

CLEARY GOTTlieb

Diversity & Inclusion Programs and Outreach Initiatives



Washington, D.C.



34%

of associates in our
U.S. offices are from
diverse backgrounds

Top 10 Firm

in *The American Lawyer's*
2018 Diversity Scorecard

Recipient of the
Living the Values
Award

The Coca-Cola Company

Best Places to Work

Score: 100%

*Corporate Equality Index
Human Rights Campaign*

1L Diversity Fellowship

In 2013, Cleary created a new opportunity within the summer associate program for first-year law students who are members of a diverse population underrepresented in the legal profession to apply for a position in the summer associate class.

1L Mock Interview Program

Cleary invites diverse 1L students to the office in the spring to hear practical advice from our attorneys and Legal Recruiting Department about the fall recruitment process. Students may also choose to participate in a 30-minute mock interview and feedback session with one of our attorneys.

Fireside Chats

Cleary's Washington, D.C. office hosts a dinner for diverse 1L students in the Washington, D.C. area. The students meet informally with attorneys from the Washington, D.C. and New York offices to discuss personal and professional life at a large law firm. Our lawyers in Washington, D.C. also participate in Fireside Chats with our New York office. Lawyers from both offices meet informally with various diverse student organizations at law schools nationwide.

Sponsors for Educational Opportunity (SEO) Corporate Law Program

Cleary's Washington, D.C. office is one of the founding members of the Washington, D.C. SEO program. SEO is a non-profit organization founded in 1963 as a mentoring program for high school students of color in New York City. Over the years, the programming has expanded and now includes a career component. Cleary participates by hosting a recent college graduate who has been accepted to law school. The legal intern spends six weeks as a member of the summer associate program.

D.C. Road Show Reception

In conjunction with other Washington, D.C. law firms, Cleary sponsors a reception for African-American lawyers and law students. The program features a prominent attorney or judge as the guest speaker and provides networking opportunities for law students and other attendees.

Law School Events

Cleary conducts extensive outreach to law schools nationwide, including diverse and women law student organizations. Cleary assists in organizing as well as participating in, and sponsoring, a wide variety of programs and initiatives that support the goals of the student organizations. Recent law school events that Cleary's Washington, D.C. office has participated in or sponsored include:

Columbia Law School

*Law Firm Diversity Expo
Women's Association Banquet*

Duke Law School

APALSA BigLaw in Bite Washington, D.C. Panel

D.C. Diversity Consortium

1L Annual Diversity Fair

Georgetown University Law Center

*BLSA Diversity Reception
BLSA Resume and Cover Letter Workshop
BLSA Finals Prep Panel
BLSA EIW Prep Panel
BLSA End of Year Celebration
Women's Legal Alliance Panel and Networking Reception*

Harvard Law School

*BLSA 1L Job Fair
BLSA Diversity Reception*

Howard University School of Law

1L Private Sector Reception

New York University School of Law

1L Diversity Forum

Stanford Law School

BLSA Gala

The George Washington University Law School

BLSA Patricia Roberts Harris Awards Banquet

University of Chicago Law School

*BLSA 1L Diversity Summer Associate Fellowship Personal Statement Workshop
1L Diversity Summer Associate Positions Panel*

University of Pennsylvania Law School

*BLSA Sadie Alexander Conference
Women's Association Annual Dinner*

University of Virginia School of Law

*BLSA Winter & Spring Diversity Receptions
Virginia Law Women "Women in Big Law" Reception*

Yale Law School

D.C. Road Show

Affinity Group Events

Diverse lawyers in the Washington, D.C. office organize monthly lunches and gather on several occasions annually for social events, including after the arrival of new associates in the fall and after the arrival of summer associates to welcome them to the firm. In addition, members of the different affinity groups represented in the firm meet twice each year in New York for dinner. These gatherings are held in the winter to include new associates, as well as during the summer to include summer associates. The dinners provide opportunities for members of each affinity group in Washington, D.C. and New York to meet their colleagues who reside in a different office and to get to know each other professionally and socially.

Black History Month Celebration

As a celebration of Black History Month, every February the Washington, D.C. office hosts a program that educates, entertains, and provides a unique understanding and perspective of Black history, culture, and heritage. A guest speaker or artist is featured and over the years, topics have included: the history of jazz; an exhibition of Negro Baseball League memorabilia; the Tuskegee Airmen, New Orleans cuisine, African storytelling, and the opening of the Smithsonian National Museum of African American History & Culture. In 2018, the guest speaker was Lynn Jackson, the great, great granddaughter of Dred Scott (a landmark U.S. Supreme Court case: *Dred Scott v. Sandford*, 60 U.S. 393 (1857)), and Founder and President of the Dred Scott Heritage Foundation.

The Committee on Diversity and Inclusion Presentations & Discussions

The Committee on Diversity and Inclusion hosts educational programming on diversity and inclusion topics. Recent events include a program on effectively identifying and addressing unconscious bias and fostering an environment of inclusion; an interactive program on working effectively across differences; a panel discussion on LGBT rights with Susan Sommer, Director of Constitutional Litigation for Lambda Legal, and Jim Obergefell, the lead plaintiff in *Obergefell v. Hodges*, the landmark Supreme Court case that legalized same-sex marriage nationwide in 2015; and a keynote presentation on interrupting bias in ourselves and in others.

Hispanic Bar Association — Equal Justice Awards

Cleary sponsors the Hispanic Bar Association of the District of Columbia's annual Equal Justice Awards celebration, which recognizes individuals and organizations that have made extraordinary contributions to achieving equal justice on behalf of the underserved causes and members of the Washington, D.C. community. The proceeds from the Awards celebration benefits the bar association's mentor programs for law students, legal clinics, and policy advocacy work.

LGBT Bar Association of the District of Columbia Annual Awards Celebration

Cleary sponsors the LGBT Bar Association of the District of Columbia's Annual Awards Celebration, which recognizes individuals who make an impact in the LGBT community locally and nationally. Sponsorship also supports the bar association's education fund and mentor program for law students.

Women Lawyers Events

Cleary regularly hosts programs and events for our women lawyers throughout the year. Recent programming includes a panel discussion on business development for women associates, a panel discussion led by several in-house female clients about their career paths and insights on being a female attorney in an in-house role, and a private screening of the film *RBG*. The women lawyers also organize monthly small group events and quarterly lunches.

50%

of our U.S.-based
associates are women

Two-time recipient
of the Leadership and
Excellence in Inclusion
and Diversity (LEID)
Award

Morgan Stanley

Diversity & Inclusion
Business Council First
Annual Law Firm Award

Bank of America



clearygottlieb.com

Founded in 1946 by lawyers committed to legal excellence, internationalism, and diversity, Cleary Gottlieb Steen & Hamilton LLP is a leading international law firm with approximately 1,200 lawyers around the world. The firm has 16 closely integrated offices in New York, Washington, D.C., Paris, Brussels, London, Moscow, Frankfurt, Cologne, Rome, Milan, Hong Kong, Beijing, Buenos Aires, São Paulo, Abu Dhabi, and Seoul.

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