Clifford Chance

Inclusion In The Americas 2026



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The Power of Inclusion

We forge a collaborative, inclusive culture where diverse perspectives are recognized and valued. A culture where everyone has equal access to opportunities to thrive and deliver for our clients, communities, and each other. Inclusion is deeply embedded in Our Code which reflects our identity and is a core part of what it means to be part of Clifford Chance. And because a more diverse, inclusive culture is a more dynamic, impactful one.

Our approach to inclusion focuses on embedding equality of opportunity through our people and talent strategy and global people processes – across all levels of our firm and career cycle. We support our inclusive communities within the firm through our affinity networks, mentoring and other initiatives that are open to all and celebrate the diversity of talent and experience of the people that make up our global firm.

Inclusion Leadership

Chaired by Partner Ty'Meka Reeves-Sobers, our Americas Inclusion Leadership Team works with our affinity groups and management to focus on the identification, retention and development of talented professionals with the philosophy that advancement should be open to all and to promote awareness of the issues affecting equal opportunity in the legal profession and the communities that we serve.

The leadership team is also a driver of policy change, consistently finding better ways to support our colleagues and promoting one firm community.

Affinity Groups

Our Affinity Groups welcome members of each community as well as all other colleagues within the firm. Membership in an Affinity Group is open to all, regardless of your identification or affiliation.

Accelerate (Women's Affinity Group and Working Parents Affinity Group)

Accelerate is a global network committed to removing barriers towards gender parity and fostering an inclusive culture. It's about all of us contributing to a culture, where everybody has equal opportunity to succeed. This regional network encompasses our Women's Affinity Group and Working Parents Group.

Arcus

As a regional chapter of the Global Arcus Network, Arcus Americas works to provide a supportive and safe environment for LGBTQ+ employees and promote a sense of community among our members and employees across the firm.

CliffVets

CliffVets aims to support Veteran employees and their families, raise awareness, and foster an inclusive environment that values the service and sacrifices of veterans, both within the firm and in the broader community. The group also partners with our UK Armed Forces Network to increase awareness globally.

Enable

Enable Americas is a regional chapter of the Global Enable Network and supports employees living with a disability/ neurodiverse condition and aims to raise awareness, provide guidance and highlight the support available and promote cross-community solidarity within the firm.

REACH

The REACH (Race Equality and Celebrating Heritage) network aims to increase understanding of the value of our cultural differences and achieve equality of opportunity for all so that at all levels, the firm will reflect the cultural diversity of its employees.

This regional network encompasses the below affinity groups:

- Asian American and Pacific Islander (AAPI) Affinity Group
- Black Affinity Group
- Latino Affinity Group
- Jewish Affinity Group
- MENASA (Middle Eastern, North African and South Asian) Affinity Group



Legal Recruiting and Scholarships

Clifford Chance has a robust program working with local area law schools and their student associations that welcome all communities. We sponsor student groups, involve them in training and mentoring, and regularly invite them to Clifford Chance events and programs.

Each year, we partner with affinity groups at our target schools, including BLSA, LALSA, APALSA, Outlaws, Women's, and Veteran student groups. We work alongside the members of these organizations and sponsor job fairs, receptions, mock interviews, coffee chats and mentorship programs throughout the year that are open to all law students.

Specific Programs Include:

New York University School of Law AnBryce Scholarship

Clifford Chance was the first law firm to partner with NYU Law School on its groundbreaking AnBryce Program. The program provides full scholarships to outstanding J.D. students from disadvantaged socio-economic backgrounds who are the first in their immediate families to pursue a graduate degree. We have sponsored a student each year since 2006.

Clifford Chance 1L and 2L Morvillo Scholars

In memory of our partner Christopher Morvillo, we are proud to offer two separate scholarships for candidates following their first and second year of law school who can best contribute to our unique Clifford Chance culture and promote inclusion at the firm. Our 1L and 2L scholars secure placements in our summer program and receive a stipend; the first installment paid upon acceptance to the summer program. We welcome applications from all interested 1L and 2L law students. For more information, see here.

Law Preview Scholarship

Since 2009, our US offices have sponsored the Law Preview Scholarship Program, a diversity initiative aimed at improving the academic performance of racial and gender groups traditionally underrepresented in the legal profession. Each year, we sponsor over 30 students attending a one-week, intensive summer prep course before starting their first year of law school.

Programs, Celebrations and Events

Black History Month Celebration

In 2026, our Black Affinity Group hosted a live saxophone performance accompanied by a curated slideshow celebrating influential Black artists, leaders, and cultural figures from the past hundred years.

Hispanic Heritage Month

To celebrate **Hispanic Heritage Month** our Latino Affinity Group invited colleagues to events including a happy hour to taste empanadas and share food traditions and a chance to enjoy a cafecito and pan dulce while hearing about pro bono work that Clifford Chance colleagues had the opportunity to support.

