

DIVERSITY AT COOLEY

the strength of many



Cooley
LLP



“A significant factor that drew me to Cooley was the work environment. It emphasizes quality of work and teamwork, not how well you fit into a particular mold.”

RICARDO RODRIGUEZ, LITIGATION PARTNER

Working Together as One Firm

“For Cooley, workplace diversity is more than just numbers on a report. It’s about creating an environment that welcomes differences, knowing that variety enriches our lives and work. We strive to create an environment that encourages open communication, where no one feels out of place or left out and everyone contributes to the Firm’s success. There is no “Cooley mold” save one: a shared commitment to the Firm’s values and a drive to make Cooley the best it can be.”

STEPHEN NEAL, CHAIRMAN AND CEO

“Cooley has consistently been supportive of my targeted efforts to recruit more minority attorneys. In addition, I have always felt that Cooley gives everyone the same opportunity to excel, regardless of background. For example, all associates receive assignments in the same way, based on abilities and interest.”

NAN WU, LITIGATION PARTNER

Diversity is a core value at Cooley, not just a list of numbers. Everyone is dedicated to maintaining a truly diverse workplace that values and celebrates differences—from the way we relate to and support each other to the way we work together as one Firm to meet the needs of our clients. It is the unique abilities and perspectives of every individual at Cooley that make us a strong whole, and we would not have it any other way.

For Cooley, true workplace diversity goes beyond hiring people of different backgrounds. It offers all employees the tools, training and mentoring they need to succeed. It enables every individual to balance work and family obligations. It looks beyond a company’s four walls, fostering community involvement and participation in local and national diversity initiatives. And it includes becoming leaders in our communities, not followers. And that is exactly what Cooley is doing.



Action »

Accountability

Another core value at Cooley is that we treat each other with civility and respect and rely on each other's humor, friendship and support to make the Firm an enjoyable place in which to work. In fact, the environment of respect that pervades Cooley is one of our greatest and most enduring attributes—and one of the reasons why Cooley is so successful. That is why partners are held accountable for upholding the Firm's values and maintaining an open, supportive culture. If their behavior does not reflect these beliefs, then we cannot expect others in the Firm to practice our values.

Top Initiatives

Firm management and the diversity and hiring committees work together to maintain a diverse, inclusive workforce in a number of ways, including annual reports that outline goals for the upcoming year and detail the prior year's progress and challenges, enabling Cooley to audit diversity issues on a consistent basis and track developments over time. However, the daily experiences of our diverse employees and their sense of inclusion are the most important measures of our success.

- ▶ The Firm was one of the first to commit to the Bar Association of San Francisco's (BASF) 1988 goals and timetables for minority attorney hiring and advancement; and we renewed our commitment to the Bar Association's minority goals and timetables for 2010.
- ▶ Cooley signed the BASF's "No Glass Ceiling" initiative, a commitment to promote women in leadership roles within the legal profession.
- ▶ We created a diversity committee to identify specific steps the Firm should take at all levels, including recruitment of entry-level attorneys, lateral hiring and retention of minority, women, and Lesbian, Gay, Bisexual or Transgender (LGBT) attorneys.
- ▶ Cooley has outreach programs with numerous law schools and local diversity-related career fairs, including the BASF's Bay Area Diversity Career Fair, to ensure we recruit a diverse range of attorneys.
- ▶ Firm management, attorneys and staff regularly attend a number of diversity-related conferences throughout the year to keep up-to-date on diversity matters, concerns and initiatives.
- ▶ New associates participate in diversity training as part of their orientation program.

» Results



Key Accomplishments & Accolades

- ▶ Forty-six percent of the associates who were elected into Cooley's partnership for 2006 were women and attorneys of color.
- ▶ Cooley's efforts to promote diversity, our deep and long-standing commitment to pro bono and the overall satisfaction of associates across the Firm were important factors in propelling Cooley to the 13th spot on *The American Lawyer's* "A-List." (2005)
- ▶ Kay Chandler received the Athena Pinnacle Award in the service category for her leadership and contributions to San Diego-based businesses as well as for hiring, mentoring and empowering women in the workplace. (2004)
- ▶ Cooley scored high in several categories in the 2006–2007 *Vault Guide to the Top 100 Law Firms*, including 4th for formal training program and 5th among "best firms to work for".
- ▶ *The American Lawyer* ranked Cooley in the top 10 for the second year in a row among the "Best Places to Work" nationally. (2005)
- ▶ Cooley received *The National Law Journal's* Pro Bono Award for its representation of a nationwide class of lawful permanent residents in a successful challenge against the Department of Homeland Security to issue proof of lawful status. The case, *Santillan, et al. v. Gonzales, et al.*, was selected as one of the country's top four pro bono cases of 2005.
- ▶ The ABA Business Section presented Cooley with its "National Public Service Award" for the pro bono efforts of our business attorneys and for our overall commitment to pro bono. (2005)

