

C L I F F O R D
C H A N C E



#PURPLELIGHTUP 2020
JULY 2021

#PURPLELIGHTUP

ABOUT THE MOVEMENT



#PurpleLightUp is a game-changing global movement led by **PurpleSpace**. It is designed to celebrate the economic contribution of employees with disabilities and is a mark of respect to the UN International Day of Persons with Disabilities every 3rd December.

#PurpleLightUp enables disability Employee Resource Groups/networks and their employers to accelerate culture change around the world.

Organizations that participate in #PurpleLightUp are signalling one, or more, of the following:

- their disability Employee Resource Group/Network matters to them and they value their leadership, challenge and innovation
- they are an ally to people with disabilities
- disability is on their board agenda.

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CLIFFORD CHANCE

ABOUT THE FIRM

We are one of the world's pre-eminent law firms with significant depth and range of resources across five continents. As a single, fully integrated, global partnership, we pride ourselves on our approachable, collegiate and team based way of working.

We always strive to exceed the expectations of our clients, which include corporates from all the commercial and industrial sectors, governments, regulators, trade bodies and not for profit organisations. We provide them with the highest quality advice and legal insight, which combines the firm's global standards with in-depth local expertise.

Many of the world's leading organisations look to Clifford Chance not just for legal expertise but for advice on business critical issues.

32 OFFICES 22 COUNTRIES

ABU DHABI	CASABLANCA	ISTANBUL	MUNICH	ROME	WARSAW
AMSTERDAM	DELHI	LONDON	NEWCASTLE	SÃO PAULO	WASHINGTON, D.C.
BARCELONA	DUBAI	LUXEMBOURG	NEW YORK	SHANGHAI	
BEIJING	DÜSSELDORF	MADRID	PARIS	SINGAPORE	
BRUSSELS	FRANKFURT	MILAN	PERTH	SYDNEY	KYIV ¹
BUCHAREST	HONG KONG	MOSCOW	PRAGUE	TOKYO	RIYADH ²

1. Clifford Chance has a best friends relationship with Redcliffe Partners in Ukraine.

2. Clifford Chance has a co-operation agreement with Abuhimed Alsheikh Alhagbani Law Firm in Riyadh.

#PURPLELIGHTUP 2020

COMMITTING TO DISABILITY INCLUSION

At Clifford Chance, we are committed to creating a truly inclusive workplace in which each and every colleague can thrive.

This includes, but is not limited to, creating the right culture and environment for colleagues with a disability, long term injury or condition, or who simply require a workplace adjustment, to succeed.

As part of this commitment to disability inclusion we signed up to a membership with PurpleSpace. In December 2020 we joined them in their global movement #PurpleLightUp to celebrate and draw attention to the economic contribution of the 386 million disabled employees around the world on International Day of Persons with Disabilities.



Read more about our Enable network [on our website](#).

“ACROSS THE FIRM PEOPLE ARE WORKING AND CAMPAIGNING TO HELP US LIVE UP TO OUR COMMITMENTS AS PART OF OUR INCLUSION STRATEGY, AND, WHILST MUCH IS BEING DONE, WE RECOGNISE THERE IS MUCH MORE TO DO.

TOGETHER WE CAN CREATE THE INCLUSIVE FIRM AND BETTER SOCIETY WE WANT FOR OUR COLLEAGUES WITH DISABILITIES BUT, AS ALWAYS, THAT CHANGE REQUIRES ALL OF US.”

