have chosen to not practice because I am in a field that requires fewer work hours and has more flexibility.
- I have enjoyed the people that I get to help.
- I have only started to enjoy my profession since hanging my own shingle.
- I have the power to make my own decisions about my own life. If I don't like working for any particular company or person, I have the power to do something different. It's another thing if I don't have the GUTS to do something different.
- I left big law and started my own solo practice in Immigration. I am much happier and healthier, although financially, in the first year, my current annual earnings are not sustainable for me to live off of.
- I like advocating for indigent clients.
- I like being able to help and advise people during a hard time in their lives. I also really enjoy litigating.
- I like being able to help my clients and provide them with a good result. I also like the accomplishment that I feel when I have completed something and the client and my supervisor are both pleased.
- I like being an attorney and being able to assist others. I also like the professionalism of other members of the Jacksonville Bar.
- I like being in the courtroom, advocating on behalf of my clients (injured people) to a jury. I like speaking in front of people and coming up with new ways to present my clients' cases.
- I like being part of the solution. I like regulating industry. I like being a state government attorney because I feel that I can finally balance work with my personal life. I also feel that I am well-suited for my job and am achieving success for myself and my agency.
- I like connecting with other women in the profession through groups. I enjoy substantive programs and leadership development.
- I like having the ability to directly help and improve the lives of clients.
- I like having the ability to support myself financially.
- I like helping people in their time of need.

- I like meeting new people and the friendly banter with my Plaintiffs' counsels that I deal most often with. I enjoy legal and persuasive writing.
- I like obtaining good results for my clients and assisting them through the legal process.
- I like that each and every case is different and exciting.
- I like that I get to help my clients, meet some of the most incredible people, and get to prove myself, no matter what preconceptions may exist.
- I like the challenge of uncovering new legal issues. I also like writing in litigation, especially argumentative motions or responses.
- I like the challenge posed by each new client question. I also feel like I make a difference in peoples' lives, and that fulfills me.
- I like the court experience.
- I like the fact that, on a daily basis, my work impacts individuals in an attempt to make their life a little better.
- I like the idea that, someday, I might actually be able to help people and get a worthwhile job.
- I like the mental challenge and the ability to play a role in making and shaping the laws of this country.
- I like the sense of having accomplished something. However, I feel that I may have made a mistake given the challenges I've encountered (work/life balance + insensitivity). I certainly do not feel that I will have a choice when I decide to have children.
- I like to feel like I am playing an important role in shaping not only the laws of this country, but society as a whole.
- I like when my clients feel better walking out of my office door than they did when they walked in. I also like the firm where I work; by happenstance, we are a female firm, including our paraprofessionals and support staff.
- I like working with my clients and helping them through a complicated system so they feel empowered and don't feel as though the entire system is against them.
- I love being able to craft creative solutions to a variety of problems. It's very satisfying to be able to solve an issue in a way that at least works for everyone involved.

- I love being able to work on my clients' legal issues so that they feel empowered and heard.
- I love helping people with serious legal problems. I love the relief we bring to people who would otherwise be left without assistance.
- I love litigation and my specific field of law.
- I love the area of law that I am practicing in and have an employer who has opened me up to many opportunities. With that being said, it was very difficult to get to this point. Everyone wants someone with experience and almost no one is offering to provide an apprenticeship or strong mentoring to help with achieving that experience (even if offering to work for little to no pay).
- I love the flexibility of making my own hours. I drop off and pick up my children from school and structure my practice to my lifestyle and my family's needs and desires. I love being a lawyer!
- I most enjoy the constant ability to challenge myself and grow as a lawyer.
- I take projects in a contract basis and have extremely flexible workload and hours.
- I think this quote sums it up: "Best job in the world: I get paid to read, write, think, talk and argue - all things I would do anyway." - Rick Ball, Chicago. My favorite part of being a corporate lawyer is the freedom my salary and schedule give me to take on pro bono work and guardian ad litem cases.
- I truly love helping people and helping them solve their problems.
- I work 8-5 and have holiday and compensatory time. The clients are generally kind to me even when they are upset with the other party in the case. I don't have to take my work home.
- I work as a staff attorney for a nonprofit where I have the opportunity to help needy people every single day and defend their basic human rights. My office environment is not competitive but rather it is supportive. I have complete autonomy to manage my caseload combined with the support of my office; many of my colleagues are experts in our field.
- I'm a valued employee with the company and have opportunity for growth.
- I'm not really sure I like it, other than that I like helping people (clients) when it works out that way.
- Independence.

- Independence, professional judgement, and constant challenge.
- Intellectual challenge.
- Intellectual stimulation.
- Intellectual stimulation and the ability to meet like-minded professionals.
- Intellectually challenging.
- Intellectually stimulating.
- Interesting, always different, help others.
- It is a unique opportunity to engage with the law. I am able to teach youth about various aspects of the law.
- Mainly, I have enjoyed the challenge of working in a profession that requires attention to constantly changing laws, ensure justice for all, the opportunity to research and write on various topics, and give advice.
- Make a difference in children's lives. Semi-autonomous in my case load management.
- Making a difference.
- Making a difference in people lives.
- Making an immediate difference in someone's life.
- Meeting different types of people with different situations in life.
- Mental stimulation.
- Mentally challenging.
- Mutual respect of non-work time, ample mentoring and learning opportunities from more senior attorneys.
- My brain was made for this. I can't stop analyzing everything for all possible outcomes, but I was like that before law school. Now I get paid to worry constantly.
- My flexible schedule.
- My office (physical trappings). I like finding ways to get my clients what they want.

- My specific job has flexibility, possibility for autonomy and advancement, and a diverse work load.
- Nature of the work - constantly new and challenging.
- Not much. I like when I can occasionally actually help someone.
- Nothing.
- Opportunities to travel, opportunities to help people make life-changing decisions, and opportunities to assist people in need.
- Paycheck; intellectual challenges.
- Personal interaction with clients. Ability to help families during high stress transition. The idea of being able to control my schedule (even though it doesn't actually happen because of lack of flexibility in office environment).
- Personal satisfaction after helping someone in need with my skills.
- Practicing appellate law consists primarily of legal research and writing, which are my strongest skills. I enjoy exercising my strengths on a daily basis.
- Prestige.
- Pro bono work, using my skills to help others who are in need, and to give back to the community.
- Problem-solving and being able to help people in need.
- Research and writing.
- Responsibility.
- Sadly, I don't like much in my chosen profession.
- Salary.
- Small firm, more recognition.
- Status and recognition; I feel respected.
- Subject matter.
- That I can help people.

- That I work for myself.
- The ability to "be my own boss" and make my own decisions about how I conduct my business.
- The ability to affect significant change in peoples' lives.
- The ability to assist clients navigate through the very challenging regulatory landscape created by the government and others.
- The ability to do more than just be a lawyer.
- The ability to help others is important to me.
- The ability to help others.
- The ability to help people.
- The ability to help people tackle legal problems.
- The ability to help people through very difficult situations; the ability to affect larger scale change.
- The ability to influence education for future generations and diverse students.
- The ability to provide for my family while helping people.
- The ability to take cases and advance causes that I feel passionate about.
- The active lawyering and litigation.
- The challenge and community respect.
- The challenge and responsibility. Helping people. Solving problems.
- The challenge of solving a legal problem or, more importantly, setting up business transactions in a way that anticipates potential problems and helps to avoid them.
- The challenging environment in which I work and the flexibility and constant change that are provided by my employer and my work.
- The challenging work.
- The chance to help people.

- The daily challenges. Every day in my office, I have a challenge that must be completed.
- The fact that I can work for myself and that I can work from home.
- The flexible schedule.
- The freedom and ability to work from anywhere.
- The freedom to make my own schedule, outside of court/depo commitments.
- The honor of having my client's trust in me to provide them advice during the hardest times of their lives.
- The hours are reasonable and predictable, I have the flexibility to work remotely, if necessary, and the organization places a significant value on work/life balance. Within the first two weeks at my current position, I had a death in the family and had to travel out of state. I did not have any vested vacation/personal days yet, but my supervisor told me to take as much time as necessary because being with my family was most important. If I am still at the office past our posted closing time, my supervisor will jokingly tell me to go home because the work will be here the next day.
- The law is always changing and the law in place is not black or white but gray.
- The opportunity and ability to assist people when their lives have taken an unexpected turn.
- The opportunity to continue to learn and research new concepts, solve problems and help others.
- The opportunity to help people.
- The opportunity to think critically on a daily basis.
- The pay and that is about it.
- The potential ability to change fields (practice areas), if I so desire.
- The prestige and flexibility. With the prestige, particularly as women, when someone finds out I'm an attorney they listen to me more and appear to put greater stock in my opinion, both men and women. The flexibility is nice because I could work in any range of legal fields, I am constantly learning new things and feel challenged in my work which I believe is important for growth.
- The strategic game of legal cases.

- The support from my office and the contact with my clients.
- The thing I like most actually does not have to do with the practice of law, but the resources I have as an attorney that I can use to give back to and assist my community. I am the former president of the Caribbean Bar Association and utilized my resources (my skillset, other attorneys who practice in different areas and my general knowledge of the law and people's rights and privileges) to educate members of the Caribbean-American community.
- The variety of cases and mental challenges.
- The variety of issues one can encounter - there is always something to learn!
- The variety of issues that I get to address.
- The variety of practices of law I am involved in; I switch assignments every 18-38 months.
- The work I do and getting to work on different types of cases. The flexibility of my work hours and working in a family oriented environment.
- The work is interesting and challenging.
- The work-personal life balance it affords me and the fulfillment from the type of work I am performing.
- There's always another type of law that I could move over to, start fresh and learn as though I'm just beginning.
- To be given the opportunity to help people through difficult times in their lives.
- Using my knowledge to help people with legal issues. Lay people need a translator in legal situations and that is what I enjoy.
- Variety of clients and work; helping businesses and individuals prevent legal problems and negotiate or mediate legal issues.
- Well respected.
- Working with clients. Challenging work.
- Working with my husband.
- Writing. Flexibility to do the work when I need to.

10. What are the three most significant challenges/concerns you personally face as an attorney? (PLEASE CHECK UP TO THREE RESPONSES) (MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
High stress	44
Balancing family and work	42
Time management	26
Billable hours	23
Business generation	23
Lack of mentoring	21
Lack of available employment opportunities	18
Client expectations	14
Keeping up with new developments in law	13
Net revenue	13
Gender bias	10
Lack of ethics/professionalism	8
Retirement planning	8
Lack of business	7
Keeping up with new technology	4
Lack of interaction with other attorneys	4
Frivolous lawsuits	3
Lack of interaction with the judiciary	3
Other	5

10a. If "Other", please specify:

- Additionally given that I had to resign from my first employer and that culture/work demands of current employer are leading me to consider resigning, I know that the judgmental nature of this profession will make it difficult for me to find a good job, as my resume will be viewed with a critical eye and little understanding for the reasons I had to leave my previous employment.
- Age bias. A huge talent pool of middle age men and women attorneys is being largely disregarded by most middle to large law firms. This is drain on our profession and economy. This "path to partner" often isn't the key issue as many firms haven't provided of counsel or staff attorney opportunities either. While government jobs may provide opportunities, this is not the answer. As well, retirement has been postponed by many attorneys and that further limits available attorney positions.
- Everyone is nice at my current job. Lots of mentoring and room for advancement.

- Florida's lack of reciprocity with other states will make it difficult to relocate with my husband at his next duty station. A large number of states offer reciprocity to those that offer it to their attorneys; however, since Florida has no reciprocity, the next time we move as a military family, I will likely have to take a Bar exam again.
- Getting out of student debt.
- Having to choose between making money or making a difference.
- I checked "Other" because I couldn't limit it to three items. The items I checked included: balancing work and family, keeping up with technology, lack of ethics/professionalism from other attorneys, and time management.
- Incompetent opposing counsel.
- Lack of advancement and low salaries in public sector.
- Lack of ethics/professionalism in the general legal community and with opposing counsel.
- Lack of paid maternity leave.
- Lack of transparency for advancement.
- Limiting this to three options with so many overlapping responses is a bit rough.
- My salary being public record will hinder my transition to the private sector.
- My state job pays better than most entry-level positions in the area and I am still struggling to get by financially every month.
- Poor pay.
- Racial and gender bias.
- Repaying college tuition.
- Salary.
- Student loan debt from law school.
- Takes me longer to do things than those with more experience. I spend more time looking up the law, rules and cases than drafting the documents. Makes billing hours a challenge!

- The bureaucracy of the legal institutions and their administrative counterparts cause significant delays in an already overburdened system.
- There is a lack of availability of part time employment opportunities.
- Unable to engage in any legal pro bono work because all legal aid organizations require obtaining the firm's approval first, and also only provide malpractice insurance coverage secondary to the firm's insurance. In short, if your firm does not give you permission for this sort of work, you cannot do it. This runs counter to the ideals of the profession.

11. How satisfied are you with your legal career?

<u>Category</u>	<u>Percent</u>
Very satisfied	20
Somewhat satisfied	53
Neither satisfied nor dissatisfied	10
Somewhat dissatisfied	12
Very dissatisfied	5

* Almost three-quarters (73%) of respondents are satisfied with their legal career, compared to 17% who are dissatisfied.

