



MASSACHUSETTS
Lawyers Weekly

EMPOWERING WOMEN 2023

CASNER EDWARDS

Boston

For the past decade, Boston's Casner & Edwards has surpassed the national average in percentage of female equity partners, non-equity partners and woman lawyers overall – and the 44-attorney firm has put a structure in place to position women for continued success.

Casner's Women's Initiative, for example, hosts educational programs with outside speakers and it organizes forums for women at the firm to engage with area businesswomen, corporate counsel, and leaders of women's organizations throughout the region.

Additionally, Casner has formalized a mentor program in which senior female attorneys coach early-career lawyers in the areas necessary to become successful lawyers and partners at the firm.

Currently, 32 percent of Casner's equity partners and 38 percent of its non-equity partners are women. Six out of eight associates at Casner are women, and in total, women comprise 42 percent of Casner's lawyer headcount.

Casner's recruiting strategy is at the heart of its success in bringing women into the firm, which has revised its job descriptions for gender neutrality and has promoted its open positions through "broader channels." This includes outreach to organizations that successfully engage female attorneys.

The firm's commitment to women's empowerment is also reflected in its compensation policy, approach to performance evaluation, and concerted effort to enhance the visibility of its female attorneys. People in similar roles receive equal pay, and Casner encourages partners to consider personal circumstances when evaluating the performance of their reports.

In terms of visibility, female lawyers at Casner receive membership in the Women's Bar Association and the Boston Bar Association courtesy of the firm, which encourages its attorneys to offer their time and expertise to community organizations that serve women.

Partner Renee Inomata serves on the steering committee of the Boston Bar Association's Women of Color Attorneys Leadership Forum, Partner Sharon C. Lincoln was a founding board member of New England's Women in Energy and the Environment, and Partner Katie L. S. Von Kohorn is a member of Casner's Management Committee and serves as a founding member of the Women's Fund Committee at the Community Foundation of North Central Massachusetts.