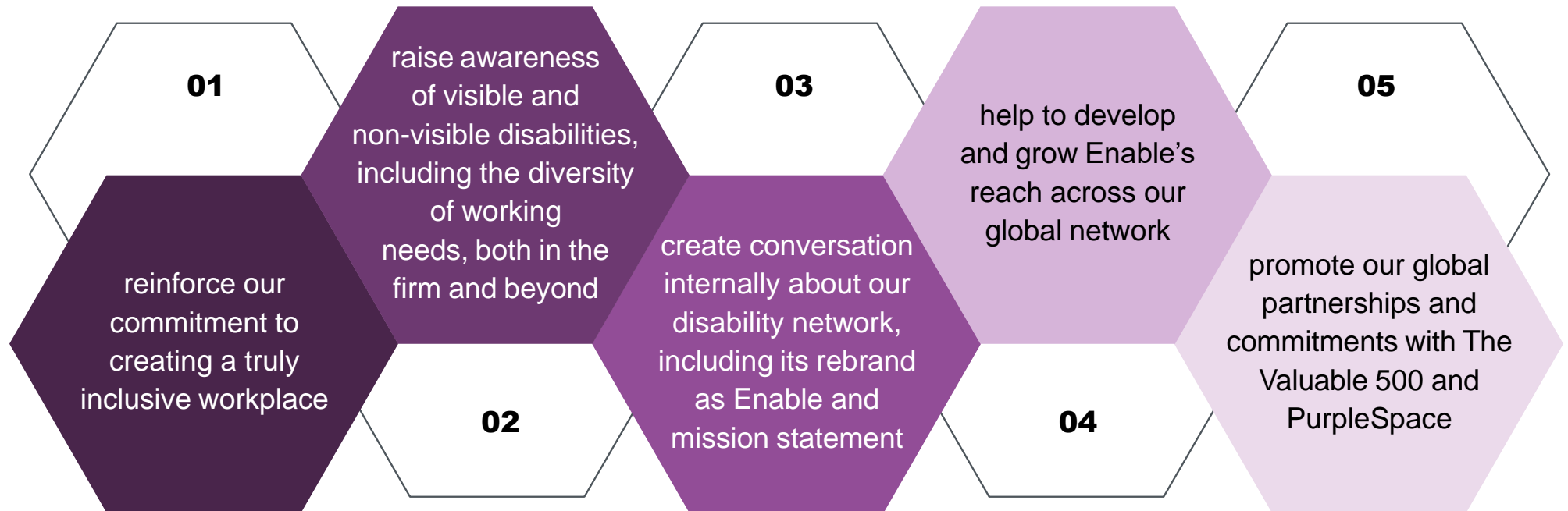


TIERNAN BRADY
GLOBAL DIRECTOR
OF INCLUSION

#PURPLELIGHTUP

OUR AIMS

In joining the global #PurpleLightUp movement we aimed to:



#PURPLELIGHTUP

LIGHTING CLIFFORD CHANCE UP PURPLE

Our internal campaign encouraged colleagues to get involved and celebrate by:

joining the #PurpleLightUp 24-hour global broadcast with our own Lou Zabbar, co-chair of Clifford Chance Enable, speaking on a panel exploring the role that ERGs/networks play in promoting disability inclusion

attending our panel with the International Paralympic Committee (IPC) to relaunch the UK Disability Action Group (our UK disability network) with a new strategy, purpose and rebrand, as well as a panel discussion with the IPC to discuss what organisations need to be thinking about to build back better toward a disability-inclusive, accessible and sustainable post Covid-19 world

joining the conversation on Yammer by posting a photo of themselves wearing purple and sharing a message of support for International Day of Persons with Disabilities (IDPD) or something new they learnt from the day

lighting up our buildings purple in the Americas, Amsterdam, Australia, Spain, London and Warsaw.

