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.
OBJECTIVE

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

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

**PAID LEAVE**

- Median Leave: 18 weeks
- Shortest: 12 weeks, which represents 25% of respondent firms
- Longest: 22 weeks

**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.

**SHORT-TERM DISABILITY**

- 92% of firms have a short-term disability leave policy which can be utilized as parental 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.
42% of respondent firms offer 0 additional weeks of unpaid leave.

Median: 3 weeks (33%)
Longest: 22 weeks

PAID LEAVE
Median Leave: 4 weeks
Shortest: 2 weeks
Longest: 20 weeks

UNPAID LEAVE

Paternity

Parental Leave Initiative
The average paid paternity leave is lower than the average paid maternity leave.

- **16.7 WEEKS**
  - Paid Maternity Leave
- **4.5 WEEKS**
  - Unpaid Maternity Leave
- **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.
All the respondent firms offer at least one mode of flexibility at work.

- **WORK FROM HOME**: 38%
- **PART-TIME**: 31%
- **FLEXTIME**: 31%

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. 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 2018, 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.
VELA | WOOD

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)
