

## INSIGHTS + NEWS

## Press Release: Bowditch & Dewey Honored with Empowering Women Award from Massachusetts Lawyers Weekly

AUGUST 3, 2023

### *Firm Cited for its Innovative Women's Initiative that Supports and Elevates Female Lawyers*

**Worcester, Boston and Framingham, Mass.—August 3, 2023**—Bowditch & Dewey has received an Empowering Women award from *Massachusetts Lawyers Weekly* for its strong commitment to supporting and elevating women attorneys.

The new awards program spotlights the select firms whose tangible and innovative efforts are advancing female lawyers.

Bowditch's commitment to the success of women attorneys is ingrained in its culture. A multi-pronged strategy was set in motion eight years ago, and its impact has been pervasive. Implementations included a set of policies to make the career advancement process more equitable and changes to the recruiting and interviewing process.

The firm also reimagined its Women's Initiative to actively promote women inside and outside the firm and create stronger networks. The initiative supports female lawyers' business development efforts and includes networking events for female clients and referral sources, high-level speaking engagements, visible community leadership roles, enrollment in external leadership training programs, successful nominations for key awards, a female-focused golf event, and much more.

As a result, the firm's women lawyers serve on boards or in other major roles in more than 50 organizations, and 50% of associates, 35% of partners, and three out of five members of the business leadership team are female.

"The Empowering Women award is among the most meaningful honors Bowditch has ever received," said Tina Bussone, Executive Director. "Congratulations goes to the entire firm for rallying behind the policy changes and Women's Initiative. We are by no means satisfied with the current state of the firm in this area. We are a work in progress. But we recognize that in a relatively short time, we have made meaningful strides."

"Since joining Bowditch, I have been very impressed with the attention and care that goes into helping women attorneys grow and find their stride. I have never seen or heard about so much support being given elsewhere. How wonderful for the firm to get the recognition it deserves," said Kristin Shirahama, Practice Area Leader, Estate, Financial, and Tax Planning Practice.

### ABOUT BOWDITCH & DEWEY, LLP

Bowditch is a highly regarded law firm handling sophisticated transactions, challenging litigation and complex

regulatory issues for businesses, families and institutions throughout Massachusetts, the region and beyond.

With more than 60 lawyers seamlessly connected in three strategic Massachusetts offices – Boston, Framingham, and Worcester – Bowditch is deep in the areas of business and finance, real estate and environmental, litigation, employment and labor, and estate and tax planning, delivering outstanding client satisfaction and quality legal services.