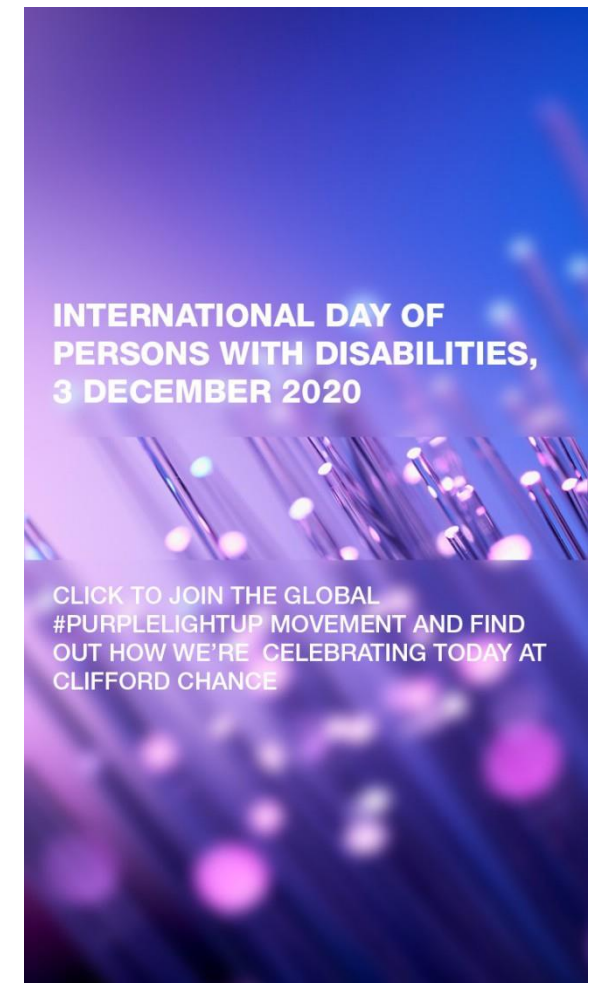
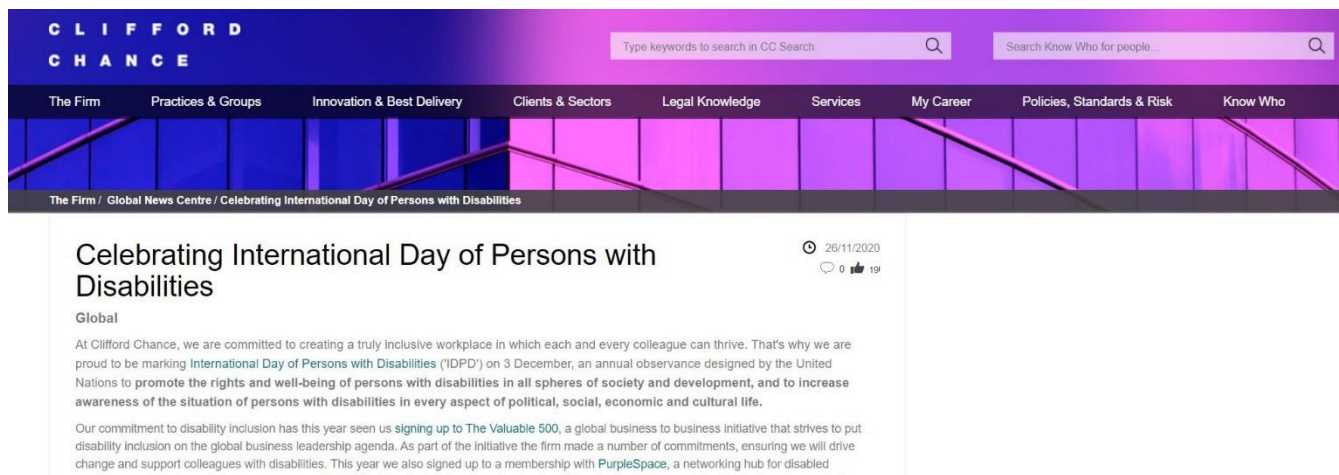
#PURPLELIGHTUP

THE IMPACT

Clifford Chance Intranet and internal news channel

This was our second year running our global campaign to mark International Day of Persons with Disabilities and joining #PurpleLightUp, so we took advantage of our digital real estate and lit up our intranet purple for the duration of the week, with a purple header and a promotional banner on the homepage.

We published an article with the full details of the campaign (encouraging everyone to celebrate IDPD and join the #PurpleLightUp campaign and 24-hour global broadcast, join our panel event with the International Paralympic Committee, and get involved on Yammer) which received 430 views and 19 likes.



