



## HOUSTON BAR ASSOCIATION 2004 GENDER INITIATIVE COMMITMENT STATEMENT

On behalf of my law firm/legal department, I commit to taking concrete action to achieve the following objectives:

1. A material increase in the number of women at the partnership level in law firms by year-end 2007, with an approximate pro-rata percentage of women partners that reflects the proportion of women at the experienced attorney level (10 years or more) in the law firm.<sup>i</sup> An increase in the number of women in firm management that corresponds to the increase in the number of women in the partnership ranks.<sup>ii</sup> A material increase in the number of women in corporate and public sector legal departments by year-end 2007, with an approximate pro-rata percentage in management which reflects the proportion of experienced women attorneys in such departments. Develop and implement objective and unbiased criteria and procedures for evaluation and promotion to management positions.
2. Approximately equal retention rates for both men and women attorneys for 2007 and beyond.
3. Obtain feedback from employees on their assessment of gender issues in the workplace. Senior management will be responsible for addressing unconscious stereotypes and perceptions of gender bias.
4.
  - a. Offer formal or informal networking opportunities, client development activities, and mentoring programs to women attorneys at all levels to help women establish their professional profiles and to develop client bases.
  - b. Identify and promote opportunities for women at all levels to participate in challenging projects, organizational committees, practice groups, and management training to help enable women to assume significant management roles within their law firms or law departments.
5. Embrace the concept of part-time partners and flexible work schedules, including making efforts to ensure that alternative schedules are an equitable and viable option.
6. Get the message out that senior management of the organization embraces these commitments.
7. Provide information to the National Association for Law Placement and the Houston Bar Association regarding (a) the number of women partners, (b) the number of women attorneys serving in management positions, and the (c) number and gender of part-time partners.

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Signature

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Firm Name

- i. Partnership level includes equity and income partners.
- ii. Management in law firms is defined as membership of management/executive committees, membership of compensation/finance committees and practice group heads.