

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- A level examinations, in England and Wales, 213
- ABA. *See* American Bar Association
- ABS. *See* alternative business structures
- accent, as marker of social class, 210
- adversary advocacy, 250–251
- African-American women. *See also* women of color, in legal practices
- career mobility for, 358–359, 371–376
 - in/visibility paradox for, in STEM professions, 177–178
 - social isolation of, in legal practices, 190
- African Americans. *See also* women of color
- anticipatory perceptions of, 146–148, 152–153
 - attrition rates for, in legal professions, 357–358
 - in branch offices, 276–278
 - career mobility for, 358–359, 371–376
 - college matriculation rates for, 4
 - co-worker relationships for, 360–361, 373–374
 - ethnic penalty for, 412–413
 - in law schools, 4, 269
 - in legal professions, demographics for, 3–5
 - leverage of law firms and, 274–276
 - as partners, 286–287
 - partnership structure and, 276–277
 - partner-summer associate ratio for, 269
 - in principal offices, 276–278
 - representation in law firms, 277–278
 - social capital for, access to, 358
- After the JD (AJD) study, 392–396
- control variables in, 395
 - dependent variables in, 394–395
 - independent variables in, 394
 - mediating variables in, 395–396
 - racial categorizations within, 394
- agents of socialization, 164–166
- AJD study. *See* After the JD study
- alternative business structures (ABS), 229, 241
- American Bar Association (ABA), 84
- early citizenship requirements by, 383–419
 - angry women, as ethnic stereotype, 154–156
 - anticipatory perceptions
 - of motherhood, for women, 153–154
 - of nonwhites, 146–148, 152–153
 - of women of color, 154–156
- Archer, Dennis, 41
- Asian-American women. *See also* women of color, in legal practices
- anticipatory perceptions of, 146–148, 152–153
 - educational persistence of, 180
 - social isolation of, in legal practices, 190
 - typecast socialization of, 143–144, 152–160
- Asian Americans. *See also* immigrant offspring, as lawyers; women of color
- in branch offices, 276–278
 - college matriculation rates for, 4
 - immigrant status for, 409–411
 - immigration adaptation for, 141–142
 - in law schools, 4, 269
 - leverage of law firms and, 274–276
 - as model minority, 413
 - as partners, 286–287
 - partnership structure and, 276–277
 - partner-summer associate ratio for, 269, 272
 - in principal offices, 276–278
 - representation in law firms, 279
 - stereotype promise for, 414–415
- assimilation, in corporate boardrooms, 94–99
- Association for Corporate Council, 37
- attrition rates, in legal practices
- for African Americans, 357–358
 - for BAMEs, in UK, 203
 - for minorities, 266
 - for women of color, 141–142
- BAMEs. *See* Black, Asian, and Minority Ethnic
- the bar. *See* passing the bar
- Bar Vocational Course (BVC), 227
- barristers, 205, 227
- Black, Asian, and Minority Ethnic (BAMEs), in UK
- attrition rates for, 203
 - cultural capital of, 207–218
 - embodied capital of, 199, 209–210

