

NEWS & INSIGHTS

HALEY COX QUOTED BY BIRMINGHAM BUSINESS JOURNAL ON EVOLVING FEMALE LEGAL PRESENCE

February 14, 2024

Lightfoot Partner **Haley Cox** contributed to a recent Birmingham Business Journal article on the ever-evolving conversation on recruiting female legal talent.

The article tracks the shift from a predominantly male presence in law schools circa 2014 to a majority female in 2023. Translating to firm dynamics, women are not scarce in the legal field like they used to be, but recruiting female talent does come with its complexities.

When asked about the hurdles she faces in recruiting female attorneys today, Cox said, “The challenge for all of us is going to be ‘how do we make sure that we bring women and all groups fully into the firm where they feel invested, and it’s somewhere they want to stay and keep coming back every day?’”

The value of female lawyers cannot be understated and is reflected by client requests. Cox specifically notes that clients actively seek insights into the firm’s diversity, inquiring annually about the composition of the firm regarding gender, ethnicity and inclusion of individuals with disabilities. This proactive approach by clients not only reflects the changing dynamics of the profession but reinforces the value placed on diverse perspectives within the field.

As Lightfoot’s Hiring Partner, Haley Cox plays a pivotal role in recruiting diverse talent to Lightfoot. Haley oversees the intricacies of our summer program and pre-law diversity initiative in addition to serving on the firm’s Executive Committee. Beyond her work giving back to Lightfoot, Haley works consistently represents Fortune 500 clients in a large scope of cases ranging from Product Liability to Automotive and Professional Liability. Her work has earned her national acclaim, receiving Benchmark Litigation’s “Top 250 Women in Litigation” for the last three years and Benchmark Litigation, “Litigation Star” for the last two years.