



2024
**EMPOWERING
WOMEN**



SPILMAN, THOMAS & BATTLE

Roanoke

At Spilman, Thomas & Battle, accommodating diversity is vital not just among demographics, but among different work styles of those seeking greater harmony between their personal and professional lives. Sometimes that means allowing attorneys to scale back to part-time or even independent contractor status, and return to full-time when they wish.

“This ‘win-win’ arrangement is beneficial not only to the individual attorney,” the firm states, “but also to the firm and its clients. Such flexible arrangements enable talented attorneys to tailor their workload in ways that allow them to balance the demands of work and family.”

That flexibility can also be found in Spilman’s career progression model which abolished the typical “up or out” paradigm and uses an Associate Development Program that permits lawyers to decide among a variety of practice roles.

The firm has also developed a Women’s Initiative that includes regular “lunch and learn” meetings, allowing females from across the organization to participate in presentations on practice development, work-life balance and career growth strategies. Special WIN sessions focus on in-person relationship building and mentoring.

Led by its DEI Committee, Spilman Thomas & Battle’s blueprint for nurturing diversity involves active outreach to the community as well as internal processes that include training, mentoring, networking, and the elimination of bias and other obstacles to individual success, fostering an environment where everyone can reach their full potential.

The firm’s commitment to representing all facets of the community is also reflected in its membership in the Leadership Council on Legal Diversity, as well as its current pursuit of Mansfield Rule certification requiring participants to hit certain targets in the consideration of underrepresented groups for leadership positions. The firm has also joined the Minority Corporate Counsel Association, a group that champions the hiring, retention and promotion of diverse attorneys in both in-house and law firm environments.

The firm’s current stated goals include having women included in at least a third of new hires, leadership positions and lawyers in formal client proposals.