

**LEADERSHIP**

**Head of Firm**

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Joe Conroy, Chairman and CEO	White	Male	

**Executive Committee**

Total Number of Attorneys on Committee: **10**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

**DEI Professional**

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm’s diversity, equity, and inclusion initiatives?

Yes

**Name and Title**

Erica Deane, Director of Diversity, Equity and Inclusion

Carrie Wagner, Chief of Legal Talent

**DEI Committee**

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes

In what year was the committee formed?

2003

Total Number of Attorneys on DEI Committee: 27

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	5	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	6	3	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials? Yes

## 2023 Vault Law Firm Diversity Survey

## ATTORNEY DEMOGRAPHICS

## Attorney Headcount

1,238 Total attorneys in U.S. offices

1,421 Total attorneys worldwide (including all U.S. and global offices)

## U.S. Associates

727 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>325</b>	<b>401</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	60	88	0	0
Black or African-American	18	24	1	0
Hispanic or Latinx	15	22	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	212	240	0	0
Two or More Races	13	20	0	0
Other or Unknown	6	7	0	0
<b>Additional Demographics</b>	<b>32</b>	<b>28</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	32	28	1	0
Individuals with Disabilities	0	0	0	0

7 men and 5 women self-identify as Middle Eastern or North African and are included as White for the purposes of this survey

## 2023 Vault Law Firm Diversity Survey

## U.S. Equity Partners

333 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>232</b>	<b>101</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	20	16	0	0
Black or African-American	6	4	0	0
Hispanic or Latinx	9	4	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	190	72	0	0
Two or More Races	2	3	0	0
Other or Unknown	4	2	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	1	1	0	0

1 man and 2 women self-identify as Middle Eastern or North African and are included as White for the purposes of this survey.

## U.S. Non-Equity Partners

0 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Cooley has a 1 tier partnership

## 2023 Vault Law Firm Diversity Survey

## U.S. Counsel / Of Counsel

127 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>50</b>	<b>77</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	9	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	2	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	57	0	0
Two or More Races	2	4	0	0
Other or Unknown	2	1	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	5	0	0
Individuals with Disabilities	0	0	0	0

1 man self-identifies as Middle Eastern or North African and is included as White for the purposes of this survey.

## U.S. Non-Partner-Track Attorneys

13 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	6	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	1	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

## 2023 Vault Law Firm Diversity Survey

## U.S. Law Clerks

51 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>20</b>	<b>31</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	10	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	1	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	12	0	0
Two or More Races	1	4	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

2 men self-identify as Middle Eastern or North African and are included as White for the purposes of this survey

## U.S. Office Managing Partners

12 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

11 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

FORMAL PROCESSES AND GOALS

Metrics

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes Racial/ethnic identity
- Yes Gender identity and gender expression
- Yes Sexual orientation
- Yes Disability

Measurement

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes If yes, describe the firm’s targets:

Cooley is a firm with the concepts of diversity, inclusion, equality and justice (DEI) woven tightly into our identity, culture, brand and core business. In 2020, Cooley’s board of directors approved a bold and robust DEI Action Plan (<https://www.cooley.com/diversity/dei-action-plan>) in our ongoing efforts to fight systemic racism, bias and injustice and build a firm and workplace that reflects equality for all. Cooley commits to striving to achieve the following goals by January 1, 2026:

- Increase the percentage of women in the partnership to at least 35%
- Increase the percentage of ethnic, racial and LGBTQ+ diversity among all lawyers to at least 32%
- Increase the percentage of ethnic, racial and LGBTQ+ diversity among all managers and directors to at least 37%

**2023 Vault Law Firm Diversity Survey**

**Accountability**

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

**No**

If yes, explain how the firm holds partners accountable for DEI achievements?



## 2023 Vault Law Firm Diversity Survey

### DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

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2023 Vault Law Firm Diversity Survey

**RECRUITMENT AND HIRING**

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**HBCUs**

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

**Yes**

If yes, which HBCUs does the firm hire from?

Howard University School of Law

**Law Schools**

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

**No**

If yes, which law schools does the firm recruit at specifically for diversity purposes?

2023 Vault Law Firm Diversity Survey

Scholarships

Does the firm offer scholarships, internships, or fellowships to diverse law students?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<b>Scholarships</b>	

Link:

Internships

Cooley participates in Sponsors for Educational Opportunity (SEO) Law Link: 4

Fellowships

We are proud to offer US 1L Diversity Fellowships to outstanding first-year law school students. Award recipients receive a paid 1L summer associate position and an award of up to \$50,000 to assist with law school tuition. Link: https://www.cooley.com/careers/summer-associates/us-1l-diversity-fellowship 18

## **2023 Vault Law Firm Diversity Survey**

### **Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

If yes, list the diversity career fairs in which the firm participates

Bay Area Diversity Career Fair; Boston Lawyers Group Job Fair; CCBA Job Fair; Lavender Law

### **Combating Implicit Bias**

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

Cooley conducts interview training annually and utilizes behavioral interviewing questions.

