

C L I F F O R D

C H A N C E

Careers

**WHERE  
BRIGHT  
MINDS  
MEET**

**INCLUSION IN THE AMERICAS**



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THE POWER OF INCLUSION

As a global firm, we have a distinct advantage in working alongside talented professionals from all over the world. Our people have different viewpoints and come from different cultures, but we share a commitment to breaking down barriers restricting equal opportunity. We believe we will be a stronger firm if we can attract the best people from the widest talent pools. And we believe there is a direct correlation between an inclusive workforce and a more equitable society.

We focus on fostering the conditions for retaining and advancing talent regardless of origin or background. Inclusion is a journey, a process of listening and accepting. We take our first step by creating a work culture that makes everyone feel valued, supported and seen.



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. Our Americas Affinity Groups include:

Accelerate (Women’s Affinity Group & 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 & Pacific Islander (AAPI) Affinity Group
- Black Affinity Group
- Latino Affinity Group
- Jewish Affinity Group
- MENASA (Middle Eastern, North African & 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 2025, our Black and Latino Affinity Group hosted a screening of the Emmy® Award-winning anthology series **Genius: MLK/X** and featured an art installation highlighting the Month’s theme of African Americans and Labor and the important role that art has played in the Civil Rights movement.

To celebrate **Hispanic Heritage Month** we hosted a Fireside Chat with partner Jessica Springsteen, who discussed her career path and shared personal experiences in a conversation moderated by associate Emely Luna.

Asian American Pacific Islander Heritage Month

In 2025, our AAPI Affinity Group launched a campaign encouraging colleagues to pledge as an AAPI ally, which included volunteering to deliver meals to AAPI senior citizens, attending bystander intervention training or investing hours on a pro bono matter that benefits the AAPI community.

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.

Arcus Global Pride Art Exhibitions

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

Our **Women’s Affinity Group** welcomed Michelle Silverthorn, founder of Inclusion Nation, for an interactive presentation open to all where she discussed what it means to THRIVE as a woman in BigLaw and the importance of effective allyship.

We also host the annual “**Advancing Women in the Americas**” series. This past year, our new global managing partner and other colleagues shared their experiences and personal pledges on how they intend to #BreakTheBias.

Our New York office invited **Sara Moss**, Vice Chairman of The Estée Lauder Companies, to speak about her journey rising to the top of the profession, her passion to help women succeed both professionally and personally and increase the number of women in leadership positions.

Clifford Chance has sponsored a training webinar series on the **Law of Diversity, Equity & Inclusion** with Professor Kenji Yoshino and the Meltzer Center.

To acknowledge **International Day of Persons with Disabilities** in 2024, we hosted neurodiversity expert and author Haley Moss for a fireside chat in our Houston office, moderated by counsel and Enable Affinity Group co-chair Kyle Kreshover.

To celebrate **Veteran’s Day** in 2024, we hosted a discussion with Rear Admiral Kevin M. Sweeney, USN (Ret), national security expert, Founder and Principal of KSweeney Consulting, LLC, and Board Member for several companies.



PRO BONO AND COMMUNITY PARTNERSHIPS

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

**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 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.”

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,

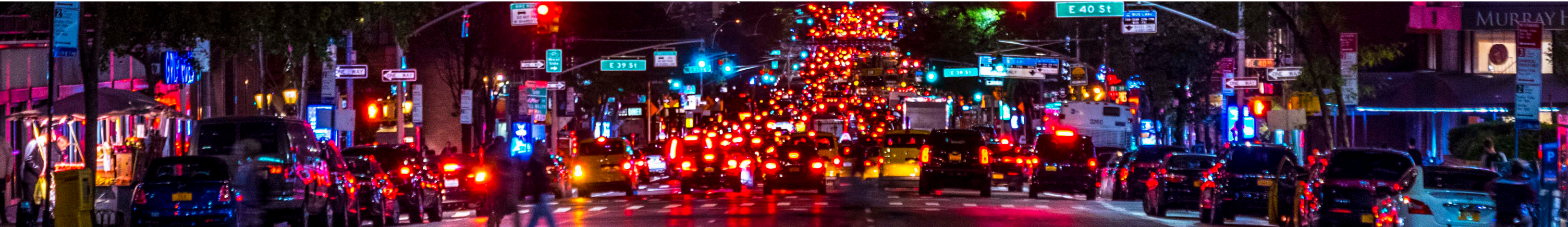
promotion of LGBT rights worldwide and issues related to the LGBT refugee population. The presentation was followed by pro bono training on related asylum cases.

