

PARENTAL LEAVE INITIATIVE

On behalf of Moms in Law, Dallas Bar Association (“DBA”), Dallas Association of Young Lawyers (“DAYL”), and in partnership with Kanarys, we are proud to present the findings from our first-ever Parental Leave Initiative (“PLI”), which surveyed several of the largest law firms in Dallas.



INTRODUCTION

OBJECTIVE

Moms in Law and Kanarys have partnered to provide transparency around the parental and childcare benefits provided by the largest law firms in Dallas¹, which is an important driver in recruiting and retaining talented working parents.

Thank You to the Participating Firms

**Baker
McKenzie.**

BN BELLNUNNALLY
ATTORNEYS & COUNSELORS

haynesboone

HUNTON
ANDREWS KURTH

JW | Jackson Walker

KANE RUSSELL ▽
COLEMAN LOGAN

MUNSCH
HARDT /

▲ **NORTON ROSE**
FULBRIGHT

SIDLEY

THOMPSON
COE

Thompson**Kn**ight

WINSTON
& STRAWN

WHO WE ARE



The Dallas Bar Association's purpose is to serve and support the legal profession in Dallas and to promote good relations among lawyers, the judiciary, and the community.



The Dallas Association of Young Lawyers is the only bar organization in Dallas dedicated exclusively to the professional development of young lawyers and the community service projects about which they are most passionate.

WHO WE ARE

Moms in Law is composed of members of the Dallas Bar Association and the Dallas Association of Young Lawyers who are dedicated to helping mothers succeed in their law practices.



**MOMS
IN LAW**



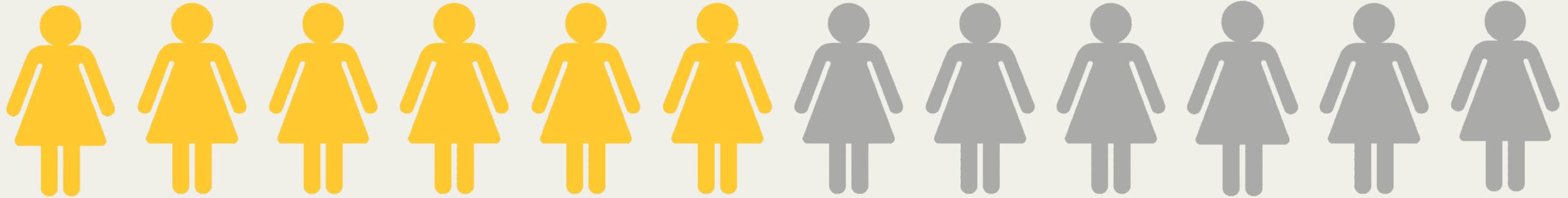
Kanarys

Kanarys² is a Dallas-based technology company that aims to foster collaboration between companies and employees on diversity, equity, and inclusion in the workplace.

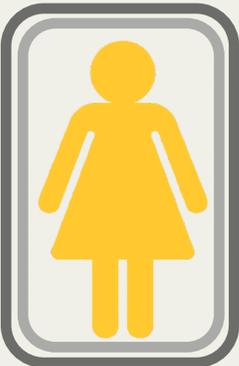


PRENATAL WORK RESOURCES

Half of respondent firms offer fertility medication benefits.



Of the respondent firms that offer fertility medication benefits, half of those also offer IUI³ benefits.



Of the firms that offer IUI benefits, 2 also offer IVF⁴ benefits.

Of the firms that offer IUI benefits, 1 also offers surrogacy reimbursement.

0%

of firms offer all four fertility related benefits



PARENTAL LEAVE



Paid at 100% of salary

45% of respondent firms offer paid parental leave to attorneys on Day 1.



55% of respondent firms require 1 Year at the firm for paid parental leave.



Among all the respondent firms, shareholders and partners are also entitled to paid parental leave.



59%

of all respondent firms offer reduced work hours **before** parental leave, as a policy. The remaining 41% offer reduced work hours on a case-by-case basis.



50%

of all respondent firms offer reduced work hours **after** parental leave.

PAID LEAVE

Median Leave: 18 weeks

Shortest: 12 weeks, which represents 25% of respondent firms

Longest: 22 weeks

SHORT-TERM DISABILITY

92% of firms have a short-term disability leave policy which can be utilized as parental leave.

