





## Women's Initiative committees

The Women's Initiative (WI) comprises two central committees to address relationship building and personal and professional development, as well as progress and accountability in support of our strategic diversity, equity and inclusion goals.

### **Representative committee**

Focusing on maintaining a welcoming and inclusive firm by offering opportunities for leadership, mentorship and community-building, committee members develop and implement programming tailored to the unique needs and interests of the women in their local offices.

### **Strategy committee**

Focusing on identifying, establishing and advancing efforts to recruit, retain and promote women at the firm, this committee of women and men works alongside the representative committee to further the WI's global and strategic priorities.



10+ years WILEF Gold Standard  
Certification and Seramount  
Best Law Firms for Women



33% racially diverse  
and/or LGBTQ+

33% women

Firm board of directors

## Women's Initiative task forces

Several task forces were created within the WI to advance the strategic priorities of the committees for supporting all women at the firm.

### **Training and development**

Identifies and offers training on relevant topics, including self-promotion, negotiation skills, and leadership and business development strategies

### **Intersectionality**

Promotes greater awareness and understanding of intersectional identities and representation among WI members and the firm

### **Male allyship**

Supports the WI by engaging men throughout the firm to contribute toward the WI's goals and bridging the gender gap

### **Retention**

Strategizes and develops best practices to aid in retaining women lawyers across the firm in such areas of focus as work-life integration, business development and work allocation

## Flexible work

Cooley offers alternative working arrangements for lawyers, including flexible and reduced schedules, gender-neutral parental leave and ramp-down/ramp-up programs. Cooley's Alternative Work Schedule Attorney Affinity Group was created to offer awareness and support for alternative work schedule arrangements.



4x Mansfield Rule  
Certified Plus Firm



Women chair the  
partnership nominating and  
compensation committees

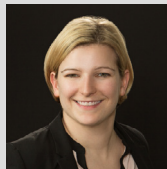
“Cooley continues to prioritize developing and promoting women, exemplified by our representation as leaders at every firm level. We are proud of the progress and dedicated to maintaining the momentum toward even greater success.”

— Sonya Erickson



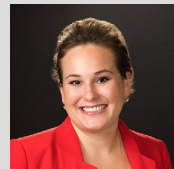
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