WIPL | Women, Influence & Power In Law

October 16-18, 2019
Washington Marriott Wardman Park
Washington, DC
The New Value Equation in Law: Diversity and Innovation in Legal Departments
• How do diverse teams improve decision making and promote innovation in legal departments?

• What are the challenges facing efforts to implement a diverse legal department and how can they be overcome?

• How does recognizing the value of diversity impact your interaction with outside counsel?
In 2017, McKinsey found that **gender diversity in top management** correlated to better organizational performance.

Companies with three or more women in their executive committee had better results on the nine dimensions of organizational performance.

6 McKinsey OHI, 2007, 60,000 respondents in 100 companies.
• Do you have an example from your legal department where diverse leadership made a difference?

• What strategies have you used to make sure that diversity in hiring junior lawyers ultimately leads to a diverse leadership team?
Employees (especially women) struggle to see gender diversity in practice
• What challenges have you seen in 2019 for diversifying the leadership of legal departments?

• What can we do to move past those challenges over the next decade?
Law firms still lose diversity at senior levels
Diverse lawyers also face challenges becoming billing or relationship partners.
• What role do you see for in-house counsel in supporting more diverse partnerships and law firm leadership?
• How receptive have you found law firms to be in these efforts?