12. What would you say is the primary reason for your dissatisfaction with your legal career? (ONLY INCLUDES THOSE RESPONDENTS WHO INDICATE THEY ARE DISSATISFIED IN THE PREVIOUS QUESTION)

<u>Category</u>	<u>Percent</u>
Compensation	21
Job burnout	15
Lack of available job opportunities	15
Hours required at office	13
Personal stress	10
Lack of mentoring	7
Lack of civility/professionalism	6
Lack of quality cases	1
Not enough business	1
Client expectations	0
Interaction with judiciary	0
Other	10

12A. If "Other", please specify:

- Competition with other women and the difficulty that comes in trying to obtain new clients.
- Hours that are required at the office, job burnout, and stress are all intertwined in my opinion.
- It's all and none of the things listed. The legal profession is difficult and I feel like I work very hard to do a good job for my clients when I present professionally. But I believe that in the legal profession, it isn't necessarily hard work that matters as success is based so much more on appearances. In a geographic location (North Florida) and a career (The Law) in which older white men dominate and, implicitly or not, are what people expect in the "ideal" lawyer, people like myself (young female) do not garner the same degree of respect/money/acknowledgment as those who fit the profile, regardless of quality of work. To this end, my dissatisfaction is primarily based on how much "success" in the legal profession is defined by the things I am not, nor do I ever aspire to be.
- Lack of consideration for the role of a mother who is also a professional.
- Not what I expected.
- Personal stress caused by hours required at office, job burnout, lack of mentoring/training and criticism at the job.
- Sexual discrimination and harassment.
- The frustration of dealing with unethical and unprofessional opposing counsel, improper rulings and getting "home-towned" by judges.
- Think it is a combination of the above: long hours, not paid as much as people would think, lack of appreciation at job, high stress, high expectations, politics, lack of gratification (sometimes no matter what the outcome; everyone loses).

**13. What would you like to see the Young Lawyers Division offer more of?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Free CLEs	60
Mentorship opportunities	35
Networking opportunities	33
Professional skills training	32
Work/life balance resources	29
Webinars	21
Resources for sole practitioners	15
Pro bono opportunities	12
Programming on marketing and networking skills	12
Technology tips	9
Other	3

* Three-fifths (60%) of all respondents would like to see the Young Lawyers Division offer more free CLE opportunities.

13A. If "Other", please specify:

- "Basic" Skills courses on more diverse areas of the law. More international events/CLEs.
- CLEs or other learning opportunities that provide practical training to be able to work a case or practice a certain area of law. CLE's are great but they do not usually provide a good foundational knowledge that is needed.
- Family-oriented networking events; e.g., a family day at Marlin's Park, or the beach, or a park.
- Free CLE's that actually help young lawyers and that apply to the "BASIC" requirements.
- Happy hours.
- Happy hours and socializing.
- I am an out of state lawyer, so free web CLEs would be great, especially if you could lobby for free or reduced cost online Basic Skills Courses.
- I would like the YLD to actually recognize and provide resources and solutions for the very real crisis that many young lawyers are facing, which is that they are saddled with huge amounts of student loan debt, and are either unable to find employment or are underemployed. The recent efforts of the Bar seem only focused on helping those at large

firms, and come off as tone deaf to the solo and small firm attorneys, who make up the majority of the members of the Bar.

- I would like the YLD to help its members get more cases that we're losing to attorneys who take the money by virtue of their established reputation and then don't work the case.
- I would like to see them take measurable steps to try to change the legal culture - longer hours means better work/more dedication; "face time," etc. These are no longer necessary and drive successful, talented women out of the workplace.
- It's completely ridiculous how expensive the "Basic" courses are. When you first come out of law school with mounds of debt, the last thing you want to do, is take four days off work (= billable hours missed) to spend your own money on classes that are pointless, and overly basic.
- Leadership training.
- Let's petition The Florida Bar for the creation of a program for new attorneys that would provide complete insurance coverage for new attorneys engaging in legal pro bono work and require new attorneys to engage in legal pro bono work. Rationale: public service - this is a profession. Gaining experience - making a difference in areas where legal help is needed but is often not available. It is ridiculous to let firms dictate whether new attorneys will even be able to conduct any pro bono legal work ad this runs counter to the ideals of the profession.
- Lobbying to get full tax credit/deduction for interest paid on student loans instead of only deducting \$2,500.
- Mentorship is a broad and often misunderstood term. For many established attorneys in Florida, it primarily means helping a graduate from UF Law if you went to UF Law. Also, it would be helpful if YL in small/medium firms could obtain free or almost free CLEs, conferences, etc.
- Mentorships are provided for law students; however I am not aware of any mentorships for new attorneys.
- More programming and resources for government attorneys.
- More programs and opportunities that are possible for out of state members to participate in.
- Most of these don't apply to me anymore but I remember, as a brand new attorney, I had no idea how to manage a business or how to generate business either. With the lack of job opportunities, I think that developing the skills to run and manage a successful firm should be paramount for the YLD.

- Networking for women! I'm not a good ol' boy that can make deals on the golf course. Affordable basic course CLEs.
- Resources for in-house counsel.
- Social events that include family; not having to choose between "networking events" and family events; having some combined events.
- Training, re: negotiating salary and raises.
- Wider range of topics for Basic CLEs required for young lawyers in their first three years of practice.

14. Please list the three most important issues that you would like to see the YLD concentrate its efforts on in the next few years with respect to women attorneys: (MULTIPLE RESPONSE QUESTION – PLEASE CHECK UP TO THREE RESPONSES)

<u>Category</u>	<u>Percent</u>
Provide professional skills training	34
Increase mentoring efforts	32
Provide professional advancement resources	32
Provide work/life balance resources	30
Provide business generation/marketing skills	27
Be more responsive to the small firm/solo practitioner	18
Increase professionalism efforts	14
Provide technology training and tips	10
Other	2

14a. If "Other", please specify:

- Diversity and inclusion - this should encompass race and be targeted to all attorneys.
- Government attorneys. Discrimination based on age.
- Encourage MEN to learn about their unconscious biases and learn more about the issues that women face in the workforce (and how they might be unintentionally making those issues worse).
- Especially some focus on board certification.
- Focus more on wellness and not just educating the YLD, but the entire Bar as to the importance of wellness for everyone.

- Get judges/elected officials to mentor us.
- Have some focus on in-house counsel.
- I believe this should be provided to both female and male attorneys.
- I can't speak to this, because my work has always been evaluated objectively, without any consideration or reference to my gender, as it should be.
- I don't have time for you activities.
- IT'S NOT A SKILL SET THAT WOMEN SPECIFICALLY LACK!!!! It's just that they need to be promoted more, period.
- Men need to be a part of these conversations or nothing will change.
- More diversity in leadership.
- None specific for women.
- Nothing. Women are not a special class of attorneys. We are attorneys. Work-life balance issues affect men too.
- Skill training might also include salary and benefit negotiation training support.
- Student loan workshops.

15. Please list any advantages or assistance that you may have experienced or received as a result of being a woman in the legal profession: (If none, please type "none" within the box)

- None. **(211 responses)**
- Advantages: Perspectives and approach to all facets of the profession - networking, actual practice, client management, etc.
- Amazingly, I have seen attractiveness to be an advantage for female attorneys. This is, of course, also a disadvantage at times.
- Assistance - paid maternity leave for 1 month, with 2 additional months' work-from-home.

- Based on my age, sex, and looks, I often get underestimated by my opponent. This is an extreme advantage. When I show that I am an intelligent, competent, and reasonable female attorney I often get favorable results both in court and out of court.
- Being a woman has been less intimidating for many clients and, thus, it has been easier to establish a trust relationship with clients.
- Being mentored by a female member of the judiciary is one of the best opportunities I have had.
- Camaraderie with other female attorneys with common life experiences.
- Certain partners have recognized that some clients relate better to women in particular circumstances, which has given me the opportunity to work on certain cases.
- Door held for me.
- Female clients (especially elderly) are made to feel much more comfortable. I think I have more empathy and can make clients feel more cared for.
- Getting extra attention.
- Good happy hour network.
- Great mentoring from other women lawyers.
- Great support in our community for women lawyers bar.
- Guidance and support from more experienced female attorneys and judges.
- I am a member of HAWL and find it is a wonderful organization that strives to advertise the successes of its members and also encourages its members to apply for different awards or positions in the legal community, including judgeships and bar leadership roles.
- I believe, in general, I am treated more kindly and in a more respectful manner than my male counterparts, although this is not always the case. I have been very fortunate in that I have never felt as though I have been hindered in any way in my career advancement by virtue of being female.
- I do high-end estate planning and probate. Not many young women are in that area, so I have had a lot of success getting on referral lists for bankers and financial planners who are looking for a diverse referral list.

- I feel like men are more inclined to want to help a woman, than a male, who is just starting out.
- I have been lucky to have a supervisor that is very aware of these issues so we have attended a seminar on it, which was wonderful.
- I have benefitted from female mentors ahead of me that educated me and warned me on what to expect, how to ask for a raise, how to demand recognition, etc.
- I have had more speaking opportunities and have been included on client pitches where "diversity" was needed.
- I have received many advantages because I am an attractive woman.
- I think an advantage is that I'm sometimes underestimated. Depending on opposing counsel, I think they are sometimes more willing to grant an extension or agree to something that they would otherwise want to take a hard line on.
- I work well with other women opposing counsels I feel like women try to work things out first or find common ground where we can to resolve or at least narrow the issues.
- I'm not sure if this is an advantage, but sometimes older (male) attorneys will "take me under their wing" and teach me things they have experienced or how to react or handle certain situations. I actually learn a lot that way, but I really think they just want to talk to me.
- In Family Law, being a woman can be an advantage with the clients. Compassion is important to these clients (usually) and I find that the other attorneys in my office have clients that call to ask me questions because I am patient, compassionate, and calm but also because I take the time to take their call. Male attorneys are often focused on the legal concepts or issues that they miss the client's need for emotional support. The age old IQ vs. EQ.
- In my experience so far, I feel that the young women attorneys in my geographical area have been very supportive of each other in terms of sharing opportunities and speaking highly of one another (when warranted).
- It seems to be to my advantage that I am pretty much always underestimated by my male colleagues. It's always surprising to them that I am articulate and prepared.
- I've been fortunate to have many female mentors who have paved the path before me and who I can lean on when times are tough or when I need advice.
- I've come across a significant number of women's networking and mentoring opportunities.

- I've personally noticed if the law firm is owned by a male, more male attorneys will be hired. The same is true if the firm is female owned. We need to provide more resources to females so they can have the confidence and ability to own their own firm.
- Lack of encouragement early in my career to develop my own book of business.
- Lenience for a perceived lack of some kind.
- May have gotten interviews based on gender.
- Maybe a few extra free lunches.
- Men responded to me quicker than my male counterparts.
- Mentoring from other mothers in positions of authority.
- Mentoring has been invaluable.
- More experienced lawyers might be more likely to give me free pointers.
- My current employer is very flexible and provides me with the opportunity to alter my work schedule to accommodate my family. It's a win/win in that I'm a more productive employee.
- My female mentors have been very helpful in career advancement decisions and related advisement.
- My physical appearance has gotten me interviews.
- My supervisor now is more lenient in allowing me to arrive late to work every day since I have to drop my children off to school every morning. I can also work from home with prior approval if my children are sick, but I feel this is frowned upon here.
- Networking and support from other women of color in the legal profession.
- Networking opportunities.
- None of which I am aware, except that older male attorneys tend to underestimate young female attorneys.
- Other women are usually helpful and willing to give advice, especially if they see a male attorney bullying a female attorney.
- Other women who feel discriminated against will confide in you.

- Some clients prefer a woman because of the perception that they will be more responsive to their needs.
- Some of the older women attorneys seem to be keen on helping younger women like me advance in the legal field and balance it out more.
- Sometimes clients prefer a woman attorney.
- Tallahassee Women's Lawyer Association.
- The bailiff's are friendlier.
- The one time the "your skirts are too long for me, sweetheart" comments got to be a bit too much and I finally complained to HR (while working for a large law firm), I think they took it more seriously than they would've taken a male associate complaining about inappropriate comments he may have been receiving from female partners. I never saw the reverse (female partner harassing male associate), but I have no doubt that it happens. There are many companies that look for diversity in the firms they hire as outside counsel. Being female helps on that front. Speaking as a young female litigator, the right dress and flattering makeup can go a long way toward getting a ruling in your client's favor from certain (usually older male) judges when, for example, the law is unsettled on an issue or when the court is faced with a case of first impression. I know there's a better way to say that, but I rarely hear women who complain about being looked at like "meat" mention the flip side of the coin. Yes, it's demeaning to be objectified by another professional, and I'd like to think we'd all rather be judged on the quality of our arguments than our appearance, but everyone makes decisions about other people based on looks – including jurors. That's part of the job. The trick is knowing where the line is, and knowing the difference between dressing well versus dressing like you're headed to the club in the middle of the day because you're trying to make up for a weak legal position.
- When I include my picture on resumes or emails, I tend to get more interviews from males. I was also told by a female client, who had an injury to her genitals, that she felt more comfortable with me as a female rather than with a male attorney.

16. Please list any barriers or bias you may have experienced as a result of being a woman in the legal profession: (If none, please type "none" within the box)

- None. (107 responses)
- Annoying gender stereotype jokes/commentary.
- As a female attorney, I have been told that I was going to be hired because I was a brunette and they already had a blonde attorney. And I've been casually patted on the butt

by male bosses (in different offices). I doubt my male counterparts have had the same experiences.

- As a lesbian, there is nothing but bias.
- As a woman, sometimes attorneys question your ability.
- As a younger woman in the profession, older longer practicing male attorneys do not take me seriously.
- As I mentioned earlier, there are additional responsibilities related to firm involvement that are primarily tasked to the women and single associates.
- As noted above, some male attorneys use bullying and intimidation tactics, such as 'gas lighting', when addressing my arguments or pleadings. This may not be gender bias and I am unsure how these specific attorneys behave with other males.
- As noted previously, I've often been mistaken by opposing counsel as the court reporter, and by a trial judge as an assistant. Additionally, I think that, by being young and female, I am expected to be on-call 24 hours a day.
- Assertiveness is generally considered to be a negative attribute for women in the legal profession.
- Assume you know less and being pay less.
- Attempting to be a "trial lawyer" or "litigator" as a female is challenging. The civil litigation/trial world appears to be male dominant and there are few female mentors to assist younger female lawyers with gaining this invaluable experience.
- Barriers: being a young female, being the mother of a young child, and being a minority.
- Because I have small children in my home and I am the primary caretaker, my ability to work long hours every day and weekends is hindered.
- Being a mother.
- Being left out of men's networking and professional activities.
- Being offered less compensation by a prospective employer than a male applicant with very similar professional experience/background as me.
- Being treated differently than male counterparts.
- Being underestimated.

