



MISSION

Whether the economy is strong or weak, the departure of talented attorneys due to reductions in workforce or attrition has severe economic and non-economic consequences for both consumers and providers of legal services. The gravest repercussions include disruption of client relationships, increase in training and replacement costs, erosion of institutional knowledge, loss of investment, delayed resolution of legal matters, decline in productivity, low morale and alienation of future legal talent.

Balanomics™ is premised on the understanding that improving work/life balance for attorneys will minimize the costs and negative consequences that result from loss and lack of productivity of high performers. The Balanomics™ mission is to improve work/life balance, profitability, and productivity in the profession by enhancing the retention, promotion, and professional satisfaction of talented attorneys. The goal is to achieve this by encouraging a work/life culture that emphasizes work quality, flexibility, responsiveness, and accessibility rather than face time.

Balanomics™ is a gender neutral, broad-based call for change in the profession and an effort to integrate work/life balance into the larger diversity discussion since departures are most common among women, and especially women of color. Inspired by the Call to Action initiative, Balanomics™ seeks signatories to endorse work/life balance objectives outlined in “Statements of Support” for law departments, law firms, and professional associations. The objectives provide tools for each of these constituents to improve work/life balance for all attorneys; create accountability; and implement, track, and report on work/life balance programs and culture. It is time that the profession harness work/life balance to maximize the performance of its talent and minimize the financial penalties that result from loss and lack of productivity of seasoned attorneys.

BALANOMIC\$™ FOUNDING PARTNERS

PETCO Law Department Flex-Time Lawyers LLC
North American South Asian Bar Association Association of Corporate Counsel-San Diego



LAW DEPARTMENTS' STATEMENT OF SUPPORT

In affirming our goal to maximize employer productivity and profitability, minimize attorney departures and their impact, and promote work/life balance, we endorse the Balanomics™ mission both within our legal department and the outside law firms we employ. In so doing, we will encourage the following action items. First, create an environment where attorneys' hourly demands are reasonable and flexible, where possible. Second, encourage the use of formal and informal policies related to full-time flexible schedules, reduced-hour schedules, parental leave, and transitions from/re-entry into the profession (collectively, "Work/Life Policies") in a gender-neutral manner and for reasons in addition to parenting. Third, review attorneys' usage of Work/Life Policies and their promotion rates, while periodically soliciting feedback for improvement. Fourth, consider requesting law firms to report on their usage of Work/Life Policies and their promotion rates. And, Fifth, afford more opportunities to firms with demonstrated work/life efforts and re-examine our business with those who lack such initiative.

LAW FIRMS' STATEMENT OF SUPPORT

In affirming our goal to maximize employer productivity and profitability, minimize attorney departures and their impact, and promote work/life balance in our law firm, we pledge to endorse the Balanomics™ mission in conjunction with our clients. In so doing, we will encourage the following action items. First, create an environment where attorneys' hourly demands are reasonable and flexible, where possible. Second, encourage the use of formal and informal policies related to full-time flexible schedules, reduced-hour schedules, parental leave, and transitions from/re-entry into the profession (collectively, "Work/Life Policies") in a gender-neutral manner and for reasons in addition to parenting. Third, train our attorneys on time management, work/life balance, and the successful use of Work/Life Policies. Fourth, monitor our attorneys' billable hours, usage of Work/Life Policies, and promotion rates. And, Fifth, regularly solicit feedback on ways to improve work/life balance for all attorneys, the usage and implementation of Work/Life Policies, as well as promotion rates of attorneys who use them.

PROFESSIONAL ASSOCIATIONS' STATEMENT OF SUPPORT

In affirming our goal to promote work/life balance in the legal profession, we pledge to endorse the Balanomics™ mission in collaboration with our institutional and individual members and the community at large. In so doing, we will encourage the following action items. First, sponsor and support continuing legal education and other programs about work/life balance options and issues in the legal profession. Second, share data and information (protecting confidentiality, where appropriate) about law departments' and law firms' formal and informal policies and programs related to full-time flexible schedules, reduced-hour schedules, parental leave, and transitions from/re-entry into the profession (collectively, "Work/Life Policies"). And, Third, recognize legal employers who show initiative, leadership, and creativity in developing a balanced culture and adopting and implementing successful Work/Life Policies.

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