

VARNUM

Grand Rapids

Women at Varnum are thriving — and are pleased to let the legal community know it.

To celebrate Women’s History Month last March, the 190-lawyer Grand Rapids firm produced a series of four videos, each highlighting a female attorney at the firm, who spoke about her career journey and offered experience-based lessons on success. The video generated thousands of views and a spike of engagement across Varnum’s digital platforms.

While the video helped lead to an associate class that is 88 percent female, it would be impossible for any video alone to tell a story if the facts don’t support it. In Varnum’s case, that was not a problem.

For example, women at Varnum sit on the firm’s management and governance committees; lead practice groups and the associate retention and training program; and chair the summer associate program and the hiring and professional development councils.

VARNUM
ATTORNEYS AT LAW

With a strong female presence throughout Varnum’s various leadership bodies, the firm’s personnel policies reflect the understanding that women have unique needs, but will return value that far surpasses the costs to implement progressive policies.



EMPOWERING
WOMEN

At Varnum, those include remote work options and 16 weeks of paid leave for primary caregivers of birthed or adopted children.

Overall, 31 percent of Varnum’s lawyers are female, including 21 percent of the firm’s partnership ranks, 20 percent of their practice group leaders, and 40 percent of Varnum’s management staff. Given the percentage of women in this year’s associate class, along with the firm’s expectation that the 2024 summer associate will be 86-percent female, Varnum remains poised to continue closing the gender gap.

Not only are Varnum’s women lawyers gaining recognition for their professional accomplishments in publications like Michigan Lawyers Weekly’s “Top Women of Law,” but they are also actively engaged in their own communities, volunteering with and supporting women’s organizations such as the YWCA, Girls on the Run, Women Lawyers Association of America and Vista Maria.