Asian American Pacific Islander Heritage Month

In 2026, our AAPI Affinity Group hosted a community service activity in each of our US offices in partnership with Heart of Dinner, a non-profit that supports elderly Asian American community members experiencing food insecurity and social isolation.

The group also invited **Dr. Karen Korematsu**, Founder and Executive Director of the Fred T. Korematsu Institute, to present an 'insider's' look back at Korematsu v. United States and subsequent developments in US law and policy that continued or combatted systemic racism. Dr. Korematsu is the daughter of late civil rights icon Fred Korematsu.

Veteran's Day in 2025

To celebrate **Veteran's Day** in 2025, our Veteran's Affinity Group, CliffVets, hosted a discussion with Gerry Byrne, who served as a Marine Corps officer in Vietnam.

Arcus Global Pride Art Exhibitions

Arcus hosts its annual art event every June in connection with Pride Month.

Women's Affinity Group

Our **Women's Affinity Group** hosted a regionwide Women in Sports panel, featuring leaders who have built impactful careers across the sports industry.

The discussion explored leadership journeys, navigating complex environments, and how inclusive opportunity strengthens teams and organizations.

South Asian Heritage Month

For our inaugural celebration of **South Asian Heritage Month** in the Americas in 2025, our MENASA Affinity Group welcomed author and public speaker Wajahat Ali, who shared his experiences as a first-generation Pakistani American and a storyteller committed to bridging global divides.

We have sponsored a training webinar series on the **Law of Diversity, Equity and Inclusion** with Professor Kenji Yoshino and the Meltzer Center.

International Day of Persons with Disabilities 2025

To acknowledge **International Day of Persons with Disabilities** 2025 speakers we hosted two former attorneys in the Disability Rights Section at the U.S. Department of Justice for a conversation exploring the intersection of disability, poverty, and public service through the lens of the law.



Pro Bono

Clifford Chance holds strong ties to the community through pro bono projects and relationships led by our Americas Inclusion Committee.

My Sisters' Place

My Sisters' Place is a non-profit organization that provides services to survivors of domestic abuse and focuses on advocacy and community education. Clifford Chance funds a full-time legal Fellow who provides direct client services, pro bono training and supervision to lawyers at the firm.

The Vera Institute of Justice

The Clifford Chance Foundation has partnered with non-profit The Vera Institute of Justice to support a one-year Fellow (open to students in their third year of law school) working on Vera's Expanding Access to Postsecondary Education Project. During the placement, the fellow works on projects from Vera's general counsel's office and other Vera projects, also serving as the liaison between Vera and Clifford Chance.

Thought Leadership Initiative on Diversity in the Legal Profession at Columbia University School of Law

This initiative has two components; support of the scholarly research of Columbia Law School faculty members examining diversity and its implications within the legal community; and delivery of an annual lecture series to showcase the results of the research fund. Recent lectures include 'Challenges in Regulating Artificial Intelligence' and 'Policing the Open Road: How Cars Transformed American Freedom'.

Immigration Equality

Non-profit organization Immigration Equality presented at the firm on 'LGBT Rights at Homeland and Worldwide.' The discussion covered progress made toward decriminalization and legalization, anti-LGBT pushback in other parts of the world, promotion of LGBT rights worldwide and issues related to the LGBT refugee population. The presentation was followed by pro bono training on related asylum cases.

Human Rights Watch

Human Rights Watch is one of the firm's global strategic pro bono clients. We support them with pro bono work globally and invite them to present to our team. Recently, they held a discussion outlining their work bringing perpetrators of grave international crimes to justice, promoting human rights in Europe and Central Asia and protecting the rights of LGBTQ+ people around the world.



Community Partnerships

Law Firm Anti-Racism Alliance

Clifford Chance joined the Law Firm Anti-Racism Alliance (LFAA) as a member firm. LFAA recognizes and embraces the role that law firms, particularly when acting collectively, can better use the law to help bring about systemic change and racial equity. We're proud to take a leadership role on this initiative with New York partner Jeff Berman joining the inaugural Board of Directors to help steer the direction of the LFAA.

Responding to Hate

In response to the rise of racially motivated hate crimes against Asian Americans, Clifford Chance joined the Stand Against Hate Campaign, the National Asian Pacific American Bar Association, and The Alliance for Asian American Justice. The firm is also partnering with the National Asian Pacific American Bar Association on a pro bono project involving the development of a legal remedies manual for victims of hate crimes.

Racial Justice Award

Clifford Chance's Racial Justice Award is open to not-for-profit organizations that help individuals, groups or communities use the law to achieve significant inclusion, racial justice and social impact. Each year, the winner is chosen by an independent judging panel including senior representatives from our strategic pro bono partners, our client base, along with partners from the firm.

In 2021, the firm named the Paralegal Pathways Initiative (PPI) at Columbia Law School's Center for Institutional and Social Change as the winner of its Racial Justice Award. PPI focuses on helping those returning home from American prisons to find sustainable careers.

