



*Automating Opportunity,
Disrupting Bias*



Level the playing field for young lawyers with a user-friendly experience that helps ensure equal access to opportunity.

A solid green horizontal bar spans the width of the slide at the bottom. To the right of this bar, there are light green concentric circles that curve upwards and to the right, mirroring the design element in the top left corner.

The Closed Door Problem

- Law firm associate attrition rates are **33%** higher for racial minorities than for white lawyers.
- Women of color report significantly less access to high-quality assignments (**28** percentage points lower than white men).
- If women and people of color keep getting stuck with the same low-profile assignments, they are more likely to become dissatisfied and to search for opportunities elsewhere.
- Research suggests that the cost to the firm of attrition per associate is up to **\$400,000**.

Attrition has a real cost – The legal profession cannot afford to fail to address the inequality in assignments and opportunities to develop.







How it works:



Automate assignment distribution to ensure equal access to opportunities



Incentivize use by providing a mutual benefit to leadership



Track the data along the way to easily flag and correct imbalances

Legal Workflow Submission Form

Welcome to the Legal Workflow Submission Form! Please use this form for all legal requests. You may attach both files (e.g. Word and .pdf) and any emails) relevant to your request.

Your request will be assigned within twenty-four (24) hours.

Hi, Jascha. When you submit this form, the owner will see your name and email address.

* Required

1. Your Name *

Enter your answer

2. Your email address *

Enter your answer

3. Work phone number *

Enter your answer

4. Email address(es) of any others that should be copied on the response

Enter your answer

5. Opportunity Type *

- Corporate Transaction
- Employment
- Intellectual Property
- Legal Research
- Litigation
- Real Estate
- Advise & Support
- Social/Networking Opportunity

6. Experience Level (Check all acceptable levels) *

- Summer Associate
- Associate

7. Date Requested *

Please input date (M/d/yyyy)

8. Relevant Documents (Non-anonymous question)

Upload file

File number limit: 10 Single file size limit: 100MB Allowed file types: Word, Excel, PPT, PDF, Image, Video, Audio

9. Anything else we should know?

Enter your answer

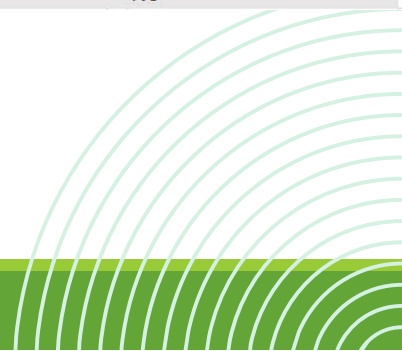
Submit

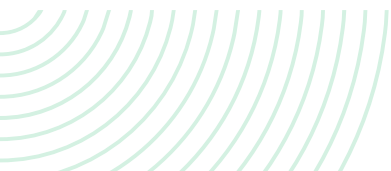
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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Associate Attorney Information																
2	Last Name	First Name	Phone Number	Email	Opportunity Type	Experience Level	Gender	Race	LGBTQ?								
3	Carter	B. Giselle	414-555-1111		Litigation	Summer Associate	Female	Black	No								
4	Severson	Edward, Louis III	414-555-1212		Employment	Summer Associate	Male	White	No								
5	Hewson	Paul	414-555-1513		Real Estate	Summer Associate	Male	White	Prefer Not to Answer								
6	Weinrib	Gary Lee	414-555-1825		Intellectual Property	Associate	Male	White	No								
7	Evans	David	414-555-3429		Employment	Associate	Male	Prefer not to Answer	Prefer Not to Answer								
8	Zivojinovic	Aleksandar	414-555-9486		Corporate Transaction	Associate	Male	White	No								
9	Ciccone	M. Louise	414-555-8703		Litigation	Summer Associate	Female	White	Yes								
10	Hudson	Katheryn	414-555-4893		Litigation	Summer Associate	Female	White	No								
11	Warner	Brian	414-555-5678		Employment	Associate	Male	Prefer not to Answer	Yes								
12	Ripoll	S. Isabel	414-555-3499		Litigation	Associate	Female	Hispanic	No								
13	Balzary	Michael	414-555-6217		Intellectual Property	Associate	Male	White	No								
14	Hernandez	Peter	414-555-3443		Litigation	Summer Associate	Male	Hispanic	No								





Litigation Opportunity Available - Message (HTML)

File Message Insert Draw Options Format Text Review Help PROOFPOINT ENCRYPTION Tell me what you want to do

Themes Colors Page Color Themes Effects Themes Bcc From Encrypt Use Voting Buttons Request a Delivery Receipt Request a Read Receipt Tracking Save Sent Item To Delay Delivery Direct Replies To More Options

iManage Work

File To Select Location(s) Secure Send

You added voting buttons to this message.

