Reduced hours schedules are the most common type of flexibility offered and used.

### Share of Women
Female Attorneys Overall: 36.5% in 2015 to 35.9% in 2016
Reduced Hours Female Attorneys: 68% in 2015 to 66.3% in 2016

Women constitute the largest share of reduced hours lawyers yet continue to be underrepresented overall.

### Reduced Hours: Promotion & Leadership
Fourteen participating firms promoted at least one lawyer working reduced hours to partner. Twelve participating firms have reduced hours attorneys in leadership roles including three chairs or managing partners, 10 department chairs, and four office heads.

### Flex Lawyers by Position
Formal flexible schedules are more common among lawyers not on a traditional partnership track.

### Flexibility Benchmarking Survey Overview
An Examination of the Implementation and Usage of Flexibility and Leave Policies in US Law Firms by Race, Gender, and Sexual Orientation

The 2016 report consists of responses from 28 participating organizations.

### Organizational Support for Flex
- Firms with a Flex Program Advisor: 64.2%
- Firms with Educational Support for Flex Attorneys: 71%
- Firms with Educational Support for Supervisors of Flex Attorneys: 42.9%
- Firms with a True-Up Policy: 12 of 28 participants

### Women, LGBT, & Attorneys of Color
Despite increases in overall representation and usage, LGBT and Attorneys of Color remain underrepresented among reduced hours lawyers.

### Types of Flexibility and Usage
- Share of Firms with Flex Type
- Attorney Usage

- **Reduced Hours**: 100%
- **Flexible Start/End**: 65.4%
- **Telecommuting**: 57.7%
- **Annualized Hours**: 57.7%
- **Job Sharing**: 3.9%

26 of 28 participants have a written, formal flex policy.