



Excerpt from  
**2016 Women in Law Hackathon**  
**Winning Ideas & Teams**  
*#hacktheglassceiling*

### **The Event Details**

The inaugural 2016 Women in Law Hackathon was created by Diversity Lab in collaboration with Stanford Law School and Bloomberg Law. Nine teams consisting of 54 high-level law firm partners, 18 expert advisors, and 9 Stanford Law students worked virtually over the past six months from January to June 2016 to generate innovative ideas and solutions to increase the advancement and retention of experienced women lawyers in law firms. The teams presented their ideas in-person to a panel of distinguished judges at a pitch event at Stanford Law School on Friday, June 24, 2016.

The top three winning teams granted their prize money (1st place \$10,000, 2nd place \$7,500, 3rd place \$5,000), donated by Bloomberg Law, to their choice of non-profit organizations that are advancing women in the legal profession. An additional \$10,000, donated by Diversity Lab, was also awarded to non-profits by the two “crowd favorite” award winning teams.

### **The Winners & Non-Profit Donation Recipients**

#### **1st Place —**

**Team 9, SMART** (Solutions to Measure, Advance and Reward Talent)  
*\$10,000 donation to Ms. JD*

#### **2<sup>nd</sup> Place –**

**Team 4, Power Development Program**  
*\$7,500 donation to Center for Women in Law, University of Texas*

#### **3<sup>rd</sup> Place –**

**Team 3, Five Year Moment**  
*\$5,000 donation to National Association of Women Lawyers (NAWL)*

#### **Idea Overview:**

This effort targets the “Five Year Moment,” the 2-3 years before an associate makes partner through the 2-3 years following her elevation to partner, and focuses on supporting business development acumen and skills within that key timeframe. Applying metric-driven and experiential solutions, the Five Year Moment program aims to eliminate systemic and individual barriers to business development success for women lawyers. Research shows that the ability to develop business development is the single most



important factor for promotion to partnership and success as a partner.

Encompassing a menu of 20 potential solutions, the Five Year Moment targets systemic biases, such as barriers to sharing origination credit or exclusion from client contact by mapping out ways to more effectively track and share credit. It also targets individual development needs such as knowledge or mentoring gaps by offering training solutions. Another innovative dimension of this program is aimed at a traditional weakness of many well-intentioned diversity programs—measurement and follow-up. The Five Year Moment includes suggested metrics for all 20 solutions to support firms' ongoing participation, accountability, and commitment.

**Team Advisors:**

Carol Frohlinger, President, Negotiating Women, Inc.

Jenny Waters, Executive Director, National Association of Women Lawyers (NAWL)

**Team Members:**

Brett Bartlett, Partner, Atlanta Chair, Labor & Employment, Seyfarth Shaw

Anna Jaffe, Student, Stanford Law School

Lisa Kobialka, Partner, Kramer Levin

Diana Kruze, Partner, Morrison Foerster

Mike McNamara, US Managing Partner, Dentons

Dawn Schluter, Partner, Group Leader, Personal Services, Miller Canfield

James Wareham, Partner, Chair, Global Litigation, Fried Frank

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