The Cooley Diversity Committee

Cooley started its diversity committee in 2002 to help us reflect the diversity of our communities and to promote communication and understanding among everyone at the Firm. The committee addresses issues faced by people of color, women and people with differing sexual orientations and has been a springboard for a number of programs and groups within the Firm that focus on diversity concerns. For example, we have a group devoted to gay, lesbian and bisexual issues, as well as groups of women associates that hold monthly meetings in many of our offices.

The committee has also initiated a Minority Associates Group devoted to addressing the retention and professional development of minority, women, and LGBT associates.

Getting Involved is Important to Us

"I've spent hundreds of hours working with organizations that serve ethnically diverse communities—and Cooley has never questioned the time I devote to these areas. They've just said 'Thank you.'" KOJI FUKUMURA, LITIGATION PARTNER

Giving our time, talents and resources to the communities that we serve is an integral part of who we are as a Firm. One of the ways our attorneys achieve this goal is by volunteering in different organizations, where many of them hold leadership positions, including:

- ▶ Chair of the Board of Directors of the Legal Aid Society of New York
- ▶ Board member of the Legal Aid Society of San Mateo County
- ▶ Board member of Kids Included Together (KIT)
- ▶ Membership & sponsorship chair at UC San Diego's ATHENA program
- ▶ President elect of the Bar Association of San Francisco
- ▶ Board member of the Pan Asian Lawyers of San Diego
- ▶ Past officer of NAPABA
- ▶ Secretary for the Asia America MultiTechnology Association
- ▶ President elect of La Raza Lawyers of California
- ▶ Director of Asian Pacific Bar Association of Silicon Valley
- ▶ Advisory board member for the Forum for Women Entrepreneurs and Executives
- ▶ Member of the Harvard Women's Leadership Board

Cooley also regularly sponsors events and organizations that increase awareness and promote diversity in the legal profession and our communities at large. Whether it's supporting the National Asian Pacific American Bar Association's (NAPABA) efforts to increase diversity in our nation's judiciary, law schools and workplace; donating volunteers and money to help renovate The Girls Club of the Mid-Peninsula; or attending an array of diversity conventions, the Cooley team demonstrates the value the Firm places on diversity and that giving back to the community is more than simply lip service.

- ▶ AIDS Legal Referral Panel
- ▶ Annual AIDS Walk, San Francisco and San Diego
- ▶ Annual Bay Area Diversity Career Fair
- ▶ Asian American Bar Association (Bay Area)
- ▶ Asian American Law Caucus
- ▶ Asian Law Alliance
- ▶ Asian Pacific American Bar Association
- ▶ Asian Pacific American Law Students
- ▶ Asian Pacific Islander Legal Outreach
- ▶ Asian Silicon Valley Connection
- ▶ California Rural Legal Assistance, Inc.
- ▶ Filipino American Lawyers of San Diego
- ▶ Forum for Women Entrepreneurs
- ▶ Iranian American Technology Council
- ▶ La Raza Lawyers Associations—East Bay, San Francisco, and Santa Clara
- ▶ Minority Corporate Counsel Association (Silver Level Sponsor)
- ▶ NAPABA
- ▶ National Association of Women Judges
- ▶ Pan Asian Lawyers of San Diego
- ▶ South-Asian Bar of San Diego (SABA-SD)
- ▶ Women in Biotechnology
- ▶ Women in Technology
- ▶ Women Lawyers Book Event
- ▶ Women's Campaign Fund
- ▶ Women's Technology Cluster

About Cooley LLP

Cooley is a premier national law firm that excels in high-stakes litigation and solving complex business issues. The Firm represents public and private companies of all sizes around the world, across all major industries including a long-standing leadership position in the technology and life sciences sectors. Our clients include both high-growth and mature companies as well as entrepreneurs, venture capitalists, financial institutions and associations. Cooley's singular focus is to provide the highest quality legal services that enables our clients to achieve their strategic business objectives.

For more information about diversity at Cooley, visit www.cooley.com/diversity.



www.cooley.com