

The 21st Annual Law Firm COO & CFO FORUM Pre-Conference Workshop

Work in Progress: Achieving Equity in the Modern Firm

Moderator



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Work in Progress

Achieving Equity in the Modern Firm

Flight Risk

60% of all lawyers would jump for increased work flexibility.

Source: Thomson Reuters, ALM

More than **30%** of lawyers are actively considering a change in employment.

(Majority of them being diverse)

Source: Thomson Reuters

8,000 women lawyers left their roles in 2021, with a majority leaving the industry entirely.

Source: JD Supra

RTO and the Quest for Flexibility

63% of lawyers in private practice can work remotely 100% of the time.

86% of lawyers want a hybrid work model.

Source: American Bar Association 2022 Practice Forward Report

RTO and the Quest for Flexibility

56% of women lawyers find that remote work increased their ability to balance work and family obligations.

Source: American Bar Association 2022 Practice Forward Report.

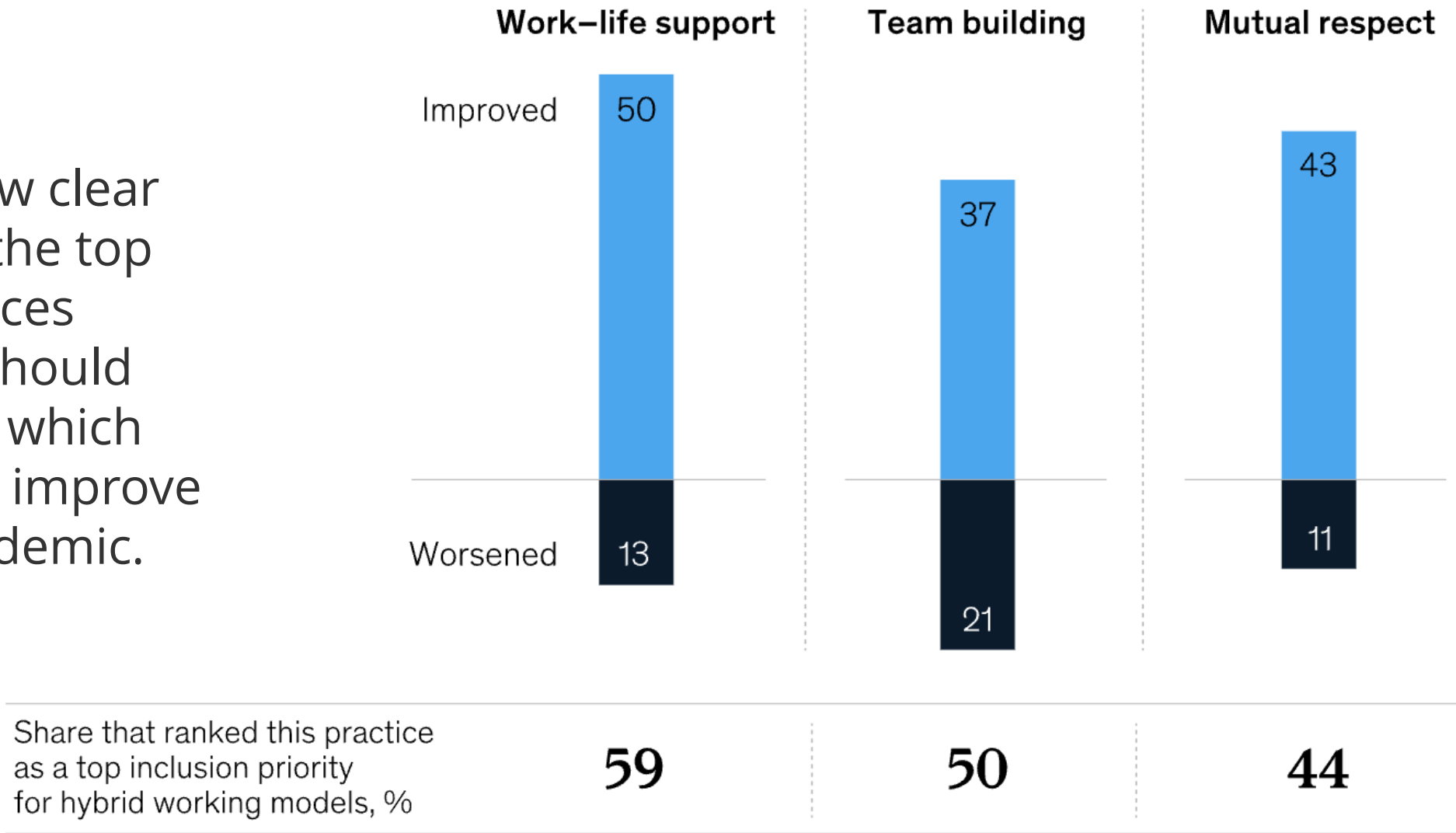
71% of all employees are likely to leave if a hybrid role is NOT an option.

For diverse employees that likelihood increased between **10% and 24%**.

Source: McKinsey & Co.

Top Inclusion

Employees show clear consensus for the top inclusion practices organizations should prioritize—all of which have started to improve during the pandemic.



Source: McKinsey & Co.

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