

CLEARY GOTTLIB

Diversity, Equity, and Inclusion



52%

of our U.S.-based
associates are women

11%

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

Top 15 Firm

in *The American Lawyer's*
2021 Diversity Scorecard

35%

of associates in our U.S. offices
are ethnically underrepresented

**Top 5 for
Minority Attorneys**

Law360, 2020

Our Vision: Diversity, Equity & Inclusion

“Our firm benefits from its diversity of backgrounds, experiences, and perspectives. We encourage everyone to bring their authentic selves to contribute to a community that embraces a broad range of viewpoints.”

Paul J. Shim,
Partner, Chair of the Diversity Advisory Committee, New York



“At Cleary, we know that investing in our future talent is crucial to our success. We are proud to partner with on-campus groups and pipeline programs that help broaden the representation of underrepresented lawyers not only at the firm, but in the legal profession overall. These efforts help ensure that our population of lawyers can meet all our clients’ needs.”

Elaine Ewing,
Partner, Chair of the Recruiting Committee, Washington, D.C.

Cleary Gottlieb is committed to cultivating an inclusive culture where the values, experiences, and perspectives of our diverse professionals are not only celebrated, but reflected in the way we approach legal practice. The firm’s Managing Partner, Executive Committee, and various talent committees continuously support our diversity strategy, programming, and initiatives.

The committees develop and implement strategies that support our underrepresented lawyers, including strengthening our attorney development

framework, fostering community, and increasing communication with firm leadership. To advance our goals, the firm offers training, mentoring programs, speaker series, affinity group activities, and special events. Some recent initiatives include interactive education on inclusive leadership, alumni collaborations, and partnerships with clients and organizations committed to advancing diversity, equity, and inclusion in the legal profession.

Embracing Our Global Community

Our culture of inclusion is a reflection of our global legal practice. We work daily with clients around the world on matters involving a broad array of legal, business, and social/cultural perspectives.

Cleary Gottlieb sponsors both internal and external programs to encourage networking, community building, and support among lawyers and professional staff of diverse backgrounds and cultures.

Best Gender Diversity Initiative by an International Firm

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



“I believe our success as a global firm is built upon all of the lawyers and administrative professionals who value, respect, and work to develop an inclusive environment. I’ve seen proof of this as a former member of the Diversity Committee, as an active affinity group member, and as a member of Cleary’s Latin America practice.”

Manuel Silva,
Partner, New York



“At every stage of our career, mentors provide us with the support, guidance, and resources necessary to excel. Cleary is committed to prioritizing mentorship—particularly to build relationships between those of different backgrounds—to ultimately increase representation of women and underrepresented lawyers in our senior ranks.”

Elizabeth (Liza) Lenas
Partner, New York

International Mentoring Firm of the Year

*Euromoney Legal Media
Group’s Americas Women in
Business Law Awards, 2020*

International Women in Business Law Firm of the Year

*Euromoney Legal Media
Group’s Americas Women in
Business Law Awards, 2020*

Legal Program Honor Roll

*National Queer Asian Pacific
Islander Alliance, 2019*

Top 25 Firm for Diversity, Equity, and Inclusion

Chambers Associate Survey, 2021

Top 100 Law Firm for Women

Women Inc. Magazine, 2019

Investing in Associate Development

“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



Demonstrated Commitment

Cleary Gottlieb’s efforts to increase the representation of underrepresented associates in our senior ranks remains a top priority.

Our talent committees develop, organize, and host programs and workshops aimed at furthering the core principles of diversity, equity, and inclusion. Through continuing and interactive education, we provide our lawyers with the tools to recognize, understand, and interrupt biases to achieve their highest potential and create a more inclusive workplace.

As part of the firm’s commitment to developing inclusive and engaged leaders, we provide tailored training for senior lawyers on how to manage and communicate inclusively in order to effectively engage across difference. The goal of our programming is to broaden perspectives on issues

that relate to diversity, equity, and inclusion within the firm and in the community as a whole.

Cleary advances diversity, equity, and inclusion in the broader arena by partnering with leading stakeholders within and outside the legal industry. These partnerships complement our internal professional development programs and broaden the representation of women, LGBTQ+, and ethnically underrepresented attorneys at the senior lawyer level. The firm sponsors associate participation in the Charting Your Own Course Career Conference organized by Stakeholders and the New York City Bar Associate Leadership Institute, among others.

Cultivating a Mentoring Culture

Integral Relationships

Cleary Gottlieb recognizes the importance and value mentoring has on the professional development of our lawyers. Mentoring serves as an effective tool toward the retention and development of lawyers, including those who are underrepresented in the legal industry, and we are constantly striving to expand both formal and informal mentoring opportunities at the firm.