## 2023 Vault Law Firm Diversity Survey

### Summer Associates

In what ways does the firm support diverse summer associates (e.g., mentoring, training, events, etc.)?

Cooley matches each summer associate with mentors for the duration of their time with the firm. Summer associates receive a DEI overview at the start of their summer and have the opportunity to express interest in the firm's affinity groups once they arrive. Once they opt in, affinity group members reach out to the summer associates in their respective groups, organize local lunches and dinners and invite them to affinity group quarterly meetings. Affinity groups allow summer associates to build meaningful relationships across the firm with those who share similar backgrounds, identities and experiences.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

23 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>13</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	2	1	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	1	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	2	1	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

1 woman self-identifies as Middle Eastern or North African and is included as White for the purposes of this survey.

**Diversity Program Participants**

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2021 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

18

2023 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2022? Yes

149 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>61</b>	<b>87</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	11	31	0	0
Black or African-American	6	8	0	0
Hispanic or Latinx	5	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	35	1	0
Two or More Races	3	5	0	0
Other or Unknown	3	1	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	5	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

140 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>57</b>	<b>82</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	9	27	0	0
Black or African-American	6	8	0	0
Hispanic or Latinx	5	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	31	35	1	0
Two or More Races	3	5	0	0
Other or Unknown	3	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	5	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

126 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>51</b>	<b>75</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	9	26	0	0
Black or African-American	4	8	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	29	33	0	0
Two or More Races	3	3	0	0
Other or Unknown	3	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	5	0	0
Individuals with Disabilities	0	0	0	0

2 men and 3 women self-identified as Middle Eastern or North African and are included as White for the purposes of this survey

## 2023 Vault Law Firm Diversity Survey

### Diversity Program Participants

How many of the law students who participated in the firm's 2L summer associate program in 2022 were hired through the firm's diversity scholarship/internship/fellowship program?

10

### New Attorneys Hired

210 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>90</b>	<b>120</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	13	33	0	0
Black or African-American	8	10	0	0
Hispanic or Latinx	6	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	59	57	0	0
Two or More Races	3	6	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	14	13	0	0
Individuals with Disabilities	0	0	0	0

3 men and 2 women self-identify as Middle Eastern or North African and are included as White for the purposes of this survey

### Mandatory Arbitration

**No** Does the firm require associates to agree to mandatory arbitration as a condition of employment?

**N/A** Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:



2023 Vault Law Firm Diversity Survey

**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

Alternative Work Schedule Attorney Affinity Group  
Asian Pacific Islander Attorney Affinity Group  
Asian Pacific Islander Business Professional Affinity Group  
Black Attorney Affinity Group  
Black Business Professionals Affinity Group  
Caregivers Affinity Group  
Cooley Inclusion Alliance  
Latinx Affinity Group  
LGBTQ+ Affinity Group  
Veterans at Cooley Affinity Group  
Women's Initiative

## **2023 Vault Law Firm Diversity Survey**

### **Affinity Groups Cont'd**

What kind of support does the firm provide for its affinity groups or networks?

Each affinity group has a point of contact on the DEI team that supports the group administratively and partners with co-chairs on setting strategy for the group each year. Each affinity group is also assigned a board liaison, a member of the board of directors who provides a direct line from each group to the highest levels of firm leadership.

## 2023 Vault Law Firm Diversity Survey

### DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

If applicable, provide more detail on the firms DE&I events:

Cooley hosts a DEI conference for diverse attorneys and patent professionals. Programming focuses on inclusion, belonging and community and includes keynote speakers, interactive workshops and networking receptions.

## 2023 Vault Law Firm Diversity Survey

### Reverse Mentoring

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

**Yes**

If applicable, elaborate on the firm's reverse mentoring program:

In 2020 Cooley began piloting a Reverse Mentoring program, which challenges conventional practice by giving more junior individuals the role of mentor and partners the role of mentee. The program gives associates the opportunity to help shape the culture of working practices within the firm through mentoring partners. We provided tools, resources and materials to support mentor/mentee pairings in their discussions. Feedback from the Reverse Mentoring pilot resulted in the creation of the firm's Alternative Work Schedule Affinity group, whose mission is to raise awareness of and support alternative work schedule arrangements for all lawyers at Cooley.