- Being viewed as less competent.
- Bias against my negotiation skills/assumption they are weak because I'm a female.
- Bias in the way certain partners choose whom to work with (for example, certain partners have said they feel "uncomfortable" saying certain things or speaking a certain way to a woman, such that they relate better to male associates).
- Client bias against female attorneys; opposing counsel bias against female attorneys.
- Clients and other attorneys automatically assume the male attorney is better qualified.
- Clients, and sometimes other attorneys, discredit what I say because I am young and a woman. I am somewhat soft spoken and that is often misconstrued as being passive.
- Clients have specifically requested a male attorney "because they do a better job". I have seen judges' attitudes change (about anything from willingness to entertain a certain argument to whether a plea will be accepted) when there is a female attorney vs male attorney. General commentary – "that was impressive for a woman/girl".
- Clients typically prefer hiring a male attorney.
- Colleagues' unsolicited flattery. Being treated as the young lady in the room instead of the attorney equal to other attorneys in the room.
- Comments on what is appropriate attire for women at court; whether I was dedicated to my advancement because of my age; whether I was feminine enough; inappropriate comments; interruption while speaking.
- Constantly asked if I am the court reporter or a paralegal - condescension from opposing counsel and judges.
- Constantly having criminal clients masturbate while visiting the jail and being treated differently by male judges.
- Difficulty establishing collegial relationships with male peers; difficulty cracking "the old boys' club" without being adversarial or "cutesy" etc.
- Don't get invited to the client development meetings to which my male coworkers are invited.
- Down talking from male attorneys (particularly from older male attorneys).

- Finding care for my child that is affordable and meets my work hours; being available for special events, doctor appointments, etc.
- First, I would say I have been overlooked for certain jobs, especially those in an all-male attorney firm. I also don't get invited to certain events because they are typically male extra-curricular events, and, at times, I have felt like an outsider because most functions are populated by older males.
- From multiple males around the organization to security to leadership. They don't trust me and, at times, I will have to get a male outside counsel involved to make the same point.
- General gender bias resulting from a male dominated workplace.
- General, low level sexual harassment that would not be acceptable to say to a male colleague.
- Generally, I find that opposing counsel will be more condescending if you are a female.
- Good old boys clubs are hard to infiltrate.
- Harassment/inappropriate behavior from male partners.
- Having children while working as a full time attorney. Yes, it is a personal decision that I did not have to make. However, I made it, and I do not believe that I received any consideration for my new role as a mother. I would have taken a pay cut if an alternate schedule had been offered. Other woman also made it difficult because they did not have children and believe it is a personal decision and if you make it then that is your deal and no one needs to give you any help. I do not believe that female attorneys are seeking a handout; however, some consideration needs to be given so that we stay in this field. I do not expect to get paid the same as another attorney who works or bills more hours. However, alternate schedules would be appreciated.
- Hostile work environment, decreased expectations of capacity, interpretation of my confidence or asserting myself as "bitchiness" or "emotional-ness"
- I am a Public Defender. None of my clients take me seriously. I am a small woman and am condescended to frequently.
- I am almost openly treated as though I don't understand legal issues when I am clear with opposing counsel or my male boss that I simply disagree with their position on a legal issue which is counterproductive and a waste of time for everyone in attempting to further clarify or resolve legal issues in a case.
- I am constantly being considered "unprofessional" for doing the same things my male counterparts do. I am not acknowledged.

- I am expected to multi-task a full schedule of legal work with various additional administrative tasks, such as answering phones, drafting letters and emails, setting hearings, etc. The male attorneys in my office (and even the male office manager) delegate these tasks to me.
- I believe the more common refrain is bias against, and lack of work-life balance for, women with children, but my experience has been that there's also a bias against single women and/or women without children – unsolicited advice about our dating lives, the idea that we have no "real" obligations because we don't have kids, that we're "defective" if we're unmarried, that sort of thing. I don't think it's as rough as what working mothers go through, but it's still a bias that leads others to make comments that we can all agree would be completely inappropriate if said to a man. I was once offered this gem by a well-meaning partner: wear a wedding band to seem more "mature and responsible." (I wear a nice, tailored black or navy suit every time I go to court or depose a witness, and my nails are rarely painted any color except nude or pale pink. I don't post inappropriate photos from wild parties on my Facebook page, which is set to private, naturally. To imply that I appear immature or irresponsible because nobody's "put a ring on it" is insulting.)
- I don't believe the barriers or challenges faced in the legal field differ all that much from those faced by professional women in general, unless the nature of the legal system being geared toward the male way of dispute resolution is considered.
- I don't let the boys club mentality affect me, but I see it there. "Jello wrestling" jokes have happened, and the joke telling partner didn't even realize how that might make the associates (who are all female) feel uncomfortable or shocked.
- I feel that older men do not take me seriously no matter how professional I am.
- I find it amusing that the box for barriers or bias is the smallest for this entire survey. There is no place for childbearing women to work alongside men and his profession. If one has small children or even looks pregnant she might as well stay home. I've been unemployed for 11 months and have interviewed at least 20 times. I have tons of litigation and transactional experience. I've been published. I've been in the news. I've gone up against giant corporations and won. There's no reason I should still be looking for work given my qualifications. And yet I am because my perspective differs from my male counterparts.
- I get paid less and I was denied a bonus when I know my male counterpart, who has similar background and experience as me, received one; my annual reviews are harsher; I am expected to come in earlier and leave later than my male, non-managing counterparts; and I'm expected to answer phones and other "female tasks" when a paralegal is absent.
- I have been asked in an interview if I would be leaving the profession because I am of the age to have children. I have been called moody and weak by a managing attorney.

- I have been subject to sexual harassment by my male supervising attorneys. I have been told that I should have sexual intercourse with two of my supervising attorneys because they were nice enough to give me a job when legal jobs are scarce. I'm not taken seriously as a female attorney, despite the fact that I graduated in the top 7% of my class, earned several book awards and excelled in the nation's number one ranked moot court team.
- I have been subjected to verbal harassment by a male attorney who made personal attacks based on my gender and age. Many clients requested that they be assisted by a man instead of me. A former employer explained that if the receptionist were unavailable to answer the phone, the responsibility would fall to me because men should not answer phones.
- I have been told by a managing partner that there was not intent to let me earn more even if I brought in more business, etc. because I did not have to worry about making money since I would get married one day. I have been in situations where male attorneys have made inappropriate comments in the work place about females (female clients, staff, etc.). You can't go to Human Resources when it's the managing partner or there is no Human Resources.
- I have been treated as less valuable than male counterparts because of the perception that, because I am a woman, I will want to have children.
- I have faced allegations that I was given opportunities I didn't deserve because "a woman" was needed on a panel.
- I have found that many large and boutique law firms do not reward working mothers for their efforts to provide services efficiently. If I can get a 3-hour project done in 2 hours, I've effectively lost the firm an hour's worth of billing. Also, if I leave the office at 5:00 pm in order to see my children, I suffer implicit bias against for not putting in "face time" in the evening, even if I put in hours remotely after the kids get to bed. Even networking opportunities create challenges for working mothers. I often have to choose between parenting time and attending after-hours mixers. I greatly appreciate groups like CFAWL that schedule lunchtime networking opportunities.
- I have had judges insult me and tell me to consult with my male co-counsel before sitting down during an examination of each jury trial witness (this comment was not made to my opposing counsel, who was male). The same judge would not allow me to move the podium closer to the witness stand because he said he didn't want the jury to be distracted by me when they should be listening to the witness. I worked at a small firm for two years and didn't get any cases as they were distributed coming in the door. They kept me in a tiny office and my job was to write everyone's legal briefs. I am constantly told I am a "good researcher" when I have been much more than that, (like, a full-fledged trial attorney) for years. I have been yelled at by judges for being too assertive during hearings. I feel that my zealous advocacy is at times perceived as "brash" for a woman when it would be commended by a man. I have been in court when judges shake hands

with male attorneys and not me under identical circumstances; male judges don't shoot the breeze with female attorneys like they do with male attorneys, which makes us feel socially/professionally cast out; and I cannot name the number of times I have been asked in a deposition if I am the court reporter.

- I have noticed a bias among judges and clients, who treat male lawyers differently.
- I have to work harder and generate more business than my male counterparts.
- I sometimes think men worry about the appearance of impropriety if they bring an attractive woman in on a trial. I've been told by many male jurors to avoid having attractive women serve as law clerks, and to avoid having attractive women on juries because it will be distracting to the male lawyer to keep their eyes away.
- I think some of the senior male judges can be difficult.
- I think there is subtle bias. As a woman, I feel I sometimes have more to prove.
- I was discriminated at in a previous position for becoming pregnant. Unfortunately, it was a small firm and I had no protection.
- In job interviews, I have been asked whether I am planning a family anytime soon. This has happened many times and, for women my age (25-30), I have had many of my friends tell me they have been asked as well.
- In my former job, I was tasked with prosecuting all of the sex cases (rape, child molestation) because "I have boobs".
- Inadequate/unequal pay. Inflexibility of billing requirements for maternity and post-partum care, vacations, or other legitimate reasons for temporary job breaks. Lack of advancement opportunity. Condescension.
- Inequality in treatment, including case assignment/trial work.
- Insensitivity to the needs of people dealing with aging parents.
- It is SO true that you have to prove yourself even more than a male who does the same thing.
- It is still mostly a "boys club" in SWFL.
- It takes more for me to gain and keep the attention of those in the room. I have to actually earn the respect of the room, whereas a male colleague is automatically given that respect. Continuous interruptions and idea "stealing" occur frequently.
- Judges don't take me seriously or treat me as a professional.

- Judicial bias against women.
- Lack of consideration for myself and family situation.
- Lack of encouragement early in my career to develop my own book of business.
- Lack of mentorship opportunities, assumptions about the areas of practice in which I would/should be interested, assumptions about my home and family obligations.
- Lack of recognition and comparable salary to male counterparts despite generating more clients and generating more billable hours.
- Lack of respect from clients, lack of inclusion in conversation from a "good ole boys" network of attorneys and judges, difference in plea bargaining and plea offers.
- Lack of respect from male colleagues (this applies to being a young lawyer as well).
- Lack of respect from male opposing counsel.
- Larger caseload, less advancement opportunities, being left out of firm outings, unfair bonus, and unequal work standards.
- Low salary offered after taking maternity leave between jobs.
- Lower expectation levels occasionally.
- Lower pay than male counterparts, frequently delegated duties that male counterparts would not have been (planning community outreach events), gender bias (if I advocate zealously for my client, I am moody or emotional. When a male zealously advocates for his client, he is a great lawyer).
- Male attorneys preferred when it comes to clients.
- Male partners at my firm sometimes latch on to male associates more easily or quickly than male associates, regardless of whether the individual male associates are more capable or competent than female associates. As a result of that occurring, male associates are sometimes afforded more opportunities because they are "one of the boys."
- Mandatory, in office working/billable hours without flexibility to care for my family.
- Many people think women will leave the profession/current job upon marriage or pregnancy.

- Many potential clients think I only work on 'women's issues'. (I don't even know what that means)
- Maternity leave at a small firm is lacking in comparison to large firms.
- Maternity leave. I have had friends told that if they wanted to keep their position they could only take two weeks of maternity leave.
- Mediators and opposing counsel who try to steamroll me because of perceived meekness (age and gender). A judge who tended to listen to (and give more floor-time to) male-opposing counsel, even when I have had case-law in-hand.
- Men objecting to Notice of Unavailability due to Maternity Leave. Feelings of isolation.
- Men talk to me like I am their daughter or a silly woman. Commenting on my hair and nails. Saying I am being bitchy when I put my foot down. Acting like I shouldn't be in the courtroom.
- Mostly in my current position, I feel being the "little lady lawyer" means that I get paid less and my opinions are not as respected. I have had clients refuse to work with me because "they can't trust a woman to give them advice."
- My boss seems to view my younger male, less experienced colleague as more reliable dependable despite the fact that he has no showed, no called for several important appearances. My boss is less than understanding when I have to pick up my sick child during a work day, despite the fact that I've never missed any scheduled appearance due to mothering responsibilities.
- My field is very male dominated as judges, mediators, and "older" practitioners are all predominantly male. I find this to result in exclusionary situations fairly often as I'm not part of the boys club.
- No women partners.
- None. I came to a legal career after several years in engineering, and although the legal profession is not completely gender neutral, it is significantly better than engineering.
- Not being a male.
- Not enough hours in the day.
- Not getting enough time with my family.
- Not taken as seriously.

