

Philly Area Companies Receive Top Scores in HRC's Equality Index

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Cozen O'Connor was mentioned in *Philadelphia Gay News* about the firm's strong scoring of LGBTQ inclusive policies and employee resource groups conducted by the Human Rights Campaign. In the last Corporate Equality Index score, Cozen O'Connor bumped up from 75 to 100 by making its employee benefits information more readily accessible and clearly defining a benefit partner. The firm has two LGBTQ ERGs, one for attorneys, which focuses more on business development and one for staff members. Shakema Appleton, the firm's diversity data analyst, said two ERGs help to "provide more education for employees not just throughout that group but throughout the firm as a whole." She added, "[People] really came out and said 'Hey, this is what we need to see within Cozen O'Connor.'"

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