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- Black, Asian, and Minority Ethnic (BAMEs), in UK (cont.)
- under Equality Act 2010, 218
 - expansion of higher education and, 230
 - law degrees for, 203–205
 - in legal practices, 142, 200–207
 - under Legal Services Act, 206–207
 - A level examinations and, 213
 - limitations of, as cultural term, 240
 - as partners in law firms, 235
 - in PSFs, 142
 - racial categorization of, 202
 - racial stereotyping of, 208–210
 - social capital of, 207–218
 - social stereotyping of, 208–210
 - socioeconomic class for, 202
 - as solicitors, 205–206
 - specific university attendance of, 214
 - symbolic capital of, 207–218
 - wage inequality for, 242–243
- boardrooms. *See* corporate boardrooms, diversity in
- book of business
- partnerships and, as dependent variable, 337–338
 - predictions for, regression analysis of, 342–343
 - rainmaking strategy for, 334–335
 - revenues through, 330, 334–335
 - statistical findings for, 339–345
- Bourdieu, Pierre, 118
- BVC. *See* Bar Vocational Course
- Call to Action initiative
- commitment to diversity under, 56–59
 - development context for, 42
 - future applications of, 75–77
 - purpose of, 37
 - signatories for, 38
- Cambridge University. *See* Oxbridge
- capital. *See also* cultural capital; social capital; symbolic capital
- embodied, 199, 209–210
 - ethnic, 414
 - human, 390–391, 395–396
 - inherited social, 391–392
 - institutionalised cultural, 207
- career mobility, in law. *See also* job movement, for women
- for African Americans, 358–359, 371–376
 - control variables for, 364–365
 - co-worker relationships as influence on, 360–361, 373–374
 - dependent variables for, 363–364
 - dissolution of law firms as factor for, 361–362
 - empirical analyses of, 361–374
 - employer type as influence on, 371–373
 - employment likelihood models, 367–368, 372
 - by geographic labor market, 362–363
 - independent variables for, 364
 - inter-organizational changes in law, 357–358
 - race-based differences in, 358–359, 371–376
 - social capital as influence on, 359
 - summary statistics for, 365–367
 - for urban law school graduates, 385
 - citizenship requirements, for legal practices, 383–419
- civil law, 249
- client development
- gender disparities in, 303–304
 - new, 338
 - through rainmaking strategy, 334–335
- client networking strategies. *See* inheritance strategy; partnerships, in law firms; rainmaking strategy
- club government, 234
- colleges and universities
- African Americans in, matriculation rates for, 4
 - Asian Americans in, matriculation rates for, 4
 - BAMEs in, 230
 - BVC qualifications in, 227
 - in England and Wales, 212
 - GCSE for, 238–239
 - A level examinations for, in England and Wales, 213
 - LPC qualifications in, 227
 - Milk Round for, in England and Wales, 214
 - Pacific Islanders in, 4
 - Redbrick, in England, 215
 - Russell Group of, in England, 215
 - social exclusion and, 117
 - stereotype threat effects in, 5–7
 - trends in college majors, 4
 - in UK, expansion of, 116–120, 230
- compensation, cross-partnership differences in, 329–330
- confidence
- for URM women, in STEM professions, 178
 - for women of color, in legal practices, 147
- conveyancing, 233
- corporate boardrooms, diversity in, 61–62, 81–85
- assimilation and, 94–99
 - availability of candidates as factor in, 104–106
 - benefits of, 82–87
 - collegiality and, 90–94
 - critical mass theory and, 99–101
 - cultural benefits of, 88–90
 - economic factors for, 106
 - functionality as result of, 87–90

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- gender as benefit with, 88–90
- groupthink and, 90–94
- implementation of, barriers to, 106–112
- outsiders as result of, 94–99
- as public relations stunt, 101–104
- signaling and, 101–104
- turnover rates of members as influence on, 112
- women and, 87–88
- corporate client lawyers, 10–11
- corporations. *See also* corporate boardrooms, diversity in
 - in-house legal staff, 44–45
 - NOEs in, 60–61
 - preferred provider programs in, with multiple law firms, 46–49
 - public interest in conflict with, 251
 - relationships with multiple law firms, 46–49
- counsel, defined, 267–268
- co-worker relationships, 360–361, 373–374
- Cravath model, for law firms, 11
- credentialism, 1–2
 - in elite firms, 12
 - in large firms, 12
 - in law schools, 14
- critical mass theory, 99–101
- crony capitalism, 236
- cultural capital, 118, 199
 - accent and, as marker of social class, 210
 - education as source of, 235
 - embodied forms of, 199, 209–210
 - in England and Wales, 207–218
 - through extracurricular activities, 216–218
 - family background as, 208–214
 - institutionalised, 207
 - through internships, 217–218
 - in large firms, 207
 - objectified, 199
 - social background as, 208–214
 - specific university attendance and, 214–216
 - in war for talent, in PSFs, 122–123
- degree of fit, for elite law firms, 13
- discrimination, 1–2. *See also* gender discrimination
 - degree of fit as, 13
 - in employment opportunities, 7–8
 - under Equality Act 2010, 218
 - in-group preferences and, 266
 - through racialization, 142–143
 - social psychology of, 5–8
 - in test-taking, 6–7
- discrimination lawsuits
 - company factors in, 65–66
 - for diversity, 65–66
- disruptive legal technologies, 230–231
- dissolution of law firms, 361–362
 - Dreier LLP, 382
 - Heller Ehrman LLP, 380
 - Morgan & Finnegan LLP, 382
 - Thacher Proffitt Wood LLP, 381
 - Thelen LLP, 380–381
 - WolfBlock LLP, 381–382
- diversity, in legal practices. *See also* Black, Asian, and Minority Ethnic; Call to Action; Call to Action initiative; job movement, for women; women of color, in legal practices
 - business case for, 49–53
 - commitment to, 56–59
 - demand side initiatives, 41–43
 - discrimination lawsuits for, 65–66
 - external focus on, by GCs, 67–68, 70–75
 - external pressure for, 42
 - functional, 82
 - GCs and, 38–39, 49–53, 55–75
 - GCs on, 38–39
 - HRM initiatives, 226–227
 - through inclusion programming, 1
 - interaction effects of, 70–75
 - in law firms, 263–265
 - under Legal Services Act, 206–207
 - MCCA and, 58–59
 - meaning of, 1
 - minority commitment to, 59–63
 - preferred providers and, 51
 - public visibility as influence on, 63–66
 - research design factors for, 43–44
 - as second order consideration, 53–55
 - strategic cooption model for, 76–77
 - termination of prior legal relationships and, 67–68, 70–75
 - universal endorsement of, 85–87
 - value of, 44–55
 - women's commitment to, 59–63
- Dreier LLP, dissolution of, 382
- economic feudalism, 236
- educational attainment, social capital and, 212–214
- elite law firms. *See also* dissolution of law firms; professional service firms; *specific firms*
 - Cravath model for, 11
 - credentialing in, 12
 - degree of fit evaluation by, 13
 - demographic inequality in, 12
 - exclusionary practices against immigrants in, 384–385
 - firm size and, 10–14
 - flatlining tracks in, 11–12
 - minorities in, 10–14, 263–265
 - restructuring of, 14–15
 - women in, movement stagnation for, 11–12
- embeddedness, partner careers and, 332