- Not taken seriously and judged by appearance rather than work.
- Often, the bias that women aren't as strong in legal skills (negotiation, arguing, handling clients, etc.). Also, bias that we are not in the profession for the long haul as it is assumed that we will have kids and leave.
- Older gentlemen/opposing counsel treating me as if I am incompetent and responding differently to a male associate on the same issues.
- Older male attorneys do not give respect right up front, and only give it after it is earned.
- Older, male attorneys have treated me like a secretary on several occasions.
- Only comments that I wouldn't say are significant.
- Opposing counsel assumes I'm incompetent or easily intimidated. I frequently get called "honey," "sweetie," "darling," etc.
- Other than the case of mistaken identity where someone assumes I am the court reporter, or I call another attorney's office and they think I am the paralegal.
- Outside of the interviewing process, I do not think there have been any strong barriers or bias. There has been occasional bias from male opposing counsel.
- Pay, as in doing double to get the same recognition as a male who is doing half the work; being referred to as a court reporter repeatedly by gender biased opposing counsel; no part-time work; no pumping accommodations in the court house; no understanding of work life balance or needing to take a sick kid to school; too many male partners who had stay at home wives who don't understand that I have to do the same things their wives do while also working; no interest in family; the "more, more, more" mentality.
- People make assumptions about me based on my looks, including potential employers and clients. They assume I am incapable of being aggressive and confident because I am female and have a young looking face. I have had to prove myself with my skills and credentials and hope that employers give me a chance to do so.
- Perceived as "not as strong" as male attorneys, by my clients.
- Perception from clients that I am not as tough or fierce as a man when it comes to representing a client's interest against an opponent.
- Perception of lack of work focus because of family responsibilities.
- Perception that a woman does not need to economically provide for a family is a barrier to selecting women for employment.

- Possible lack of advancement opportunities.
- Potential clients are more willing to hire male counterparts without price haggling legal fees.
- Preferential treatment of male coworkers from supervisors and outside attorneys.
- Providing a solution but it not being considered as favorable unless justified or also provided by the male counterpart.
- Salary, respect by judiciary, respect by clients.
- Several. Typically, women are expected to be assistants.
- Sexism.
- Sexism and gender bias is very prevalent, especially when I worked in a firm of mostly older male attorneys. I notice it is way more obvious here in Florida than when I worked in a northern state. I've experienced a lot of presumptions on who I am because I identify as female.
- Sexism. Abuse. Unequal pay. Sexual harassment.
- Sexual comments, harassment by male attorneys old enough to be my retired father. How can I expect that this person will then take me seriously as we enter a deposition?
- Some attorneys think my male counterparts are more competent and they will go to great lengths to deal with them rather than deal with me. Additionally, I am often thought of as the assistant or secretary of my male coworkers.
- Some bias from Judges and male attorneys. Difficulty is with male attorneys making inappropriate comments.
- Sometimes opposing counsel thinks I'm not as knowledgeable or they can steamroll me because I'm a younger female in the profession.
- Talked down to regularly; culture expectations for a woman to work full-time AND keep a home.
- That a woman is more likely to charge less than a man.
- The demeaning generic names used by senior judges, senior partners, clients, especially being a young female lawyer.
- The inevitable struggle of being a working mother that ultimately led to my resignation.

- The issue is that sometimes this "help" is because they want to date you.
- The legal profession is still a man's world. No matter how many women are in the profession, you still walk into courtrooms filled with old, white men. Additionally, as more and more women leave the private practice sector believing they can't do it and balance a family, this will not change.
- The need to go on maternity leave has acted as a barrier to my advancement within the firm, both in position and financially.
- The usual.
- There is definitely gender bias and an expectation that once you have children you become "distracted".
- Told by a Judge that I speak too softly. The judge said to me "Hear how these men sound!"
- Too many to name.
- Treatment in the workplace and expectations of me differ from male counterparts.
- When I became a mother, my opportunities diminished by more than 50%. I was not put on travel cases. The first thing any male attorney asked me about was my baby. It was like I was a different person in my colleagues' eyes.
- When I meet male judges and attorneys for the first time, they often assume I am the court reporter instead of counsel.
- When I worked in private practice, older male clients and opposing counsel referred to me as a secretary or an assistant, rather than a skilled attorney. In our culture, women are still the primary caregivers for children, yet there is little support for us within the profession, and without.
- While infrequent and short-lived, the automatic assumption that I am a paralegal or legal secretary.
- While MOST of the attorneys I litigate against and work with are very deferential to me as a woman, there are several opposing counsel I have encountered where it is readily apparent that their level of respect for me is greatly diminished by the fact that I am a woman and in my opinion, should be seen and not heard.
- Women can demand work from women easier than demanding it from men. Higher-ups sometimes assist or turn a blind eye to gender bias.
- Women rarely promote other women. The field has become mostly women.

- Women who had sex with the higher-ups got more pay and more advancement opportunities. Bullies and "mean girls" were not punished and hard workers were used up and kept under the thumbs of their direct reports.
- Women who have to stay home with a sick child are not able to work effectively from home. Women with small children get the rest of the workplace sick.
- Work/life balance is the biggest challenge. Male counterparts are not sensitive to the challenges of taking time to be a dependent caregiver.
- Working for a gay man that had a strict vision of an attorney as a white, strict male.

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

- 1) Alternative schedules and part-time schedules should a women attorney choose to want more flexibility (lower billing requirements - with salary to be paid accordingly). 2) Giving consideration to pregnant women attorneys and new mothers. It is hard to work as hard and bill as much as before you had kids. It is temporary and consideration should be given.
- 1) Create more networking opportunities during the day. Women, who are typically the primary caregivers for children, are often unable to go to networking events at night. 2) Reduce law school tuition so women take on less debt in law school and can afford to work a reduced schedule. 3) Encourage alternative fee arrangements - the billable hour discourages efficiency and requires longer hours than necessary.
- A lot is not said because if we did speak up it would negatively affect our clients. I can't call out a Judge for being a misogynistic jerk and then ask him to fairly rule on something. There should be a way to anonymously address some of these things. These should be retention, election and JQC issues.
- Advance women in Bar positions and in other leadership positions within the Bar. If the Bar will not set an example, how will others follow? I was recently at a CLE for my practice area. It was two days and we had many speakers; probably at least 15-20. There were only 2 women speakers!!!! That is unacceptable due to the large number of women lawyers in the practice area.
- Advance women lawyers to management positions and offer alternative advancement tracks.
- A number of female young lawyers entering the legal field have little concept of the past challenges and the path to current opportunities for working women or women attorneys. Re-entry to the legal profession after a leave of absence, perhaps due to family, is a huge

issue. Firms are just not providing opportunities for well trained, potentially productive attorneys to work.

- Be mindful of the importance of work/life balance.
- Be more inclusive of women in traditionally male activities.
- Better work/life balance - more acceptance and understanding from male and female counterparts towards working moms. Being a mom and a lawyer is especially challenging because we do not live in a society where it is acceptable for the "mom" to be away from home working. While its acceptable for "dad" to do so (although, it is seemingly less accepted with the younger generation), women have a difficult time gaining strides in their careers during child-bearing years due to the demands placed on them at home. Need more acceptance of a flexible work schedule and an alternation in the billable hour work environment could greatly improve this current predicament.
- Bring senior male attorneys to the conversation.
- By increasing awareness and opportunities for alternative work schedules.
- Close the pay gap. Seriously, close it.
- Comparable salaries; increased understanding of being a parent and a worker.
- Daycare provision.
- Diversity education.
- Educate all of the attorneys by identifying specific practices, phrases, conduct, etc. that hold women back.
- Education for older male attorneys. Some of them seem to not have any understanding that their behavior is even wrong.
- Education on how to avoid discrimination against women and mothers in the workplace; how to handle being discriminated against in these ways in the workplace.
- Education, education, education! Having time to give to my child and my adult parent who is a dependent makes me a BETTER employee, not a less productive one.
- Encourage flexibility in firms and reasonable maternity leave policies in small firms!
- Encourage flexible hours or in office childcare.

- Encourage small firms to develop competitive maternity leave policies. Encourage legislative changes that would make non-discrimination laws applicable to small firms.
- Encourage women who are senior attorneys to help and lift up their younger counterparts rather than diminish them. In particular, I experienced first-hand an older female attorney rudely commenting on my youth and lack of experience at a deposition in front of her client and a court reporter. I was appalled that she would stoop to such a low and for no reasonable advantage to her client.
- Encouraging paid maternity and paternity leave and offering flexible time to employees.
- Equal pay.
- Equal pay, credit toward non work activities that enrich the lives of others.
- Equal pay, equal partnership track opportunities.
- Equal treatment by the judiciary and more women working. It's amazing to me that we are still not treated equally yet.
- Eradicate sexism.
- FAWL needs to have a stronger voice and the local chapters should become more visible and active in the community.
- Female attorneys try too hard to prove themselves by being overly and unnecessarily combative. Instead, female attorneys should rely on work product and performance. This is a mindset issue, not a training or education issue.
- Flex schedules to accommodate working mothers; more favorable maternity leave policies mandated by firms regardless of size.
- Flexible schedules, absolute minimum of 12 weeks PAID maternity leave; assistance with childcare.
- Flexible work arrangements.
- Focus advancement and skills training towards women, not just work/family life balance resources. Conversely, work/family life balance resources should be geared towards men, not just women. Work/family life balance should not be treated as just a woman's issue; women are also extremely interested in professional advancement and men are interested in work/life balance.
- Gender bias education for men would improve recognition of non-overt policies and practices that push women out of the highest levels of the profession.

- Gender should not be considered in terms of the law and, if it is ever considered, the differences should be embraced and accepted, not looked down upon.
- Get rid of stupid face-time expectations. As long as the work is getting done, women (and men) attorneys should be able to work remotely from home if they so choose.
- Get rid of the expectation that women attorneys must wear skirt suits.
- Having a clear picture of what needs to be done for advancement.
- Having a way to report disrespectful behavior by other attorneys within the Bar without having to file a bar complaint would be helpful. I have encountered various instances where another attorney's conduct has been unacceptable, but it did not quite rise to the level of warranting a bar complaint. For many older (particularly male) attorneys, the legal culture is now very different than when they began practicing. I think some of those attorneys are unaware that their behavior is even offensive or disrespectful. If there was a committee to address these issues by contacting the offending attorney and explaining to him/her why the conduct is unacceptable (and perhaps issuing some type of warning), it may deter future bad behavior without having to file a bar complaint. Additionally, while I appreciate the Bar's attempts to aid female advancement through work/life balance initiatives but this is not just a "women's" issue. It is a "family" issue, which includes both women and men; and mothers and fathers. I would like to see more law firms offering paid maternity leave, but I would also like to see more firms offering paid paternity leave as well. Making work/life balance a "women's" issue only solidifies the traditional stereotypes and expectations that women should be the caregivers of the family and that men are not also burdened with family issues.
- Having more women judges.
- Honestly, it's training. Keep active and vocal of women's rights in the workplace. The only way to change minds is to keep showing the issue.
- I am happy with the progress and glad to see more women and minority attorneys and judges.
- I am positive female attorneys who are employed at firms face incredible work/life balance challenges and more should be done to support women who are juggling the dual responsibility of child care and work.
- I believe if more firms have maternity leave policies in place and, if there is less of a stigma associated with choosing to have a family and to raise that family, the experience of women in the legal field will improve. A recognition that women should not have to act like men in order to be tough, effective advocates would likely also improve the environment in which female lawyers practice. How to change these attitudes, other than through time and the continued increase of female attorneys in the legal field, I am not sure.

- I believe opportunities should be provided for both females and males. It is unfortunate that we keep separating the two instead of promoting advancement and unity among both sexes. Male attorneys and men in the Judiciary treat me and other women very well. While there are bad apples, I can sadly say that many women attorneys pit themselves against each other and it is from other woman that I have experienced the most negativity in my career.
- I don't believe in providing advancements for women solely because they are "women," but because they are equal to their male counterparts and deserve the same opportunities if they are able to exhibit the same education, experience, and work ethic. In my opinion, the focus should therefore be on providing more education and experience which are focused opportunities to enable women to become better candidates overall, instead of the repeated unrealistic discussions that most women-centered events focus on about how women can have children, yet somehow should still be able to be the primary caretaker for those children, work less hours, and still obtain the same pay and promotional opportunities. Educational opportunities also exist in the profession overall to break down some of the basic barriers that women face, e.g. regarding attire as some law schools still teach, as part of their professionalism courses, that female attorneys are expected to be in court in a skirt and pantyhose.
- I don't feel comfortable using my sex for professional advancement or as a crutch to exploiting opportunity. Therefore, I don't participate in women-focused programs.
- I don't have any experience with receiving disparate treatment, but then again I don't work for a "big law firm" where I imagine that type of treatment is more prevalent. In dealing with the judiciary, I feel that women are treated the same as men.
- I don't know how you change people's perceptions that women are somehow of an unequal class.
- I tend to experience bias from older male attorneys, maybe educating or working with the older attorneys who came from a male dominated attorney era.
- I think a stronger mentoring system connecting women with women would greatly improve the legal profession. As it stands, gender bias is something that is spoken of in ladies bathrooms and has not been significantly or adequately addressed by the Bar. I believe a broad and diverse support system would greatly enhance the advancement of women in the legal profession as well as serve as combating force against the continual quiet and subversive forms of gender bias that continue to exist within our profession.
- I think awareness is always an issue. Although I'm sure the majority of women responding to this survey have felt gender bias at some point in their careers, I'm sure most men do not see this as a current issue in the legal field. I also think that additional professional resources for women would be helpful such as improved mentoring

opportunities, shadowing opportunities, encouragement for article submission, board certification, etc.

