

Diversity



Advancing diversity is a core value.

We firmly believe that bringing different perspectives to the table means new ideas for our people and more effective solutions for our clients. We have long been committed to a diverse and inclusive workplace that provides opportunities for lawyers and staff of all backgrounds. To that end, we prioritize investments in resources, training, and development programs that improve the recruitment, retention, and advancement within Chapman and in support of diversity and inclusion programs within our client organizations.

Highlights

Chapman's 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:

- **Pipeline Programs.** We engage in expanding pipeline opportunities for future lawyers by supporting several organizations that champion ethnically diverse students from at-risk and under-resourced communities.
- **Leadership.** 50% of our governing Policy Committee members are women, racially/ethnically diverse, LGBTQ+, and/or identify as disabled.
- **Mentorship.** Chapman's Mentoring Circles and Business Resource Groups (BRGs) provide supportive forums for guidance on all types of issues including client service, practice development, and leadership. Learn more about our BRGs.
- **Recruitment and Promotion.** Over the last five years, 65% of our incoming associates and 50% of our new partners have identified as women, racially/ethnically diverse, LGBTQ+, and/or disabled.
- **Sponsorship.** Chapman's sponsorship program pairs female, racially/ethnically diverse, and LGBTQ+ associates with senior leaders of the firm to further support professional development and advancement.
- **Supplier Diversity.** We believe that utilizing an array of vendors and suppliers allows us to promote inclusion and better serve our diverse personnel and clients. To this end, we prioritize purchasing supplies and services from vendors that identify as having diverse ownership. Learn more about our supplier diversity program.
- **Mansfield Rule 5.0 Certified Plus Firm.** Chapman has achieved Diversity Lab's Mansfield Rule 5.0 Certified Plus status affirming consideration of at least 30% women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.

Recognition

- MetLife has awarded Chapman with two diversity awards. In 2019, MetLife recognized Chapman's sponsorship program with its annual diversity award. Chapman was one of four law firms honored (50 firms submitted details on their sponsorship programs, and over 250 were asked to participate). In 2016, Chapman was one of three law firms honored with a MetLife diversity award for the firm's diverse and inclusive policies and practices.
- Chapman continues to be named one of the best law firms for women by Seramount, formerly Working Mother Media (2022 marked Chapman's 14th year on the list), and Law360's Glass Ceiling Report recognizes Chapman as one of the best law firms for women (past six years).
- The Human Rights Campaign ranks Chapman as one of the best places to work in terms of benefits and protections for LGBTQ attorneys and staff. We have scored 100% on HRC's Corporate Equality Index for the past 13 years.
- Chapman has been consistently recognized by Equality Illinois for "Raising the Bar" and leading the way in providing a safe and fair work environment for LGBTQ+ employees and engaging with the LGBTQ+ community.
- The *American Lawyer* ranks Chapman among the top 25% of law firms with the highest percentage of female equity partners (past three years).



Diversity Matters

Diversity Matters: Read more about our diversity and inclusion initiatives and impact.



Chapman Diversity Scholarship

Each year, 2L law students are invited to apply for the Chapman and Cutler LLP Maynard H. Jackson Jr. Diversity Scholarship. The \$10,000 scholarship, established to support a second-year law student who has demonstrated a commitment to diversity, is named for the late Maynard Jackson, the first African American

Mayor of Atlanta and a public finance partner at Chapman (1982-1990). To learn more or apply, download the 2023 application.



Chapman Achieves Mansfield Rule 5.0 Certification Plus

The Diversity Lab's Mansfield Rule Certification measures whether law firms have affirmatively considered at least 30% women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. The Mansfield Certified Plus status indicates that, in addition to meeting or exceeding baseline certification requirements, Chapman has successfully reached at least 30% underrepresented lawyer representation in a notable number of the firm's current leadership roles.

Diversity Partner

[Latrice M. Baptiste](#)

Diversity Updates

NEWS

[MetLife Recognizes Chapman for Diversity and Inclusion](#)

March 2019

MetLife has once again recognized Chapman for inclusivity efforts spanning affinity group activities, mentoring and sponsorship opportunities, training and pipeline programs, and supplier diversity initiatives.

EVENTS

[Women in Law Week at Loyola University Chicago School of Law](#)

March 10, 2021

Chapman attorneys Kelley Bender, Rebecca Wallenfelsz, Ronni Martin, and Lauren Rushing spoke at an event hosted by the Women's Law Society at Loyola University Chicago School of Law.