

Talent Advisory Board – Research Summary – August 6, 2014
Legal Industry Diversity Reports

Diversity Brief: Stereotype Threat

August 2014

Talent Advisory Board

<https://taborg.sharepoint.com/sites/tab.legal.research/Shared%20Documents/TAB%20Research/DiversityBrief%20StereotypeThreat%20May1st%20Final.pdf>

TAB's diversity brief defines and discusses stereotype threat within the law firm context. Stereotype threat is the fear that one's behavior will confirm existing stereotypes about the group to which the person belongs. Stereotype threat can come about through implicit or explicit messages. In a study including a group of non-Asian engineers taking a test, the group that was told that Asians typically outperform others on the test did significantly worse than the group that did not receive this message. Also, having little to no minorities or females within an organization's leadership can send the message that achieving within that organization is impossible for women and minorities. The brief lists ways to counteract stereotype threat like bringing stereotypes to the surface and discussing them, listening to subtle messages being sent and explicitly countering that message, encouraging mentorships and providing role models, and providing coaching to reframe how women and minorities are feeling and experiencing.

Women and minority corporate executives are penalized for fostering diversity, study finds

July 14, 2014

Academy of Management

<http://aom.org/News/Press-Releases/Women-and-minority-corporate-executives-are-penalized-for-fostering-diversity,-study-finds.aspx>

New research provides an alternative conclusion about why women and minorities may be hesitant to advocate for the promotion of other women and minorities. This research contradicts the notion that women and minorities fear the advancement of people like themselves because they seem them as threats indicating that the reason for not sponsoring other women and minorities is fear of personal repercussions. The study found that when women and minorities engage in diversity-valuing behavior, they are penalized with worse performance reviews. The study included 362 executives who were reviewed by 3-4 peers on warmth, overall performance, diversity-valuing, competence. The study found that white men who had high diversity-valuing scores also scored higher on warmth and performance reviews. The opposite was true for women and for minorities it had a negative correlation with their competence scores.

A Current Glance At Women in the Law

July 2014

American Bar Association

http://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_july2014.authcheckdam.pdf

The ABA's latest publication on women in the legal profession shows that women represent 34% of lawyers nationwide. Moreover, 20% of law firm partners are women, 45% of law firm associates are women. Women make up 21% of Fortune 500 general counsels, 82% of whom are white and 10.5% African American, 5.7% Hispanic and 1.9% Asian. In Fortune 501-1000 companies, only 17% of general counsel positions are occupied by women and 92% of those women are white. Women equity partners at the largest 200 law firms earn about 89% of what their male peers earn. While women represent more than half of the students in law school, they account for only 38% of the editors-in-chiefs for the top 50 law school law reviews.

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