- I think it all starts with education and a perspective shift from the older generations to the newer generations. Part of the problem is with retention of women in the legal profession as well. Women are more likely not to come back to work after having a baby because of the lack of work/life balance, and employers being too apt to fire a mother despite laws in place to discourage these practices. I look at my firm as a family; I have my work family and I have home family. People are too quick to cut and run these days rather trying to improve on a current situation with something like flextime, etc. While not every problem has a good a solution, encouragement to work with more creative solutions should be the way of the future.
- I think it is up to every individual to practice law in an ethical way. Human Resources departments should have some third party neutral that gives reviews and reports to the Bar. It's very hard to keep powerful lawyers in check I'm sure.
- I think it needs to begin with the women in power who have the ability to reshape perspectives instead of reinforcing stereotypes. Working with women can also be a challenge because of gossip, competitiveness, sensitivities, and a clique-like culture based on popularity.
- I think it will just have to evolve over time because many younger males are not as chauvinistic.
- I think men need to be aware that work/life balance and children are not just women's issues. Everyone deserves a work/life balance. And women without children still want a life too.
- I think mentoring is key. Mentoring brings a certain level of confidence in your abilities and capabilities that cannot be found elsewhere. If more established women attorneys mentored new women attorneys on a more organized and consistent basis, I believe it would really improve and advance women attorneys in the profession.
- I think only time will improve it.
- I think the legal profession needs a big wake-up call on work/life balance. Study after study shows that long hours at the office, high billables and no work/life balance leads to burnout and loss of productivity. For women, match the salaries given to men.
- I think the older attorneys are set in their ways and view young women lawyers as subordinates just because of the culture that they practiced in. I find that less common among younger male attorneys.
- I think there is a major issue when it comes to work/family life balance and the expectation that women spend a certain number of hours in the office and billing. It is

incredibly difficult to be a working mother and also manage the stress of the legal profession. Most firms also do not provide paid maternity leave or alternative structures such as working from home which allow for more flexibility. A lot of women are forced to give up the idea of raising children in exchange for a life on the "partnership track". It seems as though most partners expect that young female attorneys will start a family and no longer want to work as hard, however the truth is that the structure of the legal profession makes it incredibly difficult, if not, impossible to have both.

- I think there should be a complaint process for reporting and investigation of gender bias with some level of protection for the complainant so there's comfort in initiating an investigation. I think the stats should be compiled and reviewed annually. I believe the number of complaints would be astounding, and at least increase awareness of the problem. Providing such a process would also legitimize the complaints themselves, and educate people in the profession that such bias/discrimination is not to be tolerated.
- I think there should be numerical data on female practitioners in different areas. How many are defense attorneys? How many practice civil litigation? How many do workers compensation, etc. in proportion with all of the attorneys? I think just having the hard numbers will be a big step in letting the male dominated areas be aware of it – sometimes numbers are stronger than words. I think the statistics should be posted on The Florida Bar website and then in the lawyer's lounges of the court houses around town.
- I was lucky enough to enter this profession after having children, so that childcare and other issues really do not affect my work. The women attorneys who have young families are going to need some help, and I think this starts with putting pressure on firms that do not allow their associates to connect to the office remotely.
- I would like to see the Bar provide women with resources to stand up to their firms when they are harassed and discriminated against. I stood up for myself in discussions, but I knew I couldn't sue my firms because it would blackball me from working in Big Law, or any firm of consequence, again. For the same reason, I also never reported inappropriate touching and conversations that occurred at firm events. Until there are professional consequences for the men and firms that engage in this behavior, women will not be able to stand up for themselves without fearing doing so will end their careers.
- I would say that the problem isn't something to be addressed by the Young Lawyers Division as it is something that should be addressed by the Old Lawyers Division. Those are the ones who make demeaning remarks to female attorneys.
- I'm not sure that anything can be done to sensitize the older, male attorneys to the fact that being a woman is not a handicap and that female attorneys can be just as knowledgeable as male attorneys. Some small firm practitioners have no idea about what is acceptable workplace treatment of female attorneys (or employees, for that matter). Perhaps some type of brief newsletter that would capture the attention of that sector might be useful since those aren't usually the type to attend a seminar on "women as legal practitioners".

- I'm not sure. I have been fortunate to work for a firm founded by women lawyers so I have not experienced gender bias. I am aware that it happens a lot, unfortunately.
- It all starts from the culture overall. I don't know what can be done to improve it other than highlighting it amongst peers as, right now, male supervising attorneys are able to joke and even brag about their sexual harassment and discrimination with other attorneys without blinking an eye.
- It is difficult to change biases of individuals but they are changing and that is a good sign. Having women continue to show their ability to perform in high profile legal jobs is most helpful to the advancement of women in the legal profession.
- It's not just women attorneys. The men who have been "biased" towards me were that way because that's how they are as men, not because I'm a "woman attorney."
- Law firms need to rethink billable hours. It is an archaic form of charging clients that leads to never-ending stress to bill more and also leads some unethical attorneys to bill their clients more than they should. Firms need to take pride in female attorneys and the viewpoints and ideas they can bring to the table. Firms need to create flexible work structures for women who would like to continue working, whether that is a part-time schedule, working from home, a contract schedule, etc. And having children should never affect a good female attorney's path to make partner. Also, men should be encouraged to take paternity leave. Once we stop making men feel bad if they stay home with their wives, people might stop looking down on women who stay home for 12 weeks or more. This is just the beginning of my thoughts.
- Make a conscious effort to promote.
- Mandatory education for all attorneys, perhaps as party of CLE requirement on the specific issues facing women. Additionally, a push for firmer, clearer ethics rules on treating people fairly regardless of gender.
- Mentoring efforts on how to handle disrespectful male clients and colleagues.
- Mentorships programs.
- More diversity in leadership, including the big BOG. Increased flexibility in schedules to encourage people to stay invested in the profession. Educating JNC about gender bias. Educating Rick Scott about gender bias. More diversity on the bench.
- More flexible schedules and part time hours should be made available.
- More mentoring.
- More mentoring, generally, so they know how to do more.

- More mentoring/networking.
- More opportunities that actually feel like opportunities instead of "diversity quota" opportunities.
- More promotion and advancement. Meaningful work-life balance
- More requirements/seminars on gender equality in the legal field. I would like to see the younger generations be more equal.
- More training and mentoring for government employees.
- More women in charge.
- Moving to flat-fee arrangements, which incentivize productivity and efficiency, would be a big help. Also, I recognize this might take another generation, so I don't expect YLD to solve this overnight but managing partners need to be more willing to allow remote working arrangements and alternative hour structures. Another bonus would be programs geared toward helping women learn how to market themselves. I find there's a lot of talented women attorneys who would be more successful if they knew more about networking and how to create client leads. Finally, it would be nice to see more opportunities for women lawyers to learn the economics of running a firm. Once I learned how to manage my hours, how a firm makes money, and how a firm is organized, I became a more productive associate. Of course, I ended up starting my own firm once I gained that knowledge, too.
- Need more female mentors from the judiciary - an introduction by them or simply tagging along to an event is a golden opportunity. Women in the legal profession need encouragement to attend (and stay through completion) of evening events, like local bar socials and Inn of Court meetings.
- Networking opportunities which involve both men and women.
- On-site daycare if space allows. Remote working opportunities. Allow women to bring children to work if it is not disruptive.
- Options when it comes to expanding one's family as a young woman attorney.
- Pay them the same as men and have flexible schedules.
- People assume that I am successful based upon my looks. I cannot make relationships work – fear of never having a husband and family.
- Promote flexible hour schedules and educate male partners about how allowing a woman to take a leave of absence and then welcome her back to the firm is a benefit.

- Promote more women to leadership positions and create programs that hire and mentor women.
- Promoting remote work life balance. An attorney does not necessarily have to do all work in an office or in court. With technology, working from home can be just as, if not more, productive than sitting in an office environment all day. This applies to parents equally and not just to women; although, even in our current society, women typically still do more for the daily care of children.
- Provide a resource through which incidents can be reported about other members of the Bar who engage in unprofessional behavior specifically for gendered reasons. And ensure that the matters are taken seriously. I have found that this behavior is just tolerated as "the way things are."
- Provide additional support for new mothers who are coming back into the field after being on maternity leave and providing additional ways for mothers not to worry about finances when out on maternity leave. Encouraging firms and others to support woman financially during maternity leave and seeing these women as an investment.
- Provide greater work/life balance. Help pass student loan reform.
- Provide scholarship to attend seminars or
- Put more women in authoritative positions so that it's possible for female employees to actually voice concerns. Have a Florida Bar agency devoted to hearing gender bias complaints.
- Put more women in equity partnership positions. Reward firms who do that with some new, special designation (like "Board certified" for individual attorneys). Require maternity and paternity leave; make taking leave the default (and employees can request exceptions to come back to work early) to help soften the stigma against women who return to work after taking maternity leave. The simplest answer is effectively punish men (and women) who still think it's acceptable to make unprofessional comments about another attorney's age, appearance, religion, gender, etc. I once had a judge (an older male judge) put opposing counsel (also an older man) in his place after the other lawyer repeatedly interrupted me during a hearing with comments like "sounds like she just doesn't like the statute, Your Honor" and "close your ears, Hon" before he said a swear word. The judge saw that the other lawyer was trying to intimidate/take advantage of a less experienced, softer-spoken lawyer and told opposing counsel that he'd better stop talking because even with all his blustering, I could school him all while wearing my "frilliest frock." Make judges aware that this is a very real problem. I'm continually impressed by the judges who do things like shield me from the older male lawyer who started a hearing by "confirming for the record" that I am in fact a lawyer, not the court reporter. (True story)

- Putting women in more and more positions of leadership, whether in the judiciary, law practices, or bar associations. When I was in law school, I was surprised to see female students greatly outnumber male students, but when I started practicing I saw the opposite. I also think law school could have done a better job explaining how to confront sexism and insensitivity in the workplace.
- Realistically I don't know of anything. Older male attorneys treat young female attorneys like dumb, pretty young things that should be their assistant at best.
- Recognize.
- Recognize the juggle they have to do. Provide resources that allow working parents to balance both aspects of life.
- Regulate/monitor small firms more effectively.
- Reinventing the work culture (needed across industries, but particularly in the legal field) will help recruit and maintain women in the profession, resulting in improvement in the treatment/advancement of women. If female attorneys do not feel supported and have to choose between family and career, we are all losing out.
- Resources to engage new areas of business for women who will ultimately need to create their own book of business.
- Respect.
- Resumes should be submitted with the First Initial. Since getting selected for an interview is such a large hurdle, this would create an even playing field for all candidates.
- Return to conservative leadership and provide conservative, feminine role models instead of left wing female role models. We don't have to act like men to succeed. Look at Pam Bondi.
- Salary equality.
- See earlier comments regarding age bias, which is a continuing problem for women. A number of YL women entering the legal field have little concept of the past challenges and the path to current opportunities for working women or women attorneys. Re-entry to legal profession after leave of absence, perhaps due to family, is a huge issue. Firms are just not providing opportunities for well trained, potentially productive attorneys to work.
- Sometimes employers are insensitive to the fact that employees have personal lives. I do not have children, but I have seen how hard it is for some attorneys with children to balance both work and their personal lives.

- Start pushing for more girls to study law. Eventually, more women would populate the job market helping to even the playing field. Also, pay inequality awareness could improve the treatment of women. Unfortunately, women are still paid 70 cents to every man's dollar. It's just not fair and should never be tolerated.
- Stay professional.
- Stiffer reprimands for gender bias and an anonymous outlet where women can lodge complaints against specific persons.
- Stop treating women like they are different and need to be coddled. Expect the same out of them and then pay them the same for performing the same work.
- Teaching women how to effectively negotiate salaries; helping women have the same enrichment opportunities; and ensuring that women have the same networking opportunities as men.
- That's a huge topic for a small text box. However, I think the legal profession generally is doing a pretty good job at the macro level of improving the treatment and advancement of women attorneys.
- The "legal profession" can't do that because I don't believe it's something that can be regulated by the profession.
- The culture of female attorneys toward each other is terrible. Many consider us competition so want to dismiss you. I cannot count the number of times I have been called a 'bitch' by female attorneys on the opposing side. One time in the courtroom during a hearing simply because we just happened to disagree! The amount of lying I come across sickens me. Nasty, catty emails between attorneys who seem to have forgotten the oath we took. The lack of professionalism and ethics by my counterparts is as disgusting as the sexist comments by male attorneys. No one seems to be able to disagree in the courtroom and leave it there.
- The legal profession as a whole is fine. Unfortunately, it is the lingering ideals of older generations of attorneys that bring about the poor treatment of women. Although I do not experience much gender bias within my firm, the gender bias I experience as a young female in the courtroom and in dealing with opposing counsel and judges is readily apparent in the attitudes of my peers.
- The legal profession needs to offer alternative work schedules for women with young children.
- The legal profession needs to stop rewarding boys by letting them off the hook so easily when they make mistakes. A woman is heavily scrutinized while the boys are slapped on the wrist.

- There is an obvious lack of female attorneys in the judiciary and in the leadership of most law firms. Moreover, there is a very high attrition rate for female attorneys. I think this is directly related to the lack of promotion and lower pay of female attorneys and the inability for female attorneys (who may be the primary caregivers for their families) to balance family life with work. To improve the treatment of women, the profession must offer equal pay for equal work; I think women need to be better self-advocates (and could use training on how to do this); also I think there needs to be advocacy to promote paid parental leave and to promote a more family friendly climate in the profession (like alternative work schedules and child care options).
- There is no paid maternity leave. We can start with that issue.
- There must be more representation. I am on several boards and it is readily apparent that, while we have made significant strides to include more women in leadership roles, there is still a very long way to go. Opportunities have to be provided and they need to be real opportunities where women are backed by men in power who can be our advocates and allies and help us to break into the more male-dominated arenas.
- There needs to be sanctions for sexual harassment at the hands of attorneys as it is a grave problem in our society. However, never once have I heard it brought up in any professionalism CLE's.
- There should be more instruction on opening our own firms. Since women are not always large risk takers, we assume we need to stay chained to a job that is not in our best interest.
- Time and education.
- Train men to stop being so condescending.
- Train older male attorneys. Include these issues in the CLEs that advanced attorneys take. Teach them the benefit of paid maternity leave, flexible schedules, and point out that they may be reviewing woman attorneys from a harsher standpoint. It's ingrained in them to treat women this way. Include this information in their CLEs.
- Training for managing partners at firm regarding harassment, sensitivity, women's issues, etc. It starts from the top. If top management is the problem then there is nothing that can really fix the work environment. In our profession, the biggest problem we face is the fear of "complaining" because no one wants to be fired or labeled for fear that you would not be able to get another job. No one speaks up and people in power positions get away with it. Your only choice is to leave.
- Treat them as equals. Give mothers alternate schedules.
- Unless/until long-time lawyers are held accountable for their bias and unequal treatment, there isn't much the profession, as a whole, can do.

