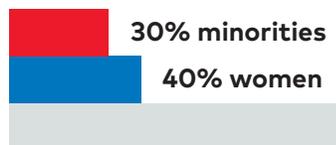




Diversity & Inclusion



Firm management committee



Fortune Best Workplaces for Diversity



Women chair the partner nominating and compensation committees



Fortune Best Companies to Work For

50+

Percentage of female associates



Law360 Best Law Firm for Minority Partners

Accolades

- Fortune Best Workplaces for Parents
- Fortune Best Workplaces for Flexibility
- Working Mother Magazine and Flex-Time Lawyers Best Law Firms for Women
- The American Lawyer – Consistently ranked on Diversity Scorecard
- Women in Law Empowerment Forum Gold Standard Certification

Affinity groups

Cooley's affinity groups are open to all Cooley lawyers and were formed by lawyers to be a forum and resource for support and awareness within the firm.

- Women's Initiative
- African American Affinity Group
- Asian Pacific Islander Affinity Group
- Caregivers Affinity Group
- LGBTQ Affinity Group
- Minority Associates Group

Inclusive leadership

Diversity is embedded in our culture. It starts with commitment at the top, which is evidenced by the frequent diversity-focused programming included in our partner meetings. Topics have included implicit bias in law firms, generational diversity, strategies for building diverse networks, best practices for inclusive leadership and how to be an effective ally.

“We’re devoted to this notion of being creative and entrepreneurial and that is born out of diversity — both diversity of opinion and diversity of background.”

— Joe Conroy, CEO

Diversity fellowship

Cooley offers diversity fellowships to outstanding first-year law students as part of our ongoing commitment to recruiting and developing a diverse and talented team. Award recipients receive a paid 1L summer associate position and an award of up to \$30,000 to assist with law school tuition. All students who demonstrate a commitment to promoting diversity are encouraged to apply.

Women in Law and Diversity in Law Hackathons

Cooley partners represent the firm in “Shark Tank”-style pitch competitions focused on devising innovative solutions to boost the advancement and retention of women and minority lawyers in law firms.

Industry engagement

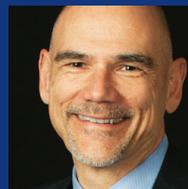
Cooley often hosts diversity programs and partners with women and minority legal organizations and outside counsel. Some recent events:

- Leadership Council on Legal Diversity (LCLD) leadership lunches with general counsel from top firm clients, Cooley’s CEO and minority attorneys
- Client networking receptions hosted by Cooley’s Minority Associates Group
- Minority judges reception and client panels in recognition of Cooley’s Diversity Awareness Month
- Professional development events co-sponsored with minority law student and diversity recruiting organizations

cooley.com/about/diversity



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