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- embodied capital, 199, 209–210
- employment discrimination. *See also* career mobility, in law
toward minorities, 7–8
- employment likelihood models, in law, 367–368, 372
- engineering profession. *See also* science, technology, math, and engineering professions
as culturally hostile, towards women, 177
folk wisdom of, 176
hierarchies within, by gender, 186
male homosociality as standard within, 177
male stereotypes in, 187
as meritocracy, 176
stereotyping of URM women, 185–188
URM women in, 173–191
- England and Wales, legal practices in. *See also* Black, Asian, and Minority Ethnic; legal precariat; professional service firms
BVC qualifications for, 227
conveyancing, 233
cultural capital in, 207–218
economic liberalization as influence on, 231–232
embodied capital and, 209–210
under Equality Act 2010, 218
fragmentation of, 229–230
future challenges for, 218–220
government cuts in legal aid, 233–234
Law Society and, 210
under Legal Services Act, 206–207, 229
legal system structure, 226
LPC qualifications for, 227
Magic Circle firms, 215, 238
Milk Round and, 214
neoliberalism as influence on, 248–249
new professionalism in, 236–248
occupational hierarchies for, 239
racial stereotyping in, 208–210
recruitment of US law students, 218
Russell Group of universities, 215
Silver Circle law firms, 239
social capital in, 207–218
social field demographics for, 201–207
social stereotyping in, 208–210
specific university attendance as influence on, 214
symbolic capital and, 207–218
transformation of profession, 229–236
- Equality Act 2010, 218
- ethnic capital, 414
- ethnic penalty, 412–413
- ethnic stereotyping
descriptions of, 187
of URM women, 185–188
- ethnicity. *See also* race
- immigrant status compared to, 385, 389–390
- social mobility influenced by, 414
- talent and, 226–227
- wage gap by, 388–389
- family devotion schema, 147, 153–154
- family responsibilities, job movement for
women influenced by, 302, 304, 306
- feminine careers, stereotypical, 144
- firm profits. *See* profits, of firms
- firms. *See* elite law firms
- flatlining tracks, 11–12
- Fortune 500 companies, 63–65
- free market economies
as construct of modernity, 228
legal precariat and, 228–229
- functional diversity, 82
- Further and Higher Education Act, 117
- GCs. *See* general counsels
- GCSE. *See* General Certificate of Secondary Education
- GEE analysis. *See* Generalized Estimating Equations analysis
- gender. *See also* job movement, for women; women
anticipatory perceptions of, 146–148, 152–153
client development disparities by, 303–304
employment disparities and, 8–10
immigrant status compared to, 388–389
income disparity and, 8–9
job movement patterns influenced by, 306–310, 312–313
motherhood and, professional expectations of, 153–154
professional time demands and, 9
racially palatable individuals influenced by, 145
STEM professions and, intersection with race, 175
stereotyping by, 185–188
talent and, 226–227
tokenism and, 144–145, 152
training and development opportunities by, 308
typecast socialization and, 143–144, 152–160
wage gap by, 388–389
workplace culture and, 8–10
- gender discrimination, against women lawyers, 303
- General Certificate of Secondary Education (GCSE), 238–239
- general counsels (GCs)
autonomy of, in decision-making, 53
diversity programs and, 38–39, 49–53, 55–75
with external focus on diversity, 66–75

