

DIVERSITY MATTERS

Advancing diversity is one of Chapman and Cutler'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.

CHAPMAN
Focused on Finance®

December 2023



Chapman has achieved Diversity Lab's **Mansfield Rule 6.0 Certified Plus** status. The Mansfield Rule was influenced by the NFL's Rooney Rule and focuses on broadening talent pools for leadership.

Certified Plus status indicates that Chapman has not only taken steps to increase inclusivity in leadership, but also has successfully achieved measured progress in a notable number of the firm's current leadership roles. Only half of the Certified firms achieved "Plus" status.

Mansfield Rule

Certified *Plus* 2022-2023

Powered by
DIVERSITYLAB





Our 360-degree approach to diversity begins with pipeline programs for middle school and high school students; encompasses every aspect of our recruiting, training, and retention practices; and extends to our supply chain and vendor relationships.





50%

of our governing Policy Committee members identify as women, racially/ethnically diverse, LGBTQ+, and/or disabled.

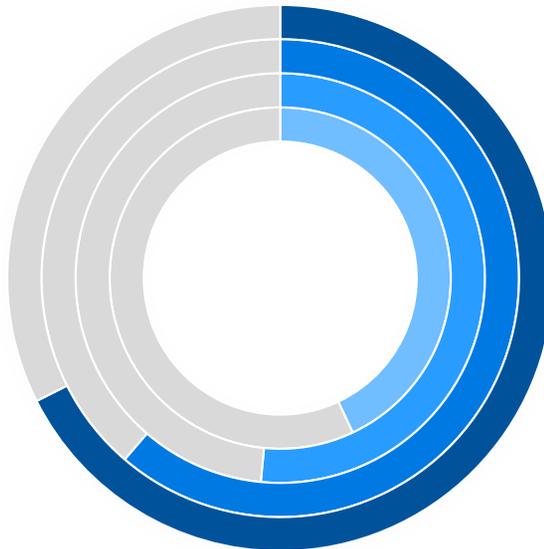
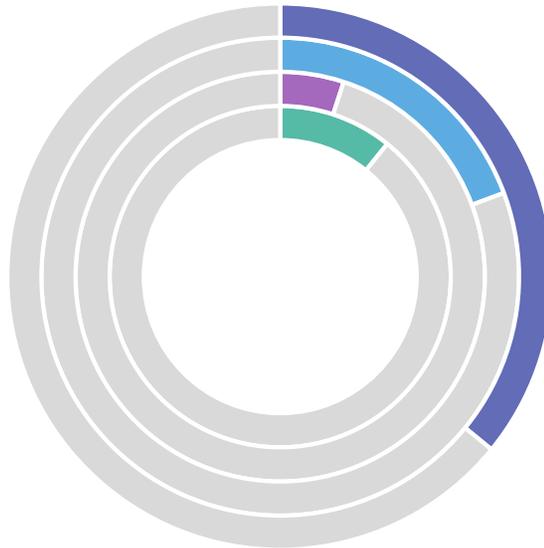
On average, over the last five years:

73%

of our incoming associates and

54%

of our new partners identify as women, racially/ethnically diverse, LGBTQ+, and/or disabled.



53% of all Chapman attorneys identify as women, racially/ethnically diverse, LGBTQ+, and/or disabled:

36% Women

19% Ethnically Diverse

5% LGBTQ+

11% Disabled

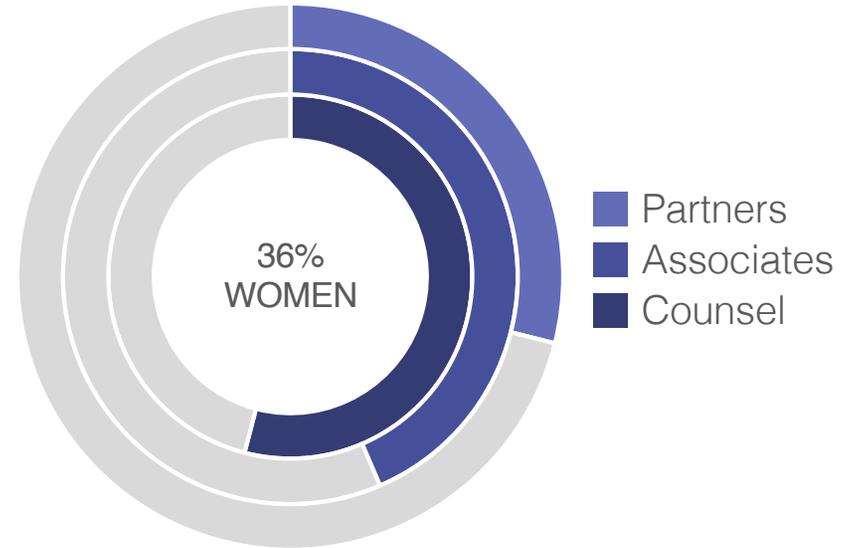
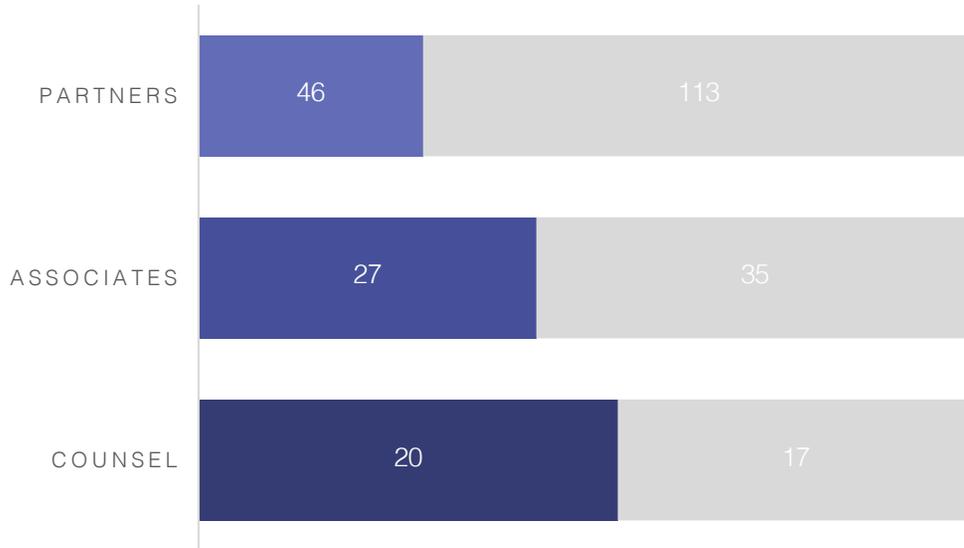
Women, racially/ethnically diverse, LGBTQ+, and/or disabled attorneys comprise:

43% of our Equity Partners

52% of our Non-Equity Partners

61% of our Associates

68% of our Counsel



29% of our partners are women



Best Law Firm for Women: We have been recognized as one of the best law firms for women for 15 years.

44% of our associates are women



Outpacing Our Peers: Law360's Glass Ceiling Report recognizes Chapman among the best law firms for women.

