

CLEARY GOTTlieb

# Diversity and Inclusion

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52%

of our U.S.-based  
associates are women



Ranked

No. 7

in *The American Lawyer's*  
2017 Diversity Scorecard

39%

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

6%

of partners in  
U.S. offices  
and

6%

of associates  
identify as LGBT

# Welcome

“Cleary’s culture is built on collegiality and inclusiveness, and the firm’s leadership is committed to those ideals. The diversity of our lawyers and professional staff strengthens our practice, and it makes a tangible difference in the quality of the workplace.”

Sandra L. Flow,  
Partner and Chair of the Committee  
on Diversity and Inclusion, New York



## Embracing Diversity

Cleary Gottlieb is committed to cultivating an inclusive organizational culture where the values, experiences and perspectives of our diverse professionals are not only celebrated, but reflected in the way we approach legal practice. Our leadership and committees continuously support our diversity efforts. Among the most notable are the Committee on Diversity and Inclusion and the Committee on Retention and Promotion of Women.

The committees strategically look for ways to foster community within the firm among diverse lawyers and to increase communication between Cleary’s leadership and the firm’s diverse lawyers. This includes curriculum training, speaker series, affinity group activities, mentoring programs and special events. Some of the most recent initiatives include leadership engagement, associate development, alumni collaborations, and partnerships with clients and diversity and inclusion organizations.

# Fostering Inclusion

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## Global Values

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 and social events to encourage networking, community building and a sense of support among lawyers and professional staff of diverse backgrounds and cultures.

Ranked among  
**Top 20 law firms**  
*Stonewall Workplace Equality Index*



“Our success as a global law firm is predicated on the strength of all of our colleagues—lawyers and administrative professionals. By valuing, respecting and developing our talent in an inclusive environment, Cleary ensures that each member of our firm can thrive. I’m particularly impressed with the firm’s ongoing commitment to LGBT inclusion efforts, as exemplified by our partnership with Stonewall.”

Jim Ho,  
Partner, London

“Through my participation in an affinity group and the Committee on Diversity and Inclusion, I have forged meaningful connections with senior lawyers and associates both inside and outside of my practice area. My involvement has enabled me to share and develop my perspective on diversity challenges in the legal field. I appreciate working in an environment where there is a strong sense of community and a genuine desire to engage all viewpoints.”

Fatema G. Al-Aravedh,  
Associate, New York



One

firm

Sixteen

offices globally





## Affinity Group Coffee Break



# Black History Month Panel Discussion: Race and Identity Politics in the Media

**Moderator:**

Breon S. Peace

### *Featured Panelists:*

Jamelle Bouie, Kimberlé Crenshaw  
and Todd Johnson



# Empowering Affinity Groups

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## Internal Networks

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 five affinity groups collaborate with firm leadership, organize social activities, conduct continuing legal education programs and raise awareness about topics relevant to the members of their respective groups.

Cleary proudly supports the following affinity groups:

- Black Affinity Group
- East Asian Affinity Group
- Latino Affinity Group
- LGBT Affinity Group
- South East Asian-South Asian-Middle Eastern Affinity Group

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

“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



# Promoting Women's Initiatives

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## Engaged Leadership

Advancing the careers of women at Cleary Gottlieb is one of the leadership's top priorities. The firm continues to invest substantial resources to increase gender equity at the firm and in the legal profession overall.

The Committee on Retention and Promotion of Women (CRPW) addresses topics related to the advancement of women at the firm. The CRPW is comprised of female and male lawyers from varying practice areas and levels of seniority.

The committee contributes to Cleary's women's initiatives by sponsoring internal skills development programming, facilitating opportunities for mentoring and contributing to industry best practices.

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



### What Inside Counsel Need from Outside Counsel: **Understanding the Client**

Moderator: Louise M. Parent

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#### **Alumnae Panelists**

Amy Mikolajczk Callow

Dora G. Habachy

Helen A. Skinner

Hosted by Alumni Relations and the Committee  
on Retention and Promotion of Women (CRPW)



“The firm invests significant time and resources to elevate the discussions and efforts toward the development of our female associates. As a partner at Cleary Gottlieb, I am pleased to see that our efforts are yielding results and building the ranks of our talented female associates.”

Margaret S. (Meme) Peponis,  
Partner and Chair of the  
Committee on Retention  
and Promotion of Women, New York





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*

100%

for the 9th time  
Best Places to Work

*Corporate Equality Index  
Human Rights Campaign*



Latin America  
Women in Law Awards  
International Law Firm

*Chambers*



# Investing in Associate Development



“I have benefited greatly from Cleary’s continued investment in programs such as the Council of Urban Professionals’ Executive Leadership Program. Through the CUP ELP, I had the opportunity to participate in coaching sessions, workshops and conversations on topics such as leading global teams, managing client relationships and executive communication.

The program content complemented professional development trainings I have done internally at Cleary, while the immersive three-day program provided further opportunities for me to enhance my leadership skills as I progress in my legal career.”

