

Groves Comments on Diversity in the Legal Profession

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Amanda Groves, a litigation partner and chair of Winston & Strawn's diversity committee, was quoted in *The Chicago Daily Law Bulletin's* September 2 article, "Study says women, minorities face uphill battle in law." A recent study by the Institute for Inclusion in the Legal Profession (IILP) reported that efforts to increase diversity among the country's population of lawyers and judges has had mixed results.

In regard to the study, "IILP Review 2011: The State of Diversity and Inclusion in the Legal Profession," IILP Chairman Marc S. Firestone stated: "Some of the data is encouraging, some troubling, but a shared understanding of the data and a continued focus on the facts and figures is essential to finding and fixing, problems."

Groves said firms "must promote a culture of inclusiveness" in order to create and maintain a diverse workplace. She added that law firms cannot take a "one-size-fits-all approach" in promoting such a culture.

Groves explained that Winston's approach includes a formal mentoring program and policies designed to allow lawyers to work and raise families. "The program is designed to ensure that associates don't 'fall through the cracks' — as can happen when associates are left to sink or swim with informal mentoring."

The firm recently revamped its reduced hour and family leave policies.

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Amanda Groves