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Yale Law Women

2017 TOP TEN FAMILY FRIENDLY FIRMS

Yale Law Women (YLW) is pleased to announce the results of our twelfth annual Top Ten Family Friendly Firms list. YLW commends these firms on leading the industry in the advancement of family friendliness and gender equity. The 2017 Top Ten Firms, in alphabetical order, are:

ARNOLD & PORTER KAYE SCHOLER
CLEARY GOTTlieb STEEN & HAMILTON LLP
JENNER & BLOCK LLP
KING & SPALDING
MORRISON & FOERSTER
MUNGER, TOLLES & OLSON LLP
O'MELVENY & MYERS LLP
ORRICK, HERRINGTON & SUTCLIFFE LLP
PROSKAUER ROSE LLP
SIMPSON THACHER & BARTLETT LLP

To create our Top Ten List, YLW invited all firms listed in the 2017 Vault Law 100 to participate in our survey of family friendly policies. We collected data on family accommodations and parental leave, as well as indicators of gender equality such as partnership promotions and composition of leadership committees. Our survey aimed to capture not only the policies on paper, but also their actual use by attorneys at each firm.

In addition to our Top Ten list, YLW also awarded Category Honors in three categories: Part Time & Flex Time Policies, Family Leave, and Gender Equity. Category Honors recipients are recognized within the Yale Law Women Family Friendly Firms 2017 Report and on the Yale Law Women website at <http://yalelawwomen.org/top-ten-list/>.

Below are key areas of progress and opportunities for improvement from this year's report. We hope that these findings will enhance awareness and dialogue about family friendliness and gender equality in the legal profession.

- *Part-Time & Flex-Time Policies* – Of the participating firms, 5% of associates worked on part-time schedules. Alumni ranked the availability and use of part-time policies as the most important category in assessing family friendliness.
- *Family Leave* – Many law firms adhere to the industry norm of offering 18 weeks for primary caregiver leave, and most law firms now offer gender-neutral leave policies. Alumni reported that a firm's written policy does not necessarily reveal its cultural norms around taking leave, noting the importance of encouraging men to take leave as well.
- *Gender Equity* – Among participating firms, 45% of associates were women and 23% of partners were women. Alumni indicated that the presence of women in leadership roles makes a significant difference, creating a powerful signaling effect to young women associates that women at the firm have a path to partnership.
- *Bonuses & Billing* – 57% of firms surveyed required full-time associates to work a minimum number of billable hours to receive a bonus; for those firms, the median minimum was 1,950 hours. Alumni noted the importance of receiving billable credit for non-client work, such as practice development, training programs, and committee work.
- *Parental Accommodation* – 38% of participating firms offered a childcare option within two miles of the office, and 86% of law firms now have healthcare coverage for infertility care for both men and women.