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- of Fortune 500 companies, 63–65
- internally-focused, 67–68, 70–75
- legal purchasing decisions by, 40
- on preferred provider programs, 46–49
- in research studies, 43–44
- selection of outside counsel by, 52–53
- termination of law firm relationships by, 67–68, 70–71
- on value of diversity, 44–55
- Generalized Estimating Equations (GEE)
 - analysis, 314–316
- Gilligan, Carol, 88
- globalization, legal practices influenced by, 14–15
- Goffman, Erving, 95
- groupthink
 - in corporate boardrooms, 90–94
 - defined, 92
- Heller Ehrman LLP, dissolution of, 380
- High Street Practice, 245
- homophily effects, 336–337, 348–349
- HRM. *See* human resource management
- human capital, 390–391, 395–396
- human resource management (HRM), 226–227
 - for new professionalism, 236–238
- immigrant offspring, as lawyers. *See also* After the JD study
 - census demographics for, 393–394
 - data analysis for, 396–412
 - defined, 386–387
 - earnings of, 386–388
 - ethnic capital of, 414
 - human capital for, 390–391, 395–396
 - literature review of, 387–392
 - partner contact for, 412
 - quantitative survey data on, 392–394
 - regression analysis for, 408–412
 - social background of, 386–387
 - social capital for, 391–392, 396
 - specialization as influence on, 408–409
 - variables for, 394–396
- immigrant status, legal practices and. *See also* After the JD study
 - for Asian Americans, 409–411
 - demographics for, 385–386
 - ethnic capital and, 414
 - ethnicity compared to, 385, 389–390
 - exclusionary practices influenced by, 383–385
 - gender compared to, 388–389
 - income disparity and, 389–390
 - as income predictor, 408
 - inherited social capital and, 391–392
 - racial status compared to, 385, 388–390
 - urban law schools and, 384–385
 - variables for, 394–396
- immigrants. *See also* Asian Americans; Latinos
 - education levels of, 388
 - as professionals, 387–388
- impression management, 186–187
- inclusion programming, 1
- income disparity
 - immigrant status and, 389–390
 - in large firms, 328
 - for women, 8–9, 328
- income predictor, immigrant status as, 408
- inequality. *See also* discrimination
 - income disparity, for women, 8–9, 328
 - in legal profession, broad context for, 16–17
 - social psychology of, 5–8
- in-group preferences, in large law firms, 266
- inheritance strategy
 - boundary conditions for, 348–349
 - contributions to research on, 349
 - future research on, 350–352
 - homophily effects on, 336–337, 348–349
 - for minorities, 335–337
 - partnership through, 332–333
 - policy implications of, 349–350
 - practical implications of, 349–350
 - retiring partners and, 332
 - risks of, 333
 - summary of, 346–347
 - for women, 335–337
- inherited social capital, 391–392
- institutionalised cultural capital, 207
- internships
 - cultural capital through, 217–218
 - working hours for, 244
- in/visibility paradox, for URM women, 177–178
- Janis, Irving, 92
- job movement, for women
 - analysis of, 312–317
 - career history as factor in, 310–311
 - client development disparities and, 303–304
 - demographics for, 311–312
 - family responsibilities as influence on, 302, 304, 306
 - GEE analysis of, 314–316
 - gender differences in, 306–310, 312–313
 - gender discrimination as factor in, 303
 - job satisfaction as factor in, 305
 - lack of mentoring access, 303
 - in legal profession, 302–306
 - meaningfulness of work as factor in, 307–308
 - methodology for, 310
 - motivational factors in, 309–310
 - overview of, 301–302, 317–322

