

C L I F F O R D

C H A N C E

Careers

WHERE
DIVERSE
MINDS
MEET

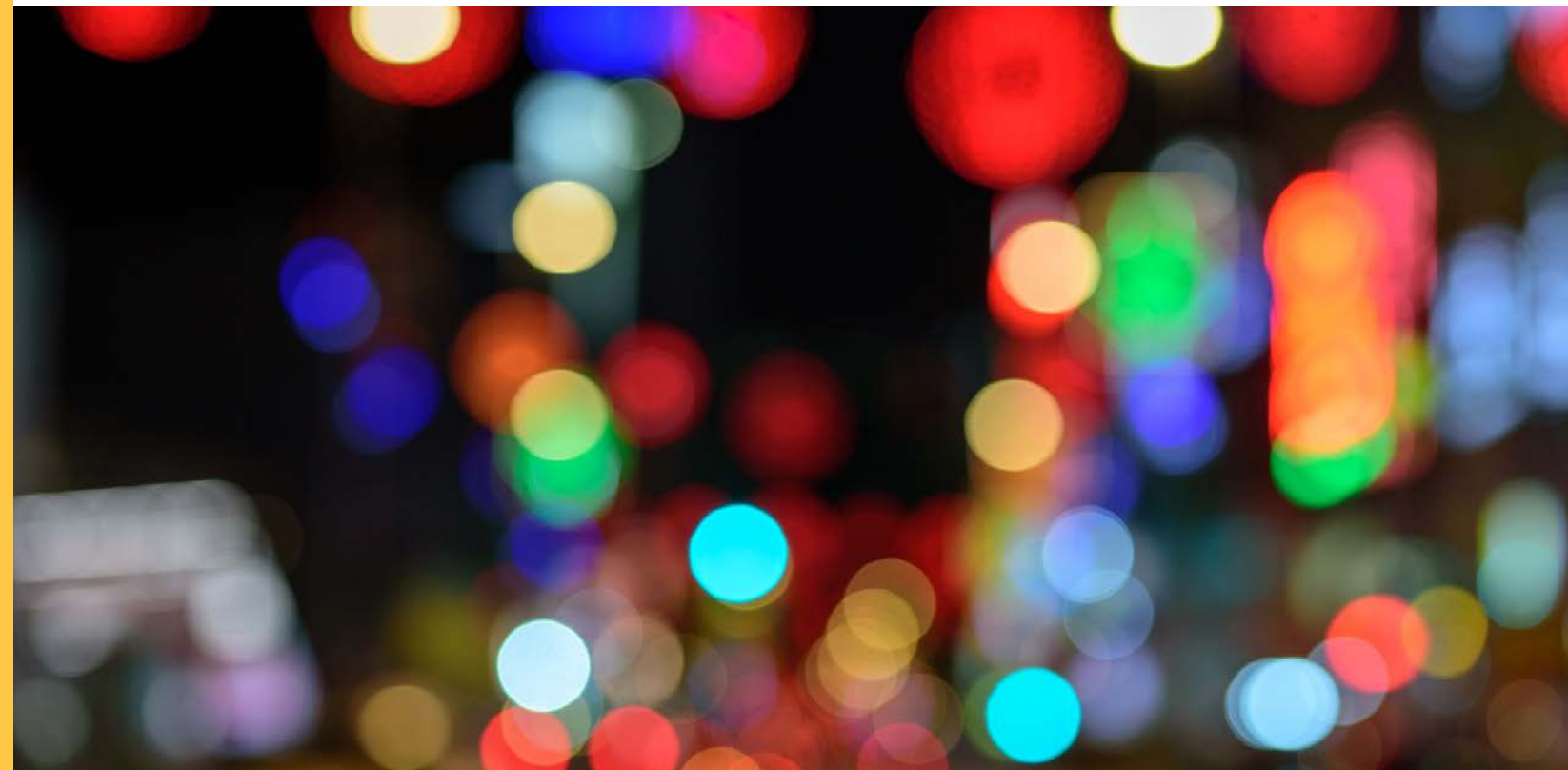
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THE POWER OF DIVERSITY

As a global firm, we have a distinct advantage in being able to work alongside talented professionals from all over the world. We recognize that what makes us different also makes us stronger and that there can be a direct correlation between diversity and change.