**2023 Vault Law Firm Diversity Survey**

**Associate Committee**

Does the firm have an associate committee that consults with the partnership?

**Yes**

If applicable, describe how the associate committee engages with the partnership:

The associates committee provides a forum that allows associates and local and firmwide leadership to maintain an open and ongoing dialogue. Local committee members work with the partner in charge of their respective offices on various associate-focused initiatives.

## 2023 Vault Law Firm Diversity Survey

### Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)?      **Yes**

### Cultural Awareness

How does the firm commemorate important dates honoring diversity?

Cooley honors and celebrates holidays and history/heritage months with firmwide messaging, local events and firmwide programming. For Women's History Month 2023, Cooley welcomed human rights lawyer, author and nonprofit leader Gissou Nia to the firm. Nia discussed the ongoing demonstrations following the death of Mahsa Amini in 2022, international developments in the movement for expanded human rights in Iran, and the crucial advocacy of the IHRDC and other nongovernmental organizations. The discussion also highlighted the legacy of women-led protests in the country and how allies worldwide can continue supporting Iranians. For Juneteenth 2023, Cooley welcomed professor Annette Gordon-Reed for a discussion on her most recent book "On Juneteenth," a memoir and history of Texas. Each offices traditionally celebrates Pride locally with themed events, guest speakers and affinity group panels.

2023 Vault Law Firm Diversity Survey

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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**Mentoring & Sponsorship**

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

**Not yet, but currently in development**

If applicable, describe the mentoring or sponsorship program

## **2023 Vault Law Firm Diversity Survey**

### **Professional Development**

Does the firm offer professional development programs specifically for diverse attorneys?

**Yes**

If applicable, elaborate on the professional development programs available to diverse attorneys:

As part of Cooley's DEI Action plan, we commit to devoting financial resources to implementing all-attorney training developed by affinity groups and focused on topics they identify as important to the goals of retention and promotion of their membership.



## 2023 Vault Law Firm Diversity Survey

### **Work Allocation**

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

**Yes**

Describe how the firm monitors work distribution

In the past few years, Cooley has grown a dedicated Associate Development department focused on long-term tracking and strategy around work allocation and equitable staffing. In partnership with the DEI team, the Associate Development team keeps track of client opportunities, making sure they are being shared equitably in addition to the awareness of everyday experiences of our associates.

## 2023 Vault Law Firm Diversity Survey

### External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes Pays for associate membership in diversity bar associations or other affinity organizations
- Yes Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

Cooley is a member of LCLD and annually nominates attorneys for their Pathfinder and Fellow programs.

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2023 Vault Law Firm Diversity Survey

**PROMOTION AND ADVANCEMENT**

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**Countering Implicit Bias**

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

**Not yet, but currently in development**

If applicable, describe the firm's initiatives to mitigate implicit bias

**Upward Reviews**

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

**Yes**

If applicable, describe the firm's initiatives to mitigate implicit bias

We have instituted upward and peer attorney feedback programs, with reports influencing compensation.

## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- No** The firm has instituted other formal processes (please describe):

### Multi-tier Partnership

Does the firm have a multi-tiered partnership? **No**

### Alternatives to Partnership

Does the firm have a multi-tiered partnership? **Yes**

If applicable, describe the alternatives to partnership:

Cooley also offers a special counsel path.

2023 Vault Law Firm Diversity Survey

**Homegrown Partners**

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

**Promotions to Partnership**

25 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	3	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	2	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

Yes

If so, how many hours can be applied to the firm’s billable hour target?

50

**Compensation**

Are associate salaries lockstep or discretionary?

Lockstep

## 2023 Vault Law Firm Diversity Survey

### **Bonuses**

Are associate bonuses lockstep or discretionary?

**Hybrid**

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

Additional information about associate bonus distribution is shared in an internal bonus memo annually.

### **Flex-time Policy**

Does the firm have a formal flex-time policy?

**Yes**

### **Reduced-hours Policy**

Does the firm have a formal reduced-hours policy?

**Yes**

### **Partnership Eligibility**

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

**Yes**

Please explain how working an alternative schedule may affect an associate's path to partnership:

Cooley recognizes that a lawyer may need to work a flexible or reduced work schedule (referred to collectively herein as "alternative work schedules.") The needs of our lawyers and business professionals are evolving and by facilitating work-life integration through alternative work schedules, the firm and our clients benefit from the recruitment and retention of experienced lawyers while the lawyer retains the opportunity for continued professional growth, training and career advancement. Cooley ensures that working an alternative schedule will not preclude a lawyer from being considered for admission to the partnership. However, the time frame for such consideration may be extended depending upon the factors pertinent to each lawyer who avails themselves of an alternative schedule.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

124 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	10	60	0	0
Equity Partners	5	3	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	10	36	0	0
Non-Partner-Track Attorneys	0	0	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support?