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- job movement, for women (cont.)
 patterns of, 304–305
 research on, limitations of, 322
 social contexts for, 314–317
 training and development access and, 308
 job satisfaction, for women, 305
- Kanter, Rosabeth Moss, 99–100
 keiretsu model, 76
- large law firms. *See also* dissolution of law firms;
 elite law firms
 credentialing in, 12
 cultural capital in, 207
 demographic inequality in, 12
 as elastic, 15
 elite exclusivity and, 10–14
 ethnic diversity in, 263–265
 flatlining tracks in, 11–12
 income disparity in, 328
 in-group preferences in, 266
 minorities in, 11–12, 263–265, 269–271
 training tracks in, 11–12
 women in, movement stagnation for, 11–12
- Latina women. *See also* women of color, in
 legal practices
 anticipatory perceptions of, 146–148,
 152–153
 typecast socialization for, 143–144, 152–160
- Latinos. *See also* women of color
 in branch offices, 276–278
 ethnic penalty for, 412–413
 immigration adaptation for, 141–142
 as law professors, 13
 in law schools, 4, 269
 in legal professions, demographics for, 3–5
 leverage of law firms and, 274–276
 as partners, 286–287
 partnership structure and, 276–277
 partner-summer associate ratio for, 269, 272
 in principal offices, 276–278
 representation in law firms, 278–279
- law firms. *See also* dissolution of law firms; elite
 law firms; large law firms; revenues, for law
 firms
 client embeddedness in, 332
 ethnic diversity in, 263–265
 globalization as influence on, 14–15
 hierarchy in, 329
 income disparity in, 328
 keiretsu model for, 76
 preferred provider programs and, 46–49
 termination of relationships for, 67–68,
 70–75
- law professors
 Latinos as, 13
 women as, 13
- women of color and, treatment by, 158–159
- Law School Admission Council (LSAC),
 357–358
- law schools
 credentialism in, 14
 exclusionary practices against immigrants,
 383–384
 female enrollment rates in, 84
 minorities in, enrollment rates for, 4, 269
 socioeconomic class and, 116–120
 typical student profile in, 147
 urban, 384–385
 women in, data findings for, 148–151
- Law Society, 210
- lawsuits. *See* discrimination lawsuits
- lawyers. *See also* barristers; immigrant offspring,
 as lawyers; legal practice; solicitors;
 women lawyers
 corporate client, 10–11
 personal client, 10
- legal aid
 budget reductions for, 247
 government cuts to, in UK, 233–234
 paralegals and, 246–247
- Legal Practice Course (LPC), 227
- legal practices. *See also* diversity, in legal
 practices; elite law firms; England and
 Wales, legal practices in; large law firms;
 law firms; minorities, in legal practices;
 women of color, in legal practices
 African Americans in, 3–5
 college majors and, 4
 college matriculation rates and, 4
 within corporations, in-house legal staffing,
 44–45
 gender discrimination in, 303
 gender disparities in, 8–10
 globalization as influence on, 14–15
 inequality in, broad context for, 16–17
 job movement for women in, 302–306
 Latinos in, 3–5
 law professoriate as influence on, 13
 as masculine career, 144–145
 racial demographics for, 3–5
 RFPs, 45
 stratification in, 388–389
 technology as influence, 14–15
 time demands for, gender differences for, 9
- legal precariat
 defined, 227
 economic development of, 227, 229–236
 emergence of, free markets as influence on,
 228–229
- Legal Services Act, 206–207, 229
 Tesco Law and, 233
- Legal Services Commission (LSC), 247
- leverage, of firms, 274–276

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- LPC. *See* Legal Practice Course
 LSAC. *See* Law School Admission Council
 LSC. *See* Legal Services Commission
- Magic Circle law firms, 215, 238
 males, in engineering profession, 177
 masculine careers
 law as, 144–145
 stereotypes for, 144–145
 math profession. *See* science, technology, math, and engineering professions
 MCCA. *See* Minority Corporate Counsel Association
 meaningfulness of work, 307–308
 mentoring programs, for minorities, 280–281
 career outcomes influenced by, 335
 challenges of, 289
 as social capital, 145–146
 for women, 303
 for women of color, 145–146
 merit, talent and, 226
 methodology, research
 for minorities in legal practices, 267–268, 292–295
 for PSFs, 123–126
 for women of color in legal practices, 148–151
 Milk Round, 214
 minorities, in legal practices. *See also* African Americans; Asian Americans; diversity, in legal practices; Latinos; Pacific Islanders; women of color
 access to partners for, 335
 attrition rates for, 266
 bar passage by, 4–5
 in branch offices, 276–278
 business case argument for, 282
 collegiality with, 283
 commitment diversity by, in legal practices, 59–63
 core organizational factors for, 269–279
 delegation of responsibilities to, by senior lawyers, 283
 development practices for, 279–283
 early research on, 265–267
 elite exclusivity for, 10–14
 in elite firms, 10–14, 263–265
 employment discrimination against, 7–8
 firm profits as influence on, 272
 firm size as influence on, 270–271
 grade averages for, 265
 homophily effects on, 336–337, 348–349
 informal development practices for, 281–283
 in-group preferences and, 266
 inheritance strategy for, 335–337
 in large firms, 11–12, 263–265, 269–270
 law school matriculation by, 4, 269
 leverage of firms and, 274–276
 lower earnings for, 266
 mentoring programs for, 280–281, 289
 model, 413
 organizational structure of firm and, 274–277
 othering of, 148
 as partners, 276, 279–285, 287–290
 partnership structure as influence on, 276–277
 partner-summer associate ratio for, 267–268, 272
 in principal offices, 276–278
 rainmaking strategy for, 335–337
 research methodology for, 267–268, 292–295
 stereotype threat effects and, 5–7
 test-taking issues and, 6–7
 training programs for, 280
 wage gap for, 388–389
 Minority Corporate Counsel Association (MCCA), 58–59
 Minority Counsel Demonstration Project, 41
Minority Partners Handbook, 265–266
 mobility. *See* career mobility
 model minority, Asian Americans as, 413
 Morgan, Charles, 42
 Morgan & Finnegan LLP, dissolution of, 382
 motherhood, professional careers and, 153–154
- NALP. *See* National Association for Law Placement
 Named Officers and Executives (NOEs), 60–61
 National Association for Law Placement (NALP), 267
National Directory of Legal Employers, 267
 neoliberalism, 248–249
 new client development, 338
 new professionalism, for legal practices. *See also* paralegals
 adversary advocacy and, 250–251
 downgrading of expertise, 249–251
 in England and Wales, 236–248
 exclusion from community, 249
 HRM strategies for, 236–238
 inclusion within community, 249
 loss of autonomy and, 250–251
 occupational hierarchies in, 239
 public interest and, 251
 segregation as part of, 244
 working hours under, 244
 No Child Left Behind Act, 6
 NOE. *See* Named Officers and Executives
 nonwhites. *See* African Americans; Asian Americans; Latinos; women of color, in legal practices

