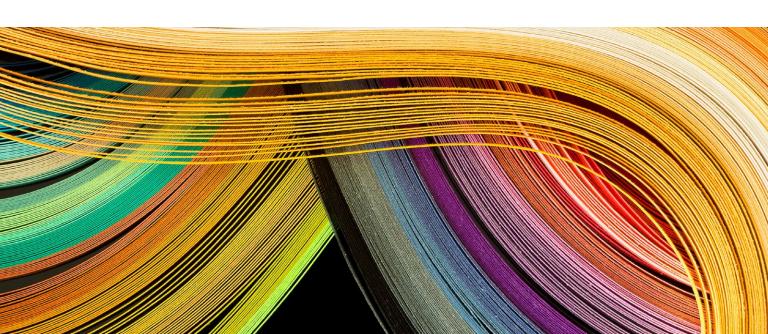


# C A D W A L A D E R CENTER FOR DIVERSITY & INCLUSION



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# Joint Message From Our Diversity Committee Co-Chairs





As we returned to a more regular rhythm of in-person engagement in 2023, Cadwalader's Center for Diversity and Inclusion led the way, organizing and hosting a wide array of events for our community – colleagues, clients and allies who share our values and steadfast commitment to fostering an inclusive workplace where everyone belongs and everyone can thrive. As the pages that follow illustrate, we are incredibly grateful for the opportunities to learn from one another and share diverse perspectives on work and life.

While educational and social programs are a key component to our efforts, we remain focused on the core tenets of Cadwalader's commitment to diversity, equity and inclusion. Our six affinity networks continued their critical work of providing forums for members to discuss and share top-of-mind information, and to promote mentorship, leadership, advocacy, and personal and professional growth. We have enhanced our career development initiatives for diverse associates at different stages of their career to ensure they are in a position to have the best possible experience as a Cadwalader lawyer.

This inclusivity cannot prosper without true allyship; we continued to recognize our Firm's Diversity Champions who "walk the talk" by showing exemplary commitment to and participation in our activities. And through our Supplier Diversity Program, we have remained dedicated to partnering with diverse businesses to advance our operational goals.

To everyone who has contributed their time and insights to the Firm's diversity efforts over the past year, we thank you for your presence, hard work and dedication. There are many more exciting things to come in 2024 at Cadwalader, and we look forward to sharing these experiences with you.

## Patrick T. Quinn

Managing Partner Co-Chair, Global Diversity Committee

#### Linda Swartz

Partner
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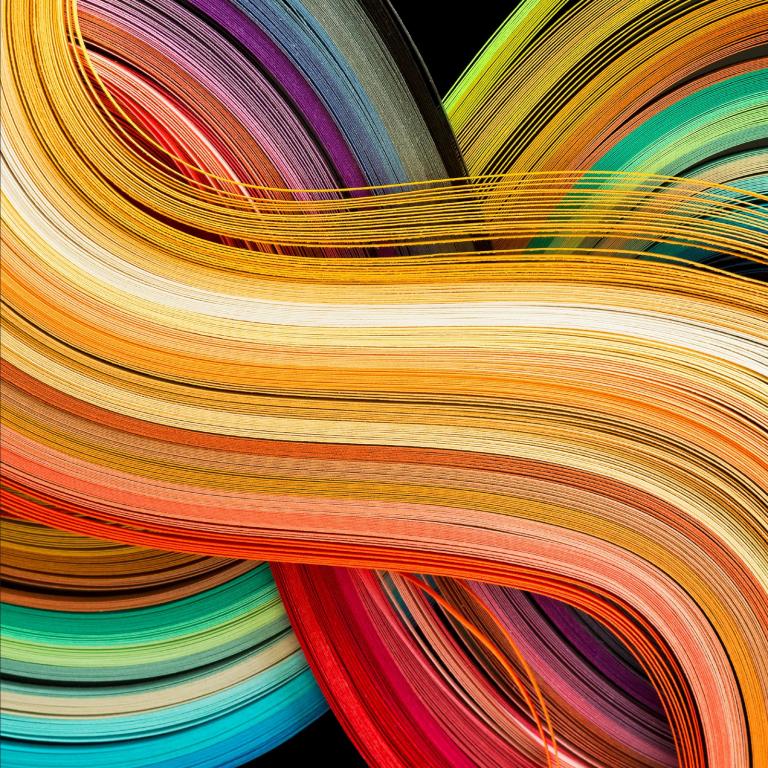
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# **Cadwalader Affinity Networks**