#PURPLELIGHTUP

THE IMPACT (CONTINUED)

YAMMER



Colleagues across our global network got involved and shared their own personal stories and messages of support in our 'Discussing Disability' community on Yammer, with 49 posts and 307 reactions



#PURPLELIGHTUP

THE IMPACT (CONTINUED)

YAMMER



Mwenya, Kalela (PFIN Partnership Services-LON)
Dec 3, 2020 • @5
Seen by 81

Patrick, Practically Perfect in Purple! Sorry, I couldn't resist a little Mary Poppins reference there. :) Happy International Day of Persons with Disabilities from our CFO!

Glydon, Patrick (Management Group) would like to nominate **Chong, Matthew (PFIN Commercial Services-LON)**, Meudtner, Jana (PFIN FP&A-FRA), Zaykova, Irina (PFIN Partnership Finance-MOS) and Williams, Emily (PFIN Commercial Services-LON) to add their photos and **nominate others**. #purplelightup



Hier, Emily (Management Group)
Dec 3, 2020
Seen by 151

I have been partially deaf since birth and wear two bone-anchored hearing aids (otherwise known as BAHAs... see one of them in the pic below). I am lucky in that it hasn't affected my life too heavily - the NHS in the UK have been fantastic, and I live 30 minutes away from a hospital which specialises in BAHAs. One of my favourite things about having a BAHAs is the Bluetooth feature, which allows me to connect to my phone so I can join meetings and listen to music easily without needing headphones.... see more



\$Veroni, Alice (Ext-Restaurant Assoc-LON)
Dec 3, 2020
Seen by 118

Good Morning Clifford Chance!

We are proud to be marking **International Day of Persons with Disabilities** today, an annual observance designed by the United Nations to promote the well-being of persons with disabilities in all spheres of society and develop increase awareness of the situation of persons with disabilities in every aspect social, economic and cultural life

If you are in the office today, you will be able to feast your eyes on the decor see more



Meijler, Dana (Best Delivery-AMS)
Dec 3, 2020
Seen by 153

My daughter Maya is 17 and she has autism and a cognitive disability. Like many parents in this situation, I started out after my daughters diagnosis, looking for ways to address her differences and fill her gaps and to help her learn. Our initial thinking was if we could just fix the problem through providing the right supports, then she would be like the rest of us. We engaged with many specialists who worked closely with us to do just that. And it was hard and making progress was very slow ... see more



Khan, Asna (Communications-NY)
Dec 3, 2020
Seen by 153

Meet my sister Sana! Sana lives with Down Syndrome and an intellectual disability but that has never dulled her shine. As her guardian, I've learned to be her best advocate as we navigate how and what opportunities are best for her future now that she's out of school.

Sana teaches me something new everyday and one of the most important lessons I've learned from her is to approach all situations and people without judgement.

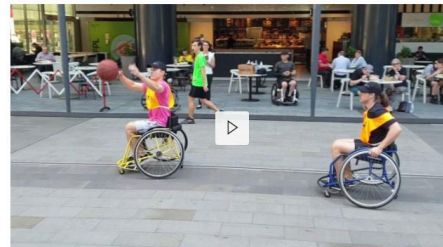
I'm so happy to see that as a firm we are recognizing IDPD and delighted to read the experiences of my colleagues



Higgins, Taylor (Business Professionals-PER)
Dec 3, 2020 • Edited
Seen by 89

The Perth Office has taken part in Rebound WA's Wheelchair Showcase for the second year. Rebound WA was the 2019 recipient of Part of the 2019 Clifford Chance Funds and finally post COVID (in our state) we were able to join them for a cheque presentation also. It was a tough game but team bibs took the win by one goal!

<https://reboundwa.com/>



Núñez, Lidia (Antitrust-MAD)
Dec 3, 2020 • @18
Seen by 134

...ted to share with you the local actions being organised in the Spanish

...office has joined the global movement #PurpleLightUp and has lightened up the office entrance and the pyramid (we will share photos shortly).