UNPAID LEAVE

2/3 of respondent firms offer between 0 to 4 weeks of additional unpaid leave.

1/3 of respondent firms offer additional unpaid maternity leave, ranging from 6-12 weeks.

MATERNITY LEAVE**CUMULATIVE LEAVE**

Shortest: 12 weeks paid with no additional unpaid leave

*Longest: 26 weeks; however, the composition of that leave varies greatly:
18 weeks paid + 8 additional weeks unpaid versus
14 weeks paid + 12 additional weeks unpaid.*



PAID LEAVE

Median Leave: 4 weeks

Shortest: 2 weeks

Longest: 20 weeks



**PATERNITY
LEAVE**

UNPAID LEAVE

42% of respondent firms offer 0 additional weeks of unpaid leave.

Median: 3 weeks (33%)

Longest: 22 weeks

The average paid paternity leave is lower than the average paid maternity leave.



AVERAGE

16.7 WEEKS

PAID MATERNITY LEAVE

4.5 WEEKS

UNPAID MATERNITY LEAVE



AVERAGE

8.1 WEEKS

PAID PATERNITY LEAVE

4 WEEKS

UNPAID PATERNITY LEAVE



All respondent firms offer adoptive leave, and adoptive leave for the primary caregiver mirrors maternity leave at 100% of the firms.

42%

of respondent firms offer leave for surrogacy if other parental leave does not apply.





RESOURCES FOR WORKING PARENTS

All the respondent firms offer at least one mode of flexibility at work.



2/3

of respondent firms have an Employee Resource Group (ERG) for women.



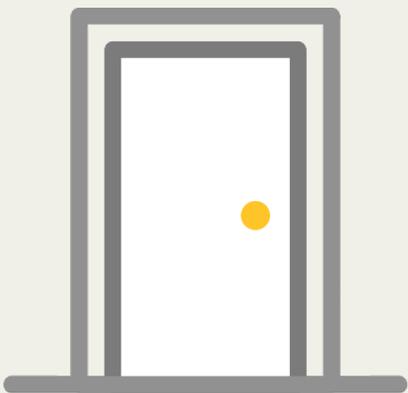
About 60% of respondent firms provide childcare resources or subsidies.



About 42% of respondent firms provide resources for children with special needs.



83% of respondent firms offer lactation support services.



All respondent firms provide pumping rooms.



58% provide additional programs like breast milk shipping.

WOMEN IN LAW STATISTICS

Women made up approximately half of law school graduates for the past twenty years, and in 2016, the number of female law students was higher than the number of male law students for the first time.⁵ However, women only make up about one third of lawyers at law firms.



According to a national survey of employers conducted by the Bureau of Labor Statistics in 2018⁶, only 16% of private-industry employees had access to paid family leave through their employers.

While a myriad of factors contributes to these statistics, attracting and retaining female attorneys (and all working parents) is undoubtedly a goal for most firms.

16% IN 2018

V E L A | W O O D

*A special thank you to the law firm
of Vela Wood for designing the report*

1. The survey was conducted by Kanarys, Inc. via Zoho. The survey invited the 25 largest law firms in Dallas to participate. Tompkins, T (2019, May 17) North Texas Law Firms as noted in the Dallas Business Journal, May 17, 2019. Participation in the survey was completely voluntary. The DBA and DAYL do not warrant the accuracy of the information in the survey and disclaim all warranties, express or implied, concerning the survey results.
2. The DBA does not endorse, recommend, or approve individual vendors, products, websites, or services. The DBA's support of this survey is not an endorsement of Kanarys, Inc.
3. Intrauterine insemination (IUI)
4. In vitro fertilization (IVF)
5. Stephanie Francis Ward, "[Women Outnumber Men in Law Schools for First Time, Newly Updated Data Show](#)," ABA Journal, December 19, 2016.
6. Bureau of Labor Statistics, U.S. Department of Labor, The Economics Daily, Access to paid and unpaid family leave in 2018 on the Internet at <https://www.bls.gov/opub/ted/2019/access-to-paid-and-unpaid-family-leave-in-2018.htm> (visited January 21, 2020).