- Asian Pacific American Attorney Resource Group
- Black & Latino Association
- LGBTQ Network
- Veterans Network
- Women's Leadership Initiative
- Parents @Cadwalader Affinity Network

# **Asian Pacific American Attorney Resource Group**



## Cadwalader's Asian Pacific American Attorney Resource Group (CAPAA) strives to:

- Promote the professional development of Asian Pacific American attorneys at the firm.
- Serve as an incubator and resource for ideas to further the firm's diversity and inclusion goals.
- Provide a forum for members to discuss and share information regarding issues that are important to the Asian Pacific American legal community and the Asian Pacific American community at large.











# **Black & Latino Association**



## Cadwalader's Black & Latino Association (CBLA) strives to:

- Promote the mentorship, leadership, advocacy, and professional and personal development of Black and Latino attorneys.
- Pursue business development opportunities through engagement with similar client affinity groups.
- Enhance the firm's ability to attract, develop, and retain Black and Latino law students and attorneys and to raise awareness of legal and social issues affecting our communities.







# **LGBTQ Network**



## Cadwalader's LGBTQ Network (CLN) strives to:

- Develop, build and foster a sense of community among LGBTQ attorneys at the firm.
- Promote a non-discriminatory and diverse environment at the firm and support the discussion of current LGBTQ issues.
- Increase the firm's pro bono work related to LGBTQ issues.







# **Veterans Network**



## Cadwalader's Veterans Network (CVN) strives to:

- Promote the leadership and professional development of military veteran attorneys at the firm.
- Identify and recruit military veteran candidates from top-tier law schools with armed forces/military student associations.
- Build and foster a sense of community among attorneys at the firm, our partner organizations, and our clients interested in supporting military veterans both internally and externally.









# **Women's Leadership Initiative**



## The Women's Leadership Initiative (WLI) strives to:

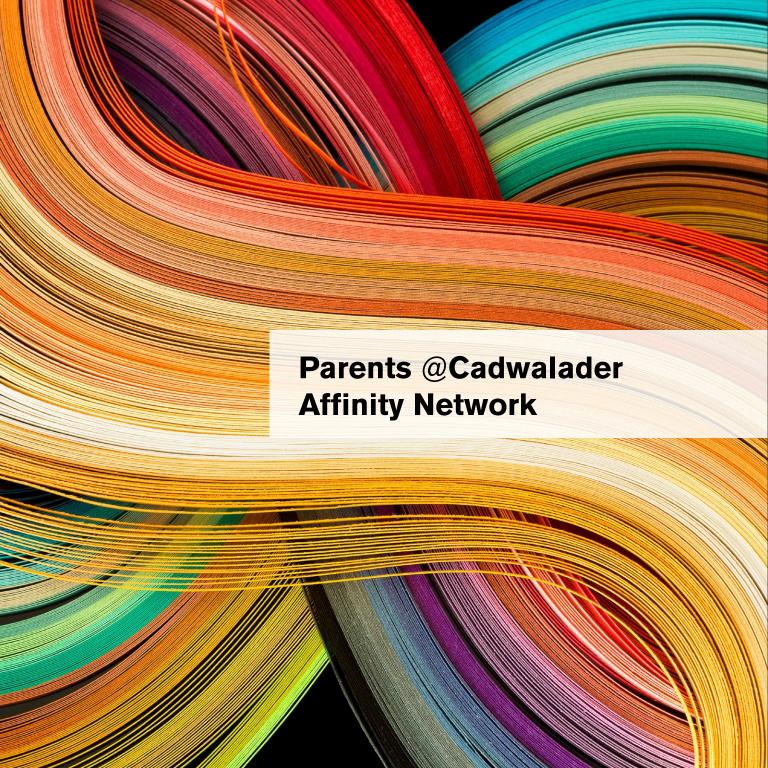
- Enrich Cadwalader's culture and competitive strengths by promoting diversity, inclusion and fair meritocracy for women within the firm.
- Unlock the full potential of women practicing in the firm, invest in their professional development and acknowledge their contributions.
- Encourage the mentoring, networking, recruiting, promotion, sponsorship, training and career planning of women attorneys.