Our effort to level the playing field for women lawyers as they advance their careers continues to expand. Several years ago, we became the sponsor of the **Women's Group for the Association of Corporate Counsel** (ACC) in New York City. We hosted a special event for ACC members featuring Mika Brzezinski, co-host of Morning Joe and best-selling author of 'Know Your Value — Women, Money and Getting What You're Worth.' We also hosted programs on Health and Wellness and Charitable Giving for ACC members.

Transgender Legal Defense and Education Fund: The Name Change Project

For many transgender, gender non-conforming, non-binary people, securing a legal name change is a critical step toward making their legal identity match their lived experience. By providing people with adequate legal representation, we help our clients successfully complete the process and ultimately move forward with their lives.



Global Support

We believe that strong networks are key to delivering opportunities and advancing equality and as such have developed a range of highly active global affinity networks:

- **Accelerate>>>**
  global gender parity group
- **REACH**
  Race, Equality, and Celebrating Heritage network
- **ARCUS**
  LGBTQ+ network
- **Enable**
  disability network
- **CliffVets**
  Veteran network
- **Faith Groups**
  Buddhist, Christian, Hindu, Jewish and Muslim network sand events.

Reverse Mentoring

Clifford Chance has developed an award-winning reverse mentoring program. Our program is a global initiative that allows people from different backgrounds to mentor senior colleagues to promote appreciation and dialogue around the perspectives and experiences that make up our lived experience at the firm.

Our Code

To achieve our vision of being the global law firm of choice, we must be fully committed to the highest professional and ethical standards, and nurture a culture characterized by integrity, responsibility, accountability and inclusivity. The core principles of our culture are set out in our values-based Code of Conduct which defines our expectations of everyone working in our firm and acts as a guide for our behavior with each other, our clients, and our external stakeholders.

Global Arcus (LGBTQ+) Allies

Our LGBTQ+ employees' network, Arcus, launched a firm-wide initiative with a kick-off program in London, which highlighted the importance of allies in fostering LGBTQ+ inclusion and acceptance. Allyship programs are offered throughout the global network and include training and education seminars.

Women's Empowerment Principles – United Nations

We have signed a formal statement of support for the Women's Empowerment Principles, an initiative created by UN Women in collaboration with the UK Global Compact. The seven principles promote and guide corporate action in pursuit of gender equality and encourage high-level corporate leadership on gender issues and transparent reporting on progress.

Advancement and Social Mobility

Partnership Process

In 2020, we commissioned an independent inclusion-focused review of our partnership selection process. Before we consider a cohort, we look closely at the pipeline of talent.

We are committed to breaking down the barriers restricting recruitment, progress and retention and believe we will be a stronger firm if we can attract the best people from the widest talent pools by delivering an equality of opportunity and a fair chance at advancement.

Secondments

Clifford Chance offers secondments to attorneys and business professionals to work outside their home office temporarily. Attorneys may also embark on client secondments. These experiences allow for different work and cultural experiences and often contribute to career advancement.

LGBTQ+

Our goal is to be the global law firm of choice for LGBTQ+ people and for LGBTQ+ causes. We have developed a global program of initiatives designed to help deliver greater equality for LGBTQ+ people in our firm, build the capacity of our clients to be stronger supporters of equality, and drive real change across the world.

In 2023, Clifford Chance was ranked **#1 in the Stonewall Top 100 Employers List**, which celebrates the efforts and commitments of organizations to LGBTQ+ workplace inclusion.

In June 2026, Clifford Chance's US offices celebrated Pride Month for the 20th consecutive year by showcasing the work of artists and community organizations as part of our global Arcus Pride Art campaign, under the theme Pride in Motion.

View galleries



Culture and Rankings

We understand that lawyers and the professionals that support them — much like our clients — have a choice in where they go. Increasingly, culture is a deciding factor when making employment choices. We are proud of the culture we have built and how our people feel about working at Clifford Chance. In independent surveys of associates at over 100 of the largest law firms in the United States, Clifford Chance led or was ranked near the top of multiple categories.

Highlights Include:

Vault US Survey Rankings 2027

Ranked in the top 10 across 19 quality of life and summer program categories.

#1 Best Summer Program

#2 Best Firm Culture

#3 Overall Best Law Firm To Work For

Chambers US Associate Survey 2026

Elite Firm

Associate Benefits and Quality of Life
Associate Satisfaction
Associate Career Development
AI Integration
Culture

American Lawyer Summer Associate Survey 2026

#6 Summer Associate Satisfaction from 70+ participating firms.

Our Approach to Responsible Business

Our commitment to being a responsible business is embedded in our Code and our operations. We use our commitment to the UN Global Compact, and associated global frameworks, to help shape our approach. In our latest report we focused on strengthening our capabilities to remain adaptable and resilient – guided by the needs of our clients, our people and the long-term sustainability of our firm.

View report

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