CADWALADER
CENTER FOR
DIVERSITY & INCLUSION

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A Message from Our Managing Partner

Diversity @Cadwalader

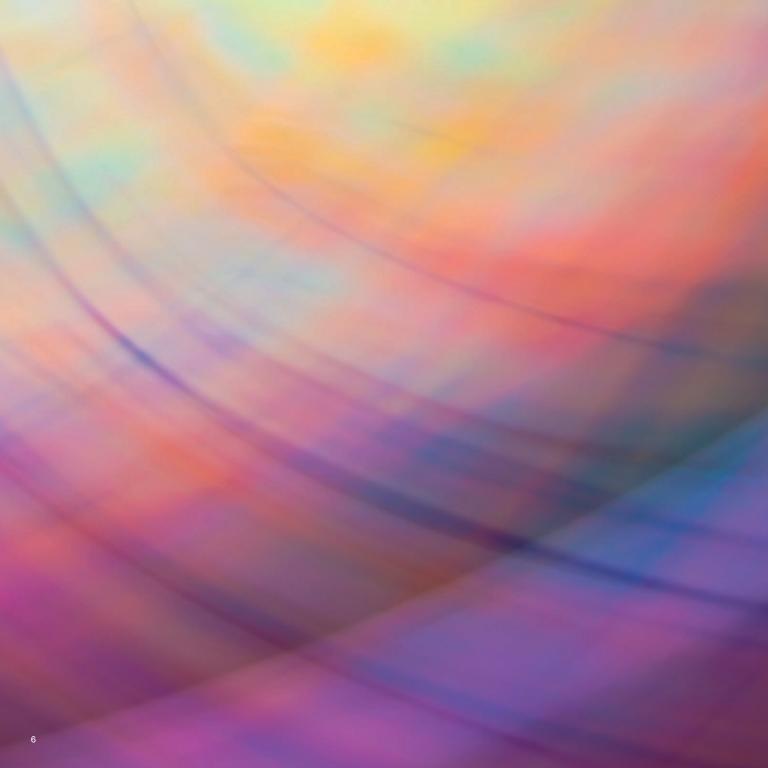


The past year was memorable for many of us at Cadwalader, and for our external partners and friends, who participated in and contributed to the rich tapestry of programming as part of Cadwalader's Center for Diversity and Inclusion. During 2022, we resumed in-person gatherings for events such as our annual Pride Month "Fabulous Party," our "Girls in Finance" introductory finance workshop for high school girls and the Homecoming @Cadwalader celebration of our Firm's 230-year history, which included an affinity network alumni picnic and a Juneteenth celebration for our employees and their families.

Reflecting on these and other highlights in the following pages, I feel tremendous gratitude that our continued focus on achieving greater diversity and inclusion within Cadwalader – for the benefit of our Firm culture, our clients, and our local communities – has also led to a more authentic work environment that adds greater fulfillment to our personal and professional lives. This is possible thanks to our many attorneys and staff members who proudly and boldly take action in support of their deeply-held principles and to honor and amplify their own diverse backgrounds and histories.

To all within and outside our Firm who have shared your presence, time and many talents in support of diversity and inclusion at Cadwalader, we thank you and are excited for the many new experiences we will have together in 2023!

