

DBL Women's Network About DBL Women's Network (DBLWN)

Dunlap Bennett & Ludwig's Women's Network (DBLWN) is an innovative steering committee led by the COO and Director of Marketing and Business Development. The DBLWN was created to help women achieve their individual professional goals through programming, training, and advocating for women to achieve leadership positions within the firm. The main objective of the DBLWN is recruiting and retaining women attorneys and staff, mentoring opportunities, work-life management, and increased leadership opportunities both internally and externally. This program allows us to create an inclusive culture that offers a genuinely collaborative work environment.



Social activities are part of the program and lead to more organic mentoring among the women of the firm, as well as better networking opportunities with women clients. We recognize that in order to continue to deliver to our clients the highest caliber legal service we must attract, support and retain the best talent – male and female – including committed moms and dads.

The committee is comprised of female c-level executives, partners, associates, paralegals and staff, which allows for the maximum opportunity for diverse ideas across a variety of employees. Throughout the year, the DBLWN brings our female employees together for a variety of committee meetings, workshops and events. Firm leaders and expert guest speakers are brought in to share their views on a variety of topics, such as effective management techniques and developing executive presence. The DBLWN also hosts quarterly round table “chats” which brings women lawyers and staff together for informal discussions over coffee and dessert to discuss topical social issues around women in the workplace.



In addition to internal Firm events, the DBLWN hosts an annual client and alumni event which creates an opportunity for clients, fellow members of the Firm, and DBL alumni to network with one another. The



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event highlights a philanthropic organization each year (in conjunction with the DBL Cares Program), and a percentage of the funds raised are donated to the designated charity.

Mentorship

All female employees are assigned mentors — executives, partners, senior counsel, senior associates, paralegals and staff — throughout their careers at Dunlap Bennett & Ludwig. The mentors provide guidance on professional development, working relationships and the Dunlap Bennett & Ludwig culture.

Career Development and Education

The focus with this initiative is leadership development and business development training. DBL Women's Network will host Lunch 'n learn programs, open to all, which focus on issues of importance to women professionals. Topics range from networking strategies to understanding law firm financials to succeeding as a woman in a male-dominated profession. In addition, Networking is set up to provide our women attorneys and staff with increased opportunities to network internally and build meaningful personal and mentoring relationships with their colleagues at all levels and in all stages of their professional development.

Work/Life Balance

With DBL's flexibility and telework option, our lawyers can develop flexible work schedules to help achieve a better balance between their professional and personal obligations. In addition, we offer career coaching and options for returning at a reduced hour schedule, on a case by case basis, specifically designed for caregivers transitioning back to the firm from maternity leave.

Policy Development

The DBLWN Policy Committee works together with the executive committee to review, evaluate, and develop firm policies that deal with women's issues, work-life balance, maternity leave and other human resource policies.