



diversity, equity & inclusion

Business Professionals



Cooley takes a comprehensive approach to building a firm and workplace that reflects equality for all.

Training and educating on topics such as inclusive leadership, antiracism, micro-inequities and allyship

Hiring a manager to focus exclusively on DEI efforts for business professionals

Embarking on continuing education about the experiences of underrepresented groups in the firm and the legal industry

Sponsoring firmwide small-group discussions to promote employee awareness and normalize difficult conversations around topics such as gender, disability and race

Providing all employees one day of paid time off to participate in volunteerism, including aiding social and racial justice activist organizations, petitioning and peaceful protesting

Allocating up to 25 hours of billable credit for business professional timekeepers for time spent leading DEI efforts

Recognizing exemplary business professionals who champion diversity, equity and inclusion efforts through the Cooley Champion Award



Cooley's diversity committees foster an authentic and diverse workforce. Members strive to ensure equitable representation and consideration of diverse perspectives and experiences at a firmwide and local level. For this reason, local committee members in each Cooley office are entrusted with promoting safe, inclusive and communal environments and acting as a resource for DEI-related policies, initiatives and programs.

Business professionals and lawyers are encouraged to become members or leaders of our affinity groups. Affinity groups provide a forum and resource for support and awareness within the firm and offer unique opportunities to identify mentors and develop strong relationships among peers.

Our current group options for business professionals include the Asian Pacific Islander, Black, Latinx, LGBTQ+ and Veterans at Cooley affinity groups. Many Cooley business professionals serve as affinity group and DEI small-group discussion leaders alongside the firm's lawyers, driving commitment to DEI as advocates for equity, investment and development for their offices.



We're committed to being an active agent of change. Our Diversity, Equity and Inclusion Action Plan, approved by the board of directors, articulates and delivers on our public commitment to oppose racial and social injustice. Highlights of the plan include:

- Meeting or exceeding targets for greater representation of women in the partnership, diversity among lawyers and business professional leadership.
- Expanding our commitment to defending civil rights and addressing systemic injustices by hiring a dedicated racial justice counsel as a member of the pro bono team.
- Encouraging education, engagement and action – several of Cooley's affinity groups have published public resource kits to deepen understanding of key equity concepts, present different perspectives and highlight the importance of allyship.

100%

Human Rights Campaign
Foundation's Corporate
Equality Index



Employer Support of the
US Guard and Reserve
(ESGR), certified veteran-
friendly workplace

Diversity in practice:
Business professional leadership

Diverse*
managers
and directors

32%

Women
chiefs

80%

Scan the code for information
on our Diversity, Equity and
Inclusion Action Plan.



“Our culture at Cooley is rooted in excellence, entrepreneurship, collaboration and creativity, and has been a driving force behind our success. We believe that a diverse and inclusive environment strengthens this culture and fuels our ability to innovate and thrive in our ever- evolving industries.”

— **Rachel Proffitt, CEO**



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