

Corrs Chambers Westgarth

- At Corrs:
 - 29% of the Board are female and 24% of the Partners and Senior Managers are female.
 - 58% of the workforce takes advantage of some form of flexible working arrangement or remote working tool. Over 15% of total staff work on a part-time basis, including eleven men. 32% of total staff have access to technology when working from home. Among the 116 partners, seven work part-time, including two males.
 - 68% of business services managers, 54% of special counsel and 45% of senior associates are female.
- The firm offers part-time work, job sharing and extended leave, and provides tools to support this such as remote access and 24/7 technical support for all staff as well as BlackBerrys for senior support managers, senior associates and partners.
- Corrs has developed a female-only networking program to support women in the office. It operates at different levels within the business and provides networking opportunities for women in the internal environment, as well as the external business community.
- Senior women are profiled in a quarterly internally-distributed magazine 'One Corrs', in order to provide women with role models. Many of the senior women profiled work part-time and manage career and family commitments.
- Female attrition per head across Corrs' female population fell by almost 15% from March 2007 to January 2008. From August 2007 to January 2008, for the first time female attrition is lower than that of males.
- A key performance indicator for the newly launched Partner Admission Committee, comprising senior female and male partners nationally, is to ensure that greater than 50% of candidates in the partnership pipeline are women.
- An external consultant has been engaged to continue the Career Resilience program for senior women. This program has been further tailored to meet the specific needs of Corrs' female senior associates and business services managers, based on feedback from attendees of the pilot program run in April 2007.

- The 2007 Employee Survey was updated to include additional questions on gender diversity, flexible working practices and work/life balance. The 2007 Pulse Check survey was also changed to include a question on retaining female employees.
- An executive coaching program for female partners is underway to help them continue their success at Corrs and to help them achieve their career ambitions.
- Corrs' flexible working arrangements are currently under review with a new Flexible Working Policy to be launched in mid 2008. The objective is to provide a clear and transparent policy that supports employee needs to balance career and personal objectives. Through the implementation of this policy, Corrs aims to formalise its approach to flexible working arrangements that can accommodate individual circumstances.
- The Corrs Scholarship for Individual Excellence Program aims to provide all employees with the chance to further their careers by developing stronger professional skills and deeper business knowledge via attendance at prestigious institutions, both locally and overseas. In 2007, 84% (21) of the 25 scholarships were awarded to women.
- During 2007, Corrs developed and implemented new Graduate Recruitment and Lateral Recruitment strategies. Launched nationally by the CEO through roadshow presentations and email communications, these strategies are aimed at attracting top talent to Corrs and ensuring the most appropriate candidate for every role is selected. 59% of graduates hired were female and two female partners were recently recruited.
- For legal new hires in general, 57.2% of recruited employees were women and for non-legal new hires, 78.1% of recruited employees were women.
- Corrs has developed Key Performance Indicators for diversity: the goal is that 50% of candidates in the partnership pipeline are women and at least 20% of the partnership are women. These are now KPIs for the leadership team.
- CEO All Staff Roadshows have highlighted Diversity and Flexible Working initiatives, demonstrating the commitment of the Corrs Leadership Team to these programs.