

## Mallesons Stephen Jaques

- Reports on turnover by gender and by role are provided monthly
- **The Flexible Work Consultation Project** was conducted nationally to consult with employees who had flexible work arrangements to understand the reasons for flexible work working well and the barriers to success.
- The review identified the need to provide more support to partners and employees to have discussions about flexible working options, particularly the need to have these discussions early in the case of female staff taking maternity leave and considering returning under a flexible working arrangement.
- To support these discussions, we have developed a **Flexible Working Resource Pack** which contains checklists and tips to assist both partners and staff to fully consider these requests.
- HR contacts deliver these packs to our partners along with a copy of our *Making flexible hours work, together* booklet and guide them through how to have the conversation.
- A **Gender Strategy Committee** was appointed to investigate, and make recommendations to the Board regarding policy, cultural and structural changes to support the attraction and retention of females.
- The policy recommendations (relating to policies, workflow and working hours) have been implemented through an internal program.
- This program continues to focus on supporting women and flexibility in the workplace and encourages flexibility and work-life balance for all employees.
- A structural change was made to the **partnership admission process** to allow for part-time equity partnership - this is important to assist in the promotion of women to partnership.
- **In 2006, the CEP made EEO and Gender one of his top five people priorities for the next three years.**
- The CEP and Board approved the creation of a specialist team to focus on career progression and development. The firm also created the role of EEO & Flexibility Manager.
- We continue to make the **advancement of women into leadership roles** a priority with developing our next generation of partners - our Senior Associates and Special Counsel.
- They now benefit from leadership programs and conferences where we provide on-site childcare for those with young children (there were two babies at the recent Altitude Program for high potential Senior Associates), workshops on career resilience for women, running programs on managing dual-career relationships and initiatives to encourage networking with senior women in business.
- In 2007 the firm was ranked in the top 12 of 290 organisations in the 2007 Work/Life Initiatives Benchmarking survey of corporate Australia undertaken by Managing **Work/Life Balance** International.
- In 2006, the firm piloted **Career Resilience and Success programs** focussing primarily on women to provide support in managing and taking control of careers.
- More than 50 women, including junior partners and Senior Associates have taken part in this program. Feedback from participants has been outstanding.

- In 2007 the firm launched the **Mallesons Women in Leadership Forum (WILF)** to bring together a wide range of activities across the firm that focus on the advancement of women.
- **The Senior Mothers Network** attracts a cross section of over 40 senior associates and partners balancing motherhood and careers.
- The network meets every 2 months and provides practical advice and social networking for senior mothers.
- **Mentoring/Community Programs** - Sydney University Law Society Women's Mentoring Program - Mallesons has participated in this program for the past two years..
- The firm has committed to participate in the Chief Executive Women's Mentoring Program for 2008 nominating four "up and coming" women to participate in a twelve month structured mentoring program.
- **Women's events for clients** - Mallesons holds a number of major events each year to provide opportunities for our senior women across various business sectors to meet, network and hear speakers on issues relevant to women in business.
- **The firm has supported the Victorian Women Lawyers' 'Protocol for Jobshare'** The launch involved a panel of speakers who are currently in jobshare arrangements sharing their experiences and tips for implementing and maintaining successful jobshare arrangements.
- Since July 2007, EEO issues have been a standing item at the firm's monthly Centre Staff Partner meetings.