



## 2018 GENDER FAIRNESS COMMITMENT STATEMENT

WHEREAS the Houston Bar Association (“HBA”) announced its Gender Fairness Initiative in 2003 patterned after similar programs of other bar associations; and

WHEREAS the HBA established a Gender Fairness Task Force to develop programs and policies to promote equality for women in law offices and corporate law departments; and

WHEREAS during the 2006-2007 bar year, the Task Force became a standing committee of the HBA and is now known as the Gender Fairness Committee; and

WHEREAS studies of the legal industry indicate that women remain underrepresented in law firms and among general counsel, law school deans, and the judiciary;

NOW THEREFORE on behalf of my law firm/law department, I commit to taking concrete action to achieve the following objectives:

1. To achieve a material increase in the number of women at the partnership level and/or in leadership positions in law firms and corporate/public sector law departments by 2020;
2. To develop and implement objective and unbiased criteria and procedures for the evaluation and promotion of women attorneys to partner and/or into leadership positions;
3. To promote policies, practices, sponsorship opportunities, and transparency to retain and advance women attorneys and to achieve gender parity;
4. To support processes to obtain feedback from employees regarding the advancement of women attorneys;
5. To offer formal and/or informal networking opportunities, client development activities, and mentoring programs to women attorneys at all levels to help women enhance their professional skills and develop their professional networks and client relationships;
6. To identify and promote opportunities for women attorneys at all levels to participate in career-advancing projects, leadership committees, practice groups, and management training to help enable women to assume significant management roles within their organizations; and
7. To allow for appropriate flexible work arrangements that present an equitable and viable option for all attorneys.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name of Organization

Date executed: \_\_\_\_\_

*Please return this signed form via regular mail, e-mail or fax to: Tara Shockley, Houston Bar Association, 1111 Bagby Street, FLB 200, Houston, TX 77002; Phone: 713-759-1133; Fax: 713-759-1710; [taras@hba.org](mailto:taras@hba.org)*