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkinstt

Index

[More information](#)

INDEX

- organizational professionalism, 232
 othering, of minorities, 148
 outsiders, in corporate boardrooms, 94–99
 Oxbridge, 239
 Oxford University. *See* Oxbridge
- Pacific Islanders, college matriculation rates
 for, 4
- Palmore, Richard, 37, 41–42, 59–63, 77.
See also Call to Action
- paralegals
 definition of term, 227
 labor market position of, 227–228
 in legal aid sector, 246–247
 segregation of, 244
 self-funding requirements for, 244–245
 working hours of, 244
- parental expectations
 of URM, in STEM professions, 182–184
 for women of color, 143
- partnerships, in law firms
 African Americans and, 286–287
 Asian Americans and, 286–287
 for BAMEs, 235
 book of business and, as dependent variable,
 337–338
 business case argument for, 282
 collegiality as factor in, 283
 cross-partnership differences in
 compensation, 329–330
 delegation of responsibilities by senior
 lawyers, 283
 embeddedness as influence on, 332
 hierarchy in, 329
 homophily effects on, 336–337,
 348–349
 incomes as result of, 328
 informal development practices for,
 281–283
 through inheritance strategy, 332–333
 Latinos and, 286–287
 mentoring programs for, 280–281, 289
 methodological data for, 337–339
 minority access to partners, 335
 minority representation in, 276, 279–285,
 287–290
 partnership track practices, 281
 partner-summer associate ratio and,
 267–268
 professional development practices for,
 279–283
 stratification of, 329
 tiered structure of, 276
 training programs for, 280
 women and, 84
 partner-summer associate ratio, 267–268
 for minorities, 269, 272
- passing the bar
 exclusionary practices against immigrants,
 383–384
 by minorities, 4–5
- Pearce, Harry, 41
- personal client lawyers, 10
- preferred provider programs
 commitment to diversity and, 51
 in corporations, 46–49
- professional careers
 feminine, stereotypical, 144
 immigrants in, 387–388
 masculine, stereotypes of, 144–145
 motherhood and, 153–154
 othering of minorities in, 148
 women in, historical entry of, 144–145
- professional service firms (PSFs), in UK
 cultural capital and, 122–123
 diversity initiatives for, 120–123
 final selection criteria for, 130–133
 higher education and, 116–120
 recruitment strategies of, 126–129
 reputation as factor for, 130–133
 research methodology for, 123–126
 risk factors for, 130–133
 sample groups, in case study, 125
 skill and knowledge expansion in,
 234–235
 social capital and, 122–123
 social exclusion and, 116–120
 social inclusion and, 120–123
 talent agenda of, 120–123
 talent criteria for, 126–129
 transition to, 230–231
 war for talent among, 114–115, 133–136
- profits, of firms, 272–273
- PSFs. *See* professional service firms
- public schools, in UK, 238
- Qualified Lawyers Transfers Scheme (QLTS),
 242
- race. *See also* African Americans; Asian
 Americans; Latinos
 for BAMEs, 202
 career mobility and, 358–359, 371–376
 immigrant status compared, 385, 388–390
 in legal professions, demographics for, 3–5
 in *Regents of Univ. of Cal. v. Bakke*, 83
 STEM professions and, intersection with
 gender, 175
 wage gap by, 388–389
- racial stereotyping, 208–210
- racialization
 discrimination through, 142–143
 historical function of, 142–143
 racially palatable individuals, 145

