

Equity, Inclusion and Diversity at Arthur Cox

Our EDI Strategy focuses on four pillars:

Race and Ethnicity to “promoting a culture where everyone belongs”

Gender “supporting the career progression of women”

LGBTQ+ “creating a supportive community” and

Disability and Neurodiversity “fostering an inclusive workplace”

Richard Ryan

Embrace is the Arthur Cox network for diversity and inclusion for people from racial and ethnic minority backgrounds within the firm. Our purpose is to promote a culture in which everyone, regardless of background, race, identity, status, or other circumstance belongs.

Maura McLaughlin

We recognise that progress is not just about making sure that the firm is diverse, but also ensuring that everyone feels that they are welcome and that they can fulfil their potential.

Michael Coyle

We are focused on continuing to improve gender balance and supporting women's careers and progression to leadership positions in our firm. We do this through sponsorship and mentoring programmes, maternity coaching, and bespoke training sessions.

Louise O'Byrne

Initiatives such as our formal sponsorship programme are key to supporting women as they develop their career in the firm. The programme is available to all of our female associates at 4 years PQE and above. In parallel, we offer mentoring to all of our associates at both three and four years PQE to support them on their path to senior positions of the firm.

Robert Mac Carthy

Alliance's aim is to foster a culture of openness and inclusivity here in the firm and a key part of that work is organising networking and social events, organising training sessions for allies, and promoting development opportunities for LGBTQ+ employees. Of course, we also aim to support the community beyond the Firm, and so we work with non-profit organisations, we sponsor a number of student LGBTQ+ societies, and we're a founding member of Outlaw, which is a network that promotes LGBTQ+ diversity across the legal profession in Ireland.

Clíodhna McHugh

Over the last year, Alliance has hosted a series of events, and they focused on authenticity, inclusion, family, and activism because in the coming years, our strategic focus is on building a programme of events around education, empowerment, and enablement. We've also placed a really strong focus on allyship, and we hope that this will allow us to build a strong and supportive community within the firm to help those on their coming out journey.

Michael Twomey

Here at Arthur Cox, we really recognise the unique perspectives and problem solving skills brought by individuals with disabilities, individuals with neurodiversity, including autism, ADHD, and dyspraxia. We work really hard to foster an inclusive workplace with a compassionate culture, clear accommodation policies, an inclusive physical environment, accessible communications, and really data-driven strategies to attract and foster diverse talent.

Megan Knežević

We are focused on working across the firm in partnership with disability and neurodiversity organisations to create educational programmes. This includes prioritising accessibility in our recruitment and training processes, as well as reviewing our workplace settings so we can meet the needs of everyone who works here.

For more information, Please visit arthurcox.com/edi