

Carroll & O'Dea (P.A. Carroll & D.B. Farah & H.G. Harrison & Sparkle Helmore (R.H. Amisch & A.J. Deegan & Others)	7035332183 78848387938	23 177	28 100	9 103	2 30	62 410	N/A 71.30%	2 20	4 53	0 1	1 0	73 28%	8	10	N/A	Yes	No	No	
Allen & Overy	47702959758	320	267	76	41	704	59.30%	25	88	10	2	125	28%	14	15	Yes	Yes	Yes	
DLA Piper (C. HATKINS & Others)	83508451308	115	97	48	3	263	66.70%	14	44	3	2	63	27%	8	10	Yes	Yes	Yes	
Clyton Utz	35740217343	325	244	76	21	666	53.90%	40	119	6	6	121	27%	14	10	Yes	No	Yes	
Herbert Smith Freehills	9877383244	419	332	136	5	892	65%	37	115	6	5	163	26%	18	15	Yes	Yes	Yes	
Cooper Grace Ward Lawyers	9559306639	36	31	2	2	65	62.50%	5	14	0	0	19	26%	8	10	N/A	Yes	No	
Jarl & Wilcox	58041376985	150	93	66	9	318	72%	16	53	3	1	73	26%	8	10	N/A	Yes	Yes	
Colin Biggers & Paisley Pty Limited	28166380682	88	82	31	12	213	54.50%	N/A	N/A	N/A	N/A	26%	14	15	N/A	No	No	Yes	
Moray & Agnew	7648602631	118	61	40	2	221	73%	13	68	11	2	94	26%	12	10	No	No	No	
Turks Legal (P Turk P Domens J Myatt J Hick A Edwards D Holding Redlich Partnership	50150169411 15364527724	37 69	31 40	13 18	0 1	81 128	65% 73.30%	4 9	24 42	4 4	1 1	33 56	24% 23%	10 8	10	N/A	Yes	No	Yes
Gadens Lawyers Melbourne Partnership	29991935627	65	40	23	1	129	N/A	8	34	4	6	52	23%	8	10	N/A	No	Yes	Yes

Corrs Chambers Westgarth	89690823091	167	176	45	10	348	60%	17	88	9	2	117	23%	18	15	Some of the key initiatives implemented and/or continued in the last 12 months include: * Running a series of inaugural family friendly 'Continuing Professional Development' (CPD) sessions for Corrs lawyers and clients who work flexibly to care for children or are on parental leave. These are in addition to the firm's usual full-day intensive CPD sessions. Holding these sessions created a great way for Corrs staff and clients to earn their CPD points in an accessible, family friendly environment (with or without their children), and also provided working parents with a great opportunity to keep in contact and network while on leave. Attendees were also given the option of dialling in to the sessions from home if they wished. * Holding 'Connecting with you sessions' in each office, where consultation took place on many key topics including our people's experiences with flexible working, technology enablers and providing an update on some of our key initiatives including minimising the gender pay gap. These sessions were led by our Partner Diversity & Inclusion and our Director of People & Performance. As a result some immediate improvements have been implemented or are underway such as ensuring online video training is available via mobile devices to all our people. * Participating in Diversity Council of Australia's Inclusion@Work Survey to understand our employees' experience of inclusion and the impact it has in the workplace. A key diversity and people priority for the firm is ensuring we have an 'Inclusive culture' where our people can bring their whole self to work, feel connected, valued and empowered to succeed. We were able to cut the survey data by some key diversity demographics, including gender, enabling us to determine priority areas for additional focus or further work. * Providing external executive coaching for senior female lawyers and female partners to assist women to maximise their career potential. The focus on development of our female lawyers is to assist the firm in achieving gender representation targets, including the KPI that 50% of the partnership pipeline each year be female. * The firm remains an active participant in the Managing Partners' Diversity Initiative. The Managing Partners and senior leaders from many of Australia's major law firms continue to meet regularly to determine ways their firms can individually and collectively keep contributing to improving gender diversity (and other areas of diversity) across the legal profession.	Yes	Yes	Yes				
Johnson Winter & Slatery	70843523118	33	48	15	8	104	51.60%	8	44	6	5	63	22%	18	15	N/A	N/A	N/A	No	No	No		
Ashurst Australia	75204286095	172	147	22	5	367	60%	29	108	2	4	143	23%	18	5	Ashurst has adopted the National Model Gender Equitable Briefing Policy.	Yes	Yes	Yes				
Thomson Geer	21442927963	94	70	29	13	206	52.00%	16	77	3	1	97	20%	18	15	BakerWomen is our flagship gender diversity program. Established in 2011, it supports the progression of our female talent to senior roles and fosters networks among women at all stages of their professional careers. BakerWomen programs include internal mentoring and discussion groups, sessions from external speakers who offer insights about the challenges and experiences they have faced as women, information sessions target at women including financial/superannuation sessions, and client events. Male Agents of Change (MAC) Program: was established in 2016 at Baker McKenzie to compliment existing BakerWomen initiatives by proactively including male colleagues to join our gender equality efforts. It was modelled broadly on the Male Champions of Change initiative created by Liz Broderick. The key objective of the program was to progressively shift mindsets and help to drive a culture of change within the Firm. The program engages men and builds their awareness and understanding of gender issues and their impacts on people and business. Changes to our existing Parental Leave Policy. While this was always available to men and women equally, the updated policy was launched with communications that actively encouraged men to take parental leave as a primary care within the first 12 months, and indeed stated that we hoped the changes would encourage more men/co-parents to take primary care leave. We also changed the requirement to take the 14 weeks paid leave in one block. There is now the option to request to take a block of leave, followed by a number of weeks combining leave days with days at work (e.g part time at work but full-time pay). This is designed to assist families with a parent's transition back to work, as well as a child's transition into a new care arrangement, and is typically something that more of our men choose to access than our women. Celebrating International Women's Day (IWD): Each year, as part of our IWD celebrations, we recognise the achievement of men and women in our Firm. Each week throughout the month of March we profile our people in our weekly Firm newsletters (crackerjack). These profiles include men and women who share their career and personal stories.	No	Yes	No				
Baker & McKenzie	32266778912	69	43	9	2	123	66.70%	10	65	5	1	81	19%	14	15	Over the course of the reporting period, we have reviewed our sexual harassment policy to ensure it is up to date and reflects best practice standards. Further, we have introduced unconscious bias training for our graduate recruitment committee members.	Yes	Yes	Yes				
Jones Day (The Trustee for Jones Day)	50206613356	23	22	12	9	66	51%	3	18	1	0	22	18%	18	15	N/A	No	No	No				
Arnold Bloch Leibler	30331510906	53	36	11	0	100	56%	4	27	2	1	34	18%	18	10	Over the course of the reporting period, we have reviewed our sexual harassment policy to ensure it is up to date and reflects best practice standards. Further, we have introduced unconscious bias training for our graduate recruitment committee members.	No	No	No				

