HELPING LAW ASSOCIATES IMPROVE FINANCIAL HEALTH AT

Debevoise & Plimpton

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THE PROBLEM:

Debevoise & Plimpton wanted to offer its associates personal finance workshops, with an initial focus on associates who were part of its newly formed 1st Generation Affinity Group. Debevoise wanted to partner with an experienced and unbiased educator who could address specific financial situations that may arise for members of underrepresented groups and who could create a safe space to foster discussion and make associates feel comfortable discussing financial concerns.

THE SOLUTION:

Debevoise’s Diversity & Inclusion (D&I) Manager collaborated with Shahar to pilot a customized personal finance primer to address the unique financial circumstances of 1st Gen law associates. The session was extremely well received by associates as demonstrated by quantitative and qualitative data collected via an anonymous post-session survey.

“Great workshop. All lawyers should attend”

– Debevoise Law Associate

“The candor and approach was well received. I look forward to more sessions”

– Debevoise Law Associate

With high engagement and positive feedback, Debevoise and Shahar are expanding the program to develop deep-dive workshops on topics, including:

• Growing Your Wealth: An Introduction To Investing
• Managing Your Student Loan Effectively
• Preparing For The Future: How To Save For Retirement
Additionally, Shahar and Debevoise broadened the reach of the program to additional affinity groups and associates, including doing a tailored session for Debevoise’s entire summer associate class. The summer session included specific financial strategies that associates could take advantage of during their 3L year and before starting to work full-time.

RESULTS:

Shahar's workshops received high praise by associates. Debevoise is engaging with Shahar to scale the program.

1st Generation Affinity Group Session

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Summer Associate Session

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TESTIMONIALS:

“Fantastic. Most useful presentation from the summer
– Debevoise Summer Associate

I think this was great and look forward to more sessions
– Debevoise Law Associate
“This was amazing. Very useful and the speaker was great. Very happy I came.”
– Debevoise Summer Associate

“Presenter was affable, clearly very knowledgeable, and very responsive to questions.”
– Debevoise Summer Associate

“It was very comprehensive, which I found to be very helpful.”
– Debevoise Law Associate

“Today’s session exceeded my expectations. I appreciate the concrete takeaways.”
– Debevoise Summer Associate

“I think he presented a complicated subject in an understandable manner.”
– Debevoise Law Associate