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DIVERSITY LAB'S ONRAMP FELLOWSHIP AIMS TO BRING 200 WOMEN LAWYERS BACK INTO THE LEGAL PROFESSION BY 2025

Through “OnRamp 200,” Returning Lawyers Who Have Taken Career Hiatuses are Provided with One-Year Paid Fellowships at Leading Legal Organizations

SAN FRANCISCO, NOVEMBER 1, 2021 – In partnership with more than 30 law firms and legal departments, Diversity Lab’s OnRamp Fellowship has launched a new collective legal profession goal to bring 200 women lawyers who have taken extended career hiatuses back into the legal profession by 2025. [OnRamp 200](#) addresses the critical need to increase the representation of women in leadership roles within law firms and legal departments.

According to [NALP](#) data, 50 percent of law firm associates are women, but only make up 21 percent of equity partners—a mere 5 percent increase over 15 years—and 20 percent of managing partners. And according to the ABA [and other data sources](#), women currently serve in one-quarter of general counsel roles in Fortune 500 companies.

One reason for this deficit in the leadership ranks is the large number of women lawyers who leave the profession before they reach leadership levels to manage family or other important obligations. The goal of the OnRamp Fellowship is to replenish the talent pipeline in leading legal organizations with experienced women lawyers who want to return to practice and have the desire to advance into leadership roles but face unique challenges due to the extended gaps in their résumés.

“We hear from so many talented women lawyers who want to return and are not able to find a path back into law,” said Caren Ulrich Stacy, Founder of OnRamp Fellowship and Diversity Lab. “Especially now, law firms and legal departments cannot afford to overlook this talented pool of candidates. We are introducing this bold goal to bring back 200 women lawyers in the next several years to create a measurable, transparent, and collaborative framework that will keep us all accountable and make real progress on diversifying the legal profession’s leadership ranks.”

Initially launched in 2014, the OnRamp Fellowship matches experienced lawyers returning to the workforce with firms and legal departments for one-year, paid Fellowships. Diversity Lab has placed more than 95 Fellows—one-third of whom are attorneys of color—to date. 87 percent of Fellows have received full-time offers from legal organizations following the year-long program. Several former Fellows have already advanced into their firm’s partnership and leadership roles in legal departments.

Applicants for the OnRamp Fellowship are rigorously screened and matched with organizations based on the success traits that are essential for advancement into leadership. During their Fellowship year,

Fellows receive career development support through training by specialists in negotiations, project management, business development, and leadership as well as one-on-one coaching. In addition, Fellows have access to many of the legal field's most renowned training resources, including the expertise of award-winning legal writing coach and author Ross Guberman, Practising Law Institute's 10,000+ hours of live and on-demand CLE programs delivered by the profession's foremost experts, and Hotshot's extensive digital legal/CLE and business education library.

Additionally, Fellows meet regularly with other fellow returners—providing a community of support and knowledge-sharing—facilitated by [Ellen Ostrow](#), one of the most well-respected coaches in the legal profession and beyond.

Law firms and legal departments that have joined OnRamp 200 thus far include:

Akerman	Memorial Sloan Kettering Cancer Center
Amazon	Microsoft
American Express	Morrison & Foerster
Anheuser Busch InBev	Nixon Peabody
Bloomberg L.P.	Norton Rose Fulbright
Clifford Chance	Orrick
Clyde & Co	Perkins Coie
Drew Eckl & Farnham	Reed Smith
Eversheds Sutherland	Robinson + Cole
Faegre Drinker Biddle	Salesforce
Farella Braun + Martel	Sidley
Fenwick	Skadden
Gap, Inc.	Squire Patton Boggs
Haynes Boone	Stoel Rives
Hewlett Packard Enterprise	Thompson Hine
Holland & Hart	Vinson & Elkins
Hueston Hennigan	Volta Charging
Jackson Walker	Wiley Rein
Loeb & Loeb	Willkie Farr & Gallagher
Mayer Brown	

The expert career coaches who have signed on to coach and counsel Fellows on a one-on-one basis throughout the year-long Fellowship include the following. (More details on their backgrounds and expertise can be found at www.TopLawyerCoaches.com.)

Susanne Aronowitz	Jessica Hernandez	Kate Neville
Rosalie Chamberlain	Lisa B. Horowitz	Natalie E. Norfus
Jeena Cho	Hannah Kiernan	Ellen Ostrow
Kelli Dunaway	Elana Konstant	Michelle Rafik
Darien Fleming	Lauren Laitin	Carroll Welch
Carrie Fletcher	Marian Lee	Toni Wells
Amy Goldstein	Dena Lefkowitz	
Linda Hardenstein	Betsy Munnell	

“We are proud to be one of the first firms that piloted this initiative in 2014 and now to be part of this next evolution to bring 200 women lawyers back to legal practice,” said Sidley’s Jennifer Hagle, Co-Chair of Sidley’s Committee on the Retention and Promotion of Women and D&I Committee and a member of the firm’s Executive Committee. “We have hired many talented OnRamp Fellows since its inception and are thrilled to join this effort to increase the collective impact. Working towards this industry goal is critical for building diverse leadership both within our organization and in the legal profession.”

“Equality is a core value at Salesforce,” said Salesforce General Counsel, Todd Machtmes. “The OnRamp Fellowship is an important program to make meaningful progress in building representation of women in legal leadership and furthering our own commitment to diverse representation throughout our team. We are proud to support the program and look forward to watching it grow.” One of Salesforce’s past Fellows, Yulia Bartow, who is now a Corporate Counsel at Salesforce, has this to say about her experience, “The OnRamp Fellowship at Salesforce allowed me to explore an area of law that was completely new to me. Salesforce offered me rich training opportunities, cutting-edge collaboration tools, a structured review process including weekly feedback, and the ability to forge close relationships within and outside my team. As a result, I was able to learn new subject matter, gain extensive hands-on experience, hone my negotiation and drafting skills, and boost my self-confidence during my one-year fellowship.”

The first cohort of OnRamp 200 Fellows will start at the participating legal employers in February 2022.

To learn more about the Fellowship, please visit www.onrampfellowship.com.

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About Diversity Lab – [Diversity Lab](http://www.diversitylab.com) is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas—such as the OnRamp Fellowship and the Mansfield Rule—are created through our Hackathons and piloted in collaboration with more than 200 top law firms and legal departments across the country. Diversity Lab leverages data, behavioral science, design thinking, and technology to further develop and test new ideas and research, measure the results, and share the lessons learned. For more information, visit www.diversitylab.com.

About the OnRamp Fellowship – The OnRamp Fellowship, powered by Diversity Lab, is a re-entry platform that matches experienced lawyers returning to the workforce after a career hiatus with law firms and legal departments in the U.S. for year-long paid positions.