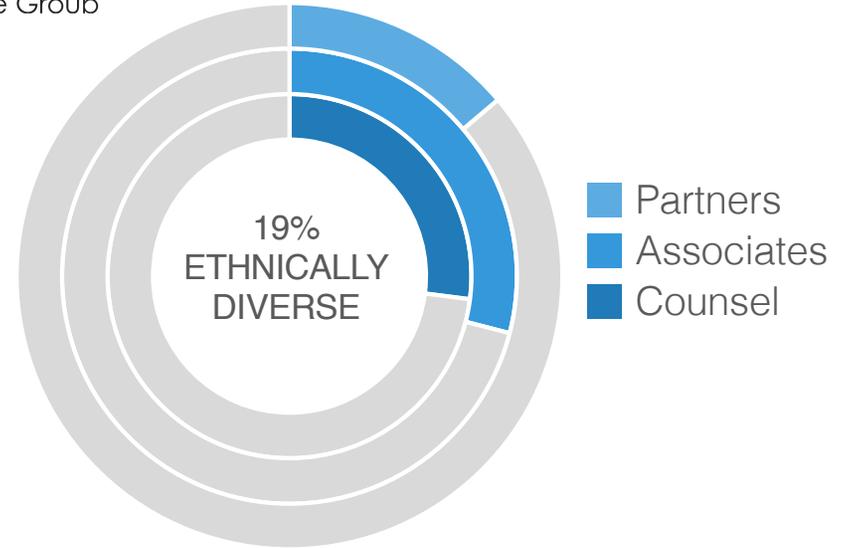
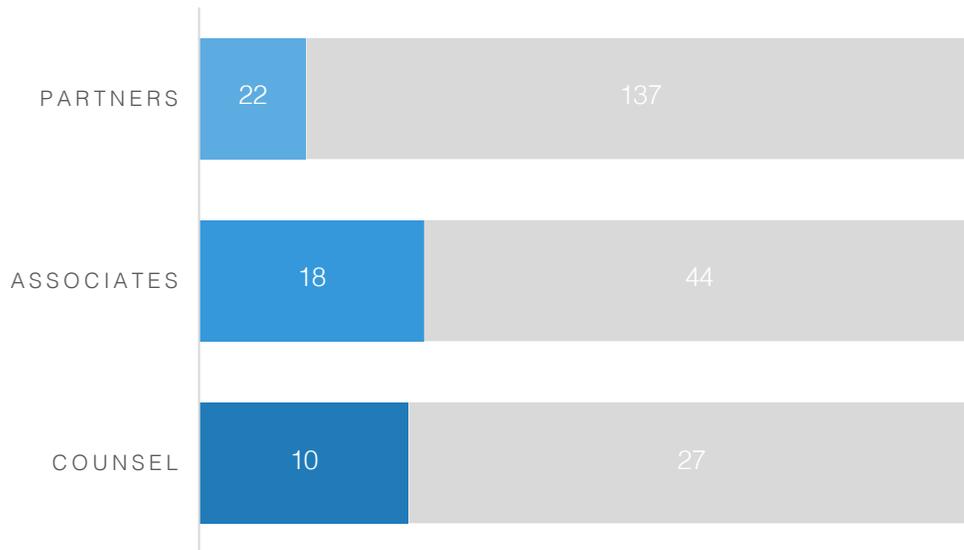
54% of our counsel are women



Equity Partnership: Am Law ranks us among the top 25% of law firms with the highest percentage of female equity partners.