Abena Mainoo,  
Associate, New York

## Demonstrated Commitment

Cleary Gottlieb’s efforts to increase the representation of diverse and female associates in our senior ranks remains a priority and is supported by the entire leadership. The firm understands that diversity and inclusion efforts are vital to our success.

The Committee on Diversity and Inclusion and the Committee on Retention and Promotion of Women develop, organize and host programs and workshops aimed at furthering the core principles of diversity and inclusion. These educational events are designed to foster dialogue throughout the firm and are open to all lawyers. The goal is to broaden perspectives on topics that relate to diversity and inclusion within Cleary as well as outside the firm.

As a long-standing corporate sponsor of the Council of Urban Professionals (CUP), Cleary annually identifies diverse associates to participate in CUP’s Executive Leadership Program. Similarly, the firm sponsors diverse associates to participate in the Charting Your Own Course Career Conference organized by Stakeholders, the New York City Bar Associate Leadership Institute and the OutNEXT LGBT Emerging Leader Summit.

The firm uses these and other programs in conjunction with our internal professional development programs to broaden the representation of attorneys of color and women at senior levels.

# Cultivating a Mentoring Culture

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## Integral Relationships

Cleary Gottlieb recognizes that mentoring is an important element of professional development, and we are constantly striving to expand both formal and informal mentoring opportunities at the firm. The Committee on Diversity and Inclusion and the Committee on Retention and Promotion of Women collaborate with practice groups and other firm committees to ensure the success of mentoring programs for all associates.

Some of our mentoring efforts include:

- New Associate Mentoring
- Cleary Mentoring Circles
- One-2-One Mentoring
- Diversity Mentoring





“Mentoring is a critical responsibility of more experienced lawyers. It’s important for these lawyers to form close relationships with junior lawyers and guide them in their professional development and careers.”

Sung K. Kang,  
Partner, New York





# Strengthening Collaborations

## Strategic Partnerships

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

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

- American Civil Liberties Union (ACLU)
- Asian American Bar Association of New York (AABANY)
- Asian American Legal Defense and Education Fund (AALDEF)
- Association of Black Women Attorneys (ABWA)
- Association of Law Firm Diversity Professionals (ALFDP)
- Council of Urban Professionals (CUP)
- DirectWomen
- Federal Bar Council
- Hispanic National Bar Association (HNBA)
- Korean American Lawyers Association of Greater New York (KALAGNY)
- Lambda Legal
- LatinoJustice PRLDEF
- Lawyers for Empowerment and the Advancement of Diversity (LEAD)
- 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 Queer Asian Pacific Islander Alliance (NQAPIA)
- New York City Bar Association
- New York Civil Liberties Union Foundation (NYCLU)
- Out in Law
- Sponsors for Educational Opportunity (SEO)
- Transgender Legal Defense & Education Fund (TLDEF)

## 2016 Law Firm Diversity Award

*Asian American Bar Association  
of New York (AABANY)*



## Asian Pacific American Heritage Month: Art Exhibit and Conversation

*with Corky Lee,  
Chinese-American photo journalist*

Mr. Lee's work explores the diversity and nuances of Asian American culture overlooked by mainstream media and works endlessly to incorporate Asian American experience into the larger fabric of American history.

*in partnership with the  
Asian American Bar Association of New York  
(AABANY)*

“Cleary collaborates closely with an array of organizations to advance diversity 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

Recipient of the 2016  
Flor de Maga Award

*Puerto Rican Bar Association*



# Supporting Pipeline Programs

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## 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 and supporter of Sponsors for Educational Opportunity (SEO) Law Fellowship Program, a program that 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 and inclusion in the legal profession. Other pipeline initiatives include:

- Legal Outreach, Inc.
- Practicing Attorneys for Law Students Program (PALS)
- Thurgood Marshall Summer Law Internship Program
- Washington Irving Campus Partnership



### Citywide Diversity Reception 2016

*Featuring Keynote Speaker*  
Darren Walker

Named one of the "100 Most Influential People in the World" by TIME Magazine in 2016, Darren Walker is President of the Ford Foundation, the nation's second largest philanthropic institution. For two decades, Mr. Walker has been a leader in the nonprofit and philanthropic sectors.



### Citywide Diversity Reception 2017

*A Courageous Conversation with*  
Michele Coleman Mayes

Michele Coleman Mayes is Vice President, General Counsel and Secretary for the New York Public Library (NYPL). In 2011, Ms. Mayes co-authored *Courageous Counsel: Conversations with Women General Counsel in the Fortune 500*.





“Inclusion efforts that begin before law school are essential to creating a multicultural and multifaceted workforce. Cleary is committed to supporting 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



# Contact

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“I continue to be impressed with the leadership’s commitment to diversity and inclusion. Cleary fosters an environment where everyone is part of a team and a greater community. It is rewarding to witness the collective strength and results that can be achieved when we empower our people to be active collaborators and contributors to achieving greater inclusion at Cleary and in the legal profession.”

Carlos D. Dávila-Caballero,  
Director of Diversity and Inclusion, New York





Recipient of the  
Living the Values Award  
*The Coca-Cola Company*



## 2015 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 1,200 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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