Cooley



Women's Initiative

Cooley's Women's Initiative aims to attract, retain and mentor a strong network of women lawyers by offering innovative career development and networking opportunities to help women grow and thrive both personally and professionally.

Accolades

- Women in Law Empowerment Forum Gold Standard Certification
- Working Mother magazine and Flex-Time Lawyers Best Law Firms for Women
- Fortune Best Workplaces for Flexibility
- Fortune Best Workplaces for Parents

Professional development

- **Mentoring:** Across the firm, women lawyers organize local group meals and other gatherings to facilitate organic mentorship opportunities within each office.
- **Learning + development:** Sponsored trainings offered by the Women's Initiative cover topics such as self-promotion, leadership development and business development strategies.

40 Percentage of women on management committee	Fortune Best Workplaces for Women	Women chair the partner nominating and compensation committees
Fortune Best Companies to Work For	50+ Percentage of female associates	Law360 50 Best Law Firms for Women

"Women comprise more than 50% of the executive leadership roles at Cooley. We are committed to maintaining our momentum and further increasing representation throughout the firm."

— Sonya Erickson, Management Committee Member and Partner Nominating Committee Chair

Industry engagement

- **Community leadership:** Cooley lawyers champion gender equality and women empowerment through sponsorships, participation and leadership in organizations such as the board of the National Association of Women Lawyers (NAWL), Women in Law Empowerment Forum (WILEF) and the Committee of Women in Law London (WILL).
- **Women in Law Hackathon:** Kay Chandler, partner and Women's Initiative co-chair, participated in a competition with high-level partners from top US law firms to devise an innovative project that boosts the advancement and retention of experienced women lawyers. Two of the winning ideas are being piloted across Cooley.
- **OnRamp Fellowship:** Cooley was one of only four law firms to pilot a fellowship program to replenish the talent pipeline of women attorneys returning to law.

Flexible working

Cooley offers numerous flexible working arrangements for lawyers, including flexible and reduced schedules, gender-neutral parental leave and phase-back programs. The Women's Initiative runs a liaison program for men and women taking a leave of absence extending four weeks to serve as support leading up to the leave and upon return.

Pathway to partnership

In an effort to further diversify the pipeline to partnership and new partner classes, Cooley offers select minority and women senior associates strategic coaching and sponsorship opportunities. These associates are paired with influential partners to discuss future goals and help prepare them for the partner nominating process.

cooley.com/about/diversity



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