

2015 Table WLANSW 'Law Firm Comparison Data' Project

Firm	Total fee earners	Total number of partners	Women as a % of partners	Number of equity partners	Female equity partners	Women as a % of equity partners	Flexibility - part-time/flexible hours - % of partners	Total senior associates	Women as a % of senior associates	Conducted a gender pay audit? Y/N	Paid parental leave for primary carer (weeks)	Paid parental leave for secondary carer (weeks)	Number of staff taking parental leave female/male in last 12 months	WGEA Employer of Choice for Gender Equality 2014	Billable hours targets	WLANSW corporate member yes/no	Ranking in 2013 WLANSW results	Other Diversity and Inclusion initiatives
TressCox	102	37	43.2	22	2	9.1	21.6	23	82.6	N	14	2	11F 2M		Y	4		
Maddocks	204	68	33.8	37	9	24.3	14.7	68	63.2	Y	12	2	31F 15M	6.5	Y	5		
Gilbert + Tobin	254	69	33.3	67	22	32.8	7.2	58	62.1	Y	18	3	24F 8M	7.0	N	1	Board actively engaged in the promotion of women to partnership	
Quinn Emanuel Urquhart & Griffith Hack	7	3	33.3				0.0	1	0					7.5	N			
	69	35	31.4	21	4	19.1	2.9	15	53.3	Y	12	1	17F 2M	5 patent and TM attorneys, 6 lawyers	N	8		
Lander & Rogers	200	67	31.3				19.4	63	61.9	Y	20	3	10F 0M	6.5	N	3		
Holding Redlich	147	54	29.6	38	10	26.3	5.6	41	70.7	Y	18	2	22F 6M		Y	6		
Squire Patton Boggs	67	17	29.4				11.8	13	69.2					7.0	N	41		
Henry Davis York	172	45	28.9	30	6	20		57	59.6	Y	12	2	23F 7M		Y	2	"Flexibility Manager" to ensure equity for employees	
Russell Kennedy	63	32	28.1	12	2	16.7	9.4	22	36.4	Y	13	2	13F 5M	6.0	N		Parental leave booklet for employees; women's networking committee	
Hunt & Hunt	185	58	27.6	26	4	15.4	10.3	41	61	N	12	1	4F 2M	6.5	Y	10		
Hall & Wilcox	213	52	26.9	25	7	28	5.8	43	62.8	N	12	1	9F 1M	7.0	Y	9		
Gadens Sydney, Brisbane, Melbourne	524	137	26.3	58	7	12.1	13.9	88	52.3	Y	14	1	50F 4M	6.0	N	13		
King & Wood Mallesons	574	155	25.2	144	36	25	7.7	210	53.3	Y	18	3	91F 20M	7.0	Y	11	30% partnership target by 2015; networks to support	
Wotton & Kearney	81	16	25	8	1	12.5	0.0	32	70	Y	10	N	7F 0M	6 to 7	N	36		
Corrs Chambers Westgarth	623	133	24.8	124	28	22.6	10.6	161	65.8	Y	18	3	89F 14M	6 to 7	N	16	Partner of Melbourne Uni's Gender Equality Project; unconscious bias training	
Norton Rose Fulbright	476	133	24.8	134	27	20.2	9.8	128	60.9	Y	14	2	22F 9M		N	19	inclusive leadership training; unconscious bias training	
Johnson Winter & Slattery	91	62	24.2	26	2	7.7	14.5			N	16	1	5F 3M	-	N			
M+K Lawyers	99	50	24				14.0	29	44.8	N	4	1	0F 1M	6.5	Y	34		
Cooper Grace Ward	98	21	23.8	12	1	8.3	0.0	25	72	Y	8	2	16F 1M	6.0	N	33	Values embedded in all policies	
DLA Piper	313	89	23.6	93	17	18.3	6.7	99	65.7	Y	8	2	42F 7M	6.6 partners, 7.1 special counsel, 3.7 graduates	N	25		
Ashurst Australia	508	153	22.9	172	40	23.3	5.9	176	59.1	Y	18	1	90F 34M		Y	15	Women's mentoring program; unconscious bias training offered; 25% 2018 target for women in management positions	
Dibbs Barker	111	48	22.9	39	7	18	8.3	17	64.7	N	12	1	13F 5M		Y	39		
Seafarsh Shaw	20	9	22.2				11.1	6	83.3					6.8	N			
Herbert Smith Freehills Australia	876	180	21.8	174	33	19	8.3	279	64.2	Y	18	3	121F 25M		Y	22	Gender targets for partnership promotions; unconscious bias training; sponsorship	
K&L Gates Australia	206	69	21.7	47	9	19.2	7.2	74	71.6	Y	14	2	49F 9M		Y	24	Strategic focus on improving gender diversity; 25% targets; Women In the Profession Committees; promotion of achievements	
Thomson Geer	276	89	21.3	55	7	12.7	10.1	72	52.8	Y	12	2	46F 1M	5 for graduates, 6 all	N	42		
Allens		148	20.9	152	28	18.4	9.5		60.1	Y	18	3	45F 17M		N	32	New merit-based career progression model	
Baker & McKenzie	211	87	20.7	45	5	11.1	8.0	56	67.9	Y	14	3	23F 4M	7.0	N	28	Gender diversity program; diversity and flexibility steering group	
TurksLegal	69	29	20.7				6.9	19	73.7					6.5	N			
Moray & Agnew	230	79	20.3	66	12	18.2	6.3	57	61.4	Y	12	1	22F 9M	6.5	N	31		
Sparke Helmore	299	64	20.3	37	5	13.5	3.1	72	56.9	Y	14	2	24 8	6 to 7	N	20	New flexibility policies; retention strategy	
Clayton Utz	687	178	20.2	195	37	19	5.6	185	54.1	Y	14	2	102F 28M	6.5 partners/7 lawyers	Y	27	Professional women's networking group; unconscious bias training; diversity projects	
Piper Alderman	107	48	18.8	28	2	7.1	2.1	34	52.9	Y	12	3	17F 0M	4.9 - 6.4	N	21	diversity council to identify diversity issues	
CBP Lawyers	148	61	18	14	0	0	11.5	42	66.7	N	12	2	16F 7M	6 partners, 6.7 solicitors, 5.8 conveyancers, 5 paralegals	N	35		
HWL Ebsworth	547	196	16.8	114	15	13.2	5.1	104	52.9	Y	18	2	35F 10M	5 for partners, 5.5	N	30		
McCullough Robertson	145	55	16.4	36	3	8.3	3.6	55	72.7	Y	12	2	31F 7M	6.8	Y	38	Gender equality strategy; aim to develop targets	
Mills Oakley Lawyers	200	75	14.7	18	1	5.6	4.0	40	75	Y	12	1	11F 2M	6.5	N	40	High proportion of females in workforce	
Arnold Bloch Leibler	80	35	14.3	24	2	8.3	2.9	31	58.1	Y	18	2	11F 16M		N	26		
Minter Ellison Legal Group*				185	33	17.8				Y	14	1	66F 18M		N	23		

