





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.



12 years WILEF Gold Standard Certified
and Seramount Best Law Firm for Women + Diversity

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.



Mansfield Rule
5.0 Certified Plus Firm – US
1.0 Certified Plus Firm – UK



#3 firm on Law360's 2023 list for
diverse partner representation

“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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