



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**

Recent News:

Cozen O'Connor Recognized by Profiles in Diversity Journal with 11th Annual Diversity Leader Award

Cozen O'Connor has been selected by Profiles in Diversity Journal® to receive its 11th Annual Diversity Leader Award. The award is given to organizations that demonstrate a strong commitment to expanding and improving diversity, inclusion, and equity in the workplace and beyond.

[More](#)

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:

- Recruitment & Hiring
- Retention & Promotion
- Community Engagement



[Diversity and Inclusion](#)

[Community Engagement](#)

[Diversity Committee](#)

[Recruitment & Hiring](#)

[Retention & Promotion](#)

[Women's Initiative](#)

For more information, contact



Lynnette D. Espy-Williams
Chief Diversity Officer



NEWS

Mariah Passarelli Named to the
LGBT Bar 2019's Best LGBTQ+
Lawyers Under 40

Jesse Ryan Loffler Named
President-Elect of the National
LGBT Bar Foundation

Cozen O'Connor Names John Ho
as Leadership Council on Legal
Diversity Fellow



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