First- and second-year associates are mentored by mid-level and senior associates who help them transition from law school to professional practice and thrive as junior associates. Mid-level and senior associates are paired with partner and counsel mentors who hold one-on-one meetings with their mentees to discuss firm culture, career development, core competencies, client relationships, and other topics geared toward maximizing the mentee's professional development and understanding of firm culture.



“In my mind, one of the most important things we do as senior lawyers is mentor those who are junior to us. They are the future of our firm and our profession, so we need to invest in them. Some of my most rewarding professional experiences have come from watching junior lawyers grow and develop into legal stars and good mentors themselves.”

Joon H. Kim,
Partner, New York

Promoting Women's Initiatives

Engaged Leadership

Cleary Gottlieb is committed to increasing gender equity at the firm and in the legal profession overall.

The Women Lawyers' Advisory Committee (WLAC) sponsors the creation of forums and tools to foster and strengthen the firm's commitment to inclusion for women lawyers. Through these efforts, WLAC aims to increase the development, retention, and promotion of women at the firm.

WLAC provides forums for associates to share guidance on the development of the firm's practices and initiatives impacting professional and career development, staffing and mentorship. WLAC also supports associates with cultivating relationships with senior lawyers and alumni.

Top Firm for Gender Equity

Yale Law Women's Top Ten Firms For Gender Equity & Family Friendliness, 2021

Top Firm for Health and Wellness

Yale Law Women, 2021

Cleary supports Women's Working Groups (WWG) in several offices, including Brussels, London, New York, and Washington, D.C. WWGs are associate-led forums for women lawyers to meet and advance initiatives to enhance the experience of women lawyers at the firm.

Women lawyers at Cleary Gottlieb are continually recognized for their leadership and success. These women have been lauded for their experience and prowess in areas such as antitrust, banking and finance, bankruptcy and restructuring, capital markets, investigations, litigation, mergers and acquisitions, private equity, pro bono, and tax. They have earned commendations including "Innovative Leader," "Rising Star," "Most Influential," and "Top Lawyer," among others.



“Cleary cultivates a culture in which women 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.



“It’s inspiring to see the level of dedication Cleary has toward advancing the careers of women at the firm. I’m proud to serve as a member of Cleary’s Women Lawyers Group because I get to contribute first-hand to the strides the firm is making on this front.”

Huanbing Xu,
Associate, Cologne



WOMEN LAWYER’S ADVISORY
COMMITTEE SERIES 2021

Women Mean Business

Featuring a conversation
with Kathleen McCarthy, *Global
Co-Head of Blackstone Real Estate*

Women Mean Business invited women business leaders to discuss their professional journeys, and to share the lessons they’ve learned and how they are navigating challenges and opportunities along the way.

“As a proud member of the Diverse Associates Group and the Black Associates Group, I’m grateful to be part of a community that supports my professional development both formally and informally. The impact of these groups and all of the affinity groups is critical to nurturing a more inclusive and equitable community across our offices.”

Savannah Haynes
Associate, Washington, D.C.



**Diversity & Inclusion
Business Council
First Annual Law Firm Award**

Bank of America

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

Morgan Stanley

Best Places to Work

Score:

100%

*Corporate Equality Index
Human Rights Campaign*



**Law Firm
Diversity and Inclusion
Champion Award**

Citi



Empowering Affinity Groups

Fostering Inclusion

Cleary Gottlieb believes that fostering interactions among lawyers with similar affinities, as well as those with diverse experiences and perspectives, makes us a more welcoming and supportive firm—and one that is better positioned to serve our clients.

Our affinity groups collaborate with firm leadership, conduct continuing legal education programs, raise awareness about topics relevant to members of their respective groups, identify culturally relevant pro bono matters and potential partnerships, and organize networking activities.

Affinity groups are empowered to be active participants in the firm's efforts to achieve greater inclusion.

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
- LGBTQ+ Affinity Group
- South East Asian-South Asian-Middle Eastern Affinity Group
- Diverse Associates Group

“Cleary’s culture is one that promotes inclusivity across difference, and the firm’s leadership is dedicated to those ideals. The diverse perspectives and experiences of all of our professionals strengthens the quality of our practice and is critical to the firm’s success.”

D. Bruce Hoffman
Partner and Chair of the Diversity Committee,
Washington, D.C.



Developing Awareness

To amplify the voices and experiences of diverse communities at Cleary, we welcomed our alumni, clients, and friends to join us for conversations with prominent keynote speakers during heritage month celebrations and beyond. These cultural events broadened awareness, heightened the level of discussion, and established a culture of inclusion at the firm. We've hosted:



Commemorating the Intersectional and Historical Roots of Black Activism and the LGBTQ+ Rights Movement

With **Steven Canals**, American screenwriter and producer, known for co-creating and executive-producing the FX television show *POSE*.