Send To: Giselle.Carter@lawfirm.com

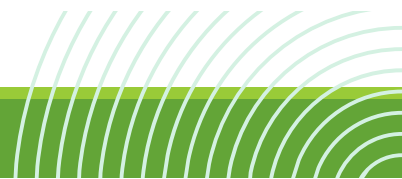
Cc:

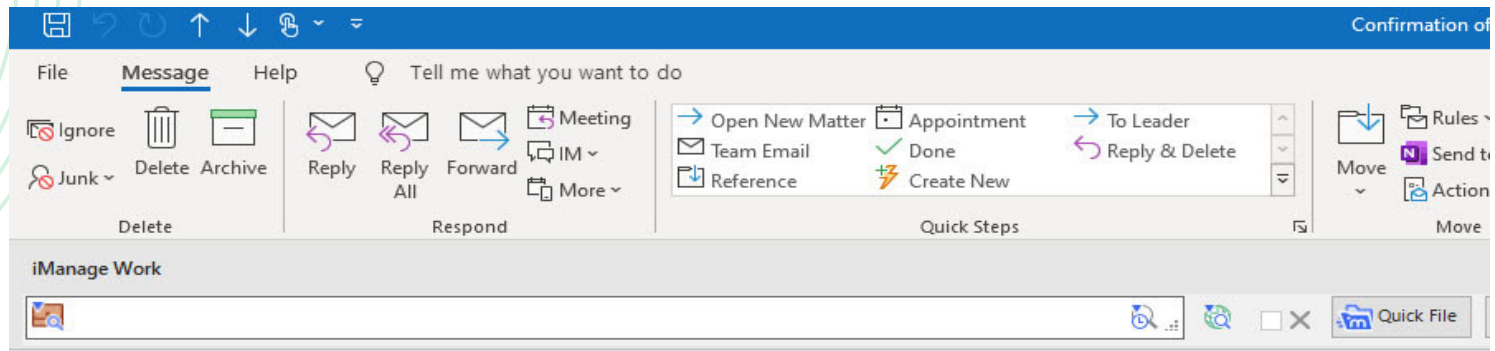
Bcc:

Subject: Litigation Opportunity Available

The following project has become available. Please accept or decline the project using the "Yes"/"No" voting buttons on this message. You should feel free to reach out to the submitter with any questions you may have prior to accepting. The project details are as follows:

Submitter	O'Brien, Howard
Submitter Email	Howard.obrien@lawfirm.com
Submitter Phone	414-867-5309
Type of Work	Litigation
Date Needed	10/5/2023
Relevant Documents	See Attached Complaint
Other Comments	Please prepare a draft answer to the attached complaint. The filing is due October 18, 2023, so we will need a draft for review no later than October 5, 2023





Confirmation of project acceptance



Walter, Jascha

To: Howard.obrien@lawfirm.com

Retention Policy: NM-Default Inbox (Never)

Attorney O'Brien:

Thank you for your submission! Your project has been assigned. Details are below:

Submitter	O'Brien, Howard
Project Type	Litigation
Experience Level	Summer Associate
Assigned Attorney	Carter, B. Giselle
Date Requested	10/5/2023
Submitter Comments	Please prepare a draft answer to the attached complaint. The filing is due October 18, 2023, so we will need a draft for review no later than October 5, 2023

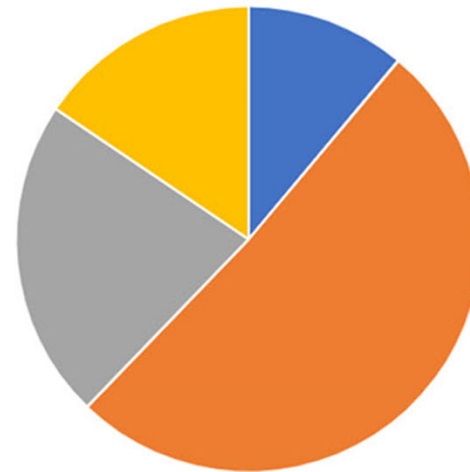
Report of Opportunities								
Last Name	First Name	Opportunities Given	Opportunity Type	Experience Level	Gender	Race	LGBTQ?	
Carter	B. Giselle	5	Litigation	Summer Associate	Female	Black	No	
Severson	Edward, Louis III	6	Employment	Summer Associate	Male	White	No	
Hewson	Paul	5	Real Estate	Summer Associate	Male	White	Prefer Not to Answer	
Weinrib	Gary Lee	4	Intellectual Property	Associate	Male	White	No	
Evans	David	5	Employment	Associate	Male	Prefer not to Answer	Prefer Not to Answer	
Zivojinovic	Aleksandar	7	Corporate Transaction	Associate	Male	White	No	
Ciccone	M. Louise	5	Litigation	Summer Associate	Non-Binary	White	Yes	
Hudson	Katheryn	5	Litigation	Summer Associate	Female	White	No	
Warner	Brian	4	Employment	Associate	Male	Prefer not to Answer	Yes	
Ripoll	S. Isabel	4	Litigation	Associate	Female	Hispanic	No	
Balzary	Michael	3	Intellectual Property	Associate	Non-Binary	White	No	
Hernandez	Peter	3	Litigation	Summer Associate	Prefer not to Answ	Hispanic	No	

