

Cooley's commitment to attracting, mentoring and retaining an exceptional team of lawyers from as many backgrounds as possible is embedded in the firm's culture. Today, as the firm has grown and expanded, this commitment remains through active participation and leadership in local and national minority law organizations, diversity pipeline projects, law school diversity programs and community outreach. The firm's management, hiring and diversity committees work closely together to create programs and policies that advance its diversity and inclusion goals.

Affinity Groups

Cooley has several active affinity groups, all of which were formed and are managed by Cooley lawyers. The mission and goals for these groups are numerous and include providing a forum and resource for support; participating in recruiting activities; enhancing retention, training and promotion; promoting awareness within Cooley; supporting professional and business development through participation in networking and educational events; identifying opportunities for pro bono work on relevant legal issues; and identifying opportunities to join with clients and community members on initiatives and topics of interest. Current affinity groups include African American lawyers, minority associates and LGBTQ lawyers. Participation from all with an interest in diversity is encouraged.

Women's Initiative

Cooley's Women's Initiative Committee is comprised of a woman partner and associate from each of our offices.

The group's mission is to provide women lawyers with support and mentoring to define and further their success; increase the visibility of women lawyers to the firm's leadership and encourage leadership opportunities for women lawyers; foster business development opportunities for women lawyers; and to host professional development events intended to strengthen core skills among the firm's lawyers. The Initiative sponsors and participates in a number of women's leadership organizations, including the Women in Law Empowerment Forum (WILEF), the National Association of Women Lawyers (NAWL) and Women in Law London (WILL). Offerings include:

- Connection Circle initiative to provide greater opportunities for relationship development across practice groups and various levels of seniority
- Liaison program for lawyers on extended leave
- Quarterly in-office women lawyer gatherings
- Panel presentations and group discussions on topics important to women associates, including business development
- A dinner held in each office during the summer at a partner's home or local restaurant for all women associates and summer associates to socialize and address issues of particular interest to women

Accolades

- Fortune magazine's "Best Companies to Work For," "Best Companies for Women," "Best Companies for Millennials" and "Best Companies for Flexibility"
- Working Mother magazine and Flex-Time Lawyers' "Best Law Firms for Women"
- Fatherly's "Best Places to Work for New Dads"
- Law 360's "100 Best Law Firms for Minority Attorneys," "50 Best Law Firms for Women," and "Top 25 Law Firms for Asian-Americans"
- MultiCultural Law magazine's "Top 100 Law Firms for Women," "Top 50 Law Firms for Partners," and "Top 25 Law Firms for Asian-Americans"
- WILEF's "Gold Standard Certification"
- Perfect score on Human Rights Campaign 2016 Corporate Equality Index
- Consistently ranked in The American Lawyer's annual Diversity Scorecard

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. The annual fellowship provides a substantial monetary award to assist with law school tuition, as well as a summer associate position.

OnRamp Fellowship

Cooley was one of only four law firms to pilot a one-year fellowship program aimed at replenishing the talent pipeline in law firms with experienced women lawyers who have taken an extended hiatus from the practice of law. We continue to actively participate in the national program.

Women in Law Hackathon

Partner and co-chair of the Women's Initiative, Kay Chandler represents Cooley in the Women in Law Hackathon, a "Shark Tank"-style pitch competition. The inaugural event brings together 54 high-level partners from US law firms who work virtually in nine teams to devise an innovative project or initiative that boosts the advancement and retention of experienced women lawyers in law firms.

Diversity Recruiting & Student Outreach

Cooley regularly partners with women and minority law student organizations and participates in initiatives aimed at increasing the number of diverse lawyers both here at our firm and in the legal profession at large. Our recent diversity recruiting efforts include:

- 1L diversity receptions and networking receptions in many of Cooley's offices
- Bay Area Diversity Job Fair
- Cooley Diversity Fellowship
- Diversity resume collections at various law schools
- Judicial Intern Opportunity Program (JIOP)
- Lavender Law Career Fair
- Sponsors for Educational Opportunity Law Partnership (SEO)

Diversity Organization Sponsorships and Participation

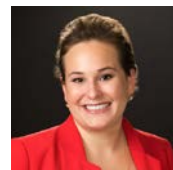
In addition to our internal commitment to increasing the diversity of the firm, Cooley regularly sponsors events and organizations that increase awareness and promote diversity in the legal profession and our communities at large, including:

- Asian Law Alliance
- Human Rights Campaign
- Korean American Bar Association
- La Raza Lawyers of California
- Lambda Legal
- Leadership Council on Legal Diversity
- Minority Corporate Counsel Association
- Muslim Advocates
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National Bar Association
- National Hispanic Bar Association
- National LGBT Bar Association
- North American South Asian Bar Association
- Women in Law Empowerment Forum
- Women in Law London
- Women's Intellectual Property Lawyers Association

Diversity Contacts



**DeAnna Allen, Partner and
Chair of Cooley's Diversity
Committee**
dallen@cooley.com
202-842-7896



**Amie Santos, Diversity and
Inclusion Manager**
asantos@cooley.com
202-728-7011