

What Does Gender Parity In The Legal Industry Look Like?

Law360 (May 28, 2018, 8:02 PM EDT) -- From associates to equity partners, the overall representation of women in law firms has barely budged over the years, suggesting the industry is still a long ways off from reaching gender parity.

But what does true parity look like? Is it just about having women occupy half of all jobs in the industry and take home half the profits? That depends on whom you ask.

As part of our annual Glass Ceiling Report, Law360 asked female attorneys in private practice as well as those in top in-house roles: When it comes to gender parity in the legal industry, what does success look like to you?

The answers were as vibrant and nuanced as the women themselves. While many said parity won't be achieved until women share equal ownership of firms, some used a different barometer: When men are mistaken for the court reporter, one said. When this question is no longer necessary, said others.

We received dozens of responses from attorneys at various stages in their career, from associates with six years practicing law to veterans with 44 years in the business. They hail from all over the map — from Honolulu to Houston, Chicago to New York, London to Paris — and their practices run the gamut.



Success looks like a room full of lawyers that resemble all facets of the general population—with plenty of women in charge

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