

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

Table of Contents

[More information](#)

## CONTENTS

	<i>List of contributors</i>	page vii
	<i>Acknowledgments</i>	xiii
1	Introduction SPENCER HEADWORTH AND ROBERT L. NELSON	1
I	RHETORIC AND REALITIES	35
2	The action after the Call: What general counsels say about the value of diversity in legal purchasing decisions in the years following the “Call to Action” DAVID B. WILKINS AND YOUNG-KYU KIM	37
3	Diversity and talent at the top: Lessons from the boardroom KIMBERLY D. KRAWIEC, JOHN M. CONLEY, AND LISSA L. BROOME	81
4	Explaining social exclusion and the ‘war for talent’ in the UK’s elite professional service firms LOUISE ASHLEY AND LAURA EMPSON	114
2	ENTERING PROFESSIONAL CAREERS: BARRIERS, LADDERS, AND BASEMENT DOORS	139
5	Typecast socialization: Race, gender, and competing expectations in law school YUNG-YI DIANA PAN	141
6	Rethinking the intersectionality of race, gender, and class identity: Educating underrepresented minority women for elite careers in science, technology, math, and engineering CARROLL SERON	173

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

Table of Contents

[More information](#)

## CONTENTS

7	Access to a career in the legal profession in England and Wales: Race, class and the role of educational background	
	LISA WEBLEY, JENNIFER TOMLINSON, DANIEL MUZIO, HILARY SOMMERLAD, AND LIZ DUFF	198
8	The new “professionalism” in England and Wales: Talent, diversity, and a legal precariat	
	HILARY SOMMERLAD	226
3	INEQUALITY AND OPPORTUNITY IN THE CAREERS OF DIVERSE ATTORNEYS	261
9	Which kinds of law firms have the most minority lawyers? Organizational context and the representation of African-Americans, Latinos, and Asian-Americans	
	FIONA M. KAY AND ELIZABETH H. GORMAN	263
10	Gendered pathways: Choice, constraint, and women’s job movements in the legal profession	
	JULIET R. AIKEN AND MILTON C. REGAN, JR.	301
11	The effectiveness of inheritance vs. rainmaking strategies in building books of business for female and minority partners	
	FORREST BRISCOE AND ANDREW VON NORDENFLYCHT	328
12	Career mobility and racial diversity in law firms	
	CHRISTOPHER I. RIDER, ADINA D. STERLING, AND DAVID TAN	357
13	Immigrant offspring in the legal profession: Exploring the effects of immigrant status on earnings among American lawyers	
	MEGHAN DAWE AND RONIT DINOVTIZER	383
	<i>Index</i>	425