Patrick T. Quinn
Managing Partner
Chair, Global Diversity Committee



Our Global Diversity Committee



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Diversity Spotlight

Cadwalader Supports Small Businesses



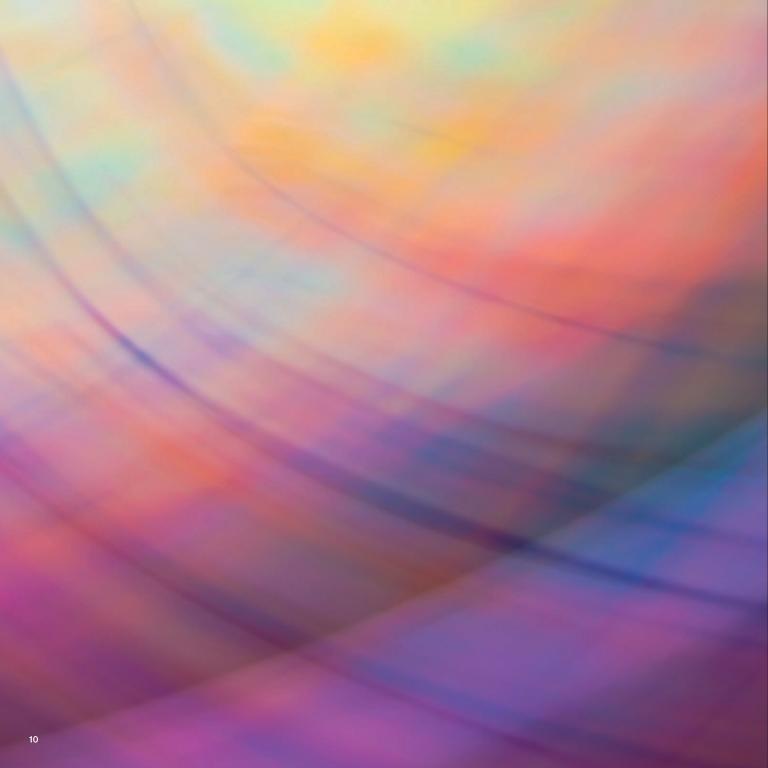




In 2022, Cadwalader hosted **three** pop-up markets in support of local small diverse businesses.

- In recognition of National Small Business Week, Cadwalader hosted a pop-up market featuring several former pro bono clients from our Start Small Think Big Small Business Clinic.
- In celebration of The Mid-Autumn Festival, our Asian American Attorney Resource Group (CAPAA) hosted a night market with local Asian American Pacific Islander-owned small businesses.
- For the holidays, our Affinity Networks hosted a winter market with local diverse small businesses.

Our pop-up markets not only supported small businesses, but also amplified our commitment to engaging with diverse businesses as part of our Supplier Diversity Program.



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

Celebrate Asian American & Pacific Islander Heritage Month



Amanda Phingbodhipakkiya

Multidisciplinary artist Amanda Phingbodhipakkiya spoke with Cadwalader for Asian American & Pacific Islander Heritage Month.

Click here to watch the video.

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.



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CAPAA creates an open space for attorneys outside the four corners of their screens to celebrate our diverse cultural backgrounds, while giving back to the community by supporting small businesses through events. Our monthly meetings have provided me with the opportunity to build relationships outside my practice group, connect with mentors, and access a sounding board for discussing topical matters in the news.

Fiona Cheng, Associate



LL

CAPAA has enriched my experience at Cadwalader by providing a community where members of all backgrounds can be comfortable and share their experiences, culture, and ideas. Through formal/informal meetings, substantive programming and numerous opportunities to engage with attorneys (at all levels) inside and outside of the firm, CAPAA has been a resource for my personal and professional development.

Wilson Chow, Associate

Black & Latino Association



A Virtual Journey Through Black History and the Evolution of Music

February 28 | 6:00 PM

Cadwalader celebrates Black History Month with a Musical Evolution Virtual Tour.

CADWALADER

Elevating and Promoting the Next Generation of Diverse Lawyers and Professionals

October 12 | 6:00 PM



Roberto Concepción



Jessica Ortiz

Roberto Concepción, Global Head of Inclusion & Diversity and Employment Counsel at WeWork, and Jessica Ortiz, Deputy Inspector General and Director of Investigations at The Port Authority of New York & New Jersey, joined Cadwalader for a fireside chat in celebration of Hispanic Heritage Month.

Click here to watch the video.

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.



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When I'm asked what CBLA means to me, my response is always, 'community, belonging, empowerment, and comfort,' among other things. That's truly the foundation of all that CBLA does.

Andrea Nixon, Special Counsel

LGBTQ Network



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Pride @Cadwalader featuring Peter Tatchell, Human Rights Activist and Director of the Peter Tatchell Foundation

June 22 | 5:30 PM

PETER TATCHELL

Lambda Legal CEO Kevin Jennings participated in a Cadwalader program for Pride Month.

Click here to watch the video.

Cadwalader's UK office celebrated Pride Month with a visit from Peter Tatchell.

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.

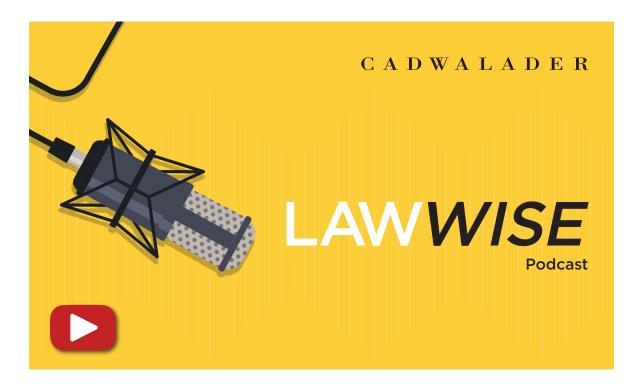


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CLN provides a ready-made network of lawyers and other professionals invested in your success from the moment you join. It also provides a platform for diverse associates (even at the most junior levels) to be exposed to firm leadership and attorneys in other practice areas via recruiting efforts, training programs and other networking events. On a personal level, I feel incredibly grateful to be a part of a firm that not only accepts but celebrates the LGBTQ community.