Assignments by Gender



■ Male ■ Female ■ Non Binary ■ Prefer Not to answer

Assignments by Race



■ Black ■ White ■ Prefer not to Answer ■ Hispanic



It's Time to Open the Door

- ✓ Automate assignment distribution to ensure equal access to career development opportunities
- ✓ Simplify decision-making for leadership and allow greater access to available resources, while minimizing the costly risk of attrition of diverse talent
- ✓ Provide built-in monitoring to track progress and flag imbalances



Meet Our Founders



Marie Bahooora



Katie Cunningham



Frank Shaw



Jascha Walter

Appendix

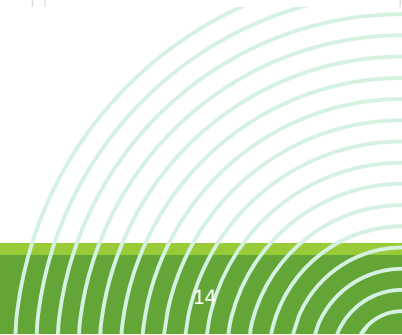
Dunlop, S., & Gassman-Pines, J. (2021). Why the Legal Profession is the Nation's Least Diverse (And How to Fix It). *Mitchell Hamline Law Review*, 47(1).

Peery, D., Brown, P., & Letts, E. (2020). Left Out and Left Behind: The Hurdles, Hassles, and Heartaches of Achieving Long-Term Legal Careers for Women of Color. *American Bar Association Commission on Women in the Profession*.

Williams, J. C., Multhaup, M., Li, S., & Korn, R. (2018). You Can't Change What You Can't See: Interrupting Racial & Gender Biases in the Legal Profession. *American Bar Association Commission on Women in the Profession*.



	A	B	C	D	E	F	G	H	I	J	K
1	#		Clause		Initial Response		Middle Ground		Final Response		Reason for Inclusion; Guidance
2	1		General Indemnity								
3	2		Intellectual Property Indemnity								
4	3		Indemnification Procedures								
5	4		Indemnification Remedies								
6	5		Representations and Warranties; Disclaimer								
7	6		Exclusion of Damages								
8	7		Limitaion of Liability								
9	8		Confidentiality								
10	9		Insurance								
11	10		Data								
12	11		Governing Law & Venue	Wisconsin Law & Venue		Delaware law and venue		New York law and venue		WI is our home state; NY is corporation friendly; DE is generally accepted if NY is not	
13	12		Assignment								
14	13		Waiver of Jury								
15	14		Notices/email								



AutoSave On Opportunity Tracker.xlsx • Saved Search Walter, Jascha

File Home Insert Draw Page Layout Formulas Data Review View Automate Developer Help iManage

Clipboard Font Alignment Number Styles Cells Editing Analysis Sensitivity iManage

Opportunity Tracker

Opportunity Tracker											
Requesting Attorney		Attorney Assigned		Date Requested	Date Delivered	Opportunity Type	Experience Level	Gender	Race	LGBTQ?	
Last Name	First Name	Last Name	First Name								
O'Brien	Howard	Carter	B. Giselle	10/5/2023	10/3/2023	Litigation	Summer Associate	Female	Black	No	
Geisel	Theodor	Severson	Edward, Louis III	11/6/2023		Employment	Summer Associate	Male	White	No	
Clemens	Samuel	Hewson	Paul	11/15/2023		Real Estate	Summer Associate	Male	White	Prefer Not to Answer	
Lewis	Clive	Weinrib	Gary Lee	10/26/2023	10/27/2023	Intellectual Property	Associate	Male	White	No	
Dodgson	Charles	Evans	David	10/30/2023		Employment	Associate	Male	Prefer not to Answer	Prefer Not to Answer	
Blair	Eric	Zivojinovic	Aleksandar	10/12/2023	10/10/2023	Corporate Transaction	Associate	Male	White	No	
Handler	Daniel	Ciccone	M. Louise	9/5/2020	9/10/2023	Litigation	Summer Associate	Female	White	Yes	
Johnson	Marguerite	Hudson	Katheryn	9/15/2023	9/12/2023	Litigation	Summer Associate	Female	White	No	
Blair	Eric	Warner	Brian	9/28/2023	9/22/2023	Employment	Associate	Male	Prefer not to Answer	Yes	
Geisel	Theodor	Ripoll	S. Isabel	9/25/2023	9/26/2023	Litigation	Associate	Female	Hispanic	No	
Clemens	Samuel	Balzary	Michael	9/22/2023	9/22/2023	Intellectual Property	Associate	Male	White	No	
O'Brien	Howard	Hernandez	Peter	9/21/2023	9/21/2023	Litigation	Summer Associate	Male	Hispanic	No	