1. Information in columns C,D and H taken from the AFR's Partnership Survey published in the AFR on 26 June 2015, and the information in columns B,I, J, and P published on Friday 3 July 2015 http://www.afr.com/business/legal/interactive--law-partnership-survey-20140714-12j69g?login_token=ANP1BQyQwxvIIIsg_PCUWun78rs_KpXI-

2. Information in columns E,F,G, K,L,M, N and S from the public WGEA reports for the period 2013-14 submitted to the Workplace Gender Equality Agency (note that organisations of less than 100 do not need to report, some other firm reports could not be found through the WGEA site)

Note that numbers in columns C and E may not match due to a number of factors including: timing differences between the WGEA and AFR data collection points, or firms that have salaried/fixed draw and equity partners

3. Information in column O from the 2014 EOCGE results www.wgea.gov.au/sites/default/files/WGEA%20Employer%20of%20Choice%20for%20Gender%20Equality%20citation%20holders%202014.pdf

4. Shading in column D represents those firms who are above the female partner average for the gender profile of partners in private firms based on 2014 data as reported in the 2014 Profile of the Solicitors of NSW, March 2015 report prepared by Urbis for the Law Society of New South Wales, p23 (40+ partners 23.1%, 21 to 39 partners 25.4%, 11 to 20 partners 20.4%, 5 to 10 partners 23.3%, 2 - 4 partners 22%). As it is the first time we have reported on equity partners, we have started from an assumption all have improved.

Legend:

Meets 2014 female partner average with improved figures from 2013		
Meets 2014 female partner average with lower figures than 2013		
Below 2014 female partner average with improved figures from 2013		

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Below 2014 female partner average with lower figures than 2013																		

The 2013 NSW Law Society benchmark figure for the percentage of female principals in all firms was **23.3%**. Source: Thought leadership, Progress Report Table 13