

DIVERSITY MATTERS

CHAPMAN
Focused on Finance®

INCLUSIVE

Advancing diversity is one of Chapman's core values. For us, supporting a diverse workforce is not just about good corporate citizenship—we firmly believe that different perspectives mean better, more effective solutions for our clients.

We evaluate partners annually on their efforts to train, mentor, and develop diverse attorneys, a factor that is taken into consideration in Chapman's compensation system.

MetLife Diversity Award: MetLife has recognized Chapman twice for our inclusivity efforts spanning business resource group activities, mentoring and sponsorship opportunities, training and pipeline programs, and supplier diversity initiatives.

Best Law Firm for Women: 2023 marked the 15th year Chapman was named one of the best law firms for women by Seramount (formerly *Working Mother* magazine) for our inclusive policies, advancement of women, and support for working mothers.

Human Rights Campaign Recognition: For 13 consecutive years, Chapman has achieved a 100% score on the Human Rights Campaign Foundation Corporate Equality Index, making us one of the best places to work for LGBTQ+ attorneys and professionals.

“When I was an associate, the mentorship I received through Chapman's diversity initiatives helped me grow both professionally and personally. Now that I'm a partner, I participate in the firm's diversity programs to carry this commitment to the next generation of young attorneys and do my part to continue the firm's culture of inclusion.”



Anjali Vij
Partner

SUPPORTIVE

Chapman's business resource groups provide mentorship, business connections, and career support across the firm. Our sponsorship program pairs women, racially/ethnically diverse, LGBTQ+, and disabled associates with Chapman's senior leaders to support professional development and advancement.

Chapman is a Diversity Lab Mansfield Rule 6.0 Certified Plus firm. The Mansfield Rule is designed to advance diversity in leadership and governance roles and equity partner positions.

Women, racially/ethnically diverse, LGBTQ+, and disabled attorneys serve at the highest levels of Chapman leadership.

Our diversity efforts have paid off. On average, over the last five years:

73% of our incoming associates and **54%** of our new partners have been women, racially/ethnically diverse, LGBTQ+, and/or disabled attorneys.

“I really appreciate that Chapman's leadership is so supportive. The firm puts obvious time and effort into mentorship and professional development for attorneys from underrepresented groups. The business resource groups have been especially helpful for me, both as opportunities to network with more senior attorneys and to grow my practice.”



Charles C. Calloway, Jr.
Partner

COMMITTED

Chapman's commitment to diversity does not end at our front door. We focus on diversity throughout the educational pipeline—from middle school to law school—with mentorship and scholarship programs for bright, young students from underserved areas.

As a large, successful law firm, we also have the purchasing power to support minority-owned vendors and suppliers that share our commitment to diversity.

Chicago Scholars: We support and volunteer time for this unique seven-year college access program.

Chapman and Cutler LLP Maynard H. Jackson Jr. Diversity Scholarship: We help diverse students pay for law school.

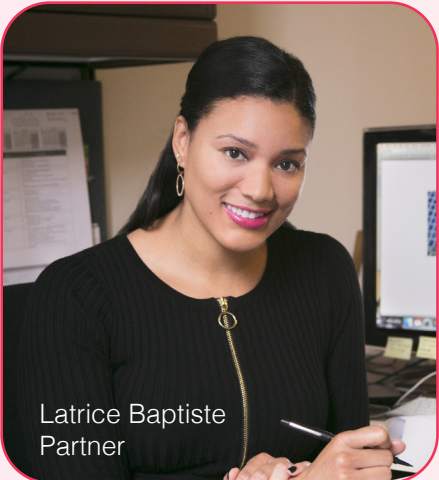
OnRamp: We sponsor fellowships to help women return to the legal profession after a career break.

Cook County Bar Association Minority Job Fair: We recruit from and sponsor this job fair for minority law students.

WITS: We support and participate in a city public school student reading program.

Cristo Rey: We help low-income high school students finance their education with this work-study program.

“Chapman's commitment to diversity extends beyond our own workforce and into the communities we serve. It was clear from my first day at Chapman that this was a firm dedicated to helping people from all backgrounds and life circumstances succeed. That is something a lot of firms talk about, but here it's woven into the fabric of our firm culture.”



Latrice Baptiste
Partner

Chapman and Cutler LLP

Charlotte

Chicago

New York

Salt Lake City

San Francisco

Washington, DC

chapman.com