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- rainmaking strategy
 for book of business, 334–335
 boundary conditions for, 348–349
 contributions to research on, 349
 future research on, 350–352
 for minorities, 335–337
 policy implications of, 349–350
 practical implications of, 349–350
 purpose of, 334–335
 as revenue source, 330
 risks of, 334
 summary of, 346–347
 for women, 335–337
- Reagan, Ronald, 43–76
- real world experience, for women of color, 164–167
- redbrick universities, in England, 215
- Regents of Univ. of Cal. v. Bakke*, 83
- request for proposals (RFPs), 45
- research methodology. *See* methodology, research
- resilience, of URM, in STEM professions, 189–191, 193–194
- retiring partners
 defined, 338
 in inheritance strategy, 332
- revenues, for law firms
 through book of business, 330, 334–335
 client relationships as influence on, 330
 through rainmaking, 330
 statistical findings for, 339–345
- RFPs. *See* request for proposals
- rigging, of social capital, 116–119
- Russell Group, of universities, 215
- science, technology, math, and engineering (STEM) professions. *See also* underrepresented minority women
 contrast effects in, 177
 cultural capital and, 207–218
 social capital and, 207–218
 social responsibility of, 184–185, 193
 socioeconomic background as factor for, 174–175, 191–193
- sexism
 angry women stereotypes, 154–156
 motherhood and, 153–154
 towards URM women, 185–188
- signaling, through diversity, 101–104
- Silver Circle law firms, 239
- size of firm. *See also* large law firms
 for elite law firms, 10–14
 minority representation influenced by, 270–271
- social background
 as cultural capital, 208–214
 of immigrant offspring lawyers, 386–387
 as inherited social capital, 391–392
 STEM professions and, 174–175, 191–193
- social capital, 118, 199
 for African Americans, 358
 career mobility influenced by, 359
 components of, 391
 educational attainment and, 212–214
 in England and Wales, 188–189, 207–218
 for immigrant offspring, 391–392, 396
 inherited, 391–392
 mentorship as, 145–146
 operationalization of, 391–392
 rigging of, 116–119
 through social networks, 392
 in war for talent, in PSFs, 122–123
- social exclusion, 117
 new professionalism and, 249
 in PSFs, 116–120
 in war for talent, 116–120
- social mobility, 414
- social psychology, of discrimination, 5–8
- social reproduction, 235
- social stereotyping, 208–210
- social stratification, access through, 198–199
habitus and, 199
 practice of dispositions, 199
- socioeconomic class
 for BAMEs, 202
 law school matriculation and, 116–120
 STEM professions and, 174–175, 191–193
 talent recognition influenced by, 226–227
 of URM women, in STEM professions, 181–182, 191–193
 for women of color, in legal practices, 182
- solicitors
 BAMEs as, 205–206
 LPC for, 227
 socioeconomic class and, 116–120
- STEM professions. *See* science, technology, math, and engineering professions
- stereotype promise, 414–415
- stereotype threats, 5–7
 othering as, 148
- stereotyping, 1–2
 in England and Wales, 208–210
 ethnic, 185–188
 feminine careers, 144
 gender, 185–188
 of male engineers, 187
 masculine careers, 144–145
 racial, 185–188
 test-taking and, 6–7
 threat effects from, 5–7
 of URM women, in STEM professions, 185–188
 of women of color, 141–142, 154–156

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkinstt

Index

[More information](#)