- View parenting as an equally important job. Sensitivity training to teach the "old guard" to stop looking at women lawyers as less valuable assets because they may decide to get pregnant and miss time from the office related to parenting – instead view that as an asset because it makes her more “well-rounded” and much better at multi-tasking and juggling than most male associates.
- We need more female partners and female judges. I think that once our numbers are equal, the discrepancies are going to stop.
- We need more women in the higher-up positions in firms, and in Bar Associations (besides FAWL). Also, The Florida Bar should partner with some type of family-assistance-related sponsor (child care, after-school transportation, etc.) that would provide discounts to women/families with children and make it easier for female attorneys to work while still having a family.
- We need to continue emphasizing practicing with professionalism. I'm not sure how, exactly, to do this, but I think if all attorneys practiced with professionalism, there would not be a need for this survey.
- We need to stop demonizing parenthood. I spent several years working with an opposing counsel before she was even comfortable enough to mention that she had children. This is screwed up. We should be proud of our children and talk about them. It doesn't make us lesser or less committed because we have kids. It just means we have two loves - our kids and our careers. One should not suffocate the other. The practice of demonizing parenthood and family in the legal profession has to stop. Rarely is anything that important that we can't be home by 6 pm or that we must respond at all hours of the day. Older partners must stop expecting this from us and re-condition client expectations as well. I would never have been an attorney if I had thought the practice was this biased against parents (both male and female).
- Without any laws controlling the issue, I fail to see how there can be a much needed paradigm shift where a woman's value is not determined by her motherhood. Funny thing is there are laws on discrimination, but I couldn't find a lawyer that would sue another lawyer! Our reputations are too valuable to stand up for what's right. So I don't know that stronger laws would even affect that much change.
- Women need to feel secure enough in their positions to decline requests to complete additional work without additional pay, and things of that nature. In my experience, women in this profession are generally over-tasked, over-worked, and under-paid.
- Women talk about this all the time, are well aware of the issues, and are actively trying to change things. The problem is that men don't see the issues and think there's no problem. We need men in important positions to recognize that people have unconscious biases, that those biases affect their behavior, and that their behavior has a negative impact on the legal profession (because it may cause their firms to lose talent and even clients).

- Work/life balance being an actual priority and not something partners just give lip service to. Alternative working arrangements that benefit both female associates and clients by increasing efficiency, i.e., the axiom model.
- Zealous advocacy and basic human decency are not mutually exclusive in the practice of law. I don't think this is a gender bias problem; it is a cultural problem.

18. 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:

- Anticipated relocation to be closer to family. Unfortunately, this move will limit my career options somewhat (smaller, more competitive legal market) and I may have to branch outside of law to find employment.
- Because too many attorneys are in the workforce, alternative careers are inevitable. Most YL I know are willing to work hard but the salaries being offered are very low (on a total or hourly basis) and below what they would receive if they applied their attorney background to a business. Very sad.
- Becoming a mother.
- Being a lawyer is simply not fun. I just don't know what else to do. My student debt is so high. I don't know what other career I would choose. I hate the sexism in the legal profession and I hate how stressed out and how unhappy other attorneys are. Young lawyers can't make a change to the practice of law. That has to come from the older attorneys.
- Better compensation in a different career/field of practice.
- Better hours; more time to spend with family.
- Better pay and a more flexible schedule.
- Better pay, not having to deal with the same clientele, and wanting to feel more respected.
- Billable hours, confrontational nature of litigation, lack of supervision.
- Client expectations; lack of employment opportunities.
- Considered leaving the practice of law many times to transfer to a different career. Love practicing law but haven't been able to find a good law firm environment.

- Considered starting my own law firm - lack of job openings and desire for increased independence.
- Considering it because the stress and workload as a prosecutor is hard to deal with while making less than \$50,000 after 4 years of employment.
- Even though I opened up my own firm, I have considered leaving the practice of law as it is right now. In law school, I would tell people they were crazy to think of such a thing, but I can see that they foresaw the future. A lot of my clients do not want to pay for my services. I give a lot of work away to help people. I do a lot of pro bono work through legal aid. Clients forget/don't realize how much it costs to run a business. If I didn't have the support of my family, I probably would not be able to stay in business with the expectation that some people have. I am the first lawyer in my family. I have no connection with any other lawyer. It is very difficult to compete with firms who are established and have attorneys whose father, mother, grandfather were attorneys and practiced in the area. There is little or no mentorship.
- Finances, time commitments, tired of the sexism of the attorneys outside of my office I deal with on a regular basis.
- Finding a field I am more passionate about and more autonomy if I start my own firm.
- Flexibility.
- Flexibility and compensation.
- Flexibility of schedule; advancement; compensation; and the ability to pursue other legal achievements/endeavors that are "non-billable".
- I always promised myself that, as a lawyer, I would walk away from a job before compromising my moral and ethical wellbeing. You CAN succeed as a lawyer while remaining moral and ethical; however, it's not as easy. But it's the only way to ensure a better world than what we were brought into.
- I am broke.
- I am considering a less stressful and less time consuming and demanding field with better pay. Maybe insurance sale??? I'm not sure; still researching.
- I am considering looking for work at a larger, established firm so that I can focus on the practice of law rather than seeking new business.
- I am considering quitting law and opening up an organic hobby farm in the Midwest. The boys club culture of South Florida law is very off-putting and harassing.

- I am currently looking for an in-house position at a larger company, not a family-owned business that is closely monitored for equal opportunity compliance.
- I am strongly considering changing firms because of my boss's complete lack of respect for my personal life, and for refusing to respect my effort to maintain even the very lowest level of work/life balance. I am expected to be at the office working, or at home working at night, or be available by phone, text, and email at all times.
- I can't imagine having kids while being a big law attorney. I also want to have the ability to spend weekends/vacations with my family while not being on call. I also would like the ability to eat dinner at home with my family.
- I considered leaving because of feeling overwhelmingly held back professionally by my male employer. When I reached out to the lawyers in my community, however, regarding openings, I was told that they were not hiring. Furthermore, my employer (who found out I was leaving), told me I would have a hard time finding a law firm that had a woman partner at the helm, and that it was a "boys club." Refusing to believe him, I continued to reach out to local lawyers and was told the same thing repeatedly. I enlisted the help of two female lawyer friends (including one high-profile attorney) and after weeks of their trying to find a spot for me to land, was told that they had no idea what was going on in Orlando because no one was hiring. I decided to try to make my current situation work as best I can for me.
- I considered transitioning to a different career because I found it difficult to find a firm that would accommodate my need to spend time with my children. I am a single mother with two young children, one of whom has special needs. I can be a very productive attorney if I'm allowed to work remotely at night and if I can work in an environment where I am not penalized, implicitly or explicitly, for dropping off and picking up my children from school, bringing them to appointments, etc. Honestly, once I built up enough of a business network and chose a niche area of practice, I found the best boss is me. I'm making more money than I did as an associate, and I have the flexibility I need to be a better mother to my children. My work-life balance feels much better because I control it, and as a result, I'm a better lawyer
- I currently practice in Civil Law, which is anything but civil. I would gladly return to criminal practice, if it would pay the bills, because the atmosphere was much more collegial. There is too much backstabbing and lying in the civil bar and it is soul-crushing.
- I currently work for the SAO and I LOVE the office, the people, and my job BUT, despite this I simply do not make enough money to support/contribute to my family. Despite the fact that my husband has a well-paying career and we only have one child, we still are living paycheck to paycheck. It's discouraging to know that I make the same amount as a public school teacher. As a state employee, I feel that there needs to be more benefits if the pay is going to be so minimal. For example, we shouldn't have to pay for

our parking, our badges, expensive membership dues for organizations such as Inns of Court, HAWLS, etc. and we should get student loan forgiveness sooner than 10 years. It's really discouraging having to choose between a job you love and being able to financially support your family.

- I did transition out of practice (in New York) to education but I took the bar exam in Florida and I'm happy to be back in practice. The reason I transitioned is partially moving to a new state and partially burn out. The ten year break was helpful in soothing the burn out.
- I do not make enough money to support myself. I cannot afford to start my own firm. I am stuck in a job that is highly stressful with very little pay.
- I don't want to be an "employee" any longer, but I am trying to get enough experience to feel comfortable going out on my own.
- I have certainly considered transitioning to a different career/field due to the high-stress nature of practice, as well as the overwhelming sense of "I'm busy and important" that seems to pervade the profession. There's far too much posturing and not enough focus on reaching solutions.
- I have considered careers as a healthcare practitioner, mostly because I do not believe that the environment of attorneys is conducive to a healthy lifestyle.
- I have considered getting out of workers compensation because financially it is difficult to get paid. It is a misdemeanor for our clients to pay us. I have considered getting out of the legal profession overall because it is not satisfying. I am just thankful my current employer has a great work-life balance attitude and I can find gratification in my life in other areas. I may transition to a teaching role or some other form of business after a while if the workers compensation laws don't change.
- I have considered moving to a larger, more progressive geographical market where there is less of the "old boys' club" (hopefully). I do well where I am presently located, but it requires behavior which is not really "me". For example, playing to the egos of male opposing counsel to get good results for clients and allowing yourself to be paraded around like the pretty pony/shiny penny, etc.
- I have considered moving towards a more paperwork type of legal employment instead of trial advocacy, due to the high stress of defending a client at trial.
- I have considered opening my own firm for the flexible scheduling to work around family obligations.
- I have considered starting my own firm as that is the only way I feel I can advance out of the associate role and to provide myself with some flexibility with scheduling.

- I have considered starting my own firm eventually so that I have the flexibility to tend to my family when they need me most.
- I have considered starting my own firm so that I can take pro bono cases while being able to earn more money. Unfortunately, it is very difficult to support myself on a nonprofit salary.
- I have considered transitioning to a different career or field of practice that doesn't require billable hours at the time when I am ready to start a family. As a recently married woman, it is difficult to picture a life where I could continue to work as much as I do and also be there for my family. I want to be a part of my children's lives as opposed to having them be raised by a nanny.
- I have considered transitioning to a new career because I have difficulty being a good mother and a good attorney. Again, I think this goes back to alternative schedules being offered to those who may wish to spend more time at home, etc. but not have to leave their job.
- I have started my own firm primarily because of gender bias and lack of advancement opportunities within male led firms. I have thought about leaving the practice of law because of the increased stress created by male attorneys who treat female opposing counsel different than male opposing counsel.
- I have strongly considered starting my own practice and have been slowly saving up funds in order to do so. I feel that it will be the only way to practice law and earn what I am worth. I haven't had a raise in three years because one of the partners feels that since I generate so much business, I can make it up in case bonuses. This logic is counter intuitive. Why wouldn't I just take my book of business elsewhere? The main thing holding me back aside from funding is that I feel I need more experience and knowledge in order to be able to continue to attract clientele and serve them properly.
- I have transitioned to teaching, in addition to my practice, to help provide me with a more stable income stream. I also am considering going back in house with a corporation if the right opportunity presented itself in terms of salary and opportunities for professional advancement.
- I just feel very dissatisfied with being a lawyer and can't see it being something I can sustain over time, thus I would like to switch career paths sooner rather than later.
- I left the mid-sized firm I was with after 4.5 years because I was over-worked and undervalued. My husband and I didn't even consider having children while I was at the firm because it would have affected my partner track and income earning potential.
- I paid too much for law school. I'm not willing to leave until I have a good "roi".

- I recently applied for a one-year term law clerk position for the U.S. Ct. of Appeals. The main reasons are: (1) the location is much closer to my residence, and will reduce my commute time significantly; (2) it is a good opportunity to improve as an appellate attorney, particularly in federal court; and (3) the position will bolster my qualifications in my field.
- I recently started my own firm in a partnership with another single mother. This was due to a variety of factors including having a flexible schedule, and to set our own pace in developing our careers.
- I recently transitioned from a litigation position at a law firm to an in-house corporate counsel position because it allows me to work more consistent hours and still have time for my family outside of work.
- I spent over 10 years working in higher education before transitioning to practicing law. I have seen what a healthy work/life balance should be and a collaborative working environment. While the pay was less, the benefits were greater and the job satisfaction much higher. Even though I work in one of the most "family friendly," "diverse," and "women supportive" firms in the country, I see the progress that still needs to be made. The problem is that the partners do not see the need for further progression. They believe they are way ahead of the curve since the firm has received these awards.
- I started my own firm in order to control my hours and to earn more money. I don't regret it as I am in greater control and my work benefits me, not the attorney I work for. She taught me a lot, but ultimately was still a boss.
- I want to start a family in the next 2-3 years and it is difficult for me to imagine working at the level I am now and being able to meet the needs of babies/a growing family.
- I was an associate at a small law firm, but resigned so that I could seek a position closer to home. Less time commuting would mean more time at home. I am now seeking in-house legal positions rather than law firm positions because there are no billable minimums.
- I was hired as a news anchor recently. I decided to stay here as a prosecutor because I love my job, mentor young girls, and help protect the community. I considered transitioning because it is (1) stressful being in charge of other people's life/sending them to jail; (2) I like the unbiased nature (theoretically) of news; and (3) life quality is better-you have more opportunities to take care of yourself in other professions (let's be real-part of your job in news is grooming yourself. I'm lucky if I have time to brush my hair before court as a prosecutor. The goal is being on top of your files, not how you look doing it. In other words, there is more opportunity to prioritize your life in a way that promotes wellness in other professions.
- I will have to eventually, and my reasons have to do with ethics. I am not going to bend on ethics.