Ethnically Diverse Attorneys

Business Resource Group



14% of our partners are ethnically diverse

29% of our associates are ethnically diverse

27% of our counsel are ethnically diverse



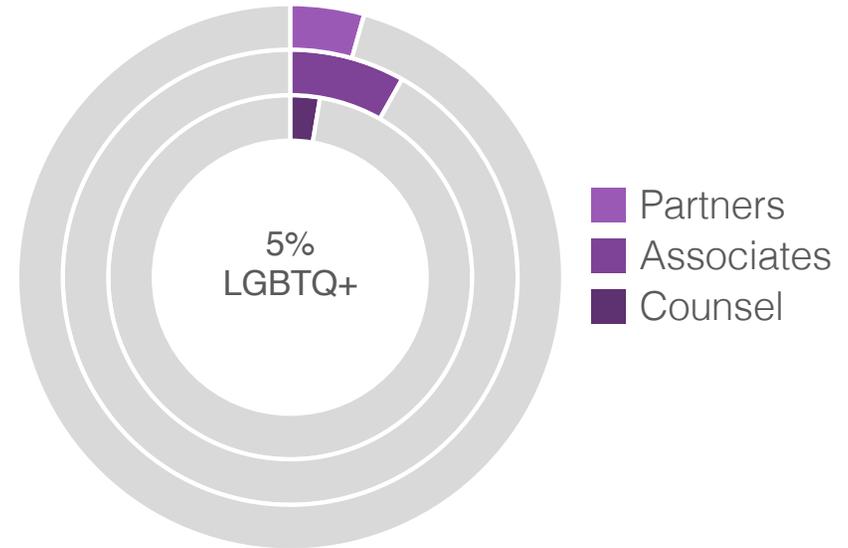
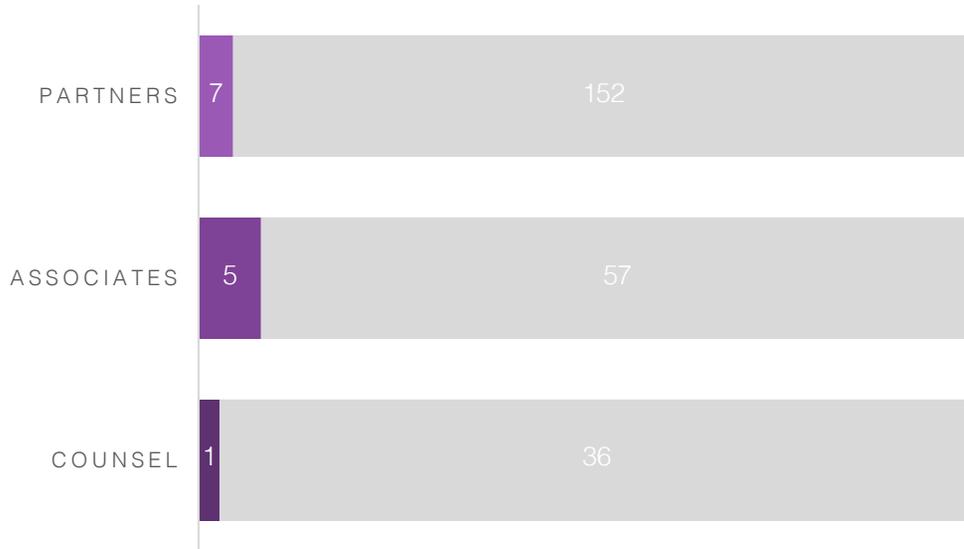
Chapman and Cutler LLP Maynard H. Jackson Jr. Diversity Scholarship: Our scholarship honors a late partner and supports law students who demonstrate a commitment to diversity.



Best Firms for Minority Attorneys: Law360 ranks Chapman one of the best firms for ethnically diverse attorney representation.



Chicago Scholars: We support higher education pipeline programs for students from underserved communities.



4% of our partners are LGBTQ+



Best Place to Work for LGBTQ+: Chapman has scored 100% on HRC's Corporate Equality Index for the past 14 years.

8% of our associates are LGBTQ+



Top 22 for LGBTQ+: Chapman has one of the highest percentages of self-reported LGBTQ+ attorneys among Am Law 200 firms.

