

Diversity, Equity and Inclusion Highlights

“As a firm, we are in the business of solving our clients’ problems through creative and pragmatic lawyering. The best way to solve the hardest problems is to assemble a team of talented lawyers with diverse backgrounds, experiences, and perspectives. When we do that, we deliver our finest work.”

Michael A. Gerstenzang,
Managing Partner



“Cleary is committed to creating a culture in which all lawyers can thrive, including being confident and comfortable presenting their authentic selves. We can only maintain the firm’s culture of collegiality and excellence if we continue to be a firm at which diverse voices are heard, understood, respected, and empowered.”

Jennifer Kennedy Park,
Partner and Chair of the Diversity Committee,
New York

“Supporting the development and advancement of women and diverse individuals at the firm is one of our top priorities. The diverse perspectives and experiences of all of our professionals enhances not only our workplace, but also the quality of our practice.”

Alexis Collins,
Partner and Chair of the Diversity Committee,
Washington, D.C.



“Cleary cultivates a culture in which female lawyers can succeed at every stage of their careers. We are committed to gender diversity at every level of seniority. By focusing on gender equity within our professional development system, Cleary is striving to increase the representation of women in our senior lawyer ranks and governance committees.”

Kimberly Brown Blacklow,
Partner and Chair of the Women Lawyers’
Advisory Committee, U.S.

MOVING TOWARD DIVERSITY,
EQUITY & INCLUSION

50%

of our U.S.-based
associates are women

10%

of associates in our
U.S. offices identify as LGBT

35%

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

**Top Firm for
Inclusion Initiatives**

*Yale Law Women’s 2020
Top Firms for Gender Equity and
Family Friendliness Report*

Top 10 Firm

*The American Lawyer’s
2020 Diversity Scorecard*

**Best Places to Work
Score: 100%**

*Corporate Equality Index
Human Rights Campaign*

**Best Gender Diversity
Initiative by an
International Firm**

*Euromoney Women in Business
Law Awards, 2017, 2018, and 2019*

JULY 2020

Inclusive Leadership = Dynamic Leadership: The Value of Inclusion *with* Dr. Arin Reeves

President of Nextions, LLC

JUNE 2020

Knowing What You Don't Know — The Black Experience in the Workplace *with* Dr. Heidi Brooks, Dr. Martin N. Davidson, and Dr. Tina Opie

MARCH 2020

Understanding Transgender and Gender Non-Binary Identities *with* Avery Belyeu

Regional Director, South Central Region of Lambda Legal; Educator; and Nonprofit Leader



NATIONAL HISPANIC HERITAGE MONTH 2020

National Hispanic Heritage Month *with* Anthony D. Romero

Executive Director of the American Civil Liberties Union (ACLU)



SUMMER DIVERSITY RECEPTION 2020

Unsung: The Multicultural Female Voice *with* Lynn Nottage

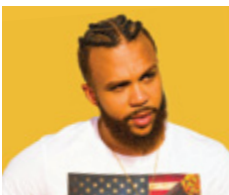
Pulitzer Prize-winning American playwright and screenwriter



PRIDE MONTH 2020

Pride Month Fireside Chat *with* Steven Canals

Co-Creator and Executive Producer of the FX television show *POSE*



NATIONAL BLACK HISTORY MONTH 2020

National Black History Month Celebration *with* Jidenna

Grammy-nominated musician and activist



ASIAN PACIFIC AMERICAN HERITAGE MONTH 2019

Asian Pacific American Heritage Month Celebration *with* Awkwafina

American actress, writer, rapper, and musician



WOMEN'S HISTORY MONTH 2019

Decoding Bravery *with* Reshma Saujani

Founder and CEO of Girls Who Code

U.S. AFFINITY GROUPS

Cleary proudly supports the following affinity groups in the New York and Washington, D.C. offices:

- Black Affinity Group
- East Asian Affinity Group
- Latinx Affinity Group
- LGBT Affinity Group
- South East Asian-South Asian-Middle Eastern Affinity Group
- Diverse Associates Group
- Women's Working Group

DIVERSITY, EQUITY AND INCLUSION HIGHLIGHTS

Shaunna D. Jones

Global Director of Diversity, Equity and Inclusion

Lourdes Olvera-Marshall

Senior Diversity, Equity and Inclusion Manager
New York

Kenya Rodriguez

Senior Diversity, Equity and Inclusion Specialist
New York

Rebecca Reeves

Legal Recruiting and Diversity, Equity and Inclusion Coordinator
Washington, D.C.

Alix Ruggiero

Diversity, Equity and Inclusion Innovation Coordinator
New York

For more information, contact

Shaunna D. Jones (shajones@cgsh.com).



© 2021 Cleary Gottlieb Steen & Hamilton LLP
Under the rules of certain jurisdictions, this may constitute Attorney Advertising.

Throughout this brochure, "Cleary Gottlieb," "Cleary" and the "firm" refer to Cleary Gottlieb Steen & Hamilton LLP and its affiliated entities in certain jurisdictions, and the term "offices" includes offices of those affiliated entities.

clearygottlieb.com