- I will need significantly better work-life balance when my husband and I have children. Newborns and small children often go to sleep by 7 or 8 pm. Since I work until 7 pm, I wouldn't have the opportunity to see them during the week.
- I would not leave my firm to practice at another law firm, but I would possibly leave to take a government position, teaching position, or something outside the legal industry to obtain better work/life balance and have more control over my career.
- I'm always concerned about being able to balance work and family, but I think where I am currently will be good for balancing.
- I'm considering. This job isn't my primary field of interest and I don't want to limit myself in the future.
- It was made clear that I was never going to be compensated appropriately. This was not entirely due to gender, but I do believe it was a factor.
- I've been unemployed for almost a year so I need work even if it is outside of the law, plain and simple. In the six years that I worked at other firms, I always worked on the firm's clients in order to make the firm more successful. I was not encouraged or given much leeway to develop my own clientele. At this point, going solo simply does not seem feasible given my economic need and my pregnant status.
- Lack of billable hours! The flexibility of being an attorney in private practice is wonderful. I can run errands anytime I want. But do I? No. Why you ask? Because every minute I am not billing, I have to make up, most likely during holidays. Our profession has become one in which we are supposed to be available to our clients at all times, so no one ever actually recharges on vacations or time with family. If I left, it would be to find a job with no billable hour requirement, a better health care plan, and a place where I actually saw women at the top leading the rest. You don't see that too often in private practice and the few that are at the top don't necessarily go out of their way to help young women.
- Lack of employment opportunities with law firms, especially opportunities to work with an attorney who is willing and able to mentor a newly licensed attorney. I currently work for an attorney who is happy to mentor me, but I am one of the lucky few.
- Lack of ethics and loyalty; pay amount compared to amount of work and stress; focus on oneself instead of what's best for everyone; lack of work ethic; observation that not everyone is interested in doing what is right but what is easiest and will be the fastest way to move up the ranks.
- Lack of flexibility. Generate more personal income instead of being "profit" source for firm owner. Personal taste/client-centered.

- Lack of job opportunities.
- Lack of job opportunities for those just out of law school. Many people I went to school with have not chosen to become practicing attorneys.
- Lack of opportunities.
- Lack of respect/professionalism.
- Lack of work life balance and flexibility in hours and work schedule.
- Lack of work/life balance and too much stress!
- Lack of work/life balance prospects when I decide to start a family; high stress and adversarial nature of the law and litigation, in particular.
- Lawyers are condescending. The job is too stressful. Not worth it.
- Long hours, high stress, unreasonable demands.
- Money.
- More money, less time, less stress.
- More time with children, work/life balance. Less stress.
- My law partner and I started our own firm because of a desire to control our own destiny and reap more of the rewards of our labor.
- My reason for transitioning to another career is mostly due to the billable hour/time commitment for the small pay. I find that I sacrifice so much to be an attorney, including unruly clients, unprofessional opposing counsel, and putting up with bosses that are disrespectful and yellers. Yet, I'm still struggling to afford saving for retirement.
- No available advancement in my current job and, at this time, I have reached the maximum level of growth. The job requires a 50 hour minimum and often more hours to do a good job. There is little to no flexibility in terms of day to day hours which, based on my husband's schedule, I need to be more flexible. The opposing counsel are highly unprofessional. Office Director is negative and unsupportive of attorney staff which affects the office environment.
- No, but I work in a job that does not use my full potential as an attorney or compensate me competitively because it was the only job I found that offered a consistent full time work week schedule so that I could balance life and work.

- Opportunity for advancement.
- Other careers seem to universally provide less stress and more reward in terms of feeling like you can make an impact in someone's life. I personally have considered dropping out to become a teacher on numerous occasions for these reasons. I ultimately don't because I feel too invested in all that I have learned to engage in the profession of law. I don't want to give that up, even if it sometimes makes me miserable.
- Right now, there are no sick days, fall festivals, mother day teas, or vacations in legal practice. My 2 year old son spent a week in the hospital - 3 days in the pediatric ICU and I was scolded for taking too much time off when I needed to take him to follow-up appointments. This is absurd on so many levels. When my son was 16 weeks old, I was forced to work 80 hours a week to prep for trial while a male associate dumped work on my desk, said he didn't want to work on a Sunday, and left to go drink. Nothing happened to him. I cried at my desk for hours and all I got was - is the motion done yet? I pumped in the bathroom and the parking lot of the courthouse. The better question is why would I want to stay a lawyer?
- Starting my own firm because of flexible work hours and do not have to answer to anybody.
- Starting my own firm - alternative work schedule for work/life balance. When I have children, I want a flexible schedule.
- Starting my own firm to control my own destiny.
- Stress from the demand for billable hours versus the client's expectations of not wanting to be billed for everyday necessary tasks such as correspondence via email. The inability at the moment to choose cases and feeling overwhelming press for time.
- Stress and job burnout.
- Stress level and work life balance.
- Stress, billable hours.
- Stress; discrimination against women and mothers in the workplace; lack of comparable compensation to men counterparts.
- The extremely high stress levels and demands are reasons I would consider transitioning to a different career.
- The law is a 2nd career for me. I am considering returning to the business world and using my career skills in combination with my law degree and experience. This is not an uncommon combination for high level executives.

- The only reason I would consider leaving State employment is for more money. The benefits of State employment are ever decreasing.
- The only reasons I've ever considered transitioning were based on billable hours requirements and private firm expectations for young associates and those have nothing to do with my being a female and apply equally to men and women.
- The primary consideration for me ever considering a transition to a different career or field of practice is work/life balance. I am a litigator and client emergencies or preparing for major case events has at times had a negative impact on my personal life. For example, there were times during my high risk pregnancy that I was working 10-12 hours for 6 days a week. My boss was as understanding as he could be and tried to give me as much time off as possible, but we were preparing for trial and it was unavoidable. I even continued to work a small amount after I was admitted to the hospital and put on bed rest before I was induced 4 weeks early. While I love my job and my company, my family is most important and I sometimes wonder if I will be able to remain in my current position and be an active participant in my child's life while maintaining a healthy marriage.
- The reputation of lawyers as being bottom feeders, money hungry, uncaring, unprofessional, and just out to make a buck on the backs of their clients. I've taken that reputation quite personally and originally set out to singlehandedly change that reputation. Unfortunately, what I've learned is that only now are attorneys taking an oath to practice with professionalism and civility. And too many who came before this generation of lawyers saw being nasty and confrontational and cutthroat as being a good lawyer. One person is not going to change the reputation of the profession and in four and a half years, I'm already tired of trying and heartsick of how many lawyers have no qualms about posting nasty barbs about opposing counsel on their Facebook pages. And how many others think it's a sign of success to act like a shark in a suit.
- The sadness in my every day work brings me down. The hours I have to work to barely stay afloat. I am never ahead. I want to have a family someday and don't see it happening with the work that I do now.
- There is too much pressure on billable hours/funding, and not enough consideration for grant compliance/reporting/other efforts in the public interest/legal aid area of the law.
- This is my career change.
- Time, opportunities and balance of work and family life.
- To have more flexibility in my schedule.
- To have more time with my young children and work in a less aggressive, stressful field.
- To see more of the benefits of my work (pay) and flexibility.

- Too much stress and no part-time work opportunities.
- Very few opportunities for new lawyers but still VERY high loan payments.
- Work/life balance would be the primary motivator for changing careers. The practice of law is very demanding and trying to balance a family is difficult. I am currently expecting my first child, and I know this will be a struggle for me. I work at a small firm, and the maternity leave policy is not as favorable to working mothers as I feel it should be.
- Work/life balance and a lack of fulfillment with my legal career.
- Work-life balance.
- Worried about future of legal profession and job opportunities in my field.
- Would like paid or extended maternity leave and higher salary or greater benefits.
- Yes, due to restraints imposed by the firm structure.
- Yes I have... for all of the above reasons.
- Yes - less stress.
- Yes, I am considering, mainly because of the fact that as a lawyer, you have to work with other attorneys, especially partners with outdated views and manners of interacting with colleagues or younger attorneys that lack civility (especially in South Florida, it was better in Tallahassee!)
- Yes, I am considering doing other legal work to supplement my current income.
- Yes, I find that women often find themselves in the position of being the "grinders" in their firms, and the same firms which rely on our willingness to work hard care less about encouraging women to be "finders" of new clients until it is ultimately too late.
- Yes. All the time. I spend hours thinking of a legal career that will allow me the time to have a family. I think I may look into compliance work.
- Yes. Work-life balance. Pay.

19. Do you think that the number of female judges in your Judicial Circuit or geographic area is representative of the number of female attorneys in your Judicial Circuit/geographic area?

<u>Category</u>	<u>Percent</u>
Yes	23
No	30
Unsure	47

* Less than one-quarter (23%) of respondents believe that the number of female judges in their Judicial Circuit or geographic area is representative of the number of female attorneys in that Judicial Circuit/geographic area, compared to three-tenths (30%) of respondents who do not believe the number is representative. Nearly one-half (47%) of respondents are unsure.

20. Do you think that the Judicial Nominating Commission in your Judicial Circuit has a number of female members that is representative of the number of female attorneys in your Judicial Circuit/geographic area?

<u>Category</u>	<u>Percent</u>
Yes	10
No	18
Unsure	72

* Nearly three-quarters (72%) of respondents are unsure that the number of female members on the Judicial Nominating Commission in their Judicial Circuit is representative of the number of female attorneys in that Judicial Circuit/geographic area.

21. Have you ever considered applying for a judicial seat or to be a member of a Judicial Nominating Commission?

<u>Category</u>	<u>Percent</u>
Yes	26
No	74

* Just over one-quarter (26%) of all respondents have considered applying for a judicial seat or to be a member of a Judicial Nominating Commission.

22. If yes, please indicate the primary reason(s) for not pursuing a judicial seat or seeking to become a member of a JNC? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
I did not think I would be selected	41
I did not have enough information	18
Time constraints	13
The application process	11
I did apply	8
Other	44

22a. If "Other", please specify:

- Age and experience.
- Amount of years in practice.
- Don't meet criteria yet.
- Experience.
- Feel I need more experience first.
- I am a lesbian and there is no way I would ever be elected.
- I am not qualified yet.
- I am too young.
- I am very young in my career.
- I believe one has to be in practice IN FLORIDA for five years. When I have completed that time, I will apply.
- I currently do not live in the circuit where I work. That is a basic JQC qualification.
- I do not have enough years as a member of the bar to pursue a judicial seat.
- I do not yet qualify to apply.
- I don't believe I've been practicing long enough yet, but plan on looking into it when I hit my five year mark in January.

- I don't want to deal with the public reporting, etc. I like my privacy.
- I feel I am too new to the field to be chosen.
- I feel I need more experience.
- I have not applied yet, but would be interested in applying in the future once I have enough years of practice.
- I have not been practicing long enough and I am not known within my field.
- I have not practiced in one jurisdiction long enough.
- I haven't been working long enough but considering in the future.
- I haven't practiced long enough and it's something I may consider fully in the future.
- I just became an attorney.
- I live in a different circuit than where I work and am thus not qualified to sit on a JNC.
- I need more experience.
- I think that I am too young in my career.
- I was told that there were no openings.
- I wasn't sure if I met the qualifications. I also wasn't sure if I would be in the area long enough to serve out the full-term on the committee.
- I will likely apply to be on the JNC at some point, but since I practice in Federal Court, I would really only be interested in being a Federal Judge.
- I would like to have more experience before pursuing this.
- I'm a new lawyer so I don't believe I am qualified to apply or be considered at this time.
- I'm not qualified yet.
- I'm not ready yet.
- I'm not sure I've had enough professional experience.
- I'm still a fairly new lawyer. I shouldn't be on the JNC until I am more experienced.

- Just started practicing law.
- Not enough experience.
- Not enough experience in my legal career.
- Not enough experience yet.
- Not enough experience yet. Also, after witnessing a coworker go through the process and seeing how political it is, it makes me not want to do it.
- Not enough years in practice.
- Not enough years practicing to be eligible to apply, but as soon as I am eligible, I will apply.
- Not qualified yet.
- Not yet eligible for a judicial seat.
- Not yet experienced enough.
- Not yet qualified.
- Political aspect is a deterrent.
- Rules require a length of time in practice before seeking a judicial seat.
- This is only my first year as a lawyer but I think about doing it when I am eligible to do so.
- Timing of the position – no seat has not been available since I have been ready.
- Too early in my career.
- Too young.
- Too young in career/lack of experience.
- Too young to qualify.

23. Have you ever considered applying for board certification?

<u>Category</u>	<u>Percent</u>
Yes	49
No	51

* About half (49%) of all respondents have considered applying for board certification.

24. If yes, please indicate the primary reason(s) for not pursuing board certification: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
I did not meet the minimum standards	72
Cost	17
Time constraints	11
I did not have enough information	8
The application process	8
Other	16

24a. If "Other" or "I did not meet the minimum standards", please specify:

- As an associate, I was permitted to write briefs, but rarely to do the oral arguments. Board certification in appellate practice is impossible without oral arguments. Many associates who would like to pursue civil trial certification are similarly precluded because they do not get the first chair experience required.
- As I am no longer in private practice, it does not seem like a good use of my time and money.
- Board certification is only just now being considered in my area of practice.
- Doesn't increase my client base, only impresses other lawyers and board certification is a waste of time. If you practice in a certain area and you're good at it, clans will know that. I don't think clients care about your vacation.
- Experience and the length of time required to apply for board certification. I have only been practicing for 2 years.
- Have not been in practice 5 years.
- Have not been practicing long enough yet.

