

Cooley's Women's Initiative was created to attract, retain and mentor a strong network of women lawyers. The initiative seeks to provide women at Cooley with the tools necessary to achieve professional success and personal fulfillment, including counseling, professional development and networking opportunities.

Key Components

Connection Circles

Women lawyers across the firm are engaged in Cooley's relationship development initiative, which is called Connection Circles. The goals of the circles are to enhance opportunities for connections among broader groups of women lawyers.

Leadership



Kay Chandler
co-chair



Shira Nadich Levin
co-chair

"The recognition the firm has received for its success in supporting our women lawyers is just one small testament to our hard work — the real success, though, is visible within Cooley; our women are inspiring others to change the status quo, and we couldn't be more proud to be at the forefront."

— **Shira Nadich Levin**

Events

Throughout the year, the Women's Initiative hosts professional development panel discussions, firmwide webinars, and networking events for our lawyers on topics including business development, rainmaking, leadership development and sponsorship/mentoring.

Event formats have included quarterly in-office women lawyer gatherings, dinners at partners' homes and restaurants and panel presentations. While the associate event series is an integral part of the women's initiative, professional development topics are relevant to men and women and therefore we encourage all to attend.

Family Leave Program

Cooley understands the importance of maintaining a culture which accommodates a need for lawyers to "ramp up" and "ramp down" based on their professional and personal commitments. This kind of flexibility allows our lawyers to construct a part-time schedule that helps them balance their personal lives with their professional development.

Lawyers serve as liaisons to peers who are taking a leave of absence exceeding four weeks, providing support leading up to the leave and serving as a primary contact during the leave. The liaison helps to re-acclimate the lawyers on his/her return to work.

Leadership in our Communities

Cooley hosts and attends events, and participates in surveys associated with leading women's organizations. Partner DeAnna Allen serves on the Board of the National Association of Women Lawyers (NAWL) and associate Sascha Grimm co-founded and is a member of the Committee of Women in Law London (WILL). CEO Joe Conroy is actively involved in the Women in Law Empowerment Forum (WILEF) Law Firm Leaders Council and was one of the first men to sit on its Global Advisory Board; partner Barbara Kosacz is also on the Global Advisory Board and partner Shira Nadich Levin chairs the organization's Young Lawyers Committee.

National Acclaim

Cooley's Women's Initiative and commitment to overall firm culture and diversity has been recognized for its outstanding work. Our accolades include:

- Working Mother & Flex-Time Lawyers – Best Law Firms for Women
- WILEF – Gold Standard Certification
- Fortune – Best Companies to Work For; Best Companies for Women; Best Companies for Flexibility; Best Companies for Parents
- Law360 – 50 Best Law Firms for Women

Women in Law Hackathon

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

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 Who Lead

Various women lawyers at both the partner and associate levels are helping set the tone for what has become an exciting and encouraging working environment for women lawyers at Cooley. These trailblazers are moving the needle and working to advance women into leadership roles at Cooley and beyond.



DeAnna Allen

Leadership Council on Legal Diversity Fellow (2015)



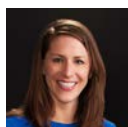
Barbara Borden

Daily Journal Top Women Lawyers (2014, 2015) and Top 100 Lawyers (2015, 2016)
The Recorder Women Leaders in Tech Law (2015, 2016) and Trusted Advisor (2016)



Shannon Eagan

YWCA Silicon Valley Tribute to Women (2016)



Colleen Gillis

Washington Business Journal Power 100 (2016)



Sascha Grimm

WeAreTheCity Rising Star in Law (2015)
City AM Power 100 Women (2016)
The Lawyer Elite Hot 100 (2017)



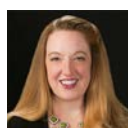
Jackie Grise

Client Choice Award (2016)



Natasha Kaye

The Lawyer Elite Hot 100 (2017)



Heidi Keefe

Daily Journal Top Women Lawyers (2012-2015) and Top IP Lawyers (2010, 2013-2015)
The Recorder Women Leaders in Tech Law (2013-2016)
Managing IP Top 250 Women in IP (2016)



Jamie Leigh

National Law Journal M&A/Antitrust Trailblazer (2016)



Nicola Maguire

The Lawyer Elite Hot 100 (2016)



Mika Mayer

Daily Journal Top IP Lawyer (2016)
The Recorder Women Leaders in Tech Law (2016)



Michelle Rhyu

The Recorder Women Leaders in Tech Law (2013, 2015, 2016)
FT Most Innovative Lawyers (2015)
UCSF Distinguished Alumna (2017)



Nan Wu

Daily Journal's Top Portfolio Manager (2010-2012, 2014-2016)