
How does the gender composition vary across departments?

Departments have large autonomy in hiring associates and setting their pay. This is important because the job market value different legal expertise differently. If all departments adhered to the same salary scale, some would underpay their attorneys and would be unable to attract and retain the best talent.

Your task is to explore the differences in gender composition across departments, and whether it is related to the average salary level of the department.

Task: Demonstrate pay practices at the firm

You will use a pivot table to compute statistics by department or gender.

1. Use the “Losing Female Talent Full Data” spreadsheet on Google Sheets. In all of the tasks below, limit the sample to associates who have been hired in 2012. Create a *contingency table* of department and gender. This is a pivot table where the cell values are counts of associates. Compute the share of women in each department.
2. Are women underrepresented in some departments? Conduct a χ^2 test (use the “Losing Female Talent Tests” sheet) to determine whether the variation in female shares across departments could have arisen by chance. Interpret the results precisely.
3. Create another pivot table, computing the mean salary by department (not by gender). In which departments is salary highest and lowest? Is this related to the share of women in the department?
4. (optional, if time permits) The two biggest departments are Corporate and Litigation. What is gender wage gap in these two departments? Use a pivot table for average salaries. Explain what you find.

Presentation and discussion

Can you argue that women sort into department with different pay levels? Pick the exhibits that best support your argument. Prepare a short presentation with 2-3 exhibits and precise verbal interpretation.