...Interview, Laura Guzmán (Internal Services Operative) talks about her day at Clifford Chance and her favourite hobby, playing football!

...y market ("MerCadete") opens its "doors" (from 26 November to 6 December). You can make your purchases through [web page](#) or [Facebook](#) @fundacioncadete.org.

...th the motto "no child without treatment due to lack of resources", Fundación Cadete's aim is to surpass the EUR 2,157 raised in last year's edition.

...ould you like to know more? Inés Santías (Cadete's executive director) and Ana Reja share their experience and beneficiary's day-to-day needs on the webinar held on 26 November 2020.

...y fundraising initiative: FIDE, in collaboration with la Fundación Esfera and diversity, is working on a pioneering project to offer quality education to children with intellectual disabilities who are interested in pursuing studies related to the field of law. There are a number of people who cannot currently access this opportunity for purely economic reasons, despite meeting the academic requirements.

Mwenya, Kalela (PFIN Partnership Services-LON)
Dec 2, 2020 • @6
Seen by 74

Let's turn the OFT Yammer group purple! In celebration of IDPD, sharing a photo wearing purple and wishing everyone a **happy IDPD!** Tagging Elahi, Salman (PFIN Partnership Services-LON), Boughan, Bal (PFIN Partnership Services-LON), Welch, Chloe-Anne (PFIN Partnership Services-LON), Chopra, Deepak (P2P-DEL), Thakur, Sujata (PFIN FP&A-DEL) and Glover, Jennifer (Management Group) to add their photos and **nominate others**. #purplelightup



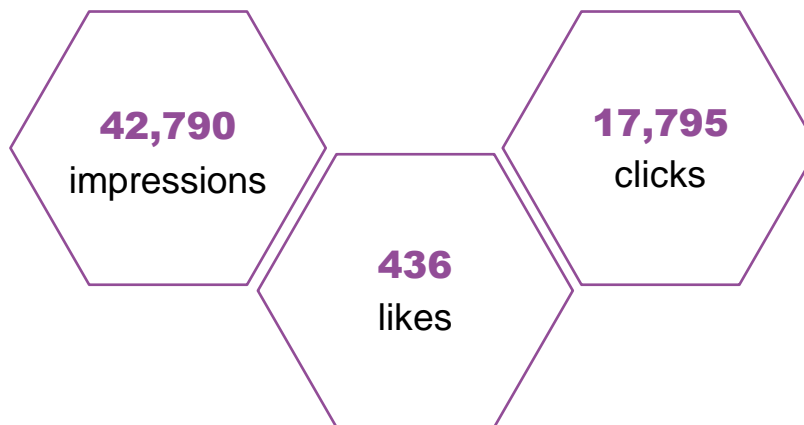
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THE IMPACT (CONTINUED)

