



THE DUANE MORRIS WOMEN'S IMPACT NETWORK FOR SUCCESS is devoted to the success of our women attorneys within the firm and in the industry. Through various programs, we exchange ideas, foster and expand business contacts and opportunities, and enhance attorney development to fully realize the talent, knowledge and potential of our women attorneys.

A Decade of Work and Beyond



10TH ANNIVERSARY

In 2006, the Duane Morris Women's Initiative was established to address issues affecting women attorneys and to spearhead efforts to resolve or improve the concerns. In 2016,

we celebrated our 10th anniversary by reflecting on our accomplishments and planning for the future.

In the Community

WINS develops, sponsors and co-hosts programs with a number of women's legal organizations, including the National Association of Women Lawyers and the National Association of Professional Women, to educate on topics pertaining to leadership, legal trends and practice-related issues.

Outside of our professional commitments, we regularly partner and volunteer with a number of charities throughout our offices. Over the years, we have supported the following organizations, among others:

- ▶ Beauty Changes Lives
- ▶ Chicago Alliance Against Sexual Exploitation (CAASE)
- ▶ Children's Hospital of Philadelphia's Reach Out and Read Program
- ▶ Circle of Aunts & Uncles
- ▶ Dress for Success
- ▶ Girls Educational & Mentoring Services (GEMS)
- ▶ GlamourGals Foundation
- ▶ Habitat for Humanity of Greater Los Angeles
- ▶ The Home for Little Wanderers
- ▶ Make-A-Wish Walk for Wishes
- ▶ Making Strides Against Breast Cancer
- ▶ Pedal the Cause San Diego
- ▶ San Francisco-Marin Food Bank
- ▶ Women Against Abuse

Awards and Accolades

- ▶ Named to the 2007, 2012, 2013, 2014, 2015, 2016 and 2018 *Working Mother* "Best Law Firms for Women" lists.
- ▶ Honored by the San Francisco Gender Equality Principles Initiative in 2015 and 2018.
- ▶ Recognized as a 2016 "Best Place to Work for Women Over 35" by *Crain's Chicago Business*.
- ▶ Ranked by *Law360* as one of the 100 best U.S. law firms for women based on the firm's female representation at the partner and nonpartner levels, as well as its total number of female attorneys.
- ▶ *The Philadelphia Business Journal* selected Duane Morris as the global recipient of the 2015 Advancing Women Company Award.
- ▶ Honored as one of the Yale Law Women's 2015 Top Ten Family Friendly Firms.
- ▶ Named to the 2014 Honor Roll of Legal Organizations Welcoming Women Professionals.
- ▶ Named by *Philadelphia* magazine as one of the "Best Places to Work" and cited for its strong mentoring and networking programs for women attorneys.
- ▶ Ranked as a top law firm by the Lawyers Club of San Diego, based on percentage of local female partners.

Honoring Our Colleagues

WINS established two annual awards to honor the memories of our late colleagues, Cheryl Blackwell Bryson and Margery Reed, who made significant contributions to the firm and profession.



The Cheryl Bryson Leadership Award is presented to female attorney leaders with unwavering commitment to the professional development and advancement of women lawyers. Cheryl passed in January 2012.



The Margery Reed Professional Excellence Award recognizes female attorneys who are dedicated to creating and modeling work-life management, as well as mentoring. Margery passed in December 2013.

Distinguished Alumni

THE HONORABLE MARJORIE (“MIDGE”) O. RENDELL

U.S. Court of Appeals for the Third Circuit:

“Jane Dalton, Gene Pratter, Kate Shay and Barbara Adams established a tradition of acceptance of women and, as a result, led Duane Morris to be recognized (and continue to be recognized) as a good place for women to work.”

BARBARA ADAMS

former General Counsel of the Commonwealth of Pennsylvania:

“I cannot overstate the business and management principles that I learned at Duane Morris over the years. That background has served me so well.”

Springboard to Success® Leadership Program

Springboard to Success®

Springboard to Success® is a unique program that provides leadership and business development training, as well as group and individual mentoring, for future leaders of Duane Morris. The program is designed to enhance business and marketing plan development; leadership; and a broad set of quantitative, management, communications and partnering skills for midlevel partners from across offices and practice groups at the firm. Over the course of a year, the mid-level partners are paired with senior attorney mentors and engage in courses on developing a strategic business plan; finding and honing a marketing style; understanding client business needs and industries; goal setting; presentation and advocacy skills; and communications techniques.

Insight Series of Programming for Duane Morris Women Attorneys

WINS offers Duane Morris women attorneys both training and client development opportunities throughout the year to network and develop their professional skills. This includes business development and leadership skills trainings, CLE programs, presentations and networking events.

Past event topics include:

- ▶ Building Meaningful Connections
- ▶ Collaborating Inside and Outside the Firm
- ▶ Doing Well by Doing Good
- ▶ “Girl Rising” screenings
- ▶ The Good Business of Doing Good: Building a Better Business Community
- ▶ The Lean In Dialogues
- ▶ Power Negotiations: New Strategies for Women
- ▶ Second-Generation Gender Issues
- ▶ Strategy to Success: Finding Your Niche Industry
- ▶ Taste of San Francisco Culinary Experience
- ▶ TEDx Talk “The Skill of Self-Confidence”

Part-Time / Flex-Time Policy for Attorneys

Duane Morris offers viable part-time schedules for attorneys. We understand the needs of some of our attorneys to work a non-traditional schedule, and we balance those needs with the firm’s commitment to serve our clients at the highest level.



ABOUT DUANE MORRIS

Duane Morris LLP, a law firm with more than 800 attorneys in offices across the United States and internationally, is asked by a broad array of clients to provide innovative solutions to today’s legal and business challenges.

FOR MORE INFORMATION, PLEASE CONTACT:

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