K&L Gates	81312965026	88	47	17	0	352	65%	12	59	0	0	71	17%	14	10	In this reporting period, the initiatives that have supported the advancement of women into leadership roles are: Career progression for women Ongoing support for women and their sponsors who are aspiring to special counsel or partnership including providing one on one coaching. A program for women and men who are taking a period of parental leave and have a desire to stay on career track. This program is called the Momentum Program and provides support for supervisors in having critical conversations at various stages before, during and after parental leave, it provides a business development plan and ongoing mentoring support. Learning and professional development Hosted professional development programs for women on the topics: *Career conversations - Stories of "leaning in" and achieving career progression *Don't get hijacked - Taking the high road. *Speed networking event for women lawyers. Support for external industry bodies K&L Gates supports the Victorian Women Lawyers as a major sponsor. It has also participated in VWL events including: *Presenting as a panellist to VWL members and member law firms on the topic of what employers can do to support employees who are experiencing family violence *Hosted the 2018 launch of the Law Students Mentoring Program K&L Gates signed up to the Law Council of Australia's Equitable Briefing Policy which requires law firms to report on the number of women barristers briefed. Support for community organisations Supported St Kilda Mums as part of the firm's Global Day of Service. Family Violence Introduced paid special leave for employees experiencing family violence. Hosted an event for AHRI on 'STOP THE VIOLENCE' - Recognise, Respond, Refer - Why your workplace response matters. 10/ held a fundraising event in support of the United Nations - Leave No Woman Behind campaign.	No	No	No	
VWL Ebworth Lawyers	37246549189	368	164	54	7	493	69.80%	26	163	8	5	202	32%	6	10	N/A.	No	No	Yes	No
Mills Oakley Lawyers	5149369734	230	47	43	15	238	65.30%	38	81	1	1	98	16%	10	10	We value talent and understand that to retain good people, our firm needs to create a flexible environment that recognises different needs, skills, experience, and personal characteristics. The Firm encourages flexible work arrangements, particularly for partners and staff with parenting, caring, cultural, and/or religious commitments. To ensure flexibility is implemented equitably, all partners will be supported by the Chief Executive Officer ("CEO") and Human Resources in how to manage flexible work arrangements and support team members with flexibility. Key metrics we apply to measure our Diversity Policy, include: (a) Representation at senior levels, including Board and practice leaders; (b) Salary comparison; (c) Parental leave return rates; (d) Representation on flexible work arrangements; (e) Representation in leadership programs; (f) Representation in the talent and succession planning process; (g) Voluntary turnover; and 10/ Staff engagement survey results.	No	No	No	
McCullough Robertson Lawyers (D.R Bedford & Others)	42721345961	60	52	20	0	332	61.90%	4	39	4	2	49	16%	12	5	N/A.	Yes	No	No	No
Piper Alderman (A R Britten-Jones & Others)	42843327183	44	52	11	40	147	60.70%	2	39	4	5	50	12%	4	10	N/A.	No	No	No	No
Allen & Overy (A TRAHAIR & OTHERS)	21630141428	35	28	6	2	71	50%	2	22	0	0	24	8%	14	10	We have appointed a D&I Manager Role for Asia Pacific who is responsible for providing expertise and support. The D&I Manager is currently FTE 0.8 and is based in Sydney.	No	No	No	No
								516	1972	165	77	2730	0							
								681	2049			2730	0							

Notes
Information in columns A - G, I - Q from the WGEA public reports and data request for Legal Services employers 2017 - 20188
Senior associate numbers in Column H come from the AFR Law Partnership Survey, "Number of senior associates, Jul 2019 estimate", published Friday 5 July 2019 AFR, page 22 - note not all firms that report to the WGEA participate in that survey
Female partner % in Column N from WGEA data or other publicly available source
Model Equitable Briefing Policy adoption in Column S assessed either from the WGEA public report (if mentioned in "Other") or from the listing on https://www.lawcouncil.asn.au/policy-agenda/advancing-the-profession/equal-opportunities-in-the-law/national-model-gender-equitable-briefing-policy
Employer of Choice for Gender Equality 2019 information in Column R accessed at https://www.wgea.gov.au/leading-practice/employers-of-choice/2019-ecocg-citation-holders-by-industry
Signatories of the NSW Law Society Charter for the Advancement of Women listed in Column T were accessed here https://www.lawsociety.com.au/advocacy-and-resources/advancement-of-women/charters