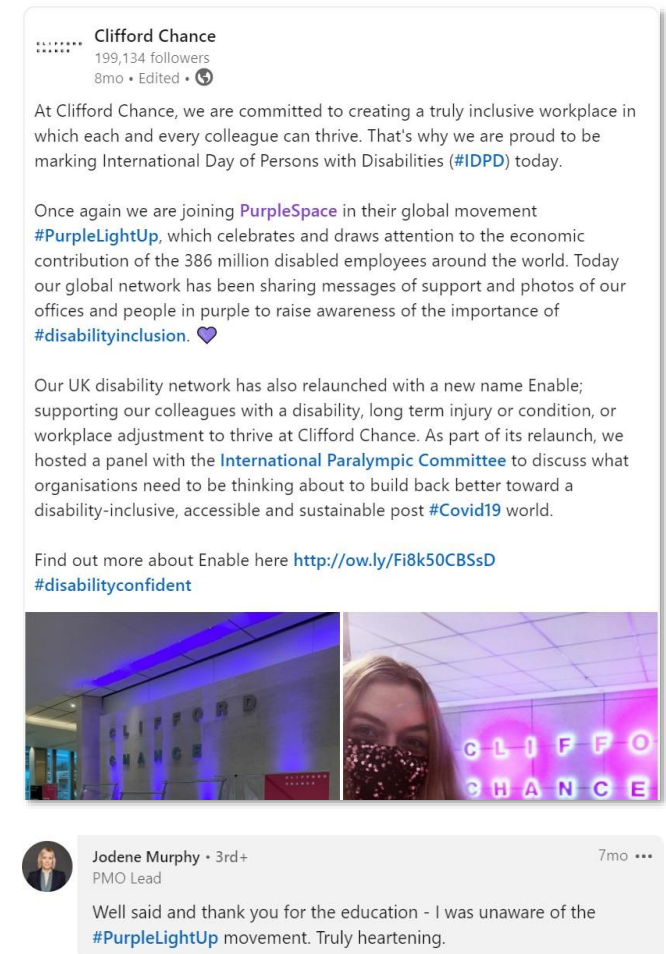
LinkedIn



To celebrate #PurpleLightUp, we posted a collage of our offices lit up in purple around the world and our people wearing purple on the Clifford Chance global LinkedIn page, which is followed by almost 200K people, including employees, clients, students, alumni and the media. It became our most read post in December, receiving...



Other Clifford Chance office pages – including Amsterdam, the Americas and Germany – also showed their support for the campaign by sharing photos of how they celebrated #PurpleLightUp.



#PURPLELIGHTUP

THE IMPACT (CONTINUED)

Lighting up our buildings in Amsterdam, Madrid, New York, Washington DC, London and Düsseldorf



#PURPLELIGHTUP

THE IMPACT (CONTINUED)

During our panel event, our UK disability network launched its rebrand from the Disability Action Group to **Clifford Chance Enable**.

Creating a safe, inclusive and open environment for colleagues to share their lived experience has always been at the heart of our disability strategy and Enable aims to use the recommendations from PurpleSpace and the outputs from a Lived Experience Forum held in September 2020 to help raise awareness with colleagues about our network, visible and non-visible disabilities, and the support available to them.



Read more in [a blog post on our website](#), published to mark the launch.

“AT CLIFFORD CHANCE WE WANT TO LET PEOPLE PLAY TO THEIR STRENGTHS, AND THAT MEANS CREATING THE RIGHT CULTURE AND ENVIRONMENT FOR THEM TO SUCCEED. ENABLE PROVIDES THE BUILDING BLOCKS FOR US TO CONTINUE TO BUILD DISABILITY CONFIDENCE FROM THE INSIDE OUT AND I’M EXCITED FOR THE NEXT PHASE OF OUR JOURNEY.”



CAROLINE FIRSTBROOK
CHIEF OPERATING OFFICER
ENABLE CO-SPONSOR

#PURPLELIGHTUP

THE IMPACT (CONTINUED)

Since December, Enable has gone from strength to strength with chapters of the network launching in Asia Pacific, Americas, Amsterdam, Spain as well as the UK. Other highlights include:

My Lived Experience series – internal interviews with people about their experience of disability