Lifting the Asian American Voice: A Celebration of the AAPI Community

With **Min Jin Lee**, award-winning, bestselling novelist and essayist.



The Latinx Identity: A Journey of Access, Agency, and Activism

With **Anthony Romero**, Executive Director of the American Civil Liberties Union (ACLU).



Virtual Screening of CURED Celebration of LGBTQ+ History Month

Which shines light on the campaign that led to the removal of homosexuality from the American Psychiatric Association's manual of mental illnesses.



The Artist as Activist

With **Leslie Odom Jr.**, Tony & Grammy award-winning artist and Emmy- and Oscar-nominated actor.



A View From Within Germany: Experiences of Diversity and Inclusion at Deutsche Bank and in German Society

With **Gülabin Sun**, Global Head of KYC Operations & Investment Services at Deutsche Bank.



In observance of **Juneteenth**, the anniversary of the emancipation of the last remaining Black slaves in the Confederate States, who were freed two years after President Lincoln signed the Emancipation Proclamation in the U.S., Cleary closed its offices for lawyers and professional staff in the U.S. and deemed it an annual holiday.



Social Justice Spotlight

With **Darren Walker**,
President of the Ford Foundation
and co-founder and chair of the
Presidents' Council on Disability
Inclusion in Philanthropy.



Her Story, Her Voice

With **Wanji Walcott**,
Executive Vice President,
Chief Legal Officer, and
General Counsel at Discover
Financial Services.



Trans Day of Visibility

With **Samy Figaredo**,
activist.



Breaking Barriers on the Field and Beyond

With **Katie Sowers**,
Former NFL Coach,
LGBTQ+ Activist.



A Year of Commitment and Action

A conversation with

Chinyere Ezie,
Senior Staff Attorney,
Center for Constitutional Rights,
and Cleary Alumna.

Amanda Nguyen,
Social entrepreneur,
civil rights activist, and
the CEO and founder of Rise.

Strengthening Collaborations

Strategic Partnerships

Cleary Gottlieb engages and partners with leading diversity, equity, and inclusion stakeholders inside and outside of the legal industry.

We support diversity, equity, and inclusion efforts with clients, minority bar organizations, and national organizations, including:

- American Civil Liberties Union (ACLU)
- American India Foundation (AIF)
- Asian American Bar Association of New York (AABANY)
- Asian American Legal Defense and Education Fund (AALDEF)
- Asian Pacific American Bar Association (APABA), Washington, D.C.
- Association of Law Firm Diversity Professionals (ALFDP)
- Corporate Counsel Women of Color (CCWC)
- DirectWomen
- Hispanic National Bar Association (HNBA)
- Hispanic Bar Association, Washington, D.C.
- Lambda Legal
- Leadership Council on Legal Diversity (LCLD)
- Legal Outreach, Inc.
- LGBT Bar Association of Greater New York (LeGaL)
- Metropolitan Black Bar Association (MBBA)
- Minority Corporate Counsel Association (MCCA)
- National Association for Law Placement (NALP)
- National Bar Association (NBA)
- National Queer Asian Pacific Islander Alliance (NQAPIA)
- New York City Bar Association
- New York Civil Liberties Union Foundation (NYCLU)
- South Asian Bar Association of New York (SABANY)
- South Asian Bar Association (SABA), Washington, D.C.
- Sponsors for Educational Opportunity (SEO)
- Transgender Legal Defense & Education Fund (TLDEF)



CLEARY GOTTLIB AND BANK OF AMERICA 2021

Let's Get Brave Together:
Gaining a Deeper Understanding of Gender Identity and Gender Expression in the Legal Profession



Avery Belyeu (she/her),
Regional Director, South Central Region of Lambda Legal; education and nonprofit leader.



ASIAN PACIFIC AMERICAN HERITAGE MONTH 2020



A conversation with
Rohan Weerasinghe
General Counsel and Corporate Secretary, Citigroup



NATIONAL HISPANIC HERITAGE MONTH 2020

The Latinx Identity: A Journey of Access, Agency, and Activism



A conversation with
Anthony D. Romero,
Executive Director of the American Civil Liberties Union (ACLU)

“Cleary collaborates closely with an array of organizations to advance diversity, equity, and inclusion in the profession. Our collaborations afford the firm’s lawyers the opportunity to invest in their own professional development and serve in communities that are often underrepresented in the legal profession. It is gratifying to know that our lawyers are leaders in many of these organizations and that they are supported by the firm in such endeavors. Paying it forward is part of who we are.”

