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FOUR ADDITIONAL TOP LAW FIRMS JOIN THE ONRAMP FELLOWSHIP

**Covington & Burling, Goodwin Procter, Pillsbury, and Fox Rothschild
Join the Inaugural Firms to Offer Paid, One-Year Positions for Returning Women Lawyers**

As the first “Returnship” ever launched in the legal profession, the [OnRamp Fellowship](#) is an innovative program started in January 2014 to provide women lawyers re-entering the legal profession with an opportunity to update their skills and legal contacts through one-year, paid positions with top law firms. The program aims to replenish the talent pipeline in law firms with diverse, high-performing lawyers who have the potential and the desire to advance into leadership roles.

Four top law firms – Covington, Goodwin Procter, Pillsbury, and Fox Rothschild – have joined the program’s 15 pilot law firms (listed below) to offer Fellowships this year. Together, the firms have posted more than [120 Fellowship positions](#) across the country in markets like Atlanta, Birmingham, Boston, Charlotte, Chicago, Dallas, Miami, Nashville, New Jersey, New York, Philadelphia, San Francisco, Silicon Valley, and Washington, D.C. Opportunities exist in more than 15 practice areas, including antitrust, corporate, emerging companies, FDA regulatory, finance, intellectual property, life sciences, labor and employment, litigation, mergers and acquisitions, private equity, real estate, securities, and tax.

2014-15 OnRamp Fellowship Law Firms

*(*New Firms Participating as of March 2015)*

Akerman	Covington & Burling*	Fried Frank	Orrick
Baker Botts	Crowell & Moring	Goodwin Procter*	Sidley Austin LLP
Baker Donelson	Fenwick & West	Hogan Lovells	Pillsbury*
Blank Rome	Fish & Richardson	Jenner & Block	White & Case
Cooley	Fox Rothschild*	K&L Gates	

“Due to the overwhelming interest in the Fellowship – as demonstrated by the 24,000 hits to the website applicants page and the 300 women who have applied – we expanded the program to include four additional top firms in geographic markets where we have a large pool of talented candidates as well as several new markets, including Boston and New Jersey,” said Caren Ulrich Stacy, Founder of the OnRamp Fellowship. “Law firms are not often cited as innovative or disruptive, but as the first firms to pilot this much-needed program, they clearly deserve to be deemed pioneers in pursuit of diversity.”

Nine women lawyers were hired for the inaugural Fellowship in May 2014 and seven additional women have been hired in the first three months of 2015 by Blank Rome, Sidley, Fried Frank, Cooley, Orrick, and Fish & Richardson. The [16 Fellows](#) selected for the program thus far – one-third of whom are attorneys of color – clearly demonstrate the depth and the breadth of this untapped pool of talent. During their hiatuses from practice, which ranged in length from three to 20 years, the Fellows continued to develop their skills while serving in leadership roles in organizations such as the Military Spouse JD Network, teaching law school courses, earning advanced degrees, supervising pro bono cases, and holding elected offices.

Recruiting techniques proven effective for hiring and developing C-suite executives in corporations for decades are used to enhance the matching and placement process of women lawyer applicants with the participating law firms. The OnRamp Fellowship administrators conduct an organizational culture analysis and a study of high-performers at each law firm to better understand the skills, behaviors, and traits that lead to success. To ensure “fit” for both the firm and the lawyer, applicants then complete a three-hour screening process, which includes a personality and skills assessment, writing test, culture questionnaire, and behavioral interview.

Women lawyers who are selected to participate in the Fellowship are provided with a partner advisor at the firm, an external career counselor, unlimited online CLE through the [Practising Law Institute \(PLI\)](#), and a variety of training from experts in negotiations, oral advocacy, technology, and project management.

Leadership from the four newest firms joining the Fellowship said the following about their involvement in the Fellowship program.

“Providing mechanisms to facilitate the reentry of talented women into the practice of law is a growing imperative for the industry,” said [Michael Imbroscio](#), chair of **Covington’s** diversity initiatives. *“Covington’s participation in the OnRamp Fellowship program is an important part of Covington’s overall efforts to attract women who have left the law for family or other reasons and who are now looking for how best to return to top-tier law firm practice.”*

*“**Goodwin Procter** believes that a diverse and inclusive law firm better serves its clients and the broader legal and business communities,”* said [David M. Hashmall](#), chairman of Goodwin Procter. *“As part of our commitment to this effort, we are pleased to partner with OnRamp and offer talented women attorneys a much-needed path back to the practice of law.”*

“As a firm that has long supported the advancement of women in the legal profession, we are thrilled to participate in the OnRamp Fellowship program,” said **Pillsbury** Chair [James Rishwain Jr.](#) *“This innovative program helps to fulfill a vital goal we share with OnRamp – that is to help talented women lawyers return to the profession.”*

*“At **Fox Rothschild**, we recognize the benefits of a diverse workforce and are especially committed to the professional advancement and success of qualified women attorneys,”* said [Mark Silow](#), Firmwide Managing Partner. *“Through our participation in the OnRamp Fellowship, we aim to keep the talent pipeline filled with high-performing women lawyers and help those individuals deepen and hone their professional skills, broaden and diversify their networks and become innovators and leaders in their respective areas of the law.”*

About the Fellowship

Created in January 2014 by lawyer recruitment, development, and diversity veteran [Caren Ulrich Stacy](#), the OnRamp Fellowship is a re-entry platform that matches experienced women lawyers returning to the profession with law firms for one-year, paid positions.

This unique experiential learning program gives returning women lawyers – many of whom have opted out of the legal field for a period of time to raise children – an opportunity to demonstrate their value in the marketplace while also broadening their experience, skills, and legal contacts. Law firms that participate in the Fellowship gain access to an untapped group of experienced, diverse lawyers who want to return to the profession but face unique challenges due to the law firms' lockstep structure.

www.OnRampFellowship.com

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