

Diversity, Equity & Inclusion Mission Statement

At Davis+Gilbert, we are committed to supporting diversity, equity & 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.

We believe that creating a diverse, equitable and inclusive workplace not only makes us a stronger firm, but it is also our responsibility as advocates of justice. In order to maintain a thriving and collaborative legal practice and promote diversity and inclusion within the legal industry, we are dedicated to:

- **Recruitment:** Increasing opportunities to hire attorneys and professionals of diverse backgrounds.
- **Retention:** Facilitating access to clients, assigning matters and supporting professional development opportunities, all in a fair manner, to ensure that all attorneys, including attorneys of diverse backgrounds, have an equal opportunity to thrive within the firm; and strengthening policies that allow for flexible remote work arrangements.
- **Advancement:** Fostering the promotion and strength of attorneys' skill sets and careers within the firm.
- **Engagement and Education:** Supporting the needs and conversations of attorneys and professionals of the firm and encouraging the education of all members of the firm as it relates to diversity and inclusion topics.
- **Community Outreach:** Supporting and actively participating in key bar and legal associations, business organizations and community groups that are focused on specific, diverse constituencies or general diversity goals.

The Davis+Gilbert's Diversity, Equity & Inclusion (DEI) Committee, comprised of attorneys and professional staff of various levels and backgrounds, including a member of the Executive Committee and the firm's Chief Talent and Diversity Officer, is responsible for reviewing the firm's DEI practices and recommending specific strategies and policies for enhancing and strengthening the firm's efforts.