



# Global Women's Initiative

At Dechert, we recognize that women in the law confront a unique range of professional challenges and opportunities. We empower our women associates and partners by fostering a supportive environment that is responsive to their needs and provides opportunities for development, advancement and leadership within the firm.

Members of our Global Women's Initiative meet regularly with firm leadership to identify and implement initiatives that promote opportunities for women throughout the firm. Individual offices provide additional levels of formal and informal support for women lawyers. We actively encourage our women lawyers to participate in women-focused professional groups.

Dechert's growing menu of initiatives includes formal and informal mentoring; development training; internal and external networking; special interest events; leadership training; and meetings and events for summer associates.

## **Mentoring**

Mentoring contributes significantly to a woman's career success. We supplement formal firmwide and practice group mentoring programs with mentoring opportunities for women that include formal and informal conferences, presentations, meetings and discussions on topics of special interest to women.

## **Development and leadership**

Our core competency training program focuses on helping lawyers develop skills for professional success. We complement this program by offering additional communication, management, leadership and business development training to women.

The Sponsorship and Sustained Support (SASS) program focuses on sponsorship and career development and helps women successfully navigate the path to partnership. The program provides targeted individual and small group support, which includes general information sessions, skill-level appropriate training, individualized attention from Dechert partners, access to consultants and advisers, and networking opportunities with other program participants and Dechert partners.

Dechert is also committed to expanding leadership opportunities for women. Women partners currently serve on the firm Policy Committee and as practice group leaders, office managing partners, and committee leaders as well as on our Diversity, Ethics, Hiring, Pro Bono and Strategic Planning committees. We support our women partners with in-house leadership training initiatives.

## Networking and other events

The firm regularly hosts a number of external and internal networking receptions, seminars, programs, meetings, and social events for women lawyers, summer associates, businesswomen, clients and alumnae. We also sponsor those who wish to attend women's networking events by outside organizations.

## Community support

Dechert provides pro bono legal services to women who cannot afford legal counsel. We represent women in domestic violence cases, assist them with petitions made under the Violence Against Women Act and, with partner organizations like The Advocates for Human Rights, work to improve domestic violence laws in countries around the world.

We regularly staff clinics, including those organized by the New York City Family Court Legal Services Project, that counsel women on a range of family law, homelessness and human trafficking issues. Our London lawyers are led a group of 37 women lawyers across firms to provide pro bono advice through the Circle and Oxfam on the implementation of the African Union Women Protocol in African countries. The group is currently working with Kenya as a pilot and expects to expand the program to all other 45 signatories of the Maputo Protocol. We also support Inspiring Girls International, an organization that is dedicated to raising the aspirations of young girls around the world by connecting them with women role models.



## Awards

### Top Companies for Executive Women

National Association  
for Female Executives  
2021

### 100 Best Companies

Working Mother  
2021

### Best Law Firms for Women

Working Mother  
2020

## Contact us



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