Work in Progress: Achieving Equity in the Modern Firm
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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%.

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

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<thead>
<tr>
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<th>Improved</th>
<th>Worsened</th>
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<tbody>
<tr>
<td><strong>Work-life support</strong></td>
<td>50</td>
<td>13</td>
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<tr>
<td><strong>Team building</strong></td>
<td>37</td>
<td>21</td>
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<tr>
<td><strong>Mutual respect</strong></td>
<td>43</td>
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Share that ranked this practice as a top inclusion priority for hybrid working models, %

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Moderator

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