June 22, 2021

Day Pitney Included on Seramount's List of "Best Law Firms for Women"

Law Firms Increased Women Representation During Pandemic

Day Pitney LLP was among the 50 firms that earned spots on Seramount's list of the Best Law Firms for Women. The list, which was revealed today by the organization formerly known as Working Mother Media, recognizes firms that utilize best practices in recruiting, retaining, promoting, and developing women lawyers.

"We know that women have left the workplace in droves since the onset of COVID-19," said Subha V. Barry, CEO of Seramount. "But the fact that representation of women equity partners, and women lawyers overall, has increased during this turbulent time just shows how supportive our *Best Law Firms for Women* are to parents and caregivers. They stepped up and offered increased flexibility and new benefit programs to help this critical talent pool balance both work and home life."

"At Day Pitney we strive to create and foster an environment that supports the success of our women attorneys at all levels," commented Theresa A. Kelly, Partner in Charge of Diversity and Inclusion at Day Pitney. "We know our work is not done, but we are on the path toward a more equitable, inclusive, and diverse workforce, and we are putting in the work and resources to make this happen."

The full list, available here, highlights law firms that averaged 25 percent women among equity partners, compared with 23 percent last year, and where women represented 40 percent of all lawyers overall (up from 39 percent in 2020). Of all female equity partners, 16 percent were multicultural, and multicultural women represented 27 percent of overall women lawyers (up from 26 percent).

A few key parental-leave, work-life, and career-advancement initiatives taking place at firms featured on the list:

- 100% of firms permit new parents to return to work at reduced hours.
- The average paid parental leave time offered is 13 weeks, the same as the previous year.
- 86% of firms offer subsidized in-home backup childcare.
- 72% of the firms on the list have formal sponsorship, and 74% have formal succession planning.
- 70% tie partner compensation to women's advancement.

About the Methodology

Seramount's 2021 Best Law Firms for Women application includes more than 300 questions about attorney demographics at different levels, schedule flexibility, paid time-off and parental leaves, and development and retention of women. This year, in light of COVID-19, several questions were added about the success of lawyers working from home.