Yes

If applicable, describe the family-planning resources available:

Cooley partners with Progyny to bring fertility benefits to Cooley employees, including egg freezing, surrogacy and adoption.

## 2023 Vault Law Firm Diversity Survey

### Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

### Primary & Secondary Caregivers

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

No

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

N/A

If yes: How much paid leave is available to primary caregivers?

N/A

If yes: How much paid leave is available to secondary caregivers?

N/A

If no: How much paid leave is available to those taking parental leave?

12 weeks



## **2023 Vault Law Firm Diversity Survey**

### **Parental Leave Policy**

Describe the firm's parental leave policy.

Cooley provides 12 weeks of gender-neutral paid parental leave beginning on the date of birth or placement of an adopted child. For employees who have given birth, this benefit begins after paid medical disability (typically eight weeks post-birth). Additional leave time -- paid through accrued vacation/PTO or unpaid -- is generally available as well.

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## 2023 Vault Law Firm Diversity Survey

### Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

Cooley provides substantial paid parental leave benefits for all lawyers and professional staff. The firm offers a ramp-down and ramp-up period for all lawyers going on or returning from leave, which allows them to work a reduced schedule with no reduction in pay for up to one month before they take leave and three months after they return. Cooley supports the mental well-being of our working parents and their children by providing confidential, free coaching and therapy through Modern Health. Cooley's Women's Initiative runs a liaison program for lawyers taking an extended leave of absence to provide support leading up to and during the leave, and help re-acclimate them after their return to work. All new and expecting parents also receive free pre- and post-natal support through Cleo, which offers in-home sleep consultations, lactation support, return-to-work coaching and guidance on any adjustments new parents may face. In addition, Cooley covers the cost of a Snoo smart bassinet -- an automatic baby rocker that uses soothing white noise -- for up to six months to promote healthy sleep for baby and parents.

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2023 Vault Law Firm Diversity Survey

**INCLUSIVENESS AND ACCESSIBILITY**

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**Equity in Benefits**

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

Yes

**LGBTQ+ Inclusivity**

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- Yes Provides gender-neutral restrooms/facilities
- Yes Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes Provides an opportunity for employees to share preferred pronouns
- Yes Uses gender-neutral pronouns in its policies and materials
- Yes Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No Other (please elaborate):

**Accessibility**

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes Non-discrimination policy explicitly includes disability as a protected category
- No Other (please elaborate):

## 2023 Vault Law Firm Diversity Survey

## ATTRITION

## Departures among U.S. Associates

255 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>139</b>	<b>116</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	23	35	0	0
Black or African-American	5	10	0	0
Hispanic or Latinx	11	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	88	51	0	0
Two or More Races	5	6	0	0
Other or Unknown	6	4	0	0
<b>Additional Demographics</b>	<b>15</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	15	5	0	0
Individuals with Disabilities	0	0	0	0

1 man and 3 women self-identify as Middle Eastern or North African and are included as White for the purposes of this survey.

## Departures among U.S. Partners

13 Total Number of Departures among U.S. Partners in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

Departures among U.S. Counsel / Of Counsel and Non-Partner-Track Attorneys

17 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	7	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

**SUCSESSES AND PRIORITIES**

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**Top Three Accomplishments**

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

**#1**

Developing and making significant progress on the firm's DEI Action Plan (<https://www.cooley.com/diversity/dei-action-plan>)

## 2023 Vault Law Firm Diversity Survey

### Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#### #2

Becoming the first Am Law 100 firm to hire a manager to focus exclusively on diversity, equity and inclusion efforts for business professionals.

## 2023 Vault Law Firm Diversity Survey

### Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#### #3

Tying commitment to firm culture and DEI to partner compensation and promotion decisions.



**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#1**

Identify, support and promote the de-biasing of core business processes, including partner compensation

**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#2**

Recruit diverse talent at all levels of the organization

**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#3**

Model inclusive leadership and allyship

## 2023 Vault Law Firm Diversity Survey

### ADVICE TO CANDIDATES

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#### **Advice**

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

Feel comfortable asking anyone you meet during your interview process about a firm's DEI efforts and culture of inclusion. Even if they are not a diversity committee member, DEI professional or affinity group leader, each person should be able to speak, at least at a high level, about inclusion at the firm. It is also helpful to ask people about how comfortable they feel bringing their full, authentic selves to the workplace every day.