



Recruitment & Hiring

Cozen O'Connor is — and always has been — an equal opportunity employer. We do not discriminate based upon race, color, gender, gender identity, national origin or ancestry, religion, age, disability, citizenship, marital status, military or veteran status, sexual orientation, or any other prohibited basis.

This policy extends to all aspects of the employment relationship, including hiring and advancement.

Cozen O'Connor is a signatory to both the Philadelphia Bar Association's **Statement of Goals of Philadelphia Law Firms to Increase Minority Hiring** and the **Statement of Goals for the Advancement of Women in the Profession**. The firm is a founding member of the **Philadelphia Diversity Law Group**, whose mission is to design programs that support the recruitment and retention of diverse lawyers.

The firm seeks to recruit law students with a wide range of backgrounds and experiences. We do this, in part, by participating in pipeline programs like the Philadelphia Diversity Law Group Fellows Program, the Houston Bar Association's Minority Opportunities in the Legal Profession, and the San Diego County Bar Association's Diversity Fellowship Program. Initiatives like these work to identify excellent first-year law students from diverse backgrounds, offer summer employment opportunities at prestigious law firms, and provide educational seminars about the business and practice of law. Cozen O'Connor often participates in the interview and selection of new fellows, accepts summer associates, and has hired fellows as full-time associates after graduation.

More recently, Cozen O'Connor launched its own **1-L Diversity & Inclusion Fellowship**. It is open to first-year law students who belong to a group that has historically been underrepresented in the legal profession and have demonstrated

Cozen O'Connor 1L Diversity & Inclusion Fellowship

Please click [HERE](#) for information on how to apply to our 1L Diversity & Inclusion Fellowship.

a commitment to building diversity and inclusion. Through that program, diverse students can summer at Cozen O'Connor and build connections for future employment.

Our recruitment professionals and hiring partners are also focused on reaching out to law schools with diverse student populations. Cozen O'Connor members travel to minority student job fairs across the country, such as the Philadelphia Area Diversity Job Fair, Northwest Diversity Job Fair, and Lavender Law Career Fair, among others. They participate in panel discussions on inclusive recruiting and engage in other on-campus programs with the goal of increasing our firm's profile among diverse student populations.



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