

## INSIGHTS + NEWS

## Client Service, Transparency, Advancing Women, Technology and Community Involvement Hallmarks of Bowditch's Legal Practice

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In an interview with *Invest*, Tina Bussone, Bowditch's executive director, discussed how the law firm's transparency has led to increases in the participation of women in ownership and among its legal personnel. She also highlighted increasing competition among law firms as they compete for a greater share of the market for legal services, and how the firm leverages technology and changing demands to service clients effectively. The interview also details the firm's contributions to the legal landscape and the communities it serves, the opportunities and challenges it has identified in the local legal sector, and the top priorities for the next two to three years. Here is an excerpt:

### **What is the strategy of Bowditch & Dewey to level the field in terms of female participation in the firm?**

When I first joined 10 years ago, we only had one female capital partner or owner at the firm. We are now at a point where about [40%]\* of our ownership is women. We achieved that through a variety of means. In terms of policy-driven measures, putting things in writing and being transparent levels the playing field.

From the criteria to get elevated to partnership to how origination credit on work is split, everything is documented and detailed. Those criteria are the same for everybody, and everyone has access to that information. That has made it easier for people to advance. Additionally, we coupled that with supporting people on reduced schedules as that is important for some members of our team including our female attorneys. We have also placed women in leadership positions to help in our decision-making and ensure various perspectives are heard and considered.

\*as of January 2025

[Read the full interview](#) on the Capital Analytics Associates' website.