**Human Rights Watch** 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.

**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 & Wellness and Charitable Giving for ACC members.

**Transgender Legal Defense & 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 networks and 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.

**Global Code of Conduct**

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.

**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.

**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.



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+

In 2019, Clifford Chance hired Tiernan Brady as its first **Global Director of Inclusion**. Before taking up his broad diversity and inclusion role at Clifford Chance, he led the winning campaigns for marriage equality in Ireland and Australia. Brady now devotes his time to developing and implementing Clifford Chance’s global inclusion policies and leading new campaigns within our firm, alongside clients and in wider society.

In June 2025, Clifford Chance’s US offices celebrated Pride Month for the 9th consecutive year by showcasing the work of artists and community organizations as part of our global Arcus Pride Art campaign, under the theme **Pride Without Borders**. View the galleries [HERE](#).



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.

American Lawyer Summer Associate Survey 2024

Ranked **No. 2** Summer Program from 70+ participating firms.

Vault US Survey Rankings 2026

Top Quality of Life and Diversity rankings, with top 10 rankings in nearly every category. Highlights include:

- #2 Best Firm for Overall Diversity
- #3 Best Law Firm for Firm Culture
- #3 Best Law Firm for Quality of Work
- #3 Overall Best Law Firm to Work For
- #4 Best Law Firm for Transparency
- #4 Best Law Firm for Career Outlook

Chambers US Associate Survey 2025

**Elite firm** Associate Quality of Life

**Elite firm** Associate Satisfaction

**Excellent performer** Associate Retention

**Excellent performer** Associate Career Development

**Excellent performer** Pro Bono



Stonewall

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

2024 Responsible Business Report

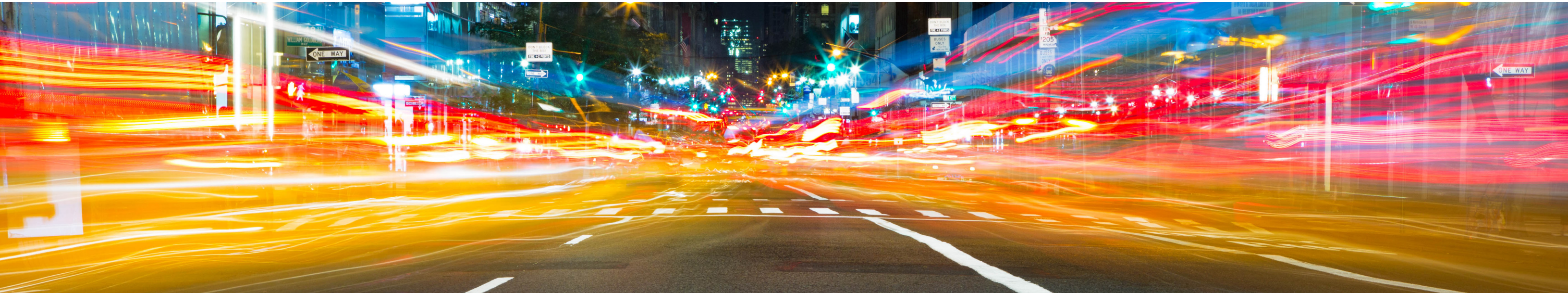
We report regularly to our stakeholders on how we understand our role as a responsible business, and the progress we are making against our objectives. We have reported annually, each year since 2008.

These reports provide an opportunity to show the big picture of how we operate as a single firm worldwide and how this benefits our clients, our communities and our people, and how this is integral to our vision of becoming the global law firm of choice for the world’s leading businesses of today and tomorrow.

Click the image below to explore our most recent report:



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Clifford Chance, Two Manhattan West, 375 9<sup>th</sup> Avenue,  
New York, NY 10001, USA

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Registered office: 10 Upper Bank Street, London, E14 5JJ

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