Our focus remains on fostering these differences as diversity is a goal, not a given. We start by creating a work culture which makes everyone feel valued, supported and seen.



DIVERSITY, EQUITY AND INCLUSION

Chaired by partner Thais Garcia, our Diversity, Equity and Inclusion (DE&I) Committee in the Americas leads our regional diversity, equity and inclusion efforts. The committee is comprised of affinity groups, which work alongside firm management, to focus on the recruitment, retention and development of diverse professionals, and help increase awareness of the issues affecting their peers and communities.

The committee is also a driver of policy change, consistently finding better ways to support our colleagues. This includes exploring parental and other leave requirements, uncovering opportunities for the enhancement of firm benefits available to our teams, and facilitating discussions across the region to ensure our policies are accessible, fair and equitable for all.

AFFINITY GROUPS

The following Affinity Groups are open to members of each community as well as all other colleagues within the firm.

Arcus

Our mission is to build and maintain an inclusive workplace and to assist the firm in the Americas with recruiting, empowering, developing, mentoring and retaining talented LGBTQ+ people.

Asian, Asian-American and Pacific Islanders

Our mission is to increase engagement within the AAPI community and its allies at Clifford Chance, to be a voice for the AAPI community to Clifford Chance leadership, and to be an AAPI DE&I ambassador for Clifford Chance to the broader community.

Black and Latino

Our mission is to develop, expand and champion the professional skills and relevant personal interests of our current and future Black and Latino attorneys and business professionals in the firm.

CliffVets (Clifford Chance Veterans & Affiliates)

Our mission is to provide internal support to our veteran colleagues and their family members through community support, professional development, and social activities; to conduct dedicated veterans' hiring initiatives, and outreach to the veterans' legal community; and provide external support, including pro bono services and mentorship.

Enable

Enable Americas supports colleagues living with a disability and / or neurodiverse condition. Enable aims to raise awareness, provide guidance and highlight the support available within Clifford Chance, as well as provide a safe space to engage and network.

Jewish Affinity Group

Our mission is to support Jewish people both at Clifford Chance and within the larger community, raise awareness of issues impacting the Jewish community, celebrate the breadth and depth of Jewish culture, religion and history, and to build cross-community solidarity.

Women

Our mission is to accelerate the recruitment, retention and promotion of women lawyers and business professionals across the Americas and to support women in achieving their full potential in their professional journey.

Working Parents

We focus on building and fostering the community of working parents at Clifford Chance; raising awareness of relevant firm policies; and advocating to improve conditions for working parents at the firm.



LEGAL RECRUITING AND SCHOLARSHIPS

Clifford Chance has a robust program working with local area law schools and their student associations. We sponsor student groups, involve them in training and mentoring, and regularly invite them to Clifford Chance events and programs.

Each year, we partner with affinity groups at our target schools, including BLSA, LALSA, APALSA, Outlaws, Women's, and Veteran student groups. We work alongside the members of these organizations and sponsor job fairs, receptions, mock interviews, coffee chats and mentorship programs throughout the year.

Specific programs include:



New York University School of Law AnBryce Scholarship

Clifford Chance was the first law firm to partner with NYU Law School on its groundbreaking AnBryce Program. The program provides full scholarships to outstanding J.D. students from disadvantaged socio-economic backgrounds who are the first in their immediate families to pursue a graduate degree. We have sponsored a student each year since 2006.



Clifford Chance 1L and 2L Diversity Scholars

Recruitment and retention of diverse talent is essential to our success, and we are proud to offer two separate scholarships for candidates following their first and second year of law school. Our diversity scholars secure placements in our summer program and receive a stipend; the first installment paid upon acceptance to the summer program.



Diverse Attorney Pipeline Program (DAPP)

After five years of successfully placing 1L students in law firms and corporations in Chicago, DAPP expanded its program to the east coast in 2018. Our New York office proudly signed up.

Clifford Chance is matched with a DAPP-assigned representative who interviews on our behalf at a job fair in early Spring. The representative then recommends the top two candidates for a final round. Both are invited to meet with our hiring committee to be considered for a position in our upcoming summer class.