INDEX

- strategic cooptation model, for diversity, 76–77
- symbolic capital, 199
 in England and Wales, 207–218
 through extracurricular activities, 216–218
 objectified, 199
- talent
 assessment of, external factors for, 226
 merit and, 226
- technology
 disruptive legal, 230–231
 legal practices influenced by, 14–15
- technology profession. *See* science, technology, math, and engineering professions
- Tesco Law, 233
- Thacher Proffitt Wood LLP, dissolution of, 381
- Thatcher, Margaret, 228
- Thelen LLP, dissolution of, 380–381
- tokenism
 for racially palatable individuals, 145
 for women of color, 144–145, 152
- training programs
 gender disparities in, 308
 for partnerships, 280
- training tracks, 11–12
- typecast socialization, for women of color, 143–144, 152–160, 164–166
- UCAS. *See* Universities and Colleges Admissions Service
- UK. *See* United Kingdom
- underrepresented minority (URM) women, in STEM professions, 173–191
 community membership influences on, 181–182, 191–193
 confidence for, 178
 contrast effects for, 177
 cultural context for, 179–180
 data findings for, 180–191
 gender stereotypes as influence on, 185–188
 high school math and science programs and, 182–184
 impression management by, 186–187
 intersection of race and gender for, 175
 in/visibility paradox for, 177–178
 parental influences on, 182–184
 racial stereotypes as influence on, 185–188
 resilience of, 189–191, 193–194
 sexism towards, 185–188
 social capital of, 188–189
 social responsibility of, 184–185, 193
 socioeconomic class and, 181–182, 191–193
 stereotyping of, 185–188
 survey methods for, 180
- United Kingdom (UK). *See also* Black, Asian, and Minority Ethnicity; England and Wales, legal practices in
 civil law responsibilities in, 249
 club government in, 234
 colleges and universities in, 212
 cultural capital in, 122–123, 207–218
 economic liberalization in, 231–232
 economic policy in, under Thatcher government, 228
 expansion of higher education in, 116–120, 230
 HRM diversity practices in, 226–227
 legal aid in, government cuts to, 233–234
 legal system structure in, 226
 A level examinations in, 213
 Milk Round in, 214
 public schools in, 238
 redbrick universities in, 215
 social capital in, 122–123
 social exclusion in, 116–120
 social inclusion in, 120–123
 social stratification in, 198–199
- universities. *See* colleges and universities
- Universities and Colleges Admissions Service (UCAS), 127–128
- urban law schools
 career mobility and, 385
 immigrant status and, 384–385
- URM. *See* underrepresented minority women
- wage gap, 388–389
- Wales. *See* England and Wales, legal practices in
- War for Talent*, 114, 122
- war for talent, among PSFs
 as agenda, 120–123
 cultural capital and, 122–123
 diversity initiatives and, 120–123
 final selection criteria in, 130–133
 higher education and, 116–120
 recruitment strategies in, 126–129
 reputation as factor in, 130–133
 research methodology for, 123–126
 risk factors in, 130–133
 sample groups, in case study, 123–126
 social capital and, 122–123
 social exclusion and, 116–120
 social inclusion and, 120–123
 talent criteria for, 126–129
 in UK, 114–115, 133–136
- WolfBlock LLP, dissolution of, 381–382
- women. *See also* African American women; Asian American women; job movement, for women; Latina women; underrepresented minority women
 in corporate boardrooms, 87–90
 critical mass theory and, 99–101
 in engineering profession, cultural hostility towards, 177

Cambridge University Press

978-1-107-12365-6 - Diversity In Practice: Race, Gender, and Class in Legal and Professional Careers

Edited By Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer and David B. Wilkins

Index

[More information](#)

INDEX

- enrollment rates for, in law schools, 84
- family devotion schema for, 147, 153–154
- job satisfaction for, 305
- as law professors, 13
- in law school, data findings for, 148–151
- meaningfulness of work for, 307–308
- motherhood for, professional perceptions of, 153–154
- in professional careers, historical entry of, 144–145
- time demands for, 9
- typecast socialization of, 143–144, 152–160
- work devotion schema for, 147
- women lawyers
 - commitment to diversity by, 59–63
 - in elite firms, movement stagnation for, 11–12
 - firm partnerships for, 84
 - gender discrimination against, 303
 - gender disparities for, 8–10
 - homophily effects on, 336–337, 348–349
 - income disparity for, 8–9, 328
 - inheritance strategy for, 335–337
 - in large firms, movement stagnation for, 11–12
 - mentoring programs for, 303
 - rainmaking strategy for, 335–337
 - tangible disadvantages for, 304–305
- women of color, in legal practices
 - angry image for, 154–156
 - anticipatory perceptions of, 146–148, 152–153
 - attrition rates for, 141–142
 - confidence issues for, 147
 - data findings on, 148–151
 - dynamic classroom strategies for, 168
 - family devotion schema for, 147, 153–154
 - institutional support for, 167
 - law school experiences of, 148–149
 - mentorship of, 145–146
 - methodological research on, 148–151
 - motherhood for, anticipatory perception of, 153–154
 - othering of, 148
 - overview of, 160–164
 - parental expectations for, 143
 - racially palatable individuals and, 145
 - real world experience for, 164–167
 - retention rates for, 147–148
 - schema of devotions for, 147
 - social capital for, 145–146
 - social isolation of, 190
 - socioeconomic class as factor for, 182
 - stereotyping effects on, 141–142, 154–156
 - student organizations for, 167–168
 - tokenism for, 144–145, 152
 - treatment by law professors, 158–159
 - typecast socialization for, 143–144, 152–160, 164–166
 - work devotion schema, 147
 - workplace culture, gender disparities and, 8–10