

Culture + Opportunity Mission Statement

At Davis+Gilbert, we are committed to supporting culture and opportunity 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.

In order to maintain a thriving and collaborative legal practice — as is our responsibility as advocates of justice — we are dedicated to:

- **Recruitment:** Increasing opportunities to hire attorneys and professionals from a variety of personal and professional backgrounds.
- **Retention:** Facilitating access to clients, assigning matters and supporting professional development opportunities for all, to ensure that all attorneys have an opportunity to thrive within the firm; and strengthening policies that allow for flexible work arrangements and other retention benefits.
- **Advancement:** Developing attorneys' skill sets to foster career advancement within the firm.
- **Engagement and Education:** Providing trainings in developing the skill set and knowledge of attorneys and professionals of the firm and encouraging the education of all members of the firm as it relates to legal developments, history, and current events both within and outside of the legal profession.
- **Community Outreach:** Supporting and actively participating in key bar, legal and trade associations, business organizations and community groups that further our mission to support culture and opportunity.

Davis+Gilbert's Culture + Opportunity 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 + Culture Officer, is responsible for reviewing the firm's culture and opportunity practices and recommending specific strategies and policies for enhancing and strengthening the firm's efforts.