Law Preview Scholarship

Since 2009, our US offices have sponsored the Law Preview Scholarship Program, a diversity initiative aimed at improving the academic performance of racial and gender groups traditionally underrepresented in the legal profession. Each year, we sponsor over 30 students attending a one-week, intensive summer prep course before starting their first year of law school.

PROGRAMS, CELEBRATIONS AND EVENTS

Black History Month Celebration

Our Black and Latino Affinity Group annually presents art exhibitions of works by Black artists. In 2023, we featured artwork by six international, multigenerational artists, as well as an artist collective, with wide-ranging practices and diverse backgrounds. Colleagues also attended concert "The Blues and its People" at the landmark Apollo Theater in New York's Harlem neighborhood and visited the National Museum of African American History and Culture in Washington, DC.

For **Hispanic Heritage Month** we installed art exhibitions featuring Hispanic artists in our US offices, invited employees to share Hispanic legal influences on social media, and hosted a salsa dance class in the Washington, DC office.

Asian American Pacific Islander Heritage Month

In 2023, our AAPI Affinity Group launched a campaign encouraging colleagues to pledge as an AAPI ally, which included volunteering to deliver meals to AAPI senior citizens, attending bystander intervention training or investing hours on a pro bono matter that benefits the AAPI community.

The group also invited **Dr. Karen Korematsu**, Founder and Executive Director of the Fred T. Korematsu Institute, to present an "insider's" look back at *Korematsu v. United States* and subsequent developments in US law and policy that continued or combatted systemic racism. Dr. Korematsu is the daughter of late civil rights icon Fred Korematsu.

Arcus Global Pride Art Exhibitions

Arcus hosts its annual art event every June in connection with Pride Month.

Our **Women's Affinity Group** sponsored a Museum of Modern Art tour: *Modern Women: Women Artists and Their Lasting Influence*, and hosted a regional educational seminar with Research Foundation Tina's Wish for Ovarian Cancer Awareness Month.

We also host the annual "**Advancing Women in the Americas**" series. This past year, our new global managing partner and other colleagues shared their experiences and personal pledges on how they intend to #BreakTheBias.

Our New York office invited **Sara Moss**, Vice Chairman of The Estée Lauder Companies, to speak about her journey rising to the top of the profession, her passion to help women succeed both professionally and personally and increase the number of women in leadership positions.

Clifford Chance has sponsored a training webinar series on the **Law of Diversity, Equity & Inclusion** with Professor Kenji Yoshino and the Meltzer Center.

An Evening with **Infinite Flow**: Named one of *People Magazine's* "Women Changing the World," Marisa Hamamoto founded her dance company, Infinite Flow, with the mission to dismantle bias, promote inclusion and showcase the power of the human spirit through movement. We welcomed Marisa and her company dancers, for a powerful live performance and panel discussion hosted by our DE&I committee.

To celebrate **Veteran's Day** in 2023, we hosted a discussion with General George W. Casey, Jr., retired US Army Four-Star officer and most recently, the Chief of Staff of the US Army.

PRO BONO AND COMMUNITY PARTNERSHIPS

Clifford Chance holds strong ties to the community through pro bono projects and relationships led by our DE&I Committee.

My Sisters' Place is a non-profit organization that provides services to survivors of domestic abuse and focuses on advocacy and community education. Clifford Chance funds a full-time legal Fellow who provides direct client services, pro bono training and supervision to lawyers at the firm.

The Clifford Chance Foundation has partnered with non-profit **The Vera Institute of Justice** to support a one-year Fellow (open to students in their third year of law school) working on Vera's Expanding Access to Postsecondary Education Project. During the placement, the fellow works on projects from Vera's general counsel's office and other Vera projects, also serving as the liaison between Vera and Clifford Chance.