The Parents @Cadwalader Affinity Network (PACAN) supports firm employees who are caregivers by sharing resources, discussing firm benefits, providing tips and tools to other parents, and hosting activities for families to enjoy together.



The Parents @Cadwalader Affinity Network (PACAN) celebrated Juneteenth by inviting families and friends to explore the Jackie Robinson Museum.

# 7th Annual Girls in Finance Workshop











Our Women's Leadership Initiative (WLI) partnered with firm clients to host its 7th Annual "Girls in Finance Workshop," an introductory finance workshop for high school girls. The workshop educates young women on basic finance and investment concepts, with the goal of encouraging them to pursue careers in finance. In 2023, we hosted our Girls in Finance Workshop for the first time in our London Office.

## **Our Girls in Finance Workshop:**

TO DATE.

455

HIGH SCHOOL STUDENTS HAVE PARTICIPATED IN THE WORKSHOP

Exposes students to successful women in the finance sector (law and business)







# **Diversity Talent Management Programs**



4TH YEAR



## **2ND YEAR**

**CWT Basic Training** is a career development program designed for diverse attorneys in their second year of practicing law at Cadwalader. Sponsored by the Taskforce for the Advancement of Women, the goal is to provide guidance and career tips on how to be a successful attorney at the firm. The five-week program covers a range of topics through interactive projects and workshops, including: How to Be an Indispensable Associate: Making a Name for Yourself; Communications 101; and Dealing with Difficult People.

## **Business Development Boot Camp**

is a five-part series that provides business development skills for mid-level women at the firm. Sponsored by the Taskforce for the Advancement of Women, BD Bootcamp includes modules, led by coaches, on networking and pitching. The program culminates with a mock pitch, allowing participants to practice the skills they have learned throughout the course. Successful participants receive a Cadwalader Center for Career Advancement Business Development 101 Certificate.

## CADWALADER

## **Sponsorship Program**

## 7TH YEAR +



### **6TH YEAR**

Base Camp is for high-performing diverse associates. Base Camp focuses on leadership training and other programming to help prepare diverse associates for the next stage of their careers. Base Camp provides a bridge of programming from our initiatives for more junior diverse attorneys -- Basic Training and Business Development Boot Camp to the Sponsorship Program.

The Sponsorship Program is a nomination-based initiative for high-performing diverse associates and special counsel run by the Taskforce for the Advancement of Women. Each "protégé" is assigned one or more senior partners to serve as their sponsors for at least one year. The goal of the sponsorship program is to ensure that our talented diverse attorneys with at least seven years of experience have the opportunity to gain the skills necessary to move up the ranks and have long-term successful careers at the firm.



From 2009 through 2012 only 6% of internal partners promoted were diverse. Since 2016, 48% of internal partners promoted were diverse.

#### 2009 to 2012

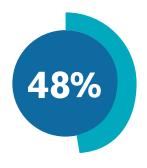


Women and diverse lawyers made up just 6% of internal promotions

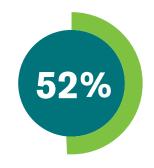


Nondiverse men made up 94% of internal promotions

### 2016 to Present



Women and diverse lawyers have made up 48% of internal promotions



Nondiverse men have made up 52% of internal promotions

Since its launch in 2013, the Sponsorship Program has yielded **20** partner promotions and **23** special counsel promotions.

