

## Diversity, Equity & Inclusion



### Commitment

Cooley is committed to taking a comprehensive approach in working toward building a firm and workplace that reflect equality for all. Our current efforts include:

- Training and educating on topics such as antiracism, micro-inequities and allyship
- Becoming the first Am Law 100 firm to hire a manager to focus exclusively on DEI efforts for professional staff
- Tracking diverse representation in pitches and client teams
- Analyzing pay equity and promotion trends
- Investing in mentorship and development
- Tying commitment to firm culture and DEI to partner compensation and promotion decisions
- Expanding pro bono partnerships with civil rights and civil liberties organizations

### Affinity groups

Open to Cooley lawyers and professional staff, Cooley's affinity groups 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 and Professional Staff affinity groups
- Black Attorney and Professional Staff affinity groups
- Caregivers Attorney Affinity Group
- Cooley Inclusion Alliance
- Latinx Affinity Group
- LGBTQ+ Affinity Group
- Veterans at Cooley Affinity Group
- Women's Initiative

“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 in the US as part of our ongoing commitment to recruiting and developing a diverse and talented team. 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. In 2021, Cooley launched our UK Diversity Fellowship for university students intending to study for qualification as a solicitor in England and Wales.

## Industry leading policies

All nonpartner attorneys are eligible to receive up to 50 hours of billable credit for time spent leading DEI efforts. We also expanded our one-day paid volunteerism policy to include aiding social and racial justice activist organizations, petitioning and peacefully protesting, and to allow for up to seven hours of billable credit for lawyers.

## Our fight for racial justice

We all share a responsibility to effect change in our fight for racial justice. We commit to publicly sharing and maintaining accountability for Cooley's progress and to work toward systemic change within the firm, the broader industry and our communities. Some recent efforts:

- Chairman and CEO Joe Conroy personally appointed a task force, which included a subset of the board of directors, to create a bold, robust and metrics-based action plan to ensure a workplace that rejects racism and reflects equality for all
- To encourage education, engagement and action, Cooley's Black and Asian Pacific Islander affinity groups published public resource kits to deepen and expand understanding of antiracism and allyship
- The firm, its partners and employees committed \$750,000 to the Equal Justice Initiative

[cooley.com/about/diversity](https://cooley.com/about/diversity)



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