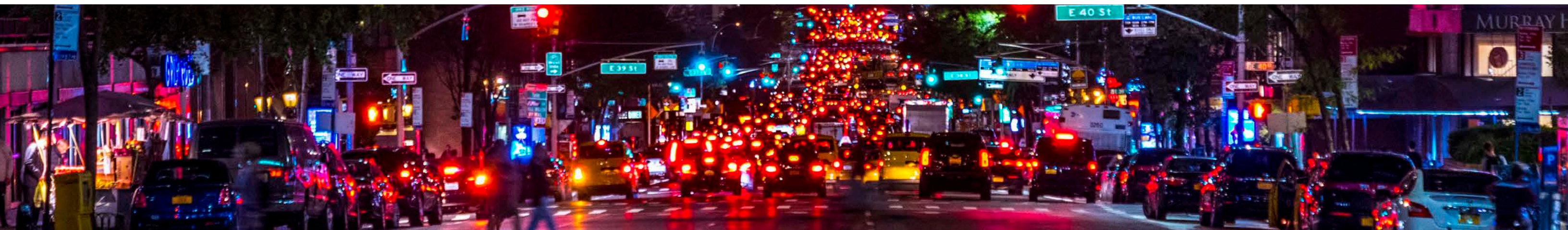
Thought Leadership Initiative on Diversity in the Legal Profession at Columbia University School of Law: this initiative has two components; support of the scholarly research of Columbia Law School faculty members examining diversity and its implications within the legal community; and delivery of an annual lecture series to showcase the results of the research fund and address the issue of diversity in the legal field. Recent lectures include "Challenges in Regulating Artificial Intelligence" and "Policing the Open Road: How Cars Transformed American Freedom."

Non-profit organization **Immigration Equality** presented at the firm on "LGBT Rights at Homeland and Worldwide." The discussion covered progress made toward decriminalization and legalization, anti-LGBT pushback in other parts of the world, promotion of LGBT rights worldwide and issues related to the LGBT refugee population. The presentation was followed by pro bono training on related asylum cases.

Human Rights Watch is one of the firm's global strategic pro bono clients. We support them with pro bono work globally and invite them to present to our team. Recently, they held a discussion outlining their work bringing perpetrators of grave international crimes to justice, promoting human rights in Europe and Central Asia and protecting the rights of LGBTQ+ people around the world.

Law Firm Anti-Racism Alliance

Clifford Chance joined the **Law Firm Anti-Racism Alliance** (LFAA) as a member firm. LFAA looks to better use the law as a vehicle for change that benefits communities of color and to promote racial equity in the law. We're proud to take a leadership role on this initiative with New York partner Jeff Berman joining the inaugural Board of Directors to help steer the direction of the LFAA.



Responding to Hate

In response to the rise of racially motivated hate crimes against Asian Americans, Clifford Chance joined the [Stand Against Hate Campaign](#), the [National Asian Pacific American Bar Association](#), and [The Alliance for Asian American Justice](#). The firm is also partnering with the [National Asian Pacific American Bar Association](#) on a pro bono project involving the development of a legal remedies manual for victims of hate crimes.

Racial Justice Award

Clifford Chance's Racial Justice Award is open to not-for-profit organizations that help individuals, groups or communities use the law to achieve significant inclusion, racial justice and social impact. Each year, the winner is chosen by an independent judging panel including senior representatives from our strategic pro bono partners, our client base, along with partners from the firm. In 2021, the firm named the [Paralegal Pathways Initiative \(PPI\)](#) at Columbia Law School's Center for Institutional and Social Change as the winner of its Racial Justice Award. PPI focuses on helping those returning home from American prisons to find sustainable careers.

Our effort to help women lawyers advance their careers continues to expand. Several years ago, we became the sponsor of the [Women's Group for the Association of Corporate Counsel \(ACC\)](#) in New York City. We hosted a special event for ACC members featuring Mika Brzezinski, co-host of Morning Joe and best-selling author of "Know Your Value — Women, Money and Getting What You're Worth." We also hosted programs on Health & Wellness and Charitable Giving for ACC members.

Transgender Legal Defense & Education Fund: The Name Change Project

For many transgender, gender non-conforming, non-binary people, securing a legal name change is a critical step toward making their legal identity match their lived experience. By providing people with adequate legal representation, we help our clients successfully complete the process and ultimately move forward with their lives.

GLOBAL SUPPORT

We believe that strong networks are key to delivering opportunities and advancing equality and as such have developed a range of highly active global affinity networks:

- **Accelerate>>>** – global gender parity group
- **REACH** – Race, Equality, and Celebrating Heritage network
- **ARCUS** – LGBTQ+ network
- **Enable** – disability network
- **CliffVets** – Veteran network
- **Faith groups** – Buddhist, Christian, Hindu, Jewish and Muslim networks and events.

