

# DIVERSITY MATTERS

Chapman and Cutler LLP

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Attorneys at Law • 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.

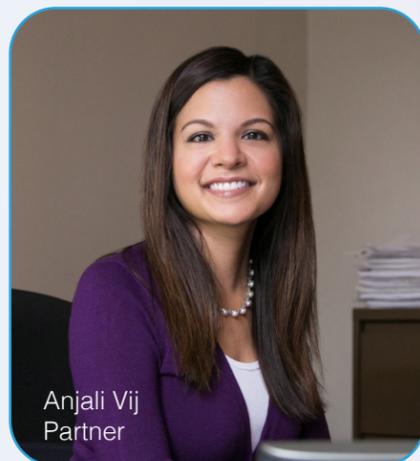
We evaluate partners annually on their efforts to train, mentor, and develop diverse attorneys, a factor that is taken into consideration in Chapman's compensation system.

**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:** 2019 marks the tenth time Chapman has been named one of the best law firms for women by *Working Mother* magazine for our inclusive policies, advancement of women, and support for working mothers.

**Human Rights Campaign Recognition:** For 10 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.”



# SUPPORTIVE

Chapman organizes business resource groups to provide mentorship, business development opportunities, and career support for women, ethnic minorities, LGBTQ, working parents, religious minorities, and attorneys with disabilities.

Our sponsorship program pairs female, ethnically diverse, and LGBTQ associates with senior leaders of the firm to further support professional development and advancement.

Women, minorities, and openly LGBTQ attorneys serve at the highest levels of Chapman leadership.

Over the last five years, our diversity efforts have paid off:

**71%** of our incoming associates and **60%** of our new partners have been women, ethnic minorities, and/or LGBTQ.

“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.”



# 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.

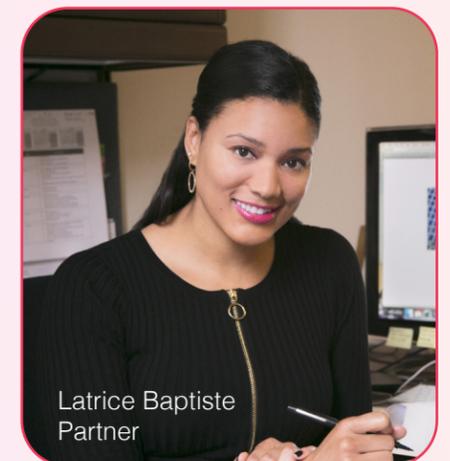
**OnRamp:** We sponsor fellowships to help women return to the legal profession after a career break.

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

**Spark:** We support, volunteer, and serve on the board of this national mentorship organization.

**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.”



Charlotte

Chicago

New York

Salt Lake City

San Francisco

Washington, DC

[chapman.com](http://chapman.com)