Jared Stanisci, Partner

Veterans Network



To commemorate Veterans Day, Cadwalader hosted a special Law *Wise* podcast featuring members of the Veterans Network—partner sponsor David Burkholder, network chair Fran Linares and partner Joe Beach.

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.



Through the Cadwalader Veterans Network, I have met attorneys with a wide diversity of experience and interests: those that have served in the armed forces, have family members and friends that have served and many that are interested in Veteran's issues. It is rewarding to create opportunities to apply those experiences and interests in the firm's many missions through client networking, attorney recruitment and development, and the support of Veterans and their families in our communities.

Francisco Linares, Special Counsel

Women's Leadership Initiative



How She GOT It Done – A Conversation With Cadwalader's Newly Promoted Women Partners



Erica Hogan



Sabah Nawaz



Catherine Richardson

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.



LL

Despite joining Cadwalader when we were still fully remote, I found instant community in the Women's Leadership Initiative. The WLI fosters success, challenges Cadwalader attorneys to think about their career goals and provides a network for dialogue and mentorship across practice groups. It is an honor to co-chair the group and to work with our talented membership to develop programming that furthers Cadwalader's mission to champion diversity and create spaces for our attorneys to thrive authentically.

Elizabeth Moore, Associate

Parents @Cadwalader Affinity Network

The Parents @Cadwalader Affinity Network Celebrates Juneteenth



The Parents @Cadwalader Affinity Network celebrated Juneteenth by inviting families and friends to a drum and dance performance by Asase Yaa African Dance Theater.

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.















6th Annual Girls in Finance Workshop













Our Women's Leadership Initiative (WLI) partnered with firm clients to host its 6th 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.

Our Girls in Finance Workshop:

415

To date, 415 high school students have participated in the workshop.

Offers
Professional
Development
opportunities for our
WLI members





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



In 2022, the WLI partnered with Goalsetter, an interactive finance app that is designed to educate teens on saving, budgeting and investing through games, memes, and pop culture. Each student participant was gifted with a 1-year subscription to the Goalsetter platform.

Diversity Talent Management Programs

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.







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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.





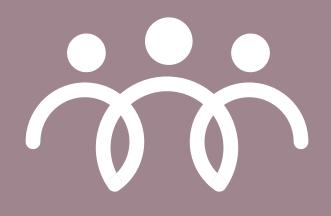




Homecoming @Cadwalader was a celebration of our Firm's 230-year history with Cadwalader friends, family and alumni. During Cadwalader's inaugural Homecoming Week, we hosted events for the Cadwalader Community, including:

- A community service event in support of The Campaign Against Hunger;
- An evening picnic for our affinity network alumni; and
- A Juneteenth Celebration with Cadwalader employees and families.

Allyship @Cadwalader



— DIVERSITY— ALLYSHIP — PROGRAM —



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 that support our diverse vendors, such as a chocolate tasting with Dallman Confections and a whiskey tasting with Happy Cork.

In addition to recognizing our Diversity Champions, we hosted a training program on well-being and mindful allyship. This training provided tools on how to be a powerful ally.

Catherine Noyes Lee 2L Diversity Scholarship



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.

Diversity in Our Partnership and Senior Positions







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, veteran and LGBTQ+ 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 2022, we hosted important programs on civil rights in the crucible of covid; closing Rikers Island; LGBTQ Rights; and the post-*Dobbs* legal landscape.

Learn more about our Civil Rights Series at cadwalader.com/about/diversity/civil-rights-series.

2022 Civil Rights Series Programs

Click on the individual images below to view the programs.









Programs and Events

In 2022, our Affinity Networks hosted numerous events, including a voter registration drive, heritage month celebrations, networking receptions, and community service events.





































Industry Awards & Recognition

Received perfect
100% score on
the Human Rights
Campaign 2022
Corporate Equality
Index and was
designated as a "Best
Place to Work for
LGBT Equality" for a
10th consecutive year.

Recognized in
2022 by Chambers
Associate as a
Leading Firm in
Diversity, Equity &
Inclusion

Diversity @Cadwalader

Named to Bloomberg
Law's 2022

"Diversity, Equity
and Inclusion (DEI)
Framework," just one
of 43 U.S. firms that
"meet or exceed an
established threshold
of diversity, equity
and inclusion in
their firm"

Awarded "Diverse
Women Lawyers
International Firm of
the Year" as part of
Euromoney's 2022
Women in Business
Law Americas awards

Shortlisted in *The*American Lawyer's
annual Industry
Awards 2022 for
the "Best Diversity
Initiative" category

Finalist for the

Diversity Champion
and Top Diversity
& Inclusion Officer
categories for the
Crain's Excellence in
Diversity & Inclusion
Awards

