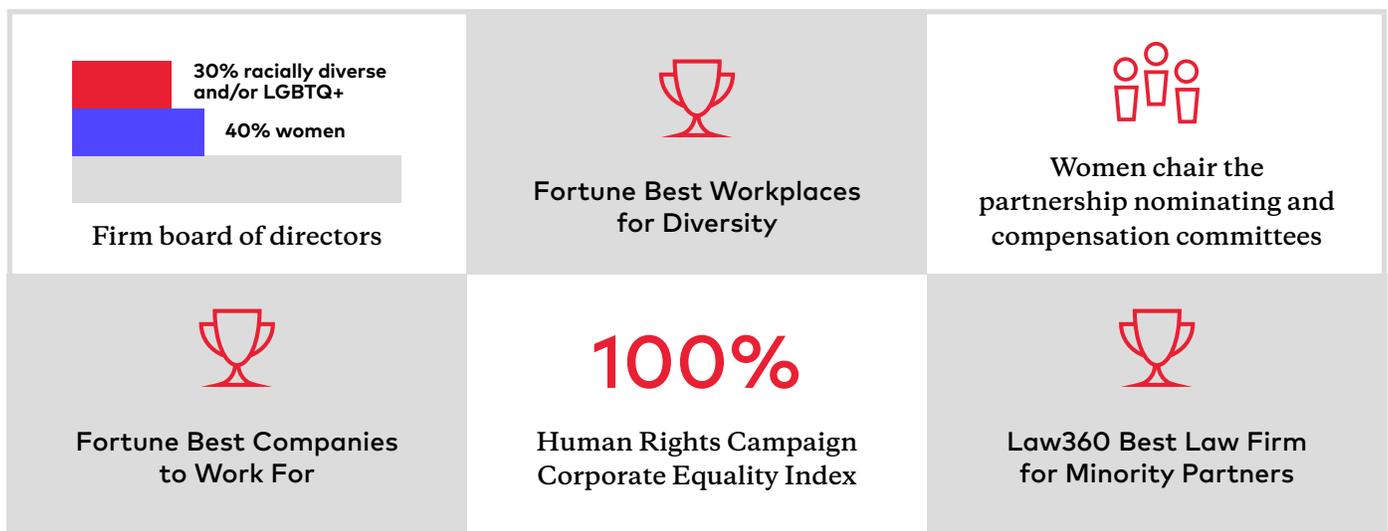


Cooley



Diversity, Equity & Inclusion



Affinity groups

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

- Alternative Work Schedule Attorney Affinity Group
- Asian Pacific Islander Attorney Affinity Group
- Black Attorney Affinity Group
- Black Professional Staff Affinity Group
- Caregivers Attorney Affinity Group
- LGBTQ+ Affinity Group
- Minority Associates Group
- Veterans at Cooley Affinity Group
- Women's Initiative

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.

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

“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, Chairman and 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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