

## Women's Initiative

Andrews Kurth Kenyon values the perspectives that all our employees contribute. In particular, we recognize the distinct views and life experiences that women add to our ability to excel globally across cultural, gender and political lines.

Just as our clients' diversity and female leadership have expanded, we also encourage and support recruiting, retaining and advancing women lawyers at Andrews Kurth.

### **Innovating Opportunities**

We organized our Women's Initiative Team (WIT) in 2004 to offer various marketing and networking opportunities, mentoring circles, quarterly luncheons and Flex Path.

Comprised of different female and male lawyers across practice areas in various offices, as well as key administrative leaders from diversity, professional development, recruiting and marketing, WIT represents an ongoing commitment to expand successful women's initiatives into firmwide initiatives. Since its inception, WIT has implemented numerous initiatives including:

#### **Flex Path Policy**

Reduced hour partnership track. This path is available to well-performing men and women who have practiced full time for four years and three years with our firm. So far, three lawyers were elected to the Partnership who were in our Flex Path program.

#### **New Maternity, Paternity and Adoption Leave Policy**

- Eighteen paid weeks of leave for the primary childcare provider and two weeks of paid leave for the non-primary childcare provider

#### **Networking and Client Development**

- Executive Women's Retreat—Every two years, we invite more than 300 clients
- DirectWomen—A program to train women lawyers leaving private practice to serve on public boards
- *Straightline* Newsletter—Published quarterly with circulation to over 1500 firm clients
- Formal mentoring, luncheons and discussions on such topics as health awareness, time management, financial planning, networking and communication skills

#### **Community Service**

- Host legal clinics
- Participate in the United Way Women's Initiative
- Collect items such as books, toys, and suits for various charities
- Donate and form teams for the Susan G. Komen - Race for the Cure

The firm's formal support of WIT includes regularly scheduled monthly meetings with more than a dozen committee members collaborate to expand initiatives and projects in recruitment, retention and professional development.