



Diversity and Inclusion

Cozen O'Connor is committed to employing a diverse complement of attorneys and staff, and to fostering greater inclusion in the legal profession. We understand the organizational effectiveness that comes from welcoming and valuing difference within the firm, and we know that

assembling a team with a rich diversity of perspectives and experience is necessary to providing the highest quality legal service. As a firm, our goals are to recruit professionals with diverse backgrounds and talents, maximize the unique potential of each employee, and build a more inclusive profession.

To pursue this important mission, Cozen O'Connor has adopted a multilayered approach. Our efforts are led by a **chief diversity officer**. This is a management-level position and can only be held by a member of the firm's partnership. The chief diversity officer leads our **Diversity & Inclusion Committee**, which was first established in the late 1990s and includes attorneys from various practice areas and offices, as well as staff from the recruiting, marketing, and professional development departments.

The firm operates resource groups tailored to promote the success and inclusion of five self-identifying constituencies: **Asian Attorney Resource Group, Black Attorney Resource Group, LGBTQ Attorney Resource Group, Hispanic/Latino Attorney Resource Group, and Disabled and/or Veteran Attorney Resource Group**. Cozen O'Connor takes equally seriously its commitment to the advancement of women in the legal profession, and the Diversity & Inclusion team works in close partnership with the firm's independent, award-winning **Women's Initiative**.

Cozen O'Connor focuses its diversity activities in three key areas:

**Law 360 Names Cozen
O'Connor Among the Top 25
Law Firms for Black
Attorneys and Top 100 Law
Firms for Female Attorneys**

- [Recruitment & Hiring](#)
- [Retention & Promotion](#)
- [Community Engagement](#)



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For more information, contact



Lynnette D. Espy-Williams
Chief Diversity Officer



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[Joe Tilson Elected Chair of ABA Section on Labor and Employment Law](#)

[Maryland Law Alum And Chief Diversity Officer Lynnette Espy-Williams On Honing Your Craft,](#)

Finding A Mentor, And Changing
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