

Diversity, Equity + Inclusion

Forward Together

At Davis+Gilbert, we share a deep, top-down commitment to supporting diversity, equity and inclusion (DEI) within our firm, our communities and our nation. We incorporate these values into everything we do — including hiring, training, staffing, career development and community participation — to ensure that we move forward together as a team.

Structured for Diversity

Only a multicultural team can deliver in a multicultural world. Our chief talent + diversity officer fulfills a mandate to hire, retain and elevate diverse talent while building initiatives that help us all learn and grow.

An active Diversity, Equity and Inclusion Committee ensures that we walk the walk with initiatives that include:

- 50 billable credit hours per year on work that supports diversity and inclusion
- The Diversity, Equity and Inclusion Committee, which includes attorneys and professional staff to encourage equitable idea sharing and an exchange of diverse perspectives
- Mandatory annual sensitivity training for all employees
- Mandatory diversity training with Dr. Arin Reeves
- Bystander intervention training offered to all employees
- Firmwide training offered on gender identity, pronouns and sexual orientation
- Lunch + Learns on diversity-related issues, laws and initiatives in both the legislature and the community — all employees invited
- Gender-neutral parental leave policy
- Active caregivers' group
- All employees encouraged to use personal pronouns of their choice
- All employees invited to participate in volunteer opportunities

Connecting With Talent

We do not wait for diverse talent to seek us out. Instead, we are active participants in several diversity pipeline programs. We also participate in local student programs such as the [Thurgood Marshall Summer Law Internship Program](#), which places diverse New York City public high school students with legal employers for the summer.

Practice Makes Perfect

We invest in extensive DEI training for partners, associates and professional staff. This includes leadership and inclusion training with experienced diversity consultants, mandatory annual sensitivity training for all employees and even bystander intervention training to help stop harassment when we see it. Furthermore, throughout the calendar year, we educate attorneys and staff with meaningful programs featuring prominent scholars, authors and attorneys on topics relevant to promoting diversity, civil rights, criminal justice reform and more.

“The DEI training sparks important conversations and meaningful reflection throughout the firm, building on our diverse and inclusive work environment.” — Mitch Karsch, Partner

Opportunity for All



From day one, we provide transparency concerning advancement and elevation. Feedback is ongoing, and opportunities for advancement and elevation are openly discussed.

In addition, we ensure that all team members have equal opportunity to learn, to lead and to develop business. Davis+Gilbert has achieved Mansfield Certification Plus status, meaning we affirmatively consider at least 30% women, attorneys of color, LGBTQIA+ and lawyers with disabilities for leadership, partnership, governance and senior positions.

Since the inception of the certification process, we have seen and experienced positive progress involving people belonging to historically underrepresented groups:

- 62% of all new hires; and
- 75% of those promoted to partner.



21% of individuals in the U.S. workforce identify as having a disability. In our ongoing commitment to inclusion, Davis+Gilbert has partnered with Diversity Lab in their [Disability Inclusion Commitments](#). Of the ten actions firms can take to sustain a culture of inclusion for people with disabilities, we are in the advanced stages of implementation in six areas and are committed to expanding in other areas.

Pursuing Social Justice

As a member of the [Law Firm Antiracism Alliance \(LFAA\)](#), Davis+Gilbert works to address systemic racism and promote racial equity in the law. We actively support the LGBTQIA+ communities via The Center, which offers wellness programs and family support services.