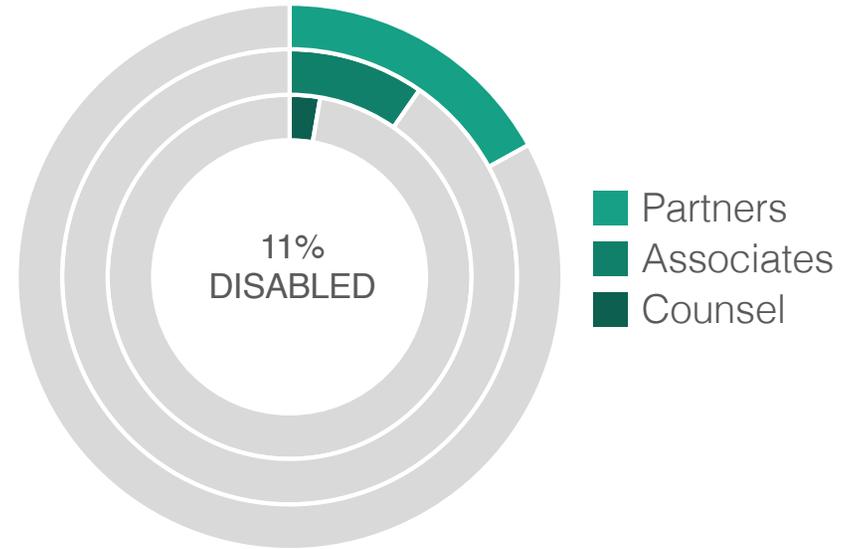
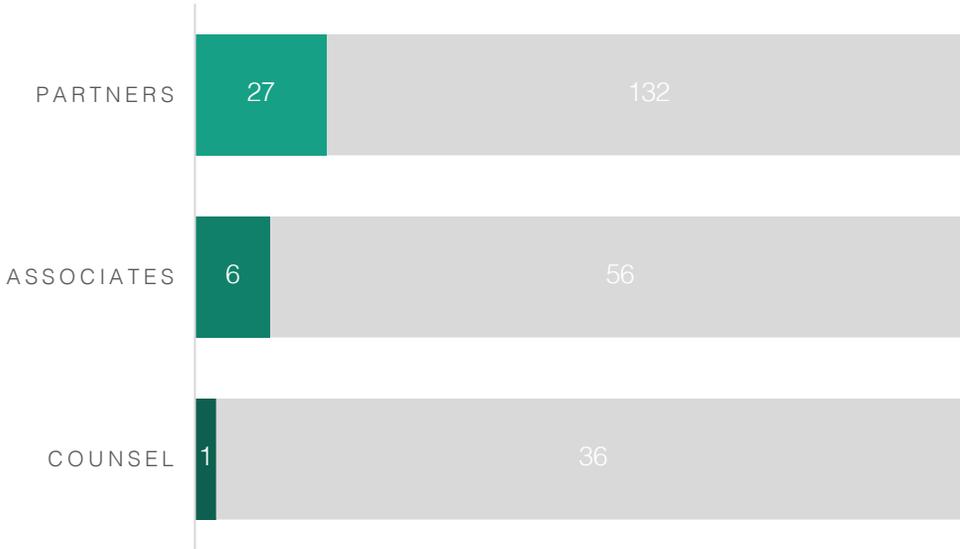
3% of our counsel are LGBTQ+



Notable LGBTQ Executives: Our immediate past Chief Operating Partner was recognized for advancing diversity and inclusion initiatives.

Attorneys with Disabilities

Business Resource Group



17% of our partners identify as disabled

10% of our associates identify as disabled

5% of our counsel identify as disabled



Pledge for Change: We signed onto the ABA Pledge for Change to enhance professional opportunities for people with disabilities.



Well-Being Pledge: Chapman is an ABA Well-Being Pledge signatory, fighting stigma and substance abuse in the legal profession.



CDEL Corporate Partner of the Year: We were named 2021 Corporate Partner of the Year by the Center for Disability & Elder Law.

IMPACT MATTERS

Chapman is a participating firm in the United Nations Global Compact (UNGC)—a set of 10 human rights, labour, environment, and anti-corruption principles, along with 17 corresponding sustainable development goals, designed to help businesses make a positive impact on society and the environment.

Chapman is among a handful of US law firms participating in the UNGC, and we join many of our clients as “united in the business of a better world”—by charting more equitable, inclusive, and sustainable paths for the delivery of our services and products, and the support of our people and our communities.

Social Impact and Sustainability Task Force. Chapman’s Social Impact and Sustainability Task Force includes members from across the firm who oversee and guide the firm’s internal practices, promote opportunities to partner with clients on community and pro bono work and sustainability initiatives, and hold the firm accountable to our UNGC goals.

Practice Green. Our Practice Green team implements sustainable programs and practices—improving our use of resources, steering our purchasing power toward diverse and environmentally friendly vendors, and offsetting our carbon footprint.

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