

# Hughes Hubbard Is Ranked #1 Among New York Firms In Providing Opportunities for Women

“Nearly all of the respondents raved  
about the female-friendly culture at HHR.”

— *Presumed Equal: What America's Top Women  
Lawyers Really Think About Their Firms*

## Excerpts

The survey is based on the anonymous responses of 4,000 women lawyers and was released in September 2006 by the Women's Law Association at Harvard Law School, according to an article in the Sept. 11, 2006 edition of *The National Law Journal*. “The report found that many women believe their firms don't provide opportunities to make partner or foster an environment that values diversity and family,” the article reported.

### Training and Advancement

“HH&R is a great place for women. I see no difference in a woman's prospects for partnership and a man's prospects for partnership.”

### Attitudes and Atmosphere

“The head of the firm is a woman and there are many female partners to act as mentors.” Four other women noted that the firm is led by a woman, who was described as “very supportive of other women as well.”

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“[A]ll the powerful women in the firm have succeeded without adopting male traits.”

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Another attorney explained that she had a very positive experience as a mother working at the firm[.]

### New York

Hughes Hubbard .....	83.78
Debevoise.....	83.37
Weil Gotshal .....	78.13
Proskauer .....	77.40
Cleary .....	75.57
Cravath .....	75.50
Skadden .....	75.47
Davis Polk.....	75.29
Sullivan & Cromwell.....	74.80
Schulte Roth .....	74.68
Fried Frank .....	73.77
Cahill Gordon.....	73.58
Stroock & Stroock.....	73.55
Simpson Thacher .....	73.52
Chadbourne & Parke .....	72.52
Paul Weiss.....	72.14
Wachtell Lipton .....	71.66
Shearman & Sterling .....	68.96
Willkie Farr.....	68.45
Dewey Ballantine.....	68.25
Kaye Scholer .....	65.27
Milbank Tweed.....	60.89
Cadwalader .....	59.18
Kelly Drye .....	57.25

### Diversity

“[P]articular attention seems to be paid to the mentoring and training of minorities[.]”

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“The firm's commitment to diversity is so deep that it could not possibly be called token.... Recruiting-wise, I see concerted efforts to hire minorities of all ethnic, racial, and sexual orientation backgrounds.”

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“Gender equality and diversity of all sorts have been part of the culture of this Firm since long before it was popular.”

### Mentoring

Many attorneys explained that the firm has recently updated its mentoring system. One woman described the program, which “matches each

first-year associate with a senior associate mentor and a junior associate mentor, thereby creating a triangular, comprehensive mentoring structure not only for the first-year but also for the junior associate.”

“Mentors are assigned to all first year associates. Informal mentoring is prevalent[.]”

“We have a women’s roundtable—women partners, counsel and associates meet periodically for breakfast, sometimes without fixed agenda and other times with partners discussing business development and similar skills.”

## Firm Leadership

Almost every respondent noted that HHR has women in leadership positions, including a woman as its chair. The Chair was described by one woman as “widely respected among her colleagues, both men and women[.]”

“[W]omen are represented on the executive committee and have key client relationships”...and “female associates chair task forces such as diversity, mentoring and career development.”

## Survey Questions

Hughes Hubbard & Reed – New York	Strongly Agree/ Agree
Overall, I am satisfied with the training and advancement at my firm	91%
Overall, I am satisfied with the attitudes and atmosphere at my firm	96%
Overall, I am satisfied with the work and family balance at my firm	87%
Overall, I am satisfied with the diversity at my firm	86%
Overall, I am satisfied with the business development and networking opportunities at my firm	86%
Overall, I am satisfied with the mentoring opportunities for women at my firm	87%
Overall, I am satisfied with the leadership at my firm	96%
Women are as likely as men to become equity partner at the firm	70%
Women are as likely as men to become non-equity partner at the firm (If not applicable, please leave blank)	n/a
Women are as likely as men to become a practice group leader	90%
Women are as likely as men to become part of an executive or management committee at the firm (If not applicable, please leave blank)	91%
There are women in positions of leadership and influence at the firm	96%
I am as likely as my male counterparts to receive desirable work assignments	96%
Women at the firm in general are as likely as their male counterparts to receive desirable work assignments	96%
Women are as likely as men to get access to assignments that provide them with substantial skill development	100%
I am satisfied with the firm’s family and personal leave policies	91%
I am satisfied with the firm’s flexible work policies (reduced hours/flex time/part-time)	83%
Women in the firm are supportive of their female colleagues	87%
Women are as likely as men to be effectively mentored by senior attorneys	78%
Senior female attorneys play an active role in mentoring their junior colleagues	83%
Firm management is receptive to the concerns of female attorneys	91%
Women are as likely as men to be given business development opportunities	78%
Women are as likely as men to be asked to attend client events	91%
Women are as likely as men to have important client relationships	83%
I personally enjoy a high level of job satisfaction	83%
Female attorneys at the firm in general enjoy a high level of job satisfaction	74%