A Mental Health Awareness Week talk with ex-rugby player Gareth Thomas

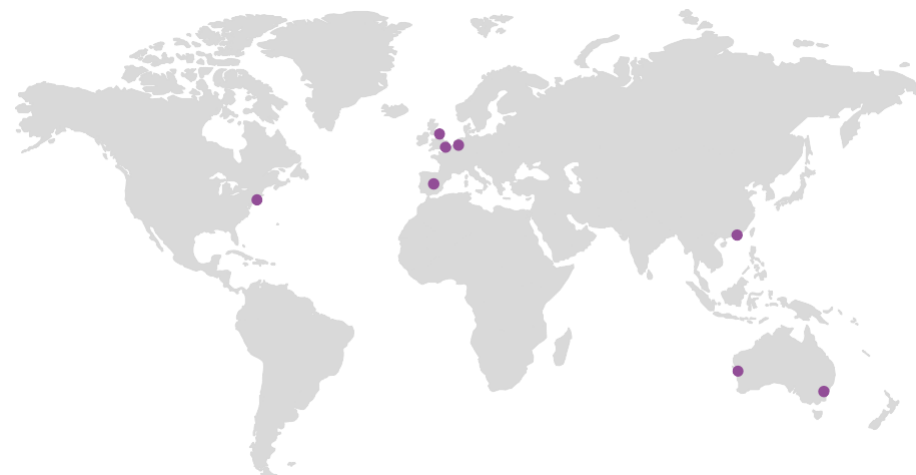
Tiernan Brady featured in PurpleSpace's 'Spotlight on' interview series speaking about disability inclusion at the firm

Our focus on workplace adjustments, exploring both IT tools and external providers

We launched a Trainee tailored adjustment plan

We created a Global Champion network

Matthew Layton and Tiernan Brady featured in PurpleSpace's '5 Trust Tests' guide for data collection on disability



We engaged clients and suppliers in discussions about disability inclusion

#PURPLELIGHTUP

OUR COMMITMENT AS A FIRM

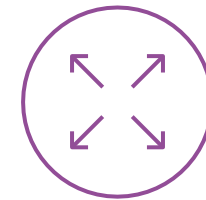
Our commitment to disability inclusion saw us signing up to The Valuable 500 and PurpleSpace in 2020, but since the #PurpleLightUp campaign we have made further external commitments:



partnering with a coalition of global organisations and business leaders who are committed to advancing mental health awareness and best practices in the workplace to launch
The Global Business Collaboration for Better Workplace Mental Health



Global Managing Partner Matthew Layton joined UK business leaders in signing an open letter to urge UK Prime Minister Boris Johnson to deliver an ambitious and transformative plan to support and enable persons with disabilities and ensure everyone can realise their potential



expanding our participation in the **Mansfield Rule Certification process** to become inaugural participants in the Mansfield Rule UK which measures whether law firms have considered at least 30% women, racial and ethnic minorities, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.

#PURPLESPACE

CONTACT DETAILS

#PurpleLightUp: <https://www.purplespace.org/purple-light-up>

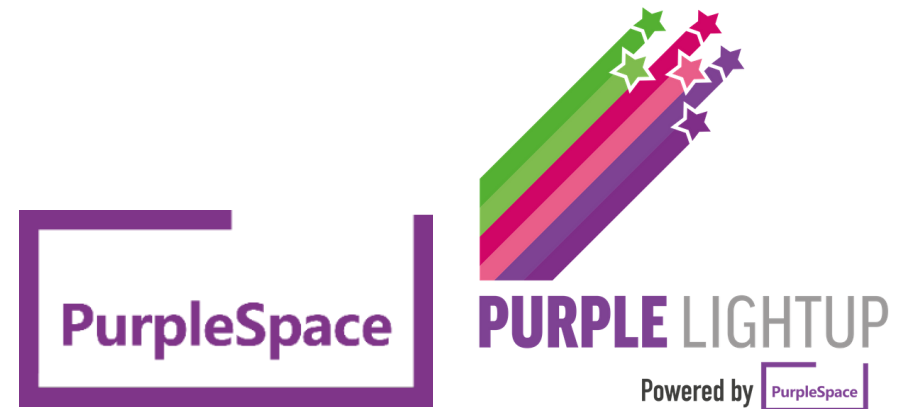
PurpleSpace website: www.purplespace.org

Email: hello@purplespace.org

Twitter: @mypurplespace

LinkedIn: [linkedin.com/company/purplespace](https://www.linkedin.com/company/purplespace)

Facebook: [facebook.com/mypurplespace](https://www.facebook.com/mypurplespace)



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Building disability confidence from the inside out

CLIFFORD CHANCE

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