

Diversity in Action

Making a Difference Together

Since 2002, the men and women of Plunkett Cooney have been working tirelessly to improve diversity within the firm, the legal profession and the communities in which we live and work. Along the way, we have forged new relationships and strengthened old ones with colleagues and community leaders focused on making a difference.

Below are just some of the many organizations and efforts with which Plunkett Cooney is proud to be affiliated whether as members, leaders and/or sponsors. These organizations and their members are our partners on a fascinating journey to make this world a better place!

Mansfield Rule Certification

Plunkett Cooney has achieved Mansfield Rule Certification. This is a rigorous 18-month process to boost the representation of lawyers from historically underrepresented backgrounds in law firm leadership by broadening the pool of candidates considered for these roles and increasing business development opportunities.

Sponsored by Diversity Lab, an incubator for innovative ideas, Mansfield Rule Certification is a highly sought-after certification that demonstrates a law firm's commitment to diversity, equity and inclusion with a particular focus on increasing opportunities for attorneys not typically represented within the legal profession, which includes racial and ethnic minorities, females, LGBTQ+, and those with disabilities.

African American Partners' Collaborative (AAPC)

The AAPC was established after a series of informal discussions among African American partners at major metropolitan Detroit law firms who perceived a significant decline in the number of black lawyers at these firms. The AAPC is contributing to the conversation about improving diversity and inclusion in the legal industry and sponsors programs to achieve that goal. Plunkett Cooney is a proud member of the AAPC.

Hispanic Bar Association of Michigan

The Hispanic Bar Association of Michigan (HBAM) was formed in 1991 to cultivate the science of jurisprudence, promote reforms in the law, facilitate the administration of justice, and elevate the standard of integrity, honor, and courtesy in the legal profession in the State of Michigan. The association seeks to (1) provide a voice for Michigan's Hispanics, especially those involved in the legal

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profession; (2) counsel and assist the Hispanic community by supporting local and charitable organizations; (3) advocate for greater representation of Hispanics in the legal profession and in public office; and (4) facilitate communication among Michigan attorneys and others concerned with the law.

Michigan Asian Pacific American Bar Association

The formation of the Michigan Asian-Pacific American Bar Association (MAPABA) stems from the civil rights trials arising out of the hate-crime murder of Vincent Chin in Detroit. Many Asian-American lawyers in Michigan who were working pro bono for the American Citizens for Justice at the time of the murder and subsequent trials in the 1980s decided to form a bar association to promote the legal interests of the Asian-American community in Michigan. This goal continues to remain the central focus of the Michigan Asian-Pacific American Bar Association in the modern era.

Michigan Roundtable for Diversity & Inclusion

Founded in 1941, the Michigan Roundtable for Diversity & Inclusion is the oldest organization involved in race relations in Detroit. The organization was formed in response to the growth of totalitarianism abroad and divisions within the Detroit community. Today, the Roundtable proudly serves as a catalyst for change by developing, organizing and empowering individuals and communities to advance equity and opportunity for all. Plunkett Cooney is a longtime member of the Roundtable and has had the privilege of sponsoring and participating in many of the organization's educational efforts and community events.

Wolverine Bar Association

The Wolverine Bar Association, an affiliate of the National Bar Association, was created by African American attorneys in the 1930s. It was organized to coordinate the energies and talents of the increasing number of African Americans admitted to practice throughout Michigan. The roots of the association are in the Harlan Law Club, which was founded in 1919 by several attorneys in the Detroit area who were excluded by local bar associations across the state. The association's goals and ideals of equality and dedication to the community have not significantly changed from those of the founders of the Harlan Law Club. Several of Plunkett Cooney's African American attorneys are proud members of the Wolverine Bar Association, and the firm is pleased to provide support and sponsorship of such activities and events as the association's Annual Barristers Ball.

Women Lawyers Association of Michigan

The mission of the Women Lawyers Association of Michigan is to secure the rights of women in society and advance the interests of women members of the legal profession, to promote improvements in the administration of justice, to promote equality and social justice for all people, to improve relations

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between the legal profession and the public, and to encourage the continued legal education of lawyers. The association consists of regional groups across Michigan, offering fellowship, events and professional development opportunities to its membership.