

# Rethinking the Partnership Model to Foster Inclusion

A photograph of a modern building's curved glass facade, showing multiple floors and windows, set against a light blue sky.

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Axinn partner Rachel Adcox authored the *ABA Law Practice Today* article, “Rethinking the Partnership Model to Foster Inclusion.”

Now, more than ever, improving partnership diversity is a moral and competitive imperative. Clients know that diverse leadership produces better business outcomes, and they also want their service providers to reflect their own values. And even though law firms are doing more than ever to develop, attract and retain diverse talent, law firm partnerships remain predominantly white and male.

Reflecting on her own path to partnership, Rachel advocates for a “team” model to not only create space for diverse participation but to motivate it. In particular, she outlines how a focus on contributory potential, rather than traditional markers of affinity, will foster the partnership diversity that will ensure firms’ continued growth and achievement.

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