

## **Law and Accounting Firms in NYC Help Women Break the Glass Ceiling**

NEW YORK - In a new twist on helping women break the glass ceiling, several New York City-based law and accounting firms and other companies are following a different roadmap with remarkable success.

The Women's Advancement Compact (WAC) provides the tools to help women face their professional and personal challenges.

Women attorneys, accountants, sales executives and others are participating in a unique forum, which includes intense professional development and networking.

This groundbreaking<sup>1</sup> program was designed and developed by WAC and has already achieved significant results. Last week, at one of the nation's largest law firms, Alston & Bird, WAC conducted its latest program in a series of events that integrate career satisfaction, life challenges and personal development.

"Corporate America's women face unique challenges," says Deborah Goldstein, founder of WAC. Recent research points up that more than half of female executives say their productivity would increase by 10 to 25 percent if their organizations played a more active role in helping them balance their work and non-work lives.

"WAC brings to corporate employees a full menu of solutions, aids and tools to create opportunities across industry lines and gives women the infrastructure to leverage<sup>2</sup> networks and become rainmakers<sup>3</sup>," says Goldstein. "Further, we motivate women to set their daily and long term goals with perspective, and stay mindful of these commitments, which results in a well-managed life on the job and at home."

In the field of law, women account for 45% of associates, yet represent just 15% of equity partners. Studies have shown that this is due to a number of women not fitting in or adjusting to a corporate culture; other women who lack the courage or resources to strive<sup>4</sup> for partnership; and many who drop out when they have children and then can't get back into the workplace. "WAC provides the tools to help women face their professional and personal challenges," says Goldstein. "As a result, we are starting to see a rise in promotions and a drop in turnover."

Adapted from *Businesswire.com*, November 2013

1. *Groundbreaking* : innovative
2. *Leverage* : use effectively
3. *Rainmakers*: great performers
4. *Strive* : to try very hard to achieve something