Inclusion Targets

In 2020, Clifford Chance introduced a wide-ranging set of inclusion targets with deadlines. The targets are global and regional to reflect the different challenges for different population groups across our regions. The targets focus on gender, ethnicity and LGBTQ+ status:

Americas

- Committed to increasing the number of female partners by **35%** by **2025** and **100%** by **2030**.
- Adopted our first minority ethnicity targets for the US which includes **15%** of new partners and **30%** of senior associates and business professionals by **2025**.

Global

- At least **40% female** and at least **40% male** global partners in the firm by **2030**.
- Global LGBTQ+ partner target of **3%** by **2025**.

Mansfield – US and UK

In 2023, Clifford Chance achieved **Mansfield Rule re-certification 6.0**, meaning we have been certified in consecutive years after agreeing to be a pioneering US firm in 2017. We also signed up to [Mansfield's Disability Inclusion Commitments](#).

We are currently qualifying for Mansfield 7.0 certification, and are now one of certified in the **Mansfield UK** program. To be Mansfield certified, a law firm must, among other things, consider a minimum of 30% women, LGBT+ and minority lawyers for significant leadership roles.



Reverse Mentoring

Clifford Chance has developed an award-winning reverse mentoring program. Our program is a global initiative that allows people from different backgrounds to mentor senior colleagues so that they can understand the different perspectives and experiences that make up our lived experience at the firm.

Global Code of Conduct

To achieve our vision of being the global law firm of choice, we must be fully committed to the highest professional and ethical standards, and nurture a culture characterized by integrity, responsibility, accountability and inclusivity. The core principles of our culture are set out in our values-based Code of Conduct which defines our expectations of everyone working in our firm and acts as a guide for our behavior with each other, our clients, and our external stakeholders.

Women's Empowerment Principles – United Nations

We have signed a formal statement of support for the Women's Empowerment Principles, an initiative created by UN Women in collaboration with the UK Global Compact. The seven principles promote and guide corporate action in pursuit of gender equality and encourage high-level corporate leadership on gender issues and transparent reporting on progress.

Global Arcus (LGBTQ+) Allies

Our LGBTQ+ employees' network, Arcus, launched a firm-wide initiative with a kick-off program in London, which highlighted the importance of allies in fostering LGBTQ+ inclusion and acceptance. Allyship programs are offered throughout the global network and include training and education seminars.



LGBTQ+

In 2019, Clifford Chance hired Tiernan Brady as its first **Global Director of Inclusion**. Before taking up his broad diversity and inclusion role at Clifford Chance, he led the winning campaigns for marriage equality in Ireland and Australia. Brady now devotes his time to developing and implementing Clifford Chance's global inclusion policies and leading new campaigns within our firm, alongside clients and in wider society.

In June 2023, Clifford Chance's US offices celebrated Pride Month for the 17th consecutive year by showcasing the work of artists and community organizations as part of our global Arcus Pride Art campaign, under the theme **United in Pride**. View the galleries [HERE](#).

ADVANCEMENT AND SOCIAL MOBILITY

Partnership Process

In 2020, we commissioned an independent inclusion-focused review of our partnership selection process. Before we consider a cohort, we look closely at the pipeline of talent, and forecast accordingly, scrutinizing the diversity makeup of each population at each level of the process.

We are committed to breaking down the barriers restricting recruitment, progress and retention and believe we will be a stronger firm if we can attract the best people from the widest talent pools by delivering an equality of opportunity and advancement.

Secondments

Clifford Chance offers secondments to attorneys and business professionals to work outside their home office temporarily. Attorneys may also embark on client secondments. These experiences allow for different work and cultural experiences and often contribute to career advancement.

CULTURE AND RANKINGS

We understand that lawyers and the professionals that support them — much like our clients — have a choice in where they go. Increasingly, culture is a deciding factor when making employment choices. We are proud of the culture we have built and how our people feel about working at Clifford Chance. In independent surveys of associates at over 100 of the largest law firms in the United States, Clifford Chance led or was ranked near the top of multiple categories.

American Lawyer Summer Associate Survey 2023

Ranked **No. 2** Summer Program from 70+ participating firms.

Vault US Survey Rankings 2024

Ranked **No. 1** in 15 categories, including:

- Best Law Firm to work For
- Associate/Partner Relations
- Career Outlook
- Overall Diversity
- Best Summer Associate Program
- Career Development

Chambers US Associate Survey 2023

Elite firm Diversity, Equity and Inclusion

Elite firm Associate Quality of Life

Elite firm Associate Satisfaction

Elite firm Associate Retention

Excellent performer Associate Career Development

Excellent performer Pro Bono



Stonewall

Clifford Chance is ranked **#1** in the **2023 Stonewall Top 100 Employers List**, which celebrates pioneering efforts and commitments of leading organizations to LGBTQ+ workplace inclusion.

FY 22/23 Americas Inclusion Data

Americas Gender Statistics

- **23%** of our Americas partnership are women and **55%** of our lawyers are women.
- **64%** of our business professionals are women.

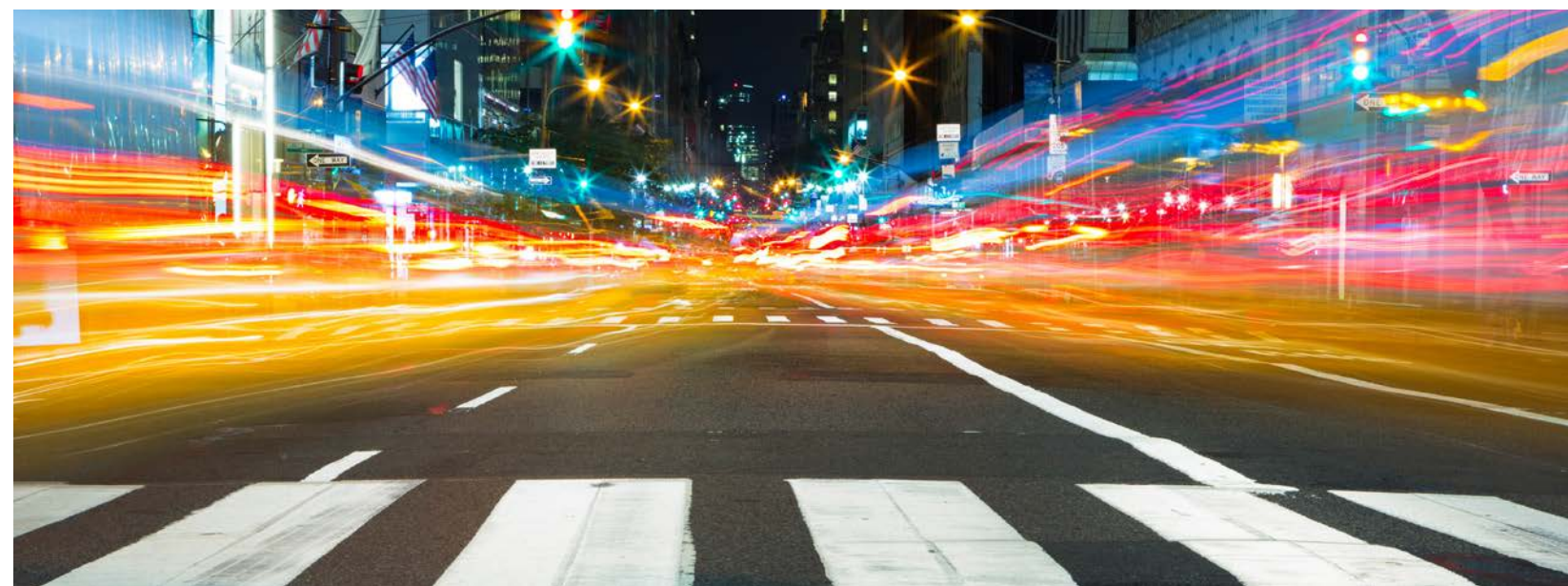
US Ethnicity Statistics (NY and DC)

- **12%** of our partners who identified are from an ethnic minority
- **58%** of all lawyers who identified are from an ethnic minority
- **55%** of business professionals who identified are from an ethnic minority

For all of our published inclusion data, please see here:



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This publication does not necessarily deal with every important topic or cover every aspect of the topics with which it deals. It is not designed to provide legal or other advice.

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Clifford Chance has a co-operation agreement with Abuhimed Alsheikh Alhagbani Law Firm in Riyadh.

Clifford Chance has a best friends relationship with Redcliffe Partners in Ukraine.