

# Diversity, Equity & Inclusion



We are committed to building a welcoming and inclusive workplace for all employees. By focusing on our culture, our communities, and our pipeline, we're building intentional programs that strive to improve our firm and the communities we support.

*"The outcomes below signify the firm's ongoing commitment to developing and supporting diverse teams."*

- Barbara J. Duffy  
Lane Powell President



\* Stats as of March 2024

# Diversity, Equity & Inclusion at a Glance



## our culture

AT THE FIRM

LANE POWELL

### Diversity, Equity & Inclusion Committee

Established in 1995, our committee of dedicated employees meets regularly to innovate and implement diversity, equity and inclusion (DEI) programs in a manner that reflects our deep commitment to diversity.

### Firm Leadership

It takes committed leaders to make DEI a true priority. DEI topics and initiatives are discussed at the highest level of leadership, and our Director of Professional Development and Diversity regularly reports to Management and the Board.

### DEI Strategic Plan

Our firm-wide Diversity, Equity, and Inclusion Strategic Plan focuses on five key areas: recruiting, retention, inclusion, leadership accountability, and championing DEI in the community.

### Education

We sponsor firm-wide learning experiences connecting the entire firm to build inclusivity. Recent topics include: gender expression and identity, implicit bias, and respect and inclusion in the workplace.

## our investment

IN PEOPLE



### Leadership Council for Legal Diversity

Since 2011, we have been a member of LCLD, an organization at the forefront of the national conversation on diversity in the legal profession. We invest in our people by sponsoring attorneys for LCLD's Fellows and Pathfinders Programs each year and by participating in the Leaders at the Front Pledge. We're honored to receive LCLD's 2023 'Top Performer' and 'Compass Award' recognition.

### Mansfield Rule

We've achieved Certification-Plus status in each of our three years of participation in the Diversity Lab program, which aims to increase the representation of historically underrepresented lawyers in leadership roles and partnership at law firms by broadening the pool of candidates considered for such opportunities.

### Women's Initiative

From mentoring to professional and business development programs, we are constantly looking for innovative ways to support the success of our talented women attorneys.

### Parent Support

We provide a generous bonding leave package and a customized coaching program to our new parent attorneys. We work with each individual to ensure their schedule, practice and long-term career plans are supported.

## our dedication

TO THE COMMUNITY



### Affinity Bar Sponsorship

We get involved. We put our people and our money where it counts – supporting various affinity and minority bar associations in our communities. Some examples include: QLaw, Korean American Bar Association and Oregon Hispanic Bar Association.

### Community Organizations

We support the incredible work of our partners in the community dedicated to diversity, equity and inclusion. From groups like the Greater Seattle Business Alliance to Basic Rights Oregon, we invest in our communities.

### Community & Bar Leadership

As leaders and members of national and local bar associations and organizations, our lawyers stay connected with the aim of serving the profession and community.

### US Law Firm Group

As members of the US Law Firm Group, we participate in committees focused on law firm diversity, women lawyers, professional development, and recruiting.

## our commitment

TO THE PIPELINE



### George V. Powell Diversity Scholarship

We created the George V. Powell Scholarship to offer a Summer Associate position and financial support to a 2L who will contribute meaningfully to the diversity of the Pacific Northwest legal community.

### Ron Beard Scholarship

Created in 2015 in honor of our late partner, Ron Beard, we provide financial assistance and mentoring for a University of Washington law student of color each year.

### Gregoire Fellows Program

We're proud to be a founding sponsor of this innovative program, which provides financial support, mentoring, and a summer internship to law students. We host Fellows from the University of Washington or Seattle University in our Seattle office.

### Multnomah County Bar Fellows Program

We proudly support this program, which provides financial support, mentoring, and internship opportunities to law students at Lewis & Clark and University of Oregon law schools. We host a Fellow in our Portland office each summer.

### NW Minority Job Fair

Over 30 years ago, we helped found this Seattle-based job fair that provides a forum for law students and attorneys to connect. Today we remain just as involved.

FOR MORE INFORMATION CONTACT:

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