Elizabeth (Lisa) Vicens,
Partner, New York



“My experience as a Cleary Fellow with Legal Services NYC has given me the opportunity to use my skills to help individuals and small businesses at a time when the need has been absolutely critical. I’m so proud to be making a significant difference through my work on behalf of the Asian community and across New York City.”

Meghan Liu
Associate & Fellow, New York

Championing Future Talent

Cleary Gottlieb recognizes that to promote diversity and achieve inclusion, we must invest in the pipeline of future diverse talent. The firm is a longtime participant in, and supporter of, the Sponsors for Educational Opportunity (SEO) Law Fellowship Program, which provides students of color with legal internships and training prior to their first year of law school.

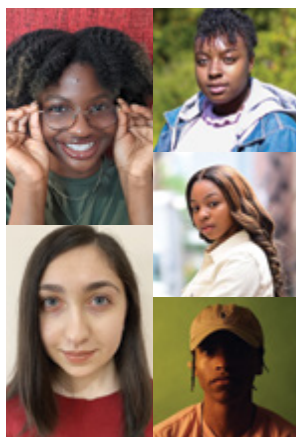
Cleary hosts an annual Citywide Diversity Reception to celebrate the firm's partnership with the SEO Law Fellowship Program and to discuss the challenges and advances in increasing diversity, equity, and inclusion in the legal profession.



In addition to the SEO program, Cleary has a long-standing relationship with high school success and college access programs, including Legal Outreach, the Posse Foundation, and a 30-year partnership with the Washington Irving Campus (WIC). The firm's unique and robust partnership with the five public high schools that constitute the WIC includes a mentoring program, a mock trial team, academic support programs, a college access initiative, a book club, and paid internships for high school students. The program has had a direct and tangible impact on rising graduation rates and college acceptances, and has led to multiple full-time employment opportunities at the firm. These partnership programs support hundreds of students each year, engage more than 300 Cleary volunteers, and have a profound impact on the communities that we live and work in.

“Inclusion efforts that begin before law school are essential to creating a multicultural and multifaceted workforce. Cleary is committed to supporting the SEO Law Fellowship Program and other pipeline programs that seek to help diversify the legal profession because we value and embrace diversity of background, race, gender, belief, and ideas. Our wealth of perspectives allows us to provide top-notch legal services to our clients worldwide.”

Breon S. Peace,
Partner, New York
Alumnus, SEO Law Fellowship Program



SUMMER DIVERSITY
RECEPTION 2021

The Write Stuff

An evening with Urban Word, champion for youth voices in the literary arts.

Feyisayo Aluko
Jellissa Lacon
Elizabeth Shvarts
Ayonna Sullivan
Nathaniel Isiah Swanson



SUMMER DIVERSITY
RECEPTION 2020

Lynn Nottage

Lynn Nottage is a playwright and a screenwriter. She is the first, and remains the only, woman to have won the Pulitzer Prize for Drama twice. Her plays have been produced widely in the United States and throughout the world.



CITYWIDE DIVERSITY
RECEPTION 2019

Tarana Burke

Tarana Burke is Founder and Executive Director of the Me Too organization. She has dedicated more than 25 years of her life to social justice and to a movement that assists survivors of sexual abuse and assault, and those who work to end sexual violence. In 2018, she was named *The Root 100's* most influential person.



CITYWIDE DIVERSITY
RECEPTION 2018

Ta-Nehisi Coates

Ta-Nehisi Coates is the author of the No. 1 *New York Times* bestseller *Between the World and Me* and the winner of the National Book Award. His writing combines reportage, historical analysis, and personal narrative to address some of America's most complex and challenging issues pertaining to culture and identity.

Photo by Nina Subin

Diversity, Equity, and Inclusion Team



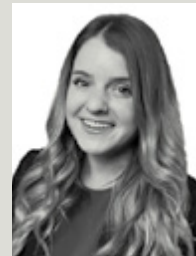
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*Global Director,
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Zolanyi Orduz
*Administrative Assistant,
Diversity, Equity, and Inclusion
New York*



Monica Watt
*Assistant,
Legal Talent
Washington, D.C.*

For more information, please feel free to reach out to our Diversity, Equity, and Inclusion team at global-diversityequityinclusion@cgsh.com.



Freedom Award Winner

*Transgender Legal Defense
& Education Fund*

LatinoJustice CAP Leadership Award

The CAP Leadership Award is given to firms that LatinoJustice identifies as true community partners who have engaged in a meaningful partnership with LatinoJustice PRLDEF, supporting their pipeline programs, legal advocacy work, and mission.





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 1,300 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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