

# For Midsize Law Firms, Curbing Boys-Club Culture Starts with Diversity at the Top

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In the LAW.COM PRO article, “For Midsize Law Firms, Curbing Boys-Club Culture Starts with Diversity at the Top,” partner **Shelley R. Smith**, Archer’s Chief Diversity, Equity and Inclusion Officer, gave insight on how midsize law firms can increase diversity efforts when dealing with smaller talent pools and less frequent leadership changes, which can affect diverse visibility at the top level.

Noting that midsize firms don’t have a large number of leaders, nor do they rotate those leaders frequently, Shelley stated, “Size can make things more challenging because when you’re smaller, the opportunities to make changes in leadership positions, ranging from the top to practice group leaders and supervisory positions, are less frequent.” But in the longer rotation cycle of leaders, Shelley suggested, firms can take up diversity initiatives and programs to provide smaller opportunities for leadership and bring visibility to diverse individuals at a firm. She added, “You can create opportunities for leadership at a lower level than just firm management so you’re expanding what leadership looks like more generally at the firm.”

In the absence of diverse leaders, there are ways to still give diversity a voice, and at Archer Shelley said she put together a group of diversity advocates ranging across seniority and staff roles to help put together diversity programming.

To read the complete article, click [here](#).

## Related People



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