

## Chapman Among 45 Best Law Firms for Women and Diversity

*This is the 16<sup>th</sup> year Chapman has been recognized by Seramount for the firm's inclusive programs, policies, and best practices.*

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CHICAGO, May 29, 2024 — Chapman and Cutler LLP is pleased to be named to the 2024 Seramount Best Law Firms for Women and Diversity list. This year, Seramount recognizes 45 law firms that significantly invest in recruiting, developing, promoting, and retaining women, people of color, LGBTQ+ people, and people with disabilities as well as those from other underrepresented communities. This is the 16<sup>th</sup> time Chapman has been included on the “Best Law Firms” list and Seramount has again recognized Chapman’s “Hall of Fame” status (ten or more years on the list).

Chapman’s Chief Talent Officer, Stacey Kielbasa, plays a key role in leading and implementing the firm’s policies with unique perspective, having started her career as a practicing attorney at Chapman. “We are honored to be recognized for our programs and policies focused on the success, well-being, and promotion of our attorneys who identify as women or from other underrepresented groups. Investing in and supporting programs to advance legal, business, and leadership skills, mentoring, parental/caregiver support, and flexible work arrangements are all essential to helping our attorneys thrive.”

“As a working mother, I have first-hand experience with the value of these programs and the daily impact they have personally and professionally on attorneys’ lives. I am very proud of the work we have done and continue to do to help our people succeed in demanding careers,” adds Kelley Bender, Chapman’s Chief Operating Partner.

Shannon Burke, Director of Talent Development and Diversity shared, “Our Business Resource Groups are one of several programs offering structured opportunities for our diverse attorneys to support each other within the firm and to advocate for additional policies supporting their professional growth. Developing and enhancing initiatives for underrepresented attorneys at Chapman benefits not only those participating, but the entire firm.”

Included among Chapman’s initiatives recognized by Seramount to support the careers of women and attorneys from other underrepresented groups:

- **Benefits.** Chapman’s family-friendly benefits were highly praised in the rankings this year. Chapman’s benefits include: gender neutral parental leave; ramp down before and ramp up after parental leave; breastmilk shipping; confidential, external coaching for attorneys to help with the transition into parental leave and returning from parental leave; menopause support; fertility health benefits including in vitro fertilization and gestational surrogacy; backup childcare and elder care; and partnership with external experts to assist with elder care needs.
- **Leadership.** Women and attorneys from other underrepresented groups serve at the highest levels of Chapman leadership, including Chapman’s Chief Operating Partner and 50% of the

members of the firm's governing policy committee. In addition, Chapman's hiring committee chair, partner review committee chair, attorney review committee chair, three of the firm's office leaders, and pro bono, professional development, diversity, wellness, and environmental sustainability partners are women. Chapman is also a Mansfield Rule 6.0 Certified Plus firm, indicating that Chapman intentionally seeks to create a diverse candidate pool for available leadership positions at the firm.

- Mentoring programs. Chapman's mentoring programs support career and practice growth to champion professional development and advancement within the firm.
- Agile policies. Chapman's support for flexible and part-time schedules continue to help our women thrive in all stages of their careers.
- Business Resource Groups (BRG). Chapman supports Business Resource Groups for diverse populations including Women Attorneys BRG, Black Attorneys BRG, Ethnically Diverse Attorneys BRG, LGBTQ+ BRG, and Working Parent Attorneys BRG. These groups support attorneys' respective needs by offering opportunities to share experiences, mentor younger attorneys, and host networking events to help attorneys prepare for leadership roles. Additionally, they serve as forum for professional insights, challenges and goals.

### **About Chapman and Cutler LLP**

*Chapman is a law firm focused on finance, representing the most sophisticated financial companies and institutional investors in the world. Since our founding in 1913, Chapman has provided legal services to banks, corporations, insurance companies, investment funds, and other participants in the financial services industry for a wide range of transactional, regulatory, tax, and litigation matters. For more information, please visit [chapman.com](http://chapman.com).*

### **About Seramount**

*Seramount is a strategic professional services and research firm dedicated to supporting high-performing, inclusive workplaces. Seramount partners with over 450 of the world's most influential companies, large and small, to offer pragmatic solutions including best practice DEI research, workplace assessment, employee learning and development, and talent sourcing. These offerings empower companies to navigate a dynamic corporate environment and to cultivate a resilient, connected workforce that achieves extraordinary outcomes.*