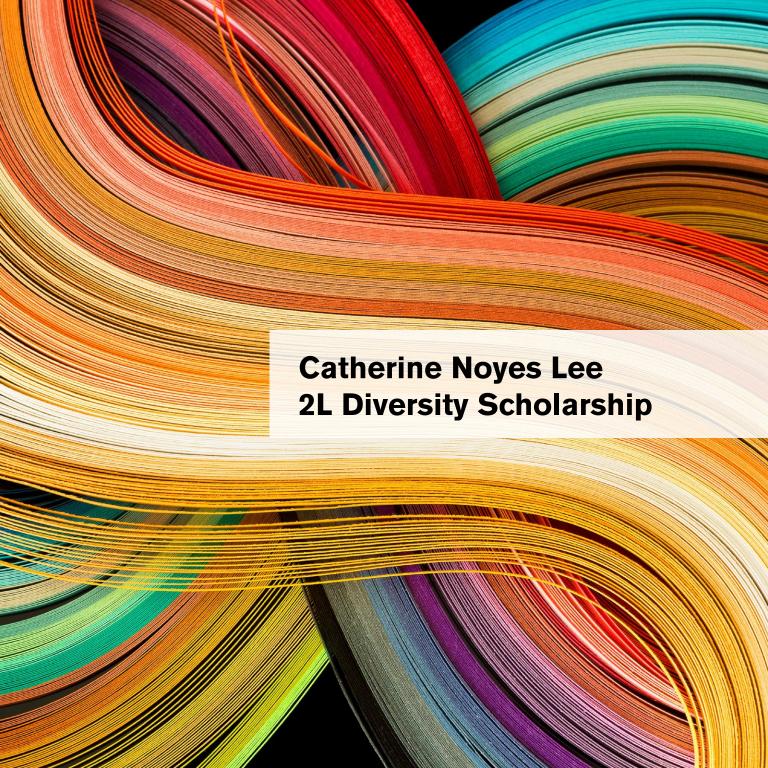
# Allyship @Cadwalader

Our Diversity Allyship Program recognizes quarterly our Diversity Friends, Diversity Allies and Diversity Champions at the firm. Our Diversity Champions—employees who have shown exemplary commitment to our diversity programming—are invited to participate in exclusive celebratory events. The Diversity Allyship Program encourages everyone to be a part of our diversity initiatives and helps create and embrace a diverse and inclusive work environment.

Our 2023 Diversity Champions!









Building on the legacy of Cadwalader's first woman partner, Catherine Noyes Lee, the 2L Diversity Scholarship reemphasizes our commitment to diversity and inclusion and reinforces the value we place on being a change agent for increasing diversity in the legal profession. Catherine was promoted to partner in 1942, and was the first woman partner at a major Wall Street law firm.

To learn more about our Catherine Noyes Lee 2L Diversity Scholarship, please visit our scholarship webpage.





Cadwalader's Supplier Diversity Program further demonstrates our commitment to our firm value of diversity, equity and inclusion. We are committed to engaging with diverse businesses and seek to partner with minority, women, disabled, LGBTQ+ and military veteran-owned businesses in our strategic sourcing and procurement process.

To learn more about Cadwalader's Supplier Diversity Program or to register as a prospective Cadwalader vendor, please visit our supplier diversity webpage.



# Civil Rights @Cadwalader

Our Civil Rights Series provides conversation and education around the civil rights issues of our time. In 2023, we hosted important programs on civil rights and democracy; fighting poverty and pursuing asylum for LGBTQ+ clients; challenging anti-transgender laws; and the history of Guantanamo Bay.

Learn more about our Civil Rights Series.

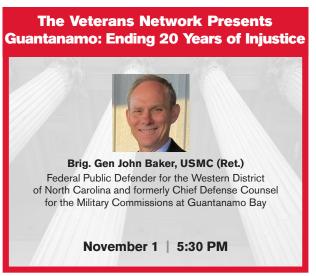
## 2023 Civil Rights Series Programs

Click on the individual images below to view the programs.









# **Programs and Events**

In 2023, our Affinity Networks hosted numerous events, including heritage month celebrations, networking receptions, and community service events.































# **Industry Awards & Recognition**



Cadwalader has received numerous awards and honors for the success of its diversity and inclusion efforts. In 2023, Cadwalader was honored to receive the following awards:

Received **perfect 100**% score on the Human Rights Campaign 2023 Corporate Equality Index and was designated as a "Best Place to Work for LGBTQ Equality" for the 11th consecutive year

Awarded "Gender Diversity International Firm of the Year" as part of Euromoney's 2023 Women in Business Law Americas awards

# **Diversity @Cadwalader**

Recognized in 2023 by *Chambers*Associate as a **Leading Firm in**Diversity, Equity & Inclusion

Named to *Bloomberg Law's* 2023 "Diversity, Equity and Inclusion (DEI) Framework," just one of 55 U.S. firms that "meet or exceed an established threshold of diversity, equity and inclusion in their firm"