- Haven't been practicing the area of law long enough.
- Haven't met minimum standards yet.
- I am board certified in IP law.
- I am in my first few years of practice.
- I am presently pursuing board certification in Marital and Family Law. I'm scheduled to test in March 2016.
- I am too young for board certification in Workers' Compensation.
- I applied and was approved to sit for the certification exam. However, I switched jobs prior to the exam and chose not to sit for it at that time. I am still considering sitting for it during the next exam period.
- I believe that one has to be in practice for a period of time. I have not yet been in practice long enough.
- I cannot recall but I believe I was not in practice long enough.
- I chose an alternative path for my field of practice, where it was no longer necessary.
- I did not realize the hefty pre-CLE requirement, and I will hit the practice time requirement this January, so I have begun work on the CLE required.
- I do not believe I have been practicing long enough to be board certified in any area.
- I do not have enough briefs to qualify for appellate certification.
- I do not have enough jury trials yet.
- I do not have enough years of experience.
- I have been practicing too few years.
- I have not been a practicing attorney for the minimum number of years yet.
- I have not been an attorney long enough to be able to apply.
- I have not been barred in Florida long enough.
- I have not been practicing for five years.

- I have not been practicing long enough to become board certified.
- I have not been practicing long enough to meet the minimum standards nor do I have the requisite trial experience.
- I have not been practicing long enough.
- I have not met the minimum standards yet.
- I have not practiced even a year at this point.
- I have not practiced for five years, as required.
- I have not practiced law for a minimum of five years.
- I have not yet been practicing law for 5 years but becoming board certified is a goal of mine.
- I have not yet reached the minimum standards.
- I have only been practicing for three years, so I did not previously qualify. Now that I am working as corporate counsel, board certification would not significantly benefit my career.
- I have to wait four more years.
- I haven't been in practice for five years.
- I haven't practiced long enough to be considered for any board certification. When I have the opportunity, I will apply.
- I live out of state and work for the federal government, so I'm not sure if I would be eligible to sit for the exam. I haven't looked into it closely.
- I need more experience.
- I need more trial experience.
- I need more years of practice and the opportunity to present a CLE.
- I only began practicing this year. It is something I will definitely do in the future.
- I think you need 5 years of practice and highly regarded letters of recommendation which I do not have. I practice in family law.

- I was practicing less than three years when I first looked into it but it is on my short term goal list for this year.
- I would like to be board certified in civil trial law, but will likely never meet the requirements for trial time due to lack of trials in my current industry.
- If I remember correctly, certification requires a certain number of years in practice.
- I'm a new lawyer, so I do not meet the standards or requirements at this point in my career.
- I'm too early in my career, haven't been practicing long enough.
- Judicial staff.
- Judiciary.
- Just need to practice longer and have more trial experience.
- Just passing my 5 year mark and need to meet the 50% of cases standard.
- Just starting my 5th year of practice so too early.
- Lawyer has to have practiced for 3-5 years, depending upon objective. It is not reasonable for a number of attorneys who have previous business careers and experience in a subject area to have the same time of practice requirements as a lawyer who has never worked prior to law school. Granted it is not "legal" experience, but often it is related to it, and not a month of credit is available for practical experience.
- My understanding is that my particular field of bench trials does not apply and there is not a certification for DJJ/Dependency law to my knowledge.
- Need a minimum number of years of experience.
- Need more experience before I can.
- Need to gain more experience before eligible.
- Needed to be practicing a minimum of 5 years, which I just met this past September.
- Not enough years in practice yet.
- Not enough years practicing yet.

- Not yet 5 years in profession.
- Not yet eligible for board certification.
- Number of trials.
- Only been practicing less than a year. Waiting until I know for sure which certification I'd like.
- Seemed ridiculous that a fee has to be paid to keep the certification.
- Soon, I will have practiced long enough to be eligible. However, I won't be able to acquire enough civil trial credits to meet the minimum standards because the law firm I work for does not go to trial ANYWHERE NEAR enough. Despite the fact that we are a TRIAL LAWYER firm, since I joined the law firm in August of 2013, not a single case has gone to trial. I know I will have to go outside of my firm to get the civil trial credits I need.
- Still trying to get required litigation credits.
- Still waiting for a response on my application.
- The one I am considering just came out, so waiting on all the information that is needed to apply.
- The specific in court opportunities are very limited. For a firm that primarily conducts defense work, it becomes even more difficult to have cases go to trial when your goal is to be cost effective for your client and have the issue resolved. Getting the minimum requirements is at odds with meeting the client's best interest.
- To meet the CLE requirements the cost would equate to over a \$1,000 not including the price to take the test and application fee.
- Waiting to meet requirements.

25. Please provide us with any other comments or suggestions on resources or programming that the YLD can implement to assist women in the legal profession:

- Actually, I think the Young Lawyers Division needs to focus more on issues that face young lawyers as a whole, rather than just women.
- As a government attorney and a single mother, I've wanted to join the Leon County Women's bar, but the \$80 fee has been cost prohibitive (with a child in sports) to me. It would be nice if government attorneys were given some sort of a break in the membership fees. I enjoyed the Lee County Women's Bar immensely back home and the

opportunity to socialize and participate in activities with local female lawyers and judges was priceless.

- As I said before, a mentoring program for women would be great!
- Better access to positions of power and influence.
- Can we please have an open conversation about what it means to be a working Mom who is an attorney? It's not just about being a woman. The worst part comes when you are a parent. The culture needs to change. I get that many males had stay-at-home-wives who raised their kids. I do not have one. I am the mom, the attorney, the wife, and I'm going to drop out of the profession if I can't get a break somewhere.
- CLE webinars regarding negotiation which are possibly geared specifically toward women.
- Create mentoring programs, which pairs women attorneys in leadership positions with women who are new to the profession.
- Develop a set of Florida Bar Rules that prohibit gender discrimination and create enforcement remedies.
- Email newsletter.
- Everyone wants to see the Young Lawyers succeed. Adding support for solos is nice but it is hard for solo attorneys to gain the experience they want in this economy. Most women have a family stage to their life and the YLD could offer a 're-entry' focus to help open doors for women who elect to have a family life and want to use their legal education.
- Female mentors in our field. I want to express my concerns to a confidant in the field that I work in. Also, I feel that, within the female bar, there is sometimes more of a sense of competition than of solidarity.
- Focus on sole practitioners as we have to handle all aspects of business and law without much assistance/training.
- Give us communication tools to even the playing field and get included in men's activities and networking.
- Good luck.
- Have a women's clothing swap and mentoring event.
- Help employers learn of alternate telecommuting schedules and flexible schedules for mothers.

- Helping women find legal positions that help them maintain a better work-life balance. Also, reaching out to employers and help them understand the benefits of creating revolutionary work environments that encourage working moms or parents to stay with that firm/employer.
- I appreciate this survey. It's taken me a while to articulate some of my dissatisfaction with the practice, and it has come at the right time. I have struggled, and in order to continue growing professionally, I have been working with a career coach (to help with time management) and a therapist (to help manage stress). Unlike many other professionals who have never worked in fields outside of law, I come with a different perspective and know that this is not normal. I have reached the point where I am unable to change the profession and I continue to look for opportunities to transition into a different field. However, the clients I work with love having me on the cases, and I love helping them resolve their issues. That is what keeps me here.
- I don't believe YLD has a role to play.
- I think encouraging women to boost each other up rather than strike each other down is a big issue that should be confronted head-on. In dealing with various female attorneys throughout my 8 years of practice, I have found in some situations that other female attorneys seem to want to be cut-throat, and take down other females who are attempting to become successful. We should all strive to help each other succeed.
- I think it is really refreshing and worthy of commendation for the YLD to perform this survey. I do hope that the comments will be seriously considered and that genuine efforts are undertaken to help to raise the inclusion of women and young attorneys in leadership roles in the various professional organizations/areas of practice that exist. All we need is opportunity and if those opportunities can be created for us to fill, I am quite sure we will exceed expectations! If anything is needed of me, I am happy to help. I sit on the Board of Directors for the Broward County Bar Association and can work to implement programming that brings resources, knowledge, and education to women/young lawyers.
- I think it's mostly an older male problem. I haven't had as many issues with younger males in regards to sexism.
- I think that the Young Lawyers Division should partner with national groups like Ms. JD (shameless plug). I am President-Elect, and we do a lot of work in this area to promote the advancement of women in the profession. I recently presented at the ABA YLD Fall Meeting in Little Rock about opportunities in how state bar young lawyers divisions can partner with Ms. JD for programming. As a Florida barred attorney, I would like to see growth in this area.
- Interpersonal conflict resolution (for women). I have been called "direct", and it was not meant as a compliment. Tips on grabbing the respect you deserve.

- Investigate board certification requirements to determine whether the criteria disfavor women. Investigate whether women judges receive equal punishment for similar misdeeds from the JNC.
- Local monthly networking meetings, meet-ups, free one-hour CLE's on a monthly basis that focus on women in the legal profession.
- Make it known that sexism is still an issue women are facing, even at this level. I think many men assume it's no longer an issue.
- Mandate that older, more senior judges complete training on professionalism, specifically, discrimination and bias against female attorneys.
- Mentoring. Free networking events. Job hunting resources. Post available jobs.
- Mentoring opportunities.
- More guidance as to how to get involved with the JNC.
- More opportunities to network with other women in the profession.
- Networking and mentoring.
- Networking opportunities and listing or assistance with employment opportunities.
- Offering a networking group for stay-at-home mom attorneys who still want to be active in the Bar so there "will be a place" for them when they return to the workplace. This group could also offer CLE and pro bono opportunities so that we can potentially learn a new area of the law while taking a break from the office grind to raise kids. My biggest fear is that I won't be marketable when I choose to return, and instead of focusing in way to just keep women from leaving, I think there should also be some focus on how to keep those who have left engaged so that they are comfortable returning when they do.
- One on one mentoring.
- Perhaps a webinar or CLE teaching us how to negotiate for ourselves like men - from the way we write our resumes and cover letters, to how we negotiate salary and benefits. We are excellent at advocating for others (our family members and clients), but typically terrible at doing the same for ourselves.
- Please set a program where we could go and get help. When we get hired, there is a lot of learning on your own, which is fine because we are trained to think and work hard. However, having a place to go for support would be invaluable. You could create a database where we can share and upload forms. Automated systems/companies are making it hard to stay in business. Lastly, have some free CLEs, where the speaker can

give information that you could start working on a case tomorrow. Sharing forms and research could also help. Thank you.

- Profile more female attorneys in all fields including judges, litigators, transactional attorneys, etc.
- Provide more networking opportunities and seminars on issues that affect women lawyers.
- Support for everyone, both females and males. We all have our commitments. There are times when everyone needs to spend more time at home for various reasons. We should be more supportive of this instead of so strict on meeting billable hours.
- Support women in the profession.
- Targeted implementation of a strategic plan aimed at equality, retention and building the numbers of successful women in the law.
- Teaching women how to start and run a solo practice, how to network, how to pick a practice niche, and how to set boundaries in their lives (i.e., work-life "balance") are all good programming ideas. Do what you can to provide programming during the day and not at night. Educate women attorneys on how to apply for JNC and judicial positions, and put together workshops on getting board certification.
- The majority of networking the YLD does occurs at bars and is after-hours. More family-oriented events that occur on weekends would be helpful to women who want to participate, but are forced to neglect their families even more to do so. This is a very frustrating choice that female attorneys with families make every day. Family-oriented networking would also be helpful in bringing families of lawyers together. Many young couples with children are both lawyers. The female attorney usually cedes to the male attorney when one needs to stay home, even if the opportunity is more suited to the female attorney's skills and/or career path.
- The problems with lawyers are based on the own culture of the profession. Based on this, I am extremely pessimistic and believe there is very little the YLD can do to change this. Female attorneys normally have less time than our male counterparts, even if we do not have children to care for. Nevertheless, we are expected to be involved at the same level of our male counterparts. Much more is expected of us in order to "measure up".
- The programming and resources should not be a "one size fits all." We need to recognize there are many intersections of identity that impact a woman's professional/career experience. Programming and resources should take into account the different needs of women of color, women who belong to the LGBTQ community, women of various religious backgrounds, women from low-income communities, women who are single parents, and so on. No one program will address the needs of all women attorneys. Conversely, a series of strategic and thoughtful programming and resources WILL serve

a critical majority of the female attorney population. Please ensure that your planning committee is comprised of women AND men who represent diverse cross sections of identity.

- This questionnaire is insulting. Women don't need special help to succeed.
- Training on management practices and procedures. It seems like, if there is an opportunity to become the managing partner of a firm's branch office, it typically goes to men. Maybe if there was a management course(s), then that may help to boost the chances of being considered for management positions within a firm.
- We could really use a program on building law firms that practice in non-traditional ways, such as flex-time, half and three-quarter time options, and project based requirements rather than billable hour requirements. These would assist men and women who are not interested in clawing to the top of the profession by billing 3,000 hours a year.
- Women are not going to be recruited the same way that boys are recruited. There needs to be some serious weekend activities so that women with families can participate.
- Women don't need "resources"; they need advocacy. Educate the constituents about women's issues and call for change. Admonish institutional biases in the profession. Don't lump women in with minorities. Women constitute roughly half of the population. That does not constitute a minority. Without taking anything away from minority issues, women's issues are separate and distinct.
- Would like to network more.
- You somehow have to get men involved in the discussion. It's great that we have institutions like the Florida Association of Women Lawyers, but these scare men off. Men are the primary actors in sexism and it is primarily men who are partners and in positions of management. Without the inclusion of men, things will never change.