

Women in Leadership

Practical Law School Training for Future Leaders:
Southern Illinois University School of Law
Women in Leadership Workshop

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Genesis of the Women in Leadership Workshop in 2009



Political Environment/Culture

2008 Presidential Election: female candidates on both tickets for the first time. Disparate treatment of candidates based on gender.

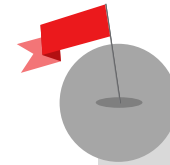
Disparity in Legal Profession

31% of attorneys were women.

19% of law firm partners were women.

25% of federal judges were women.

Genesis of the Women in Leadership Workshop



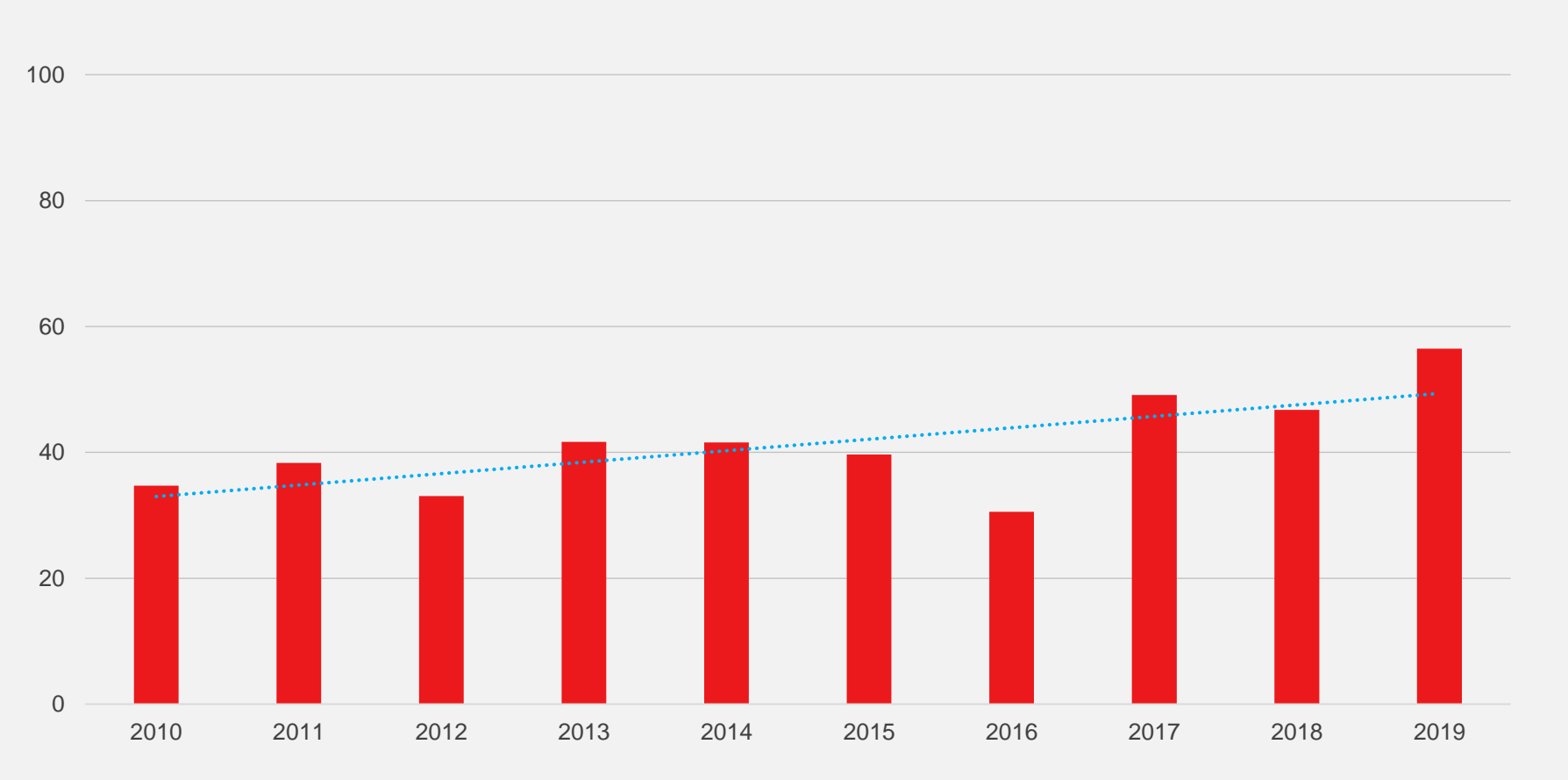
Disparity in Legal Education in 2009

29% of full professors were women; but only one at SIU Law.

21% of law school deans were women; none at SIU Law.

47% of law students were women; but only 40% of students at SIU Law.

Trends in Enrollment at SIU School of Law – 2010 - 2019



Key Components of Women in Leadership Workshop



- 1 Taught in intensive format over winter break
- 2 Relatively even numbers of 1Ls – 3Ls; including men and women
- 3 Prior to workshop, students read a selected book, required articles, cases and studies
- 4 Class consists of interactive exercises and sessions led by academics and professional leaders
- 5 Multiple writing assignments

Gender and Communications



- Use of Professor Deborah Tannen's work on gender and communication in workplace settings
- Students work through video examples of workplace discourse
- Use of additional examples identified by students
- Focus on communication in social media and professional "branding"
- Networking skills interactive session

Gender and Negotiations



- WOMEN DON'T ASK: NEGOTIATION AND THE GENDER DIVIDE, by Babcock and Laschever, and other readings
- Lack of leadership opportunities and gender pay gap may result in part from women's reluctance to negotiate for themselves
- Brief introduction to negotiation theory, styles, and strategy
- Role play with new attorney negotiating job offer, early promotion, or raise with senior attorney
- Thinking beyond monetary compensation
- Handling inappropriate (sexist) questions

Developing a Professional Brand through Social Media and Networking



- Students learn about professional brand development from experts in communications and marketing and experienced legal professionals
- Hands on workshop opportunities to revise current social media platforms
- Networking sessions which focus on how to develop authentic and positive one-on-one professional interactions in a variety of settings

Planning for the Future: Developing Personalized Leadership Plans



Students complete a value and skills inventory



Using a template, students set goals through graduation (with an eye toward ultimate career goals) and establish a plan to achieve those goals



We provide opportunities to check-in on student progress after the workshop

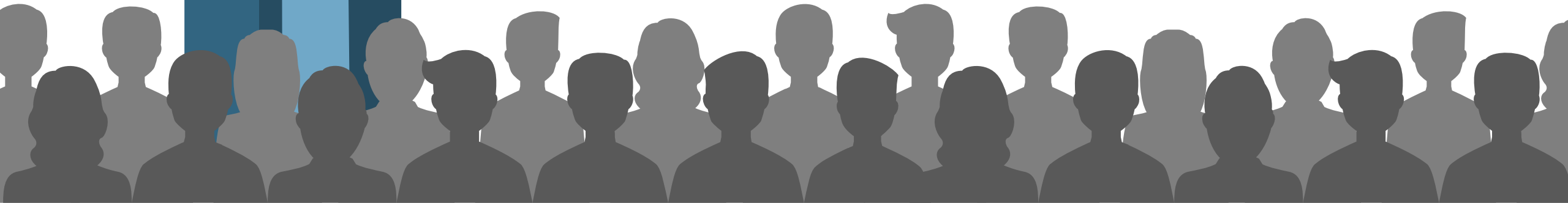
Engagement of Professionals as Role Models



- Speakers for Lunch Sessions
 - Judges
 - Elected representatives
 - University Leaders
- Round-Table Practice Pathways Conversations and Career Panels
- Practitioners in Simulated Exercises and Sessions
- Discussions of the demands of practice and need for self-care

Networking Reception and Dinner Celebrating Women Leaders in the Profession

- Open to student participants, professionals and others
- Students are encouraged to practice networking skills
- Keynote speaker: Woman Leaders in Law
 - Judges, State Bar Presidents, Elected Officials
- Awards to alums and others



Learning from our experience: Overcoming challenges



Political party and presenters

